



**PETROLIMEX INFORMATION TECHNOLOGY
AND TELECOMMUNICATION JSC**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 17th, 2025



PETROLIMEX

AGENDA OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

Time of the Meeting: 8:30 a.m. on April 17th, 2025

Expected Venue: 3rd Floor Hall - Cau Giay Hotel, Hanoi

– No. 110 Cau Giay Street – Quan Hoa Ward – Cau Giay District – Hanoi

No.	Agenda	Time
I	Opening of the Meeting	7:40-9:00
1	Welcoming delegates and shareholders, distributing voting ballots, guiding shareholders to register to attend the General Meeting	
2	Announcement of shareholder eligibility verification results	
3	Opening: National anthem, meeting purpose declaration; Introduction of delegates	
4	Approval of the General Meeting agenda	
5	Approval of the Working Regulations at the General Meeting	
6	Introduction of the Presidium and Secretariat	
II	Reports at the General Meeting	9:00-10:15
1	Report on business operation results in 2024, orientation and tasks in 2025	
2	Report on the BOD Performance in 2024 and Plan for 2025	
3	Report on the operating results of Supervisory Board in 2024	
4	Audited General financial statements for 2024	
5	Proposal on profit distribution plan in 2024	
6	Report on settlement of salaries and remuneration for members of the BOD and remuneration for members of the Supervisory Board in 2024	
7	Proposal on the salary and remuneration scheme for members of the BOD and remuneration for members of the Supervisory Board in 2025	

No.	Agenda	Time
8	Proposal on selection of an auditing agency for the 2025 financial statements	
III	Election of additional independent BOD members for 2021-2026 term	
1	Approval of the Proposal/List of nominees and candidates for Independent BOD Members	
2	Approval of the Election committee	
3	Approval of the Election Regulations of Independent BOD Members	
4	Election of independent BOD members and vote counting	
IV	Discussion and voting on the contents at the Meeting	10:15-10:30
V	Announcement of election results, Introduction of independent BOD members	10:30-10:40
1	Announcement of election results	
2	Introduction of independent BOD members	
VI	Guest Speeches	10:40-11:10
VII	Closing of the Meeting	11:10-11:40
1	Presentation of the draft Resolutions of the Meeting	
2	Voting to approve the Minutes and Resolutions	
3	Closing of the Meeting	

**ORGANIZING COMMITTEE
OF THE GENERAL MEETING**

Hanoi, March 26th 2025



NOTICE OF MEETING INVITATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

**To: Shareholders of Petrolimex Information Technology and
Telecommunication Joint Stock Company**

Pursuant to the Charter of organization and operation of Petrolimex Information Technology and Telecommunication Joint Stock Company (the Company), the Board of Directors respectfully notifies shareholders the organization of the Annual General Meeting of Shareholders in 2025 as follows:

1. **Time of the Meeting:** 8:30 a.m. on April 17th, 2025.
2. **Venue:** 3rd Floor Hall - Cau Giay Hotel, Hanoi – No. 110 Cau Giay Street Quan Hoa Ward – Cau Giay District – Hanoi.
3. **Contents of the Meeting:**
 - Report on business performance results in 2024 and orientation and tasks for 2025;
 - Report on the Board of Directors' performance in 2024 and orientation and tasks for 2025;
 - Report on the operating results of the Supervisory Board in 2024;
 - Audited General financial statements for 2024;
 - Proposal on profit distribution plan for 2024;
 - Report on settlement of salaries and remuneration for members of the BOD and remuneration for members of the Supervisory Board in 2024;
 - Proposal on the salary and remuneration scheme for members of the BOD and remuneration for members of the Supervisory Board in 2025;
 - Proposal on selection of an auditing agency for the 2025 financial statements;
 - Election of additional independent BOD members for the term 2021-2026.
4. **Documents of the General Meeting:** Shareholders may access the meeting documents on the Company's website at: <http://www.piacom.com.vn>
5. **Registration to Attend the Meeting:** Shareholders are kindly requested to register to attend the General Meeting either in person at the Company's office or by submitting a registration form to the Company no later than **April 13th, 2025**.
6. **Authorization to attend the General Meeting:** If the shareholders authorize another person to attend the meeting on their behalf, please follow the steps below:
 - For institutional shareholders, please Complete the *Letter of Authorization FORM 01/GUQ-DHDCD-TC* enclosed with the Notice of Invitation to the meeting.



- For individual shareholders, please Complete the *Letter of Authorization FORM 02/GUQ-DHDCD-CN* enclosed with the Notice of Invitation to the meeting.

- The Letter of Authorization shall be sent to the Company's address no later than **April 13th, 2025** or presented when the Authorized Person attends the General Meeting.

(This Letter of Authorization is only valid if it bears the original wet-ink signatures (or digital signatures with legal validity) of both parties. For the Letter of Authorization by institutional shareholders, the form must also include the company stamp/seal of the authorizing organization).

7. Submission address and support contact

Petrolimex Information Technology and Telecommunication Joint Stock Company

- Address: Company Office, 15th Floor, Detech Building – No. 8C, Ton That Thuyet, My Dinh 2, Nam Tu Liem, Hanoi;

- Phone: (024)3518-2072; Fax: (024)3518-2067;

- Contact: Ms. Nguyen Thi Bich Thuy – Secretary of the Board of Directors, phone (024) 3518-2072, ext. 104; Email: thuyntb.piacom@petrolimex.com.vn.

8. Required Documents for Attendance:

- Letter of Authorization to attend the Meeting (if any);
- National ID/Passport.

The Board of Directors cordially announces and looks forward to welcoming all shareholders to the 2025 Annual General Meeting of Shareholders. ✓

Best regards!

ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRPERSON



Tran Ngoc Tuan

Shareholders' confirmation:

Shareholder Information:

Shareholder: Code

BUSINESS LICENSE NUMBER: Issued Date: Place of issue:.....

Address:

Phone/Fax:

Number of shares owned at the time of voting:

In words:

Attending the General Meeting

Not attending the
General Meeting

Authorization to attend
the General Meeting



SOCIALIST REPUBLIC OF VIETNAM
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LETTER OF AUTHORIZATION

ATTENDING THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
 PETROLIMEX INFORMATION TECHNOLOGY AND TELECOMMUNICATION JOINT
 STOCK COMPANY (PIACOM)
 (For Institutional Shareholders)

1. Name of the organization:

Shareholder No.:

Enterprise Registration No.:

by Issue Date

Head Office Address:

Number of shares currently owned:

In words:

2. Full name of the authorized person:

National ID/passport number:

by Issue Date

In case shareholders are unable to attend and cannot authorize others, please authorize members of the Board of Directors of the Company (BOD) according to the list below:

No.	Full name	Position	Tick	Number of Authorized Shares
A	B	C	D	E
1	Mr. Tran Ngoc Tuan	Chairperson of the BOD		
2	Mr. Nguyen Van Quy	Member of the BOD, Director of the Company		
3	Mr. Hoang Hai Duong	Member of the BOD		
4	Mr. Nguyen Anh Toan	Member of the BOD		

(Note: Please mark (X) for the member that you choose to authorize in column D; in case you want to authorize more than one person, please specify the number of authorized shares for each member in column E. If not specified, the shares will be equally divided among all selected members).

3. Authorization contents:

The authorized party shall act on behalf of the authorizing party to attend the 2025 Annual General Meeting of Shareholders of Petrolimex Information and Telecommunication Joint Stock Company to exercise all rights and obligations related to the authorized shares at the Meeting.

We take full responsibility for this authorization and strictly commit to complying with all current regulations of the Law and the Charter of Petrolimex Information and Telecommunication Joint Stock Company. We further confirm that no subsequent complaints or claims will be raised regarding this authorization.

4. Authorization period:

This letter of authorization is effective from the date of signing to the end of the 2025 Annual General Meeting of Shareholders of Petrolimex Information and Telecommunication Joint Stock Company on April 17th, 2025./.

....., [date]..... [month]..... 2025

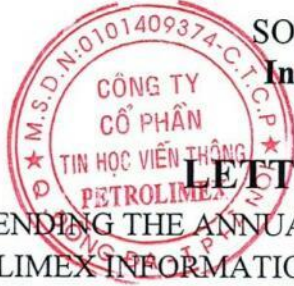
AUTHORIZED PERSON

(Sign and specify full name)

LEGAL REPRESENTATION

**OF THE AUTHORIZING
ORGANIZATION**

(Signed, full name and sealed)



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LETTER OF AUTHORIZATION

ATTENDING THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
 PETROLIMEX INFORMATION TECHNOLOGY AND TELECOMMUNICATION JOINT
 STOCK COMPANY (PIACOM)
 (For individual shareholders)

1. Full name of the authorizer:.....

Shareholder No.:.....

National ID/passport number:

by Issue Date

Permanent address:.....

Number of shares currently owned:

In words:

2. Full name of the authorized person:.....

National ID/passport number:

by Issue Date

In case shareholders are unable to attend and cannot authorize others, please authorize members of the Board of Directors of the Company (BOD) according to the list below:

No.	Full name	Position	Tick	Number of Authorized Shares
A	B	C	D	E
1	Mr. Tran Ngoc Tuan	Chairperson of the BOD		
2	Mr. Nguyen Van Quy	Member of the BOD, Director of the Company		
3	Mr. Hoang Hai Duong	Member of the BOD		
4	Mr. Nguyen Anh Toan	Member of the BOD		

(Note: Please mark (X) for the member that you choose to authorize in column D; in case you want to authorize more than one person, please specify the number of authorized shares for each member in column E. If not specified, the shares will be equally divided among all selected members).

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We take full responsibility for this authorization and strictly commit to complying with all current regulations of the Law and the Charter of Petrolimex Information and Telecommunication Joint Stock Company. We further confirm that no subsequent complaints or claims will be raised regarding this authorization.

4. Authorization period:

This letter of authorization is effective from the date of signing to the end of the 2025 Annual General Meeting of Shareholders of Petrolimex Information and Telecommunication Joint Stock Company on April 17th, 2025./.

....., [date]..... [month]..... 2025

AUTHORIZED PERSON

(Sign and specify full name)

AUTHORIZER

(Sign and specify full name)



Hanoi, April 17th, 2025



PETROLIMEX

Draft

**WORKING REGULATIONS
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF
PETROLIMEX INFORMATION TECHNOLOGY AND
TELECOMMUNICATION JSC**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26th, 2019;

- Pursuant to the Charter of Petrolimex Information Technology and Telecommunication Joint Stock Company approved by the General Meeting of Shareholders on April 19th, 2021.

The 2025 Annual General Meeting of Shareholders of Petrolimex Information Technology and Telecommunication Joint Stock Company stipulates the working regulations of the General Meeting as follows:

Article 1: General provisions

1. The Regulation on the organization of the General Meeting of Shareholders (“GMS”) is used for the organization of the 2025 Annual General Meeting of Shareholders of Petrolimex Information Technology and Telecommunication Joint Stock Company (hereinafter referred to as “the Company”).

2. This Regulation specifies the rights and obligations of participants attending the GMS, conditions and procedures for conducting the GMS.

3. Shareholders and participants shall be responsible for complying with the provisions of this Regulation.

Article 2: Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders is conducted when the number of shareholders attending the meeting represents more than 50% of the total number of votes.

2. In case the first meeting fails to meet the conditions specified in Clause 1 of this Article, a notice of invitation to the second meeting shall be sent within 30 days from the planned date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents 33% or more of the total number of votes.



3. In case the second meeting fails to meet the conditions specified in Clause 2 of this Article, a notice of invitation to the third meeting must be sent within 20 days from the planned date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of votes of shareholders attending the meeting.

Article 3. Conditions for shareholders to attend the General Meeting

Shareholders with voting rights of the Company according to the finalized list as of March 13th, 2025 are entitled to attend the GMS; can directly attend or authorize their representatives to attend the GMS. In case there is more than one authorized representative as prescribed by law, the number of shares and the number of votes of each representative must be specified.

Article 4. Guests at the General Meeting

Include managers of the Company, guests and members of the Organizing Committee of the General Meeting who are not shareholders of the Company but are invited to attend the General Meeting.

Guests shall not participate in speaking at the General Meeting (except for cases where they are invited by the Chairperson of the Meeting, or have registered in advance with the Organizing Committee and received approval by the Chairperson of the Meeting).

Article 5. Obligations of delegates attending the General Meeting

Delegates attending the General Meeting shall comply with the following regulations:

Be punctual, dress politely, formally, comply with ID checks, etc. at the request of the Organizing Committee of the Meeting.

Receive documents and papers for the General Meeting at the reception desk outside the meeting hall.

Shareholders who arrive late have the right to register immediately and then are entitled to participate and vote at the General Meeting. The Chairperson is not responsible for stopping the General Meeting to allow shareholders who arrive late to register to attend; voting results on issues that have been voted on prior to the delegates' attendance will not be affected.

Set cellphones to vibrating mode or turn them off; if necessary, go outside to take calls.

Do not smoke, maintain order in the General Meeting room.

Comply with the regulations of the Organizing Committee and the Chairperson of the General Meeting - in the event that a delegate fails to comply with the inspection regulations or the aforementioned measures and regulations, the Chairperson, after careful consideration, may refuse or expel the delegates from the venue of the General Meeting to ensure that the General Meeting proceeds normally as planned.

Article 6. Chairperson and Presidium

The Presidium consists of 02 people, including the Chairperson of the Board of Directors and a Board Member –the Company's Director. The Chairperson of the Board of Directors is the Chairperson of the Presidium and the Chairperson of the GMS. The Chairperson of the Presidium conducts the proceedings of the General Meeting in accordance with the agenda and program approved by the GMS.

In the event that the Chairperson of the Board of Directors is absent, or temporarily incapacitate, or suddenly absent during the General Meeting for more than 30 minutes, the remaining members of the Board of Directors shall elect one among themselves to preside over the General Meeting on the principle of majority. In case there is no person to preside over the meeting, the Head of the Supervisory Board shall preside over the Meeting to elect a Chairperson from among the participants and the person with the highest votes shall serve as the Chairperson of the Meeting.

In other cases, the person who signed the notice convening the General Meeting of Shareholders shall preside over the General Meeting to allow the GMS to elect the Chairperson of the Meeting, and the person with the highest number of votes shall be appointed as the Chairperson of the Meeting.

Duties of the Presidium: Conduct the activities of the Company's GMS in accordance with the agenda proposed by the Board of Directors and approved by the GMS; Guide the delegates and the General Meeting to discuss the contents of the agenda; Submit drafts and conclusions on necessary issues for the General Meeting to vote on; Respond to issues raised by the General Meeting; Resolve any issues that arise during the course of the General Meeting.

Working principles of the Presidium: The Presidium works according to the principles of collectivity, democratic centralism, and majority decision-making.

Article 7. Secretary of the General Meeting

The Chairperson of the General Meeting shall appoint 02 people to act as the Secretary of the GMS.

Duties and authorities: Record fully and accurately the contents of the General Meeting; Receive registration forms for speaking from delegates; Prepare Meeting Minutes and draft Resolutions of the GMS; Assist the Chairperson in disclosing information related to the GMS and notify shareholders in accordance with the law and the Company's Charter.

The Chairperson and Secretary of the GMS have the authority to take necessary measures to direct to conduct of the Meeting in a reasonable, orderly manner, in accordance with the approved agenda, and so that it reflects the wishes of the majority of the participants.

Article 8. Delegate Eligibility Verification Committee

The Delegate Eligibility Verification Committee of the General Meeting consists of 03 people, including 01 Head of Committee and 01 Deputy Head of Committee and 01 member, introduced to the General Meeting by the Chairperson.

Duties of the Delegate Eligibility Verification Committee: Verify the eligibility and status of shareholders and representatives attending the Meeting. The Head of the Delegate Eligibility Verification Committee shall report to the GMS on the attendance status of shareholders. If the meeting has the required number of shareholders and authorized representatives with the right to attend, representing the number of voting shares as stipulated in Article 141 of the Law on Enterprises 2020, the Company's GMS shall be conducted.

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Article 9. Vote Counting Committee

The Vote Counting Committee is introduced by the Chairperson for the General Meeting to approve by holding up the voting cards. Candidates participating in self-nomination and nomination (when conducting elections) are not allowed to join the Vote Counting Committee.

Duties of the Vote Counting Committee: Disseminate principles, rules, and guide voting and election procedures; Count and record voting ballots, prepare vote counting minutes, announce results; submit the minutes to the Chairperson for approval of voting and election results. Promptly notify the voting and election results to the Secretary. Review and report to the General Meeting on cases of violation of voting and election rules or letters of complaint regarding voting and election results.

Article 10. Speaking at the General Meeting

Delegates attending the General Meeting who wish to express their opinions must obtain the approval of the Chairperson of the Meeting. Delegates should speak concisely and focus on the key issues to be discussed, in line with the agenda approved by the General Meeting, or submit their opinions in writing to the Secretary of the General Meeting to compile and report to the Chairperson. The Chairperson of the General Meeting will arrange for delegates to speak in order of registration, and at the same time answer questions of shareholders at the General Meeting or record them for written responses afterward.

Article 11. Conditions for the approval of Resolutions of the General Meeting of Shareholders

1. Resolutions on the following contents shall be adopted if approved by shareholders representing 65% or more of the total voting shares of all attending shareholders, except for the cases specified in Clauses 3, 4 and 6 of this Article:

- a) Types of shares and the total number of shares of each type;
- b) Changes in business lines and sectors;
- c) Changes in the organizational management structure of the Company;

d) Projects on investment or sale of assets with a value equal to or exceeding 35% of the total asset value recorded in the Company's latest financial statements;

- e) Reorganization, or dissolution of the Company;

2. Resolutions shall be adopted when approved by shareholders holding more than 50% of the total voting shares of all attending shareholders, except for the cases specified in Clauses 1, 3, 4 and 6 of this Article.

3. The voting to elect members of the Board of Directors and the Supervisory Board must be conducted by the method of accumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares they own multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board, and shareholders may allocate all or part of their total votes to one or several candidates. Elected members of the Board of Directors or Supervisory Board shall be determined based on the number of votes in descending order, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is

reached. In the event that two or more candidates receive the same number of votes for the last position on the Board of Directors or Supervisory Board, a re-election shall be conducted among the tied candidates or selection shall be made based on the criteria specified in the Company's election regulations.

4. In cases where resolutions are adopted through written consultation, the resolutions of the GMS shall be adopted if approved by the number of shareholders holding more than 50% of the total voting shares of all shareholders with voting rights.

5. Resolutions of the GMS must be notified to the shareholders entitled to attend the GMS within 15 days from the date of adoption by posting them on the Company's website.

6. Resolutions of the GMS regarding matters that adversely change the rights and obligations of shareholders holding preferred shares shall only be adopted if approved by attending preferred shareholders of the same type holding at least 75% of the total preferred shares of that type, or by preferred shareholders of the same type holding at least 75% of the total preferred shares of that type in case resolutions are adopted through written consultation.

7. Resolutions of the GMS adopted with 100% of the total voting shares are legal and effective even if the order and procedures for convening the Meeting and adopting the resolution violate the provisions of the Law on Enterprises and the Company's Charter.

Article 12. Voting method

1. The General Meeting of Shareholders discusses and votes on each agenda item. Voting shall be conducted by expressing approval, disapproval, or abstention. At the General Meeting, the number of cards approving the resolution is collected first, followed by the number of cards disapproving the resolution, and finally the total number of votes expressing approval or disapproval is counted to make a decision. The General Meeting shall elect individuals responsible for vote counting or vote-counting supervision at the request of the Chairperson. The number of members of the vote-counting committee shall be determined by the General Meeting of Shareholders at the request of the Chairperson of the Meeting;

a) In case of voting by cards: Attending shareholders vote by raising their voting cards, with the front of the card facing the Presidium. If a shareholder does not raise their voting card during all three rounds of voting (Approval, Disapproval, or Abstention) on an issue, it is considered as approval of that issue. If a shareholder raises their voting card more than once during the voting (Approval, Disapproval, or Abstention) on an issue, it is considered an invalid vote. Under the voting card method, members of the vote-counting committee mark the shareholder's code and the corresponding number of votes for Approval, Disapproval, Abstention, and Invalid votes.

b) In case of voting by ballot: When voting by filling out a ballot, for each agenda item, shareholders select one of the three options "Approve," "Disapprove," or "Abstain" printed on the ballot by marking an "X" or "✓" in the chosen box. After completing all voting items of the General Meeting, shareholders submit their ballots to the sealed ballot box at the General Meeting as instructed by the vote-counting committee. The ballot must be signed and include the full name of the attending shareholder.

Article 13. Vote-counting Method

1. In case of voting-by-voting cards/ballots: The vote-counting process is conducted by tallying the number of cards/ballots for approval, disapproval, or abstention.

2. In case of voting by cumulative voting: The vote-counting process is conducted by aggregating the number of votes for each candidate.

Article 14. Announcement of vote-counting results

The Vote Counting Committee verifies, consolidates and reports the vote counting results for each agenda item to the Chairperson. The vote counting results are announced by the Chairperson immediately before the closing of the Meeting.

Article 15. Minutes and resolutions of the General Meeting of Shareholders

The contents of the General Meeting of Shareholders must be recorded in the Meeting Minutes by the Secretary of the General Meeting. The Resolutions of the General Meeting must be drafted, read, and approved before the closing of the Meeting and retained at the Company.

Article 16. Implementation

1. All delegates, representatives and guests attending the General Meeting are responsible for fully complying with the provisions stipulated in this Regulation, current regulations, internal rules, management regulations of the Company as well as relevant legal provisions.

2. The convener of the GMS has the right to: Require all attendees to undergo security checks or other security measures; Request competent authorities to maintain order during the meeting; Expel individuals who do not comply with the Chairperson's authority, deliberately disturb order, hinder the normal progress of the meeting, or fail to comply with security check requirements upon leaving the GMS.

3. For matters not specifically regulated in this Regulation, the provisions of the Company's Charter, the Law on Enterprises 2020, and current state legal documents shall apply uniformly.

The above is the entire Working Regulations of the 2025 Annual General Meeting of Shareholders of Petrolimex Information Technology and Telecommunication Joint Stock Company.

Respectfully submit to the General Meeting for consideration and approval!

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON OF THE BOARD OF
DIRECTORS**

Hanoi, March 26th 2025



PETROLIMEX

REPORT ON BUSINESS OPERATION RESULTS IN 2024 AND ORIENTATION AND TASKS FOR 2025

Dear Shareholders and Delegates!

On behalf of the Executive Board, I would like to present the report on the implementation of tasks in 2024 and the objectives and tasks for 2025 for Petrolimex Information Technology and Telecommunication Joint Stock Company (the Company) as follows:

PART ONE IMPLEMENTATION STATUS OF THE 2024 PLAN

I. Situation overview

1. Global and Domestic situation in 2024

The global economy in 2024 maintained a moderate recovery at around 3.2% (equivalent to 2023, according to IMF 10/2024), but unevenly, with disparities between countries, and between the service and manufacturing sectors. Inflation has cooled down, creating favorable conditions for central banks to lower interest rates and ease monetary policies to support growth and stabilize global financial markets. However, the global economy still faced numerous risks and challenges; particularly, geopolitical tensions in the Middle East and Ukraine remained complex; trade and technology competition, protectionism, and trade fragmentation are increasing; risks related to energy security, food security, cybersecurity, natural disasters and extreme weather still persist, while inflation and interest rates, though declining, remain high, keeping financial and currency risks present.

Domestic situation:

Economy: Vietnam's GDP in 2024 grew by 7.09%, surpassing the set target (6-6.5%) and exceeding forecasts by international organizations, ranking as the highest in ASEAN and among the top five globally for growth. The economy reached approximately 476.3 billion USD in size. Industrial production increased by 8.4%, the highest rate since 2020. Macroeconomic conditions remained stable, with inflation well controlled. Interest rates remained steady, credit growth was positive, exchange rates and bad debt were kept under control, and the business environment showed significant improvement.



Politics: In 2024, Vietnam underwent key leadership transitions while maintaining stability and development. The Party and State remained committed to institutional breakthroughs and organizational streamlining. The National Assembly and Government intensified efforts to refine institutions, resolve economic bottlenecks, and promote growth while controlling inflation.

Enterprises in the petroleum sector, including Petrolimex, faced the dual challenge of complying with new state regulations while innovating to remain competitive. Some of the Company's major clients continue to address lingering financial difficulties.

The Company continues to identify Petrolimex market as a foundation for expanding and developing both domestic and foreign markets; Focus on the business of the following products: Enterprise Gas Station Management Software (EGAS); Enterprise resource planning software (ERP); Automation products for petroleum storage facilities, petroleum dispatch terminals; Automation Gas Station Software (AGAS); and IT system services, which are traditional products accepted by the market to maintain and develop the Company's business operations.

2. Advantages and difficulties:

a. Advantages:

- The Government's strong commitment to transparency in the petroleum trading market, coupled with the growing demand for digital transformation in management and governance among petroleum enterprises, driven by competition and the profound impact of the Fourth Industrial Revolution across all aspects of socio-economic activities.

- The company benefits from the support and attention of Vietnam National Petroleum Group, Petrolimex Group Construction and Trading Corporation, as well as its partners and customers.

- The Company's products have solidified their position in the market, serving both Petrolimex and external customers.

- The Company continues to focus on building a robust corporate governance system, implementing a salary policy linked to KPIs; Adopt policies to attract highly skilled technical personnel capable of consulting and executing large-scale projects; Continuously upgrade its business information systems; Maintain the ISO 9001:2015 quality management system; Develop a professional sales team; Invest in enhancing core products to prepare for future projects.

- The new situation compels businesses, including the petroleum trading market, to adapt their production and business activities, and accelerate digital transformation to survive and develop.

b. Difficulties:

- The contract value carried forward from 2023 is low (15,532 million VND).

- The Company lacks a strong core team and expert personnel.

- The sales team is understaffed and has not yet adapted to market demands.
- The Company's customers have been severely impacted by unpredictable global fuel price fluctuations, leading many to significantly reduce investments.

II. Results of key tasks

1. Business operations in 2024

a. Results of primary objectives

Unit: in million VND

No.	Description	Plan 2024	Actual results		2024 achievement ratio % compared to	
			2024	2023	Actual 2023	Plan 2024
A	B	I	2	3	4=2/3	5=2/1
1	Total Revenue	137,300	160,014	119,553	133.8	116.5
1.1	Revenue from sales of goods and services	136,800	158,894	118,471	134.1	116.2
-	<i>Software & ERP Sector</i>		61,197	54,430	112.4	
-	<i>Automation Sector</i>		60,225	36,765	163.8	
-	<i>System Service Sector</i>		37,472	27,276	137.4	
1.2	Financial revenue	500	1,040	1,042	99.8	208.0
1.3	Other income		79	40	197.5	
2	Profit before tax	18,350	18,380	16,629	110.5	100.2
3	Profit after tax	14,130	13,989	13,164	106.3	99.0
4	Investment value	4,000	6,888	1,244	553.7	172.2
5	Remitted to the State Budget	7,500	8,017	5,913	135.6	106.9

Overall evaluation of implementation results:

- Total revenue reached 160,014 million VND, equaling 133.8% of 2023's figure, reaching 116.5% of the 2024 plan.
- Profit before tax reached 18,380 million VND, equaling 110.5% of 2023's figure, reaching 100.2% of the 2024 plan.
- Revenue outside Petrolimex reached 43,287 million VND, accounting for 27.3%.
- Service revenue reached 92,139 million VND, accounting for 58% of total revenue, equaling 115.3% of 2023's figure.

b. General Business Performance Assessment

In 2024, the Company's business performance showed positive progress compared to 2023. The Company's products, services and implementation capabilities were further validated and gained stronger market acceptance. The successful execution of annual contracts along with Egas contracts for non-Petrolimex customers and franchisees

during the first Quarter; as well as ERP implementations, warehouse automation, IT solutions, and SMO contracts in subsequent quarters, collectively contributed to strong business results in 2024.

The value of newly signed contracts during the year reached 172,001 million VND, equivalent to 125.8% of the year plan, equivalent to 143.1% year-over-year. The cumulative value of signed contracts reached 187,427 million VND, equivalent to 137% of the year's plan. The delivered value reached 158,894 million VND, equivalent to 116.2% of the year plan and 134.1% year-over-year. The contract signing and fulfillment values in non-Petrolimex sectors significantly exceeded targets, primarily driven by the deployment of Egas solutions, ERP systems, and Warehouse automation for external customers. Specifically, the value of non-Petrolimex sectors reached 43,287 million VND (accounting for 27.3% of revenue), equivalent to ~211.2% of the year plan and 288.7% year-over-year. In which, export revenue reached 3,929 million VND (Laos market), representing 228.6% growth compared to 2023.

2. Technical, technological and product related activities

The Company has focused on investing in and upgrading its core products to gradually replace outdated technologies that have been over 10 years old, enhancing both utility and customer experience.

- Completed the upgrade of Egas software according to new architecture and technology.
- Standardized and optimized the PIACOM ERP version for distribution franchisees
- Standardized the Petroleum Warehouse Automation product in the form of leasing service.
- Finalized and commercialized new technology applications, including Mobile, BI, RFID, and dynamic QR code payment solutions.
- Currently developing AI technology integration into the Company's products to boost competitiveness and meet market and customer demands.

3. Investment activities

In 2024, for the first time in recent years, the Company has exceeded the investment plan, although the investment value is still modest at 6,888 million VND, equivalent to 172.2% of the 2024 plan, and more than 5 times higher than 2023.

The Company continued to prioritize investment as a key driver for long-term competitiveness and growth, including investing in developing new products, upgrading existing products and equipping information technology infrastructure. In 2024, the Company implemented the following activities:

- Product investment: Completed the feasibility study and submitted for investment approval, coordinated with partners to implement the project "Developing second-generation Enterprise Gas Station Management Software (EGAS-II) and enterprise resource planning system (ERP-II)". By the end of the year, 70% of the product technology foundation has been completed.

- Deployed the procurement of information technology infrastructure systems to ensure operational stability, data security, and cybersecurity for both the Company and its customers, including Firewall equipment, servers, load-balancing equipment, network storage equipment, etc.

4. Marketing activities

Marketing efforts continued to promote PIACOM products, with a strong focus on advertising, branding and product content development across media channels; Participate in conferences and events with VINPA, customer seminars, Tax Departments training workshops nationwide, weekly solution showcases for electronic invoicing compliance, etc.

Developed digital sales channel.

The current investment in marketing activities is quite modest in terms of both budget and human resources. In terms of media communication, Marketing activities have enhanced brand visibility and product awareness among target customers.

In the coming years, the Company needs to increase the budget and promote this activity.

5. Digital transformation, IT application

- Ensured stable and secure operations of IT infrastructure system, IT equipment system, and IT application system throughout the Company.

- Implemented redundant Cloud infrastructure and backup solutions for the non-Petrolimex Egas system; Cybersecurity plan for PIACOM's IT systems; Complete the upgrade of management reporting system on HTTT.

Information security has been methodically implemented, with the establishment of the Information Security Department, and the re-planning of information security policies for IT systems used at PIACOM. Prepared incident response plans to minimize downtime such as: implementing data breach simulation drills, ensuring infrastructure for DR & Backup systems, developing information security inspection plans, implementing daily encrypted backup procedures against ransomware attacks.

Implemented project management systems, CRM customer demand management, and other internal management applications.

6. Governance activities

Changes in human resource management

The Company has clearly identified and acted strongly to improve workforce quality, recognizing this as the fundamental driver for organizational growth. Specifically, it has evaluated the current status of personnel in each technical department, identified weaknesses such as suboptimal workforce composition, shortage of high-quality personnel and implemented policies to attract and recruit a number of senior Network/Security specialist positions, Linux/VMware Expert in 2024.

The Company focuses on improving workforce quality through intensive training programs, in order to develop professional skills, management skills, and soft skills for employees, especially high-potential employees, and leadership candidates in various fields. In addition, training programs for new employees also focused on helping newly

recruited personnel to quickly integrate, adapt to the new environment, and to take on the assigned position well.

- Number of Employees

- At the beginning of the period 01/01/2024: 126 employees
- Increase in the period: 20 employees.
- Decrease in the period: 16 employees.
- Employees as of 31/12/2024: 130 employees.

Changes in salary policy

To address systemic limitations in the existing compensation framework such as: low differentiation, over-reliance on fixed salaries (>90% weightage), weakening productivity incentives, and misalignment between pay and actual contributions; The Company has implemented the 3P salary structure: P1 - Position; P2 - Personal competency; P3 - Performance and applied KPIs to payroll.

The Company has clearly identified the limitations in the existing compensation framework such as the current average salaries remain below IT industry benchmarks, leading to brain drain, making it difficult to attract external talents to the Company. Therefore, in 2024-2025, the goal is to continue accelerating income growth for employees.

- Total salary fund in 2024: 33,509 million VND.
- The average salary will reach 22.5 million VND/person/month (reaching 111.9% of 2024 plan and equivalent to 125.7% of 2023).

Supplementing dedicated Corporate culture personnel:

The Company continues to strengthen its core values and foster employee motivation. Building employees' trust in the Company, ensuring employees feel fulfilled and proud to work and contribute to PIACOM, establishing customer confidence in choosing and using the Company's products and services. Maintaining regular and diverse internal communication channels, organizing employee engagement activities to enhance team cohesion.

7. Existing risks

Long-term receivables that are difficult to recover have decreased from 7,878 million VND (as of January 1st, 2024) to 4,585 million VND (as of December 31st, 2024), mainly concentrated among 3 customers: Hai Linh (1,790 million VND), Nam Song Hau (846 million VND), Nam Song Hau Go Cong (1,864 million VND). These customers are experiencing financial difficulties, especially Nam Song Hau Trading Investing Petroleum Joint Stock Company and Nam Song Hau Go Cong Bonded Warehouse and Petroleum Trading Joint Stock Company with significant deteriorating payment capacity, inability to fulfill commitments and accumulated tax debts.

SECOND PART

ORIENTATION AND TASKS FOR 2025

1. Overall assessment

The year 2025 is forecast to be a pivotal year for Vietnam's economy, marking the end of the 5-year socio-economic development plan 2021-2025 and laying the groundwork for the next period. Economic experts forecast Vietnam's GDP growth to range between 6.5% and over 8% in 2025.

The Government has set an ambitious GDP growth target exceeding 8% for 2025, surpassing the National Assembly's assigned benchmark, in order to promote robust economic development. In general, Vietnam's economic outlook in 2025 remains positive, with expectations to achieve growth targets and further enhance its global standing.

The process of digital transformation in businesses and government agencies will continue to be strongly promoted, with the goal of increasing productivity and business efficiency. The petroleum trading environment is becoming more and more transparent, the state's management requirements in the petroleum sector are drastically implemented, the application of solutions to strengthen governance is gradually receiving more attention, especially among petroleum enterprises, etc. which is an opportunity for PIACOM to deliver its specialized products.

Information technology, Fintech and e-commerce industries will expand rapidly, with the support of government incentives.

The Company's information technology and automation products and services in the petroleum industry have been recognized in the market, with growing customer trust and adoption.

Risks and challenges

Global economic volatility, including risks from international inflation, exchange rate pressures, geopolitical tensions as well as potential escalation of trade wars among major economies, may lead to many unpredictable complex developments.

The pressure on high-quality human resources and competition in the field of Information Technology will be heightened in 2025 as Vietnam can be the destination of many "tech giants".

Vietnam in 2025 is forecast to remain a bright spot in the region, the economy continues to recover positively but continues to face many aforementioned difficulties and challenges. These factors may affect the ability of businesses to decide on investment and procurement.

2. Business objectives in 2025

2.1. Context Analysis

The macroeconomy is forecast to continue to remain challenging yet mixed with opportunities. The Government continues to strengthen the transparency of petroleum

management; Technology trends and digital transformation is penetrating all aspects of life.

Price hike is difficult due to the increasing competition in the IT field. The unit price of deploying software and services is shrinking, and the profit/revenue margin is decreasing. It is very difficult to adjust and increase service prices for existing customers and customers with state-owned capital, as pricing from the previous year is often applied to the following year. Many contracts have remained unchanged for 5-7 years, or even up to 10 years, without any increase. Meanwhile, input costs have been rising significantly, especially labor costs in the information technology sector. Therefore, it is very challenging to maintain the current expected ROE level of 15-20%.

There are challenges in human resources, particularly in retaining core personnel, attracting experienced and high-quality staff, as well as experts in software and systems fields. One of the reasons is that the company's average salary has remained at approximately 20 million VND/person/month since 2018, which is significantly lower than that of other companies in the same industry. With this salary level, it is very difficult for the Company to recruit new employees and retain capable staff. Therefore, the company also needs to allocate part of its resources to improve employee salaries in order to attract high-quality labor and retain key personnel.

The technology used in product development is approaching the end of its exploitation cycle, with the technological platform for some core products having been in use for over 10 years. Some products are gradually losing their competitive edge, and the processes of deployment and maintenance are complex, requiring considerable time and resources. As a result, the company needs to allocate resources to focus on investing in upgrading new products in a modern and efficient direction, while also researching and applying AI technology to its core products.

2.2. Business orientation for 2025

On the basis of business orientation for the period of 2024-2028, the specific characteristics of the Company's business activities, and the guidelines for formulating the 2025 business plan issued by the Group and the Corporation, the Company has identified the following key operational directions for 2025:

- Focus resources on long-term investment activities and implementation of essential projects for the next business phase: Continue investing in the EGAS-II and ERP-II projects in accordance with the approved feasibility report in the first half of 2025; invest in new AI technology and cybersecurity; expand automation into new fields; invest in training and developing the workforce; improve employee income.

- Regarding markets and business products: The Company continues to position the Petrolimex market as the foundation for expanding and developing both domestic and international markets; strengthen the domestic market, develop Laos market, and gradually introduce PIACOM's products into other international markets through partnerships with Viettel, which has experience in international market development with its existing core products.

- The company aims to grow in terms of revenue, but profit targets will remain stable, without an increase in 2025–2026, to allocate resources for technological innovation, product modernization, and investments in improving human resource quality and wages to retain and attract talents. Currently, the Company’s average salary stands at 21 million VND/person/month, which is only 61.05% of the national IT industry average in Vietnam (34.4 million VND/person/month). Once a strong workforce is built and technologies and products are modernized, the Company’s competitiveness will surely improve, thereby ensuring long-term benefits for shareholders.

2.3. Key targets

- Sales revenue: 176,000 million VND, an increase of 10% compared to actual performance in 2024;
- Profit before tax: 17,000 million VND;
- Dividend payout ratio: 12% per year;
- Average income: \geq 23-25 million VND/person/month;
- Investment value: 12,500 million VND.

3. Key solution groups

3.1 Marketing and sales organizing activities

- Enhance marketing efforts by continuing to increase the budget for promotion activities aligned with targeted sales programs. Improve the effectiveness of online sales channels. Implement the CRM system to enhance demand handling efficiency, customer care for potential clients, and after-sales service. In 2025, sales effectiveness is required to continue improving.

- Expand international markets: The goal for 2025 is to enter at least one additional international market beyond Laos. The Company has already taken initial cooperative steps since the end of 2024 with Viettel and Advantech, planning to sell in the 14 countries where Viettel operates. This approach is deemed suitable under current conditions. Simultaneously, expand automation projects for Lao State Fuel Corporation. Evaluate the potential for cooperation with AIDG Group, a Top 5 company in Laos, regarding the development of petroleum management technology for the Lao government.

- Domestic market: Continue to consolidate and strengthen relationships with major and strategic customers such as Vietnam National Petroleum Group (Petrolimex), its member petroleum companies, and joint-stock corporations within Petrolimex, large non-Petrolimex customers like Hai Linh Company, Mipecorp, Petro Binh Minh, DKC, Tin Nghia, Saigon Petro, Petimex Dong Thap, DFC, STS, SFC, LSFC, Skypec, Bp Castrol, and other major petroleum trading companies.

- Increase efforts to explore market opportunities outside Petrolimex, focusing on offering commercial products to key traders, distributors, and agencies/general agencies.

- In the field of Automation: In 2025, a shift in business approach is needed by establishing direct commercial relationships with major global brands such as Siemens,

Honeywell, Rockwell Automation, Endress+Hauser, etc., to receive strong support in terms of commercial policies and technical assistance. This will enhance Piacom's competitiveness across all large and small automation projects.

3.2 Technical, technological and product-related activities

Continue to plan and develop the product ecosystem on the basis of 3 technical pillars which are the Company's strengths: Software, Automation, and System Services. Concentrate resources on upgrading technological and technical platforms for key products, promote investment in construction and commercialization of new products.

Invest in the development of technology products with sufficient robustness to ensure safety, security, and user data protection, including collaboration with cybersecurity organizations and partnerships with network security firms. Investment activities should follow a clear plan with specific key items. At the same time, to enhance internal human resources by recruiting new staff and improving the quality of current personnel through cybersecurity training courses and subsequently to apply security protocols effectively.

Improve customer experience: Focus on improving the user interface (UI) and user experience (UX) of the product/service to optimize satisfaction, efficiency, and ease of use. This is an important factor that helps increase customer engagement with the product and create a competitive advantage for the Company.

Software Services and ERP: Efficiently allocate and utilize human resources. Focus on retaining core personnel and employing senior experts. Ensure adequate resources and quality for annual projects. Concentrate on building second-generation Egas, second-generation ERP, BI systems, TAS Warehouse Management Software, and business/accounting software for small enterprises.

Automation: Strengthen promotion and demand handling for automation projects (especially warehouse automation, Store Automation projects). Standardize products in the form of leasing services, commercialize products applying to new technologies. Explore other automation fields with similar technologies such as power plants using Siemens technology and manufacturing zones using Rockwell or Siemens technologies, where Piacom engineers are already familiar with.

System Services: Secure resources and add senior experts with in-depth expertise in Linux/Vmware, Network/Security; Ensure service quality for annual projects, ensure the safety and security of systems for the Group and its clients. Aim to expand and support the operation of more systems for joint-stock corporations like PA, PGAS, and PLC.

3.3 Corporate governance activities

Restructure, supplement functions and tasks and rename the Information Technology Department to the **Product Research and Development Department**, a specialized and independent unit separate from the project implementation team. The establishment of an independent Product Development department is a strategic step to ensure that products are developed in a methodical, innovative manner, without being affected by short-term pressures from business projects. Key objectives include:

Focus on research and development (R&D): Ensure products are continuously improved, meeting market trends and customer needs.

Drive innovation: Separate from day-to-day business activities so that the team can focus entirely on creativity.

Accelerate product development cycles: Reduce time from concept to finished product.

Increase core value: Ensure the product becomes proprietary intellectual property, differentiated from competitors.

Optimize Expertise: Bring together experts in design, technology, and market research for more specialized and in-depth work.

Implementing a new production and project management model is an important step to improve operational efficiency and ensure that projects and production processes are optimally managed: Increase productivity, reduce waste, optimize resources, and ensure product quality. Strengthening control over project timelines, costs, and quality, while improving communication and collaboration between teams.

Fully implement a new salary mechanism using the 3P pay system according to working position, personal competency and work results according to monthly KPIs to ensure income differentiation and incentivization.

Implementing targeted training programs to improve workforce quality is a strategic step to develop a workforce that aligns with business goals and practical requirements. Specifically: Improving professional expertise, soft skills, and management capabilities of personnel; Create a team of high-quality personnel that meet production, business, and technological innovation demands; Improve work efficiency and the Company's competitiveness.

3.4 IT application and Digital Transformation activities

Continue to invest in the upgrade, expansion, and completion of PIACOM's Management Information System, expanding modules for customer care, contract management, project management, human resources and payroll management, and BI reporting.

Organizing the implementation of IT and digital transformation applications in 2025: Infrastructure assurance strategies and information security measures for PIACOM's IT systems; Complete the upgrade of the management reporting system on HTTT.

Develop a human resource management information plan to support the implementation of the 3P salary structure, in which the technical department builds an information system to record real-time project execution data, integrated into HTTT. HTTT develops a 3P salary management plan according to the new regulations. In the 4th quarter of 2024, a trial operation using excel & Redmine, and in 2025 the 3P salary management software will be deployed.

3.5 Investment activities

- Focus resources on investment activities and the implementation of long-term, strategic tasks for the next business period: Continue to invest in FGAS-II, ERP-II



projects according to the approved Feasibility Report in the first half of 2025; Invest in petroleum warehouse management product (TAS); Invest in new AI technology, invest in safety and security; Expand automation investment into new sectors; Invest in training and developing human resources; Invest in and improve employee income.

- Invest in upgrading infrastructure systems and procurement of information technology equipment.

- Investment budget for 2025: 12,500 million VND.

3.6 Corporate Culture:

Company culture plays a core role in shaping the behavior of employees, not only within the organization but also in how they interact externally. A strong and consistent culture can foster cohesion, increase work efficiency and build a good image for the Company. The impact of company culture on internal behavior includes: promoting engagement and motivation; encouraging collaboration and open communication which helps teams work more efficiently, share knowledge and solve problems quickly; encouraging creativity and experimentation, with employees willing to propose new ideas; A culture that promotes transparency, responsibility, and ethics will motivate employees to act according to principles and reduces the risk of violations or misconduct.

The way employees interact with customers, partners, and the community directly reflects the company's cultural values and image.

The Company shall continue to maintain and develop its core values, creating motivation and engagement for employees. It will focus on building customer trust in choosing and using the company's products and services. The Company will also maintain regular and diverse internal communication channels and organize team-building activities to strengthen employee engagement.

Dear Shareholders and Delegates!

The above is the summary of our business performance in 2024 and our goals and tasks for 2025. On behalf of the Executive Board, I would like to express our sincere gratitude to our valued shareholders, partners, and customers for your trust and continued support for the Company over the years. We are committed to continuing our utmost efforts for the sustainable development of PIACOM.

We wish our shareholders and delegates good health, success and happiness!

Recipients:

- PGCC Corporation (report);
- Member of the BOD, Company's Supervisory Board;
- Shareholders of the Company;
- Archived.



Nguyễn Văn Quý

Number: 2.1.9.../PIACOM – BC – BKS

Hanoi, March 26th 2025



REPORT
ON THE 2024 OPERATING RESULTS OF THE SUPERVISORY BOARD
PETROLIMEX INFORMATION TECHNOLOGY AND
TELECOMMUNICATION JSC

Dear Shareholders and Delegates!

Pursuant to the authority and responsibilities of the Supervisory Board as stipulated in the Law on Enterprises; Charter of Petrolimex Information Technology and Telecommunication JSC; Regulations on Organization and operation of the Supervisory Board, the Supervisory Board would like to report to the General Meeting of Shareholders the results of its oversight of the Company's activities and its own operations in 2024 as follows:

PART I: ACTIVITIES OF THE SUPERVISORY BOARD

The Supervisory Board has diligently performed its functions and duties, supervising the Company's management and operations in accordance with the principles of objectivity and honesty, based on the Company's Charter, the Resolution of the General Meeting of Shareholders (GMS), the Board of Directors (BOD), and current legal regulations. In 2024, the Supervisory Board implemented a number of tasks as follows:

- Developed the 2024 inspection and supervision plan;
- Organized periodic meetings of the Supervisory Board;
- Members of the Supervisory Board have proactively fulfilled their assigned tasks and periodically reported on their assigned fields;
- Members of the Supervisory Board have fully attended the BOD meetings and contributed opinions on raised issues;
- The Head of the Supervisory Board has participated in monthly meetings to monitor business activities and critical tasks, providing timely feedback to the Board of Directors;
- The Supervisory Board has conducted direct supervision of financial accounting, labor and salary management, product investment, and business operations for 5-month and 11-month periods.
- Reviewed the 2024 Financial Statements and prepared relevant contents for the 2025 Annual General Meeting of Shareholders.



PART II. INSPECTION AND SUPERVISION RESULTS

I. Review of the 2024 financial statements

The 2024 financial statements of Petrolimex Information Technology and Telecommunication JSC have been audited by CPA Vietnam Auditing Co., Ltd., with the audit report issued on March 10th, 2025.

Auditor's opinion: The consolidated financial statements for 2024 present a true and fair view of the Company's financial position, business performance, and cash flows in all material aspects, in compliance with Vietnamese Accounting Standards.

Key financial indicators in the 2024 Consolidated Financial Statements:

No.	Description	Unit	31/12/2024
I	Total assets		101,116
1	Current assets	Million VND	86,889
2	Non-current assets	Million VND	14,227
3	Goodwill	Million VND	
II	Total capital		101,116
1	Liabilities	Million VND	28,388
2	Equity	Million VND	72,728
3	Minority shareholder interests	Million VND	
III	Liquidity Ratios		
1	Quick Ratio	Times	2.8
2	Current Ratio	Times	3.1
IV	Capital structure		
1	Liabilities/Total Capital	%	28.1
2	Equity/Total Capital	%	71.9
V	Profitability		
1	Net Profit After Tax	Million VND	13,989
2	ROE (Net Profit/Average Equity)	%	20.8
3	ROA (Net Profit/Average Total Assets)	%	14.3
VI	Basic Earnings per Share	VND	3,587

The data shows that the Company's financial position is relatively healthy, with an appropriate capital structure. Total capital and assets amounted to 101,116 million VND, of which current assets accounted for 86,889 million VND, accounting for 85.9%, non-current assets are 14,227 million VND, accounting for 14.1%.

In terms of capital, owner's equity is 72,728 million VND, accounting for 71.9%, and liabilities are 28,388 million VND, accounting for 28.1%.

The Company maintains good liquidity with low risk (current ratio of 3.1 times, debt-to-equity ratio of 0.4 times).

Business performance is efficient, with high asset utilization (ROE of 20.8%, ROA of 14.3%).

II. Results of the implementation of GMS Resolutions and key tasks

1. Business performance in 2024:

Revenue reached 160,014 million VND, achieving 116.5% of the plan and 133.8% compared to 2023, of which sales and service revenue was 158,894 million VND, non-Petrolimex revenue reached 43,287 million VND, accounting for 27.3%.

Profit after tax reached 13,989 million VND, meeting 99% of the year plan and 106.3% of 2023.

The average return on charter capital reached 35.9%, and the average return on equity reached 20.8%.

Expected dividend payout: 12%.

• Specific results of each business area:

- Software and ERP services: Revenue reached 61,197 million VND, equivalent to 112.4% of 2023.

- Automation: Revenue reached 60,225 million VND, equivalent to 163.8% of 2023.

- Network equipment and services: Revenue reached 37,472 million VND, equivalent to 137.4% of 2023.

2. Evaluation of the business plan implementation results

Business results in 2024 have improved compared to 2023, especially in terms of revenue. However, profit growth was modest compared to 2023 due to the revenue of the software sector growing much lower than other fields, couple with increased business costs, including salary costs.

Non-Petrolimex revenue also grew sharply compared to 2023 due to the Company's promotion of sales of Egas products for non-Petrolimex customers, but profitability did not match the revenue increase.

The average return on equity reached over 20%.

III. Activities of the Board of Directors

1. Operation of the Board of Directors

In 2024, a member of the Board of Directors, Mr. Nguyen Dinh Thanh, representing Petrolimex Group Construction and Trading Corporation - JSC, requested to resign from his position in accordance with the Corporation's assignment of duties. The BOD has submitted a proposal to dismiss Mr. Nguyen Dinh Thanh from his position as a BOD member at the GMS in April 2024. Following this, the BOD reassigned duties and authorized the Company Chairperson to handle certain tasks, with the BOD operating with four members to date.

The Company's Board of Directors has operated in accordance with its designated functions and responsibilities, and the Chairman performed duties in line with delegated authority. However, due to concurrent roles, the BOD members were unable to dedicate significant time to their assigned tasks.

In 2024, the Board of Directors held 4 official meetings and conducted 7 rounds of written consultations, during which it approved two urgent investment projects: the second-generation Enterprise Gas Station Management Software (Egas II) and the petroleum warehouse management software project (TAS). The BOD has also issued the Regulations on Salaries, Bonuses, and Remuneration applicable to the 2024 salary fund distribution and initiated the implementation of production management and salary distribution from the beginning of 2025.

2. Resolution implementation results of the BOD and key tasks

- Regarding Business Operations: In 2024, there was a positive shift compared to 2023. Revenue saw considerable growth compared to the plan, profit targets were achieved, and employee income significantly improved compared to 2023. The return on equity (ROE) remained above 20%, ensuring sufficient funds to pay dividends at the minimum committed rate. Revenue from markets outside PLX reached 27.3%, showing strong growth over the previous year and approaching the target of 30%.

- Payment of cash dividends of 7,800 million VND (rate of 20%) according to the Resolution of the Annual General Meeting of Shareholders in 2024.

- Implementing strategic tasks, of which 2 urgent tasks, namely human resource development and product development investment, have been actively implemented and have shown promising results.

III. Supervising the Board of Management and other managers

In 2024, the Board of Management consisted of two members: the Company Director and one Deputy Director in charge of business operations - a relatively limited team compared to management needs. The Company Director made significant efforts, dedicating time to directing and overseeing critical and urgent matters, while also maintaining close connections with the Vietnam National Petroleum Group and traditional external clients to promote contract signings and fulfill business targets as planned. The Director also worked hard to develop and implement a new salary mechanism aimed at fundamentally changing the labor management and salary distribution system.

However, the organization of production and business operations still showed many limitations, from the survey stage to execution, resulting in prolonged projects with low efficiency. This is a key issue that the Company Director must address decisively through rigorous supervision to bring about fundamental changes, improve effectiveness, and ensure a readiness in seizing market opportunities.

IV. Evaluation of the coordination between the Supervisory Board and BOD, BOM, shareholders

The Company's Board of Management and departments/departments/professional units have provided sufficient information and created favorable conditions for the Supervisory Board to perform its duties. The opinions and recommendations of the Supervisory Board have been acknowledged by the BOD and the Company's Director, and have been, or are currently being implemented.

PART III. RECOMMENDATIONS

The business performance and strategic task implementation results in 2024 indicate that the Company's governance and operations have shown positive changes compared to 2023. Faced with numerous opportunities, challenges, and rapid changes in the business environment, societal needs, and technological advancements, the Board of Directors and the Company Director should focus on the following key issues:

- Clearly identify opportunities and risks, assess the feasibility and relevance of those opportunities compared to the Company's strengths and weaknesses in order to make appropriate choices.

- Enhance the capacity to meet internal needs within Petrolimex; when promoting market expansion beyond Petrolimex, conduct thorough surveys and evaluations of opportunities, risks, and challenges;

- Persistently implement the new 3P salary mechanism in a synchronized manner, making adjustments and refinements for continuous improvement; restructure departments, add personnel to meet the needs of business development and product investment;

- Focus on monitoring and directing production and business operations to ensure projects are thoroughly surveyed before implementation, with well-established plans that ensure quality and progress;

- Accelerate progress and ensure the quality of the two projects, Egas II and TAS, in the first half of 2025 to meet customer demands;

- Strengthen measures to recover difficult debts from two customers, Hai Linh and Nam Song Hau; reinforce debt documentation to ensure legal compliance and fully allocate provisions;

- Develop cost-saving measures amid increasing expenses in many areas; control the growth of items such as client relations expenses, outsourced services, and provisions to reserve resources for increasing employee wages.

On behalf of the Supervisory Board, I would like to sincerely thank the Company's Board of Directors and shareholders for their cooperation and support over the past year, enabling us to fulfill the tasks assigned by the GMS.

On behalf of the Supervisory Board, I would like to wish all shareholders and delegates good health, success and happiness!

Recipients:

- PGCC Corporation (report);
- Company's BOD, BOM;
- Shareholders;
- Archived.

**ON BEHALF OF THE
SUPERVISORY BOARD
HEAD OF BOARD**



Dang Thi Hong Ha

No.: 220 /PIACOM – BC – HDQT

Hanoi, March 26th 2025



**REPORT
ON BOARD OF DIRECTORS ACTIVITIES IN 2024
ORIENTATION AND TASKS IN 2025**

Dear Shareholders and Delegates!

On behalf of the Board of Directors (BOD), I would like to present the report on the Board of Directors' activities in 2024 and propose some operational orientations of Petrolimex Information Technology and Telecommunication JSC in 2025, as follows:

I. SITUATION OVERVIEW

The global economy continues to face risks and challenges. Domestically, the government has made significant efforts to drive economic growth, attract foreign investment, stabilize the macroeconomy, ensure major balances, and control inflation at an appropriate level. In the field of petroleum trading, enterprises and key petroleum distributors are facing the dual challenge of complying with new government regulations while also needing to innovate in order to remain competitive in the market. Several of the Company's major customers are still addressing pre-existing difficulties. The Company continues to regard the Petrolimex market as the foundation for expanding and developing both domestic and international markets.

II. OPERATIONAL RESULTS OF THE BOARD OF DIRECTORS

1. Evaluation of the BOD activities

1.1 Operating principles

- The Board of Directors has strictly complied with the principles of collective operation, decision-making by majority vote, and task delegation to members based on their respective areas of expertise. In addition to periodic meetings and written consultations, the BOD frequently communicated with the Supervisory Board to evaluate and oversee the implementation of tasks by the Company's Executive Board.

- In 2024, the BOD held regular meetings, including 4 in-person sessions and 7 rounds of written consultations. The BOD also convened one Annual General Meeting of Shareholders.

- The directives, orientations, and resolutions issued by the GMS were implemented by the BOD through instructions to the Company's Board of Management. The resolutions and decisions made by the BOD were carried out by the management team, and results were duly reported.

1.2 Direction and supervision

The BOD has seriously and effectively directed and supervised the activities of the Board of Management, promptly addressing arising issues within its authority to

facilitate the efficient management of the Company by the BOM. The Chairman of the BOD directly participated in the Technical Council, Salary Council, Emulation and Commendation Council, and Innovation Council; attended specialized meetings on Human Resource Management, Marketing, Digital Transformation, Technology, and monthly briefings in order to work alongside the BOM to promptly identify and resolve challenges and obstacles in the implementation of the Company's business operations.

2. Evaluation of the BOD on the BOM's performance

2.1 Business operations management

The Company's Board of Management has consistently adhered to the principles of centralization, democracy and hierarchical management; Emphasize individual proactivity and accountability within the leadership team in directing and managing the Company's operations, while ensuring strong coordination and unity on critical matters.

The Director oversees all operations and is legally accountable to the GMS and the BOD for the Company's management and operational results. The Deputy Director actively organizes and implements assigned tasks, taking full responsibility for their respective areas of oversight.

Regarding organizational management: the BOD has provided guidance and direction to ensure its operations align with business objectives; It has also led to the review and restructuring of organizational units to better suit the Company's strategic direction.

Under the leadership of the Director, the BOD has complied with governance regulations, closely followed set goals and directives, and effectively implemented the business plans assigned by the GMS and BOD.

- Key performance results are as follows:

No.	Description	Unit	Year 2023	Year 2024	
				Implemented	Compared to 2023
1	Selling volume	M3, tons	-	-	-
2	Total Revenue	Million VND	119,553	160,014	133.8%
3	Amount remitted to the State budget	Million VND	5,913	8,017	135.6%
4	Profit before tax	Million VND	16,629	18,380	110.5%
5	Profit after tax	Million VND	13,164	13,989	106.3%
6	Year-end Equity	Million VND	69,221	72,728	105.1%
7	Return after tax/Average Equity (ROE)	%	20.6	20.8	100.7%
8	Average number of employees	Person	123	124	101.1%
9	Average monthly salary per person	Million VND	17.9	22.5	125.7%

• **Overall evaluation of performance results:**

- Total revenue reached 160,013 million VND, equivalent to 133.8% of 2023, reaching 116.5% of the 2024 plan.

- Profit before tax reached 18,380 million VND, equivalent to 110.5% of 2023, reaching 100.2% of the 2024 plan.

- Revenue from outside Petrolimex group reached 43,287 million VND, accounting for 27.3%.

- Service revenue reached 92,139 million VND, accounting for 58% of total revenue, approximately 115.3% of 2023.

• **General Remarks on Business Operations**

In 2024, the Company's business performance showed positive improvements compared to 2023. The Company's products, services, and implementation capabilities continued to gain market recognition and acceptance. The successful promotion of annual contracts and contracts for Egas with external customers and franchisees in the first quarter, along with contracts for ERP deployment, warehouse automation, IT services, SMO, etc. in subsequent quarters, contributed to strong business results in 2024.

• **Investment:**

The Company exceeded its 2024 investment plan by 72.2% and achieved five times the investment volume compared to 2023, with a total investment value of 6,888 million VND. In 2024, the Company invested in the development of "Second-generation Enterprise Gas Station Management Software (EGAS-II) and Enterprise Resource Planning System (ERP-II)" and procured IT infrastructure systems to ensure stable operations, data security and safety for both the Company and its clients.

• **Technical, Technology, and Product-related activities:** The Company focused on investing in and upgrading its core products to gradually replace outdated technology that has been in use for over 10 years, aiming to enhance utility and improve customer experience. A dedicated and independent Product Development Department was established, separate from the business project implementation team. The establishment of **an independent Product Development department** is a strategic move to ensure that product development is methodical, innovative, and not influenced by short-term pressures from business projects.

• Marketing efforts continued to promote PIACOM products, with particular emphasis on advertising, brand building, and product content development through various media channels. The Company actively participated in conferences and events organized by VINPA, customer conferences, training sessions held by Tax Departments nationwide, and weekly seminars introducing solutions for compliance with e-invoicing requirements, ...

• Digital transformation and IT application: The company continues to implement its digital transformation plan for the 2021-2025 period: Ensuring IT infrastructure and applications; maintaining the operation of the Piacom Information System and shared



applications serving the Company and its customers, such as the Information System and Office Management System.

Human Resource Management and Development Strategy for 2021-2025 period: Implementing key aspects of the HR Strategy, including: Organizational structure; Workforce planning; Recruitment; Training; KPI process improvements; Finalizing and implementing the 3P Salary Policy. Human resource management and development have seen significant enhancements to meet the Company's business operation requirements.

Changes in human resource management: The Company has clearly identified and taken strong action to improve workforce quality, recognizing this as the most fundamental factor for its development. Specifically, it has assessed the current HR status in each technical department, identified weaknesses such as an unbalanced workforce structure and a shortage of high-quality personnel, and implemented policies to attract and recruit several senior specialists in Network/Security and Linux/Vmware in 2024.

2.2 Existing challenges and limitations

The Company has yet to overcome the seasonal nature of its projects; the market remains heavily dependent on major client groups. Business operations require stronger organization and more vigorous promotion. Optimization in applying management tools for internal activities has not been fully achieved.

2.3 Causes and lessons learned

Due to the impact and difficulties of the socio-economic situation at home and abroad, the Company's operational and staffing constraints, particularly the shortage of high-quality human resources, including management personnel and core technical staff. It is necessary to reorganize and vigorously enhance the Company's business operations to achieve greater efficiency.

III. ORIENTATION AND TASKS FOR 2025

1. Situation overview

The year 2025 is forecast to be a pivotal year for Vietnam's economy, marking the end of the 5-year socio-economic development plan 2021-2025 and laying the groundwork for the next period. Economic experts forecast Vietnam's GDP growth to range between 6.5% and over 8% in 2025.

Difficulties in retaining core personnel, attracting high-quality talent, and enhancing internal workforce capabilities. The product development technology is nearing the end of its lifecycle, with the technological foundation of some key products being over 10 years old; certain products are gradually losing their competitive edge.

2. Key objectives and solutions for 2025

2.1 Key targets

- Sales revenue: 176,000 million VND, an increase of 10% compared to actual performance in 2024;
- Profit before tax: 17,000 million VND;

- Dividend payout ratio: 12% per year;
- Average income: \geq 23-25 million VND/person/month;
- Investment value: 12,500 million VND.

2.2 Solutions and orientation

The Board of Directors continues to closely supervise and direct the Board of Management to successfully implement the 2025 Annual GMS' Resolutions. Direct guidelines and policies through specific resolutions to orient and promote production and business activities, specifically:

- *Solutions for market development:*

Strengthen and enhance the Company's position as the pioneer provider of Automation, IT, and Digital Transformation solutions within Petrolimex, while expanding into non-Petrolimex markets. Broaden product and service offerings to petrochemical sectors (lubricants, asphalt, chemicals), new energy, and renewable energy sectors, while simultaneously establishing, building, and developing foreign markets and customers. Increase the revenue share from non-core sectors and international markets.

- *Solutions for applying science and technology, innovation and digital transformation:*

Focus resources on investment and collaboration with leading domestic and international partners and experts to plan and develop core products aligned with business sectors, market demands, and customer needs: Standardize and streamline product operations according to Vietnamese and international standards; Apply advanced science & technology (IoT, Automation, BI, Big Data, AI, Cloud Computing, Cybersecurity, etc.). Strengthen and enhance the market position of the Company's flagship product lines, including Egas, PIACOM ERP, PTAS, Warehouse Automation, Factory Automation and IT infrastructure services.

- *Solutions for improving and enhancing corporate governance and operational capabilities.*

- Streamline and restructure the organizational and business models toward leaner, stronger, and more effective operations, reducing redundant layers and intermediaries to cut costs, boost productivity, and enhance business efficiency. Develop new, data-driven business models to meet increasing market demands, cross-border business expansion, and technological advancements while maximizing corporate performance.

- Review, amend, supplement, and establish new mechanisms and policies to incentivize and facilitate all company operations under new conditions. Effectively operate the ISO 9001:2015 Quality Management System, 3P Salary System, KPI Framework, CCF Competency Framework systems, and integrate modern management tools into business operations.

- Enhance leadership and managerial capabilities at all levels, develop core personnel, industry-leading experts, and technical specialists. Prioritize workforce training aligned with the CCF Competency Framework and career development



roadmaps. Implement attractive retention and talent acquisition policies to ensure a high-quality, stable workforce supporting the Company's growth objectives.

- Financial control and risk prevention: Develop financial and internal control procedures to ensure transparency and minimize risks; Maintain cash flow balance, control costs and optimize profits; Develop risk management plans with preventive and responsive measures.

- Comprehensively upgrade the ERP system, digital office system, digital signature, data integration for management and operation of important stages: Workflow management, Human resource management, Customer relationship management, Project management, Customer support system and Supplier management.

• *Strengthen and develop corporate culture*

- Continue preserving, building, and developing the Company's traditional and positive culture: Professionalism, Civility, Innovation; Unity, and Aspiration for Growth. PIACOM always upholds integrity, collaboration, responsibility, and a customer-centric approach in all operations.

Dear valued Shareholders and Delegates!


Above are the results of the Board of Directors' performance in 2024, and the operational direction for 2025. On behalf of the Board of Directors, I would like to express my sincere gratitude to the Shareholders, partners and customers for their trust and support over the years. We remain committed to striving for PIACOM's sustainable growth.

We wish our shareholders and delegates good health, success and happiness!

Recipients:

- PGCC Corporation (report);
- Members of BOD; Supervisory Board;
- Shareholders;
- Archived.

**ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRPERSON**



Trần Ngọc Tuấn

PETROLIMEX INFORMATION TECHNOLOGY AND TELECOMMUNICATION JSC

No. 1 Kham Thien Street, Kham Thien Ward, Dong Da District, Hanoi City



INTERIM BALANCE SHEET
As at 31st December 2024
(Excerpt from the Audited Financial Statements)

Unit: VND

No.	DESCRIPTION	Code	Note	31/12/2024	01/01/2024
ASSETS					
A -	CURRENT ASSETS	100		86.888.587.524	83.992.842.195
I.	Cash and cash equivalents	110		25.269.180.330	24.710.865.723
II.	Short-term financial investments	120		3.236.494.035	7.539.905.022
III.	Short-term receivables	130		46.909.061.211	41.208.213.280
IV.	Inventories	140		8.314.457.508	9.414.655.410
V.	Other current assets	150		3.159.394.440	1.119.202.760
B -	NON-CURRENT ASSETS	200		14.227.478.840	10.436.221.567
I.	Long-term receivables	210		589.190.000	600.333.073
II.	Fixed assets	220		4.131.465.827	2.190.938.064
III.	Long-term assets in progress	250		3.359.511.363	1.759.110.000
IV.	Invested real estate	240		-	-
V.	Long-term financial investments	250		-	-
VI.	Other long-term assets	260		6.147.311.650	5.885.840.430
C	GOODWILL	269			
TOTAL ASSETS		270		101.116.066.364	94.429.063.762
LIABILITIES					
A -	LIABILITIES	300		28.388.396.181	25.207.597.112
I.	Current liabilities	310		28.268.396.181	25.087.597.112
II.	Non-current liabilities	330		120.000.000	120.000.000
B -	OWNERS' EQUITY	400		72.727.670.183	69.221.466.650
I.	Owners' equity	410		72.727.670.183	69.221.466.650
II.	Budget resources and funds	430		-	-
C	MINORITY INTEREST	439			
TOTAL LIABILITIES AND OWNERS' EQUITY		440		101.116.066.364	94.429.063.762

Note: Attached with an independent audit report

PETROLIMEX INFORMATION TECHNOLOGY AND TELECOMMUNICATION JSC

No. 1 Kham Thien Street, Kham Thien Ward, Dong Da District, Hanoi City

**INTERIM INCOME STATEMENT**
From 1st January to 31st December 2024
(Excerpt from the Audited Financial Statements)

Unit: VND

No.	ITEMS	Code	Note	In 2024	In 2023
1.	Revenues from sales and services rendered	01	21	158.894.205.729	118.714.157.275
2.	Revenue deductions	03			242.810.000
3.	Net revenues from sales and services rendered	10		158.894.205.729	118.471.347.275
4.	Costs of goods sold	11	22	100.660.131.889	64.446.218.375
5.	Gross revenues from sales and services rendered	20		58.234.073.840	54.025.128.900
6.	Financial income	21	23	1.040.307.553	1.041.814.237
7.	Financial expenses	22	24	38.212.048	11.269.898
	In which: interest expenses	23			
8.	Selling expenses	24	25	40.476.752.783	38.466.352.017
9.	General administrative expenses	25			
10.	Net profits from operating activities	30		18.759.416.562	16.589.321.222
11.	Other income	31	26	79.141.040	40.290.093
12.	Other expenses	32	27	458.125.275	527.895
13.	Other profits	40		(378.984.235)	39.762.198
14.	Share in profits of associates	45			
15.	Total net profit before tax	50		18.380.432.327	16.629.083.420
16.	Current corporate income tax expenses	51	29	4.391.928.794	3.464.709.463
17.	Deferred corporate income tax expenses	52			
18.	Profits after corporate income tax	60		13.988.503.533	13.164.373.957
18.1	Equity holders of NCI	61			
18.2	Net profit after tax of the parent	62			
19	Basic earnings per share	70	30	3.587	2.688

Note: Attached with an independent audit report

No. 22 1 /PIACOM - BC

Hanoi, March 26th 2025



PETROLIMEX

REPORT

Regarding the settlement of the salary fund and remuneration for members of The Board of Directors and Supervisory Board in 2024

To: The 2025 Annual General Meeting of Shareholders

Pursuant to the Charter of Petrolimex Information Technology and Telecommunication Joint Stock Company approved by the General Meeting of Shareholders on April 19th, 2021;

Pursuant to Report No. 080/PIACOM dated December 5th, 2024 on the proposed remuneration scheme for Piacom's management personnel;

Pursuant to Resolution No. 06/PGCC-HDTV dated January 16th, 2025 of Petrolimex Group Construction and Trading Corporation - JSC on the remuneration scheme for Piacom's management personnel;

Based on the business operation results in 2024;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Report on the settlement of the salary fund and remuneration for members of the BOD and Supervisory Board in 2024 as follows:

1. Total salary and remuneration for the BOD in 2024: **1,458.4 million VND.**
2. Total salary and remuneration for the Supervisory Board in 2024: **252.0 million VND.**

(The detailed settlement proposal for the salary fund and remuneration for members of the BOD and Supervisory Board is attached)

We respectfully submit this report to the 2025 GMS for review and approval.

Recipients:

- PGCC Corporation (report);
- Members of BOD, Supervisory Board;
- Shareholders;
- Archived.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRPERSON



Trần Ngọc Tuấn



**PETROLIMEX INFORMATION TECHNOLOGY & TELECOMMUNICATION
JOINT-STOCK COMPANY**

Hanoi, 2025

**REPORT ON THE SETTLEMENT OF THE SALARY FUND, REMUNERATION
FOR THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD AND THE BOARD OF DIRECTORS IN 2024**

(Attached with Report No.???.date.../.../2025 of Petrolimex Information Technology & Telecommunication Joint-stock Company)

A. Basic indicators in 2024:

Planned Profit after tax	14.130 million VND
Realized profit after tax	13.989 million VND
Planned ROE	20,8%
Realized ROE	20,8%

* In case there are exclusion factors in determining ROE, the company shall have an explanatory appendix enclosed with

B. Salary fund implemented in 2024

No.	Name	Title	Salary based on job title (millionVND/month)	Planned salary/remuneration (millionVND/month)	Realized salary/remuneration (millionVND/month)	Number of months entitled	Salaries and remuneration (millionVND)	Bonus	Notes
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)=(6)x(7)	(9)	(10)
I	Board of Directors						1.458,4		
1	Tran Ngoc Tuan	Full-time Chairperson of the Board of Directors	46	92,0	92,0	12,0	1.104,0		
2	Hoang Hai Duong	Concurrent Member of the Board of Directors	32	12,8	12,8	12,0	153,6		
3	Nguyen Anh Toan	Concurrent Member of the Board of Directors	32	12,8	12,8	12,0	153,6		
4	Nguyen Dinh Thanh	Concurrent Member of the Board of Directors	32	12,8	12,8	3,7	47,2		
II	Supervisory Board						252,0		
1	Dang Thi Hong Ha	Head of the Supervisory Board	15	15,0	15,0	12,0	180,0		
2	Tran Thi Huong	Concurrent member of the Supervisory Board	15	6,0	6,0	12,0	72,0		
3	Do Thuy Linh	Concurrent member of the Supervisory Board	15		-	12,0	-		
III	Board of Management						2.352,0		
1	Nguyen Van Quy	Director	43,5	87,0	87,0	12,0	1.044,0		
2	Tran Dang Dung	Deputy Director	32	64,0	64,0	12,0	768,0		
3	Cao Thi Hong Van	Chief Accountant	22,5	45,0	45,0	12,0	540,0		



**SALARY FUND AND REMUNERATION SCHEME
FOR THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD AND THE BOARD OF
DIRECTORS FOR 2025**

(Attached with Report No. 221, date.../.../2025 of Petrolimex Information Technology & Telecommunication Joint-stock Company)

A. Basic indicators in 2025:

- Planned Profit after tax: 13.300 million VND
- Planned ROE : 18,0%

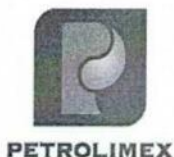
B. Salary fund planned for 2025

No.	Title	Average number of people	Basic salary (million VND/month)	Planned salary/remuneration (million VND/month)	Plan salary and remuneration fund (million VND)	Notes
(1)	(2)	(3)	(4)	(5)	(6)=(5)x(3)x12th	(7)
I	Board of Directors				1.632	
1	Chairperson of the Board of Directors				1.325	
-	Dedicated	1	46,0	110,4	1.325	
-	Part-time	0			-	
2	Member of the Board of Directors				307	
-	Dedicated	0	32,0		-	
-	Part-time	3			307	
+	Working at the Company	1				
+	Not working at the Company	2		12,8	307	
II	Supervisory Board				252	
1	Head of the Supervisory Board				180	
-	Dedicated	1	15,0	15,0	180	
-	Part-time	0			-	
2	Member of the Supervisory Board				72	
-	Dedicated	0	15,0		-	
-	Part-time	2			72	
+	Working at the Company	1	15,0			
+	Not working at the Company	1	15,0	6,0	72	
III	Board of Management				3.744	
-	General Director/Director	1	43,5	104,4	1.253	
-	Deputy General Director/Deputy Director	2	32,0	76,8	1.843	
-	Chief Accountant	1	22,5	54,0	648	

Note: - The above salary fund and remuneration includes remuneration for the Head of the Supervisory Board (as agreed);
 - The remuneration level is determined to be equal to 20% of the salary of the corresponding full-time position;
 - Members of the Board of Directors, part-time Supervisory Board members working at the Company are not entitled to remuneration.

No. 222/PIACOM - Ttr

Hanoi, March 26th 2025



PROPOSAL

Regarding the salary and remuneration scheme for members of The Board of Directors and Supervisory Board in 2025

To: The 2025 Annual General Meeting of Shareholders

Pursuant to the Charter of Petrolimex Information Technology and Telecommunication Joint Stock Company approved by the General Meeting of Shareholders on April 19th, 2021;

Based on the business operation results in 2024, the business operation plan for 2025 of Petrolimex Information Technology and Telecommunication Joint Stock Company,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Salary and Remuneration Advance Payment Plan for members of the Board of Directors and Remuneration Advance Payment Plan for members of the Supervisory Board in 2025 as follows:

1. Total salary and remuneration fund for the Board of Directors and Supervisory Board in 2025:

- The total planned salary and remuneration for the Board of Directors in 2025: **1,647 million VND.**
- The total planned remuneration for the Supervisory Board in 2025: **252 million VND.**
- The above salary and remuneration fund includes the remuneration for the Head of the Supervisory Board (as per agreement).

(A detailed salary and remuneration plan for the Board of Directors and Supervisory Board members in 2025 is attached)

2. Method of salary and remuneration payment for the Board of Directors and Supervisory Board members in 2025:




Payments shall be made on a monthly interim basis and finalized at the end of the financial year. The Board of Directors will report the final settlement to the General Meeting of Shareholders in 2026 for approval.

We respectfully submit this report to the 2025 GMS for review and approval.

Recipients:

- PGCC Corporation (report);
- Members of BOD, Supervisory Board;
- Shareholders;
- Archived.

**ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRPERSON**



The stamp is circular and red. It contains the text: 'M.S.D.N. 109374-C.T.C.P' around the top edge, 'CÔNG TY CỔ PHẦN TIN HỌC VIỄN THÔNG PETROLIMEX' in the center, and 'Đ. ĐÔNG ĐÀ - T.P HÀ NỘI' around the bottom edge. A blue ink signature is written over the stamp.

Trần Ngọc Tuấn



The stamp is circular and red. It contains the text: '109374-C.T.C.P' around the top edge, 'CÔNG TY CỔ PHẦN TIN HỌC VIỄN THÔNG PETROLIMEX' in the center, and 'Đ. ĐÔNG ĐÀ - T.P HÀ NỘI' around the bottom edge.



**SALARY FUND AND REMUNERATION SCHEME
FOR THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD AND THE BOARD OF
DIRECTORS FOR 2025**

(Attached with Proposal No. 222.....date 26/03/2025 of Petrolimex Information Technology & Telecommunication Joint-stock Company)

A. Basic indicators in 2025:

- Planned Profit after tax: 13.300 million VND
- Planned ROE : 17,0%

B. Salary fund planned for 2025

No.	Title	Average number of people	Basic salary (millionVND/month)	Planned salary/remuneration (millionVND/month)	Plan salary and remuneration fund (millionVND)	Notes
(1)	(2)	(3)	(4)	(5)	(6)=(5)x(3)x12th	(7)
I	Board of Directors				1.647	
1	Chairperson of the Board of Directors				1.340	
-	Dedicated	1	47,5	111,6	1.340	
-	Part-time	0			-	
2	Member of the Board of Directors				307	
-	Dedicated	0	32,0		-	
-	Part-time	3			307	
+	Working at the Company	1				
+	Not working at the Company	2		12,8	307	
II	Supervisory Board				252	
1	Head of the Supervisory Board				180	
-	Dedicated	1	15,0	15,0	180	
-	Part-time	0			-	
2	Member of the Supervisory Board				72	
-	Dedicated	0	15,0		-	
-	Part-time	2			72	
+	Working at the Company	1	15,0			
+	Not working at the Company	1	15,0	6,0	72	
III	Board of Management				3.737	
-	General Director/Director	1	46,0	108,1	1.297	
-	Deputy General Director/Deputy Director	2	32,0	75,2	1.805	
-	Chief Accountant	1	22,5	52,9	635	

Note: - The above salary fund and remuneration includes remuneration for the Head of the Supervisory Board (as agreed);
 - The remuneration level is determined to be equal to 20% of the salary of the corresponding full-time position;
 - Members of the Board of Directors, part-time Supervisory Board members working at the Company are not entitled to remuneration.

No. 223 /PIACOM - Tr

Hanoi, March 26th 2025



PETROLIMEX

PROPOSAL ON PROFIT DISTRIBUTION PLAN FOR 2024

Submitted to: The 2025 Annual General Meeting of Shareholders

I. Principles of profit distribution

- Pursuant to the Charter of Organization and Operation of Petrolimex Information Technology & Telecommunication Joint-stock Company approved by the General Meeting of Shareholders on April 19th, 2021;
- Pursuant to Resolution No. 283/PIACOM-NQ-DHDCD approved by the 2024 Annual General Meeting of Shareholders on April 17th, 2024;
- Pursuant to the 2024 General Financial Statement of Petrolimex Information Technology & Telecommunication Joint-stock Company which has been audited by CPA Vietnam Audit Company Limited;

- Based on the production and business results implemented in 2024,

II. The specific distribution plan is as follows:

1. Profit after tax distributed: 16,229.5 million VND

1.1. Accumulated undistributed profit after tax: 2,240.9 million VND

1.2. Profit after tax in 2024: 13,988.5 million VND

2. Distribution of after-tax profits

2.1. Dividend payment in 2024

- Dividend payment in 2024: 4,680 million VND. The dividend is 1,200 VND/share.

- Implementation time: Expected in the third quarter of 2025.

2.2. Distribution of the development investment fund: 2,098.3 million VND.

2.3. Distribution of two reward and welfare funds: 6,261.0 million VND.

2.4. Reward fund for managers and controllers: 507.8 million VND.

2.5. Additional reward fund for managers and controllers in 2023: 264 million VND

3. Accumulated undistributed profit after tax: 2,418.4 million VND

(Attached with the table of detailed data)

Respectfully submit to the General Meeting of Shareholders for approval.

Recipients:

- PGCC (report);
- Members of BOD, Supervisory Board;
- Shareholders;
- Archived.

**ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRPERSON**



Trần Ngọc Tuấn



APPENDIX: PROFIT DISTRIBUTION PLAN IN 2024

No.	Items	Amount (Million VND)	Notes
I	Accumulated undistributed profit in 2023	2,240.9	
II	Profit distribution in 2024		
1	Realized profit in 2024	18,380.4	1=1a+1b
1a	Profit from operating activities	18,380.4	
1b	Unrealized interest in exchange rate difference		
1c	Profit subject to CIT	19,265.1	1c=1+1d
1d	CIT taxable expenses	884.6	
2	Science and Technology Development Fund		
3	CIT in 2024	3,853.0	
3a	From operating activities	3,853.0	4a=4-4b
3b	CIT from unrealized interest on exchange rate difference		4b=2b x% (Tax)
4	Profit after tax in 2024	13,988.5	4=1-3
4a	Profit from operating activities	13,988.5	
4b	Profit from unrealized interest in exchange rate difference		4b=1b-3b
5	Dividend Payment	4,680	Rate 12%/year
	<i>Payment of cash dividends</i>	4,680	~7% of Owners' equity on average
	<i>Payment of dividends in shares</i>	-	
6	Development Investment Fund	2,098.3	6=4*15%
7	Reward and welfare fund	6,261.0	2.5 months' average salary of employees
8	Reward funds for managers and controllers	507.8	1.5 months' salary, average remuneration
9	Additional bonus fund for managers and controllers in 2023	264.0	1 month of average salary and remuneration in 2023
III	Accumulated undistributed profit	2,418.4	

No. 224 / PIACOM – TTr – BKS

Hanoi, *March 26th*, 2025



PROPOSAL

Regarding the selection of an auditing agency for the 2025 General Financial Statements

Submitted to: Annual General Meeting of Shareholders 2025

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly on June 17th, 2020;

Pursuant to the Charter of Organization and Operation of Petrolimex Information Technology & Telecommunication Joint-stock Company,

The Supervisory Board submits to the GMS the criteria for selecting the auditing agency for the 2025 General Financial Statements and reviewing the Semi-annual General Financial Statements of Petrolimex Information Technology & Telecommunication Joint-stock Company as follows:

1. Criteria for selecting an independent auditing agency

- Legally operating in Vietnam and approved by the State Securities Commission to audit listed companies in 2025;
- Experience in auditing public companies in Vietnam;
- Having a reputation for audit quality;
- A team of highly qualified and experienced auditors;
- Meet the Company's requirements for audit scope and timeline;
- Have a reasonable audit fee in accordance with the audit quality and scope.

2. List of proposed audit firms

Based on the above criteria, the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the list of auditing companies eligible to audit the 2025 General Financial Statements of Petrolimex Information Technology & Telecommunication Joint-stock Company, as follows:

- An Viet Auditing Company Limited (AnViet);
- KPMG Company Limited (KPMG);
- CPA Vietnam Audit Company Limited (CPA Vietnam).

Request the General Meeting of Shareholders to authorize the Board of Directors to select the audit firm for the Company's 2025 General Financial Statements, ensuring full compliance with current regulations.

We respectfully submit to the GMS for consideration and approval./.

Recipients:

- PGCC Company (Report);
- The Company's BOD, BOM;
- Shareholders;
- Archived.

**ON BEHALF OF THE
SUPERVISORY BOARD
HEAD OF BOARD**



Dang Thi Hong Ha



Hanoi, April 17th, 2025

ELECTION REGULATIONS

AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025 PETROLIMEX INFORMATION TECHNOLOGY AND TELECOMMUNICATION JSC

The 2025 Annual General Meeting of Shareholders of Petrolimex Information Technology and Telecommunication JSC stipulates the Election Regulation at the General Meeting as follows:

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

- Pursuant to the Charter of Petrolimex Information Technology and Telecommunication Joint Stock Company;

The 2025 Annual General Meeting of Shareholders of Petrolimex Information Technology and Telecommunication Joint Stock Company (the Company) conducts the election of independent BOD members according to the following regulations:

Article 1. Election principles

1. The election shall be held in accordance with the provisions of the Law, the Charter and in accordance with this Regulation in order to ensure democracy and the legitimate interests of all shareholders.

2. Open and direct election in the form of secret ballots.

3. The voting procedures for the election of independent BOD members must be carried out by the method of accumulating votes.

- The total number of votes shall be calculated according to the number of shares owned and represented by ownership.

- The election result is calculated on the number of voting shares of shareholders attending the meeting.

- In each election round, each shareholder representative may cast only one ballot corresponding to their owned or represented shares.

- The Election Committee shall be nominated by the Chairman of the General Meeting and approved by the General Meeting. Members of the Election Committee must not be included in the nomination or self-nomination list for independent Board membership.



Article 2. Quantity of Independent BOD Members

The number of independent BOD members shall be one (01) person.

Article 3. Term of office of independent BOD member

The term of office of the independent BOD member is the term 2021-2026.

Article 4. Conditions and criteria for independent BOD members

Criteria and conditions for nominating candidates to fill the independent member position on the Board of Directors for the 2021-2026 term are as follows:

a) Meet the standards and conditions specified in Clauses 1 and 2, Article 155 of the Law on Enterprises 2020. Possess full civil act capacity, not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises 2020.

b) Have professional qualifications and experience in business administration or in fields, industries related to the Company's operations and not required to be a shareholder of the Company (*the Company's core business lines: software development and solutions; provision of electronic and IT equipment and system management solutions; automation equipment and solutions*).

c) May concurrently serve as a Board member of no more than 05 other companies;

d) Must not be a family member of the Director and other managers of the Company; or of managers or individuals with appointment authority at Petrolimex Construction and Trading Corporation - Single-member Limited Liability Company.

e) Must not be an employee of Petrolimex Construction and Trading Corporation - Single-member Limited Liability Company; not a former employee of Petrolimex Construction and Trading Corporation - Single-member Limited Liability Company within at least the last 03 consecutive years;

f) Must not be receiving salary or remuneration from the Company, except for allowances to which members of the BOD are entitled as prescribed;

g) Must not have a spouse, father (biological/adoptive), mother (biological/adoptive), child (biological/adoptive), sibling, or other immediate family member who is a major shareholder of the Company, or a manager of the Company;

h) Must not directly or indirectly own at least 1% of the Company's voting shares;

i) Must not have served as a member of the Board of Directors or Supervisory Board of the Company in the last 05 consecutive years, unless reappointed for a second consecutive term.

Article 5. Election methods and ballot

1. Candidate List and Election Procedure:

- The list of candidates for independent BOD members is arranged in alphabetical order by the last name, with full names printed on the ballot.

- Voting method: Cumulative voting shall be applied, whereby each shareholder's total votes equal their total owned shares multiplied by (x) the number of members to be elected. Shareholders may allocate all their votes to one or multiple candidates.

- Each attending shareholder shall receive one ballot. Upon receiving the ballot, the shareholder must verify the information printed. Any discrepancies must be immediately reported to the Election Committee.

2. Ballot Marking Instructions:

- Delegates may vote for up to the maximum number of candidates equal to the number of members to be elected.
- The number of votes must not exceed the total votes allotted.
- Fill in "0" in the vote box if you do not wish to vote for a candidate.
- Mark "X" in the vote box to cast all eligible votes for a candidate.

Completed ballots must be placed into the sealed ballot box before voting begins.

3. Valid ballots: must be the pre-printed form issued by the Organizing Committee, show no erasures, alterations, or unauthorized markings, and contain no additional text beyond the prescribed voting instructions.

4. The following votes will be considered invalid: Ballots with unauthorized additional text; Ballots where candidate names are crossed out; Ballots not using the official pre-printed form; Ballots lacking the Company's official seal; Ballots with erasures, alterations, or unauthorized markings; Ballots where the number of candidates voted for exceeds the number of positions available; Ballots where the total votes cast exceed the shareholder's permitted voting allocation.

5. Vote counting and result announcement: The Election Committee is responsible for counting votes, preparing a vote count report, announcing results and working with the Meeting chairman to address inquiries and complaints of shareholders (if any). All election results must be raised immediately during the General Meeting. Shareholders may not challenge the validity of results at any other time. In case of disputes regarding election procedures or results, the Election Committee shall re-examine the ballots and consult the General Meeting for a decision. Ballot papers after counting will be archived according to regulations.

Article 6. Principles for candidate selection:

- The winner shall be determined in descending order of votes received, starting with the candidate receiving the highest number of votes until all required positions are filled.
- In case there are two (02) or more candidates with an equal number of votes for the last available position, a re-vote shall be conducted among these tied candidates.
- If the first round of voting does not fill all required positions, additional rounds shall be conducted until all vacancies are filled.

Article 7. Preparation and announcement of election minutes.

The Election Committee shall consolidate and prepare a vote-counting report, submitting the election results to the Chairperson. The full text of the vote-counting minutes shall be announced immediately prior to the meeting's adjournment.

The above constitutes the Election Regulations for the 2025 Annual General Meeting of Shareholders of Petrolimex Information and Telecommunication Joint Stock Company, respectfully submitted to the General Meeting for review and approval. These Election Regulations shall take effect immediately upon adoption by the General Meeting./.



**ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRPERSON**

Tran Ngoc Tuan

No.: 225 /PIACOM-TB-HDQT

Hanoi, March 26th, 2025



PETROLIMEX

ANNOUNCEMENT

Regarding the nomination and self-nomination of independent BOD members

To: Shareholders of Petrolimex Information Technology and
Telecommunication Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020;

Pursuant to the Government's Decree No. 155/2020/ND-CP dated December 31st, 2020 and Circular No. 116/2020/TT-BTC dated December 31st, 2020 by the Ministry of Finance;

Pursuant to the Charter of Petrolimex Information Technology and Telecommunication Joint Stock Company approved by the General Meeting of Shareholders on April 19th, 2021;

On April 17th, 2025, Petrolimex Information Technology and Telecommunication Joint Stock Company (the Company) conducted the 2025 Annual General Meeting of Shareholders (GMS), including the election of independent BOD members. The Board of Directors respectfully notifies shareholders of the nomination and self-nomination process for independent BOD members as follows:

1. Quantity

Independent member of the Board of Directors: 01 person

2. Criteria and conditions

Criteria and conditions for nominating candidates to fill the independent member position on the Board of Directors for the 2021-2026 term are as follows:

a) Meet the standards and conditions specified in Clauses 1 and 2, Article 155 of the Law on Enterprises 2020. Possess full civil act capacity, not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises 2020.

b) Have professional qualifications and experience in business administration or in fields, industries related to the Company's operations and not required to be a shareholder of the Company (*the Company's core business lines: software development and solutions; provision of electronic and IT equipment and system management solutions; automation equipment and solutions*).

c) May concurrently serve as a Board member of no more than 05 other companies;



d) Must not be a family member of the Director and other managers of the Company; or of managers or individuals with appointment authority at Petrolimex Construction and Trading Corporation - Single-member Limited Liability Company.

e) Must not be an employee of Petrolimex Construction and Trading Corporation - Single-member Limited Liability Company; not a former employee of Petrolimex Construction and Trading Corporation - Single-member Limited Liability Company within at least the last 03 consecutive years;

f) Must not be receiving salary or remuneration from the Company, except for allowances to which members of the BOD are entitled as prescribed;

g) Must not have a spouse, father (biological/adoptive), mother (biological/adoptive), child (biological/adoptive), sibling, or other immediate family member who is a major shareholder of the Company, or a manager of the Company;

h) Must not directly or indirectly own at least 1% of the Company's voting shares;

i) Must not have served as a member of the Board of Directors or Supervisory Board of the Company in the last 05 consecutive years, unless reappointed for a second consecutive term.

3. Nomination and self-nomination rights for Board of Directors and Supervisory Board Members.

3.1 Self-Nomination Rights: Shareholders who do not directly or indirectly hold at least 1% of the Company's total voting shares may be self-nominate as independent Board members, provided they meet all criteria outlined in Section 2 of this Announcement.

3.2 Nomination Rights: Shareholders or shareholder groups owning 10% or more of the Company's common shares may nominate independent Board members, provided the nominees satisfy all conditions specified in Section 2 of this Announcement.

4. Nomination/self-nomination dossiers for independent BOD members must be complete and legally valid, including:

a) Nomination/self-nomination form for independent Board members (For institutional/individual shareholders – BM01/AGC-PIACOM).

b) Nomination form for independent Board members (For shareholder groups – BM02/AGC-PIACOM).

c) Minutes of the shareholders' meeting (For shareholder groups - BM03/AGC-PIACOM).

d) Certified personal profile with verification from competent authorities or employer (BM04/DHDCCD-PIACOM).

e) Valid copies of the following candidate's documents: National ID, Passport, Proof of Residence, and other relevant personal identification documents, Degrees, diplomas, and certificates of educational and professional qualifications. Shareholders/representatives of shareholders nominating or self-nominating for the position of independent Board member are responsible to the Company and the law for the accuracy and truthfulness of the nomination/application dossier. For foreign shareholders or representatives of foreign shareholders, the documents must be translated into Vietnamese and certified by an authorized translation or notarization agency.

f) The nomination/ self-nomination dossier for the position of independent Board member must be submitted to the Office of Petrolimex Information and Telecommunication Joint Stock Company, 15th Floor, Detech Tower, No. 8C Ton That Thuyet Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi, **before 17:00 on April 10th, 2025** (based on the postmark date).

5. List of candidates for independent BOD members.

a) Based on the nomination and self-nomination documents for independent Board members submitted by shareholders/shareholder representatives to the Company, the Company's BOD will compile, review, and verify the eligibility and qualifications for independent Board membership and prepare a list of candidates.

b) Only nomination and self-nomination documents that fully meet the conditions and standards for independent Board members will be included in the candidate list. The Board Secretary will notify shareholders and groups of shareholders about the list of qualified candidates based on the documents submitted to the Company.

c) In case there are no shareholders/shareholder representatives nominating or self-nominating for independent Board membership, or if the submitted candidate profiles do not meet the legal and Company charter requirements as well as the conditions stated in this announcement, the Board of Directors will consider, propose, and report on the nomination of independent Board members at the 2025 Annual General Meeting of Shareholders on April 17th, 2025. ✓

Best regards!

Recipients:

- As above;
- The Company's BOD;
- The Company's Supervisory Board;
- Archived.

**ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRPERSON**



Tran Ngoc Tuan



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

APPLICATION FOR SELF-NOMINATION AND NOMINATION
Independent Board Member Candidate

Petrolimex Information Technology and Telecommunication JSC

To: Board of Directors of Petrolimex Information Technology and
 Telecommunication Joint Stock Company

Pursuant to the Notice No. ²²⁵/PIACOM-TB-HDQT dated ²⁶/03/2025 of the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company on the nomination and self-nomination for additional independent members of the Board of Directors.

I/ [Organization Name] is a shareholder of Petrolimex Information Technology and Telecommunication Joint Stock Company owning% of the total ordinary shares, specifically:

Individual/Organization Name:

National ID (for individual shareholders):

Issued Date: Place of issue:

Enterprise code (for institutional shareholders):

Address:

Number of shares owned:stocks (*In words:*)

After studying the regulations on shareholders' rights and the conditions and criteria for being an independent member of the Board of Directors, I/ [Organization Name] nominating the candidate/self-nominated for the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company, specifically as follows:

No.	Full name	ID number, date of issue, place of issuance	Permanent Address	Academic titles, degrees, majors
1				

I/ [Organization Name] hereby submit the candidate's dossier prepared in accordance with regulations and confirm that the candidate meets all qualifications and requirements for serving as an Independent Member of the Board of Directors under applicable laws and the Charter of Petrolimex Information Technology and Telecommunication Joint Stock Company./.

**SHAREHOLDERS/LEGAL
 REPRESENTATIVE OF
 SHAREHOLDERS**

(Signed, full name, stamp if any)



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
APPLICATION FOR NOMINATION
Independent Board Member Candidate
Petrolimex Information Technology and Telecommunication JSC

To: Board of Directors of Petrolimex Information Technology and Telecommunication
 Joint Stock Company

Pursuant to the Notice No. 25/PIACOM-TB-HDQT dated 26/03/2025 of the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company on the nomination and self-nomination for additional independent members of the Board of Directors.

We are shareholders of Petrolimex Information Technology and Telecommunication Joint Stock Company, forming a group of shareholders owning% of the total ordinary shares (*Detailed list in the attached Meeting Minutes*).

After studying the regulations on shareholders' rights and the criteria and conditions for being an independent member of the Board of Directors, we nominated the candidate to the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company, specifically as follows:

No.	Full name	ID number, date of issue, place of issuance	Permanent Address	Academic titles, degrees, majors
1				

We would like to enclose the Minutes of the shareholders' meeting and relevant documents of the candidate made in accordance with regulations and confirm that the candidate meets all qualifications and requirements for serving as an Independent Member of the Board of Directors under applicable laws and the Charter of Petrolimex Information Technology and Telecommunication Joint Stock Company./.

**REPRESENTATIVE OF THE
 GROUP OF SHAREHOLDERS**

(Signed, full name)



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

MINUTES OF SHAREHOLDERS' MEETING**Nomination of Independent Board Member Candidate****Petrolimex Information Technology and Telecommunication Joint Stock Company**

Pursuant to the Notice No. 25/PIACOM-TB-HDQT dated 26/03/2025 of the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company on the nomination and self-nomination for additional independent members of the Board of Directors.

At....., date...../.... /2025, in, we are shareholders of Petrolimex Information Technology and Telecommunication Joint Stock Company, forming a group of shareholders owning.....% of the total ordinary shares, including:

No.	Shareholder	ID number/enterprise code, date of issue, place of issuance	Number of shares owned	Shareholding ratio
1				
...				
	Total	

After studying the regulations on shareholders' rights and the criteria and conditions for being an independent member of the Board of Directors, we agree on the following contents:

1. Nomination of candidates to the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company, specifically as follows:

No.	Full name	ID number, date of issue, place of issuance	Permanent Address	Academic titles, degrees, majors
1				

2. Representing the group to carry out the nomination procedures:

Mr. (Mrs.):

ID card number: Issued date:/...../..... Place of issue:

Permanent address:

Phone Number: Email:

The meeting ended at, date...../.... /2025. The minutes were approved with a full (100%) consensus by all attending shareholders.

SHAREHOLDERS

(Each shareholder shall sign, write their full names and stamp if any)

SOCIALIST REPUBLIC OF VIETNAM
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APPLICATION FOR SELF-NOMINATION AND NOMINATION
Independent Board Member Candidate

Petrolimex Information Technology and Telecommunication JSC

To: Board of Directors of Petrolimex Information Technology and
Telecommunication Joint Stock Company

Pursuant to the Notice No. 225/PIACOM-TB-HDQT dated 26/03/2025 of the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company on the nomination and self-nomination for additional independent members of the Board of Directors.

I/ [Organization Name] is a shareholder of Petrolimex Information Technology and Telecommunication Joint Stock Company owning% of the total ordinary shares, specifically:

Individual/Organization Name:

National ID (for individual shareholders):

Issued Date: Place of issue:.....

Enterprise code (for institutional shareholders):

Address:

Number of shares owned:stocks (*In words:*)

After studying the regulations on shareholders' rights and the conditions and criteria for being an independent member of the Board of Directors, I/ [Organization Name] nominating the candidate/self-nominated for the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company, specifically as follows:

No.	Full name	ID number, date of issue, place of issuance	Permanent Address	Academic titles, degrees, majors
1				

I/ [Organization Name] hereby submit the candidate's dossier prepared in accordance with regulations and confirm that the candidate meets all qualifications and requirements for serving as an Independent Member of the Board of Directors under applicable laws and the Charter of Petrolimex Information Technology and Telecommunication Joint Stock Company./.

**SHAREHOLDERS/LEGAL
REPRESENTATIVE OF
SHAREHOLDERS**

(Signed, full name, stamp if any)

SOCIALIST REPUBLIC OF VIETNAM
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APPLICATION FOR NOMINATION
Independent Board Member Candidate

Petrolimex Information Technology and Telecommunication JSC

To: Board of Directors of Petrolimex Information Technology and Telecommunication
 Joint Stock Company

Pursuant to the Notice No. 225/PIACOM-TB-HDQT dated 26/03/2025 of the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company on the nomination and self-nomination for additional independent members of the Board of Directors.

We are shareholders of Petrolimex Information Technology and Telecommunication Joint Stock Company, forming a group of shareholders owning% of the total ordinary shares (*Detailed list in the attached Meeting Minutes*).

After studying the regulations on shareholders' rights and the criteria and conditions for being an independent member of the Board of Directors, we nominated the candidate to the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company, specifically as follows:

No.	Full name	ID number, date of issue, place of issuance	Permanent Address	Academic titles, degrees, majors
1				

We would like to enclose the Minutes of the shareholders' meeting and relevant documents of the candidate made in accordance with regulations and confirm that the candidate meets all qualifications and requirements for serving as an Independent Member of the Board of Directors under applicable laws and the Charter of Petrolimex Information Technology and Telecommunication Joint Stock Company./.

**REPRESENTATIVE OF THE
 GROUP OF SHAREHOLDERS**

(Signed, full name)

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

MINUTES OF SHAREHOLDERS' MEETING

Nomination of Independent Board Member Candidate

Petrolimex Information Technology and Telecommunication Joint Stock Company

Pursuant to the Notice N²²⁵/PIACOM-TB-HDQT dated ²⁶/03/2025 of the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company on the nomination and self-nomination for additional independent members of the Board of Directors.

At....., date...../.... /2025, in, we are shareholders of Petrolimex Information Technology and Telecommunication Joint Stock Company, forming a group of shareholders owning.....% of the total ordinary shares, including:

No.	Shareholder	ID number/enterprise code, date of issue, place of issuance	Number of shares owned	Shareholding ratio
1				
...				
	Total	

After studying the regulations on shareholders' rights and the criteria and conditions for being an independent member of the Board of Directors, we agree on the following contents:

1. Nomination of candidates to the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company, specifically as follows:

No.	Full name	ID number, date of issue, place of issuance	Permanent Address	Academic titles, degrees, majors
1				

2. Representing the group to carry out the nomination procedures:

Mr. (Mrs.):

ID card number: Issued date:/...../..... Place of issue:

Permanent address:

Phone Number: Email:

The meeting ended at, date...../.... /2025. The minutes were approved with a full (100%) consensus by all attending shareholders.

SHAREHOLDERS

(Each shareholder shall sign, write their full names and stamp if any)



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CURRICULUM VITAE

Photo (4 x 6 cm)

1. Personal information

Full name: Male/ female:.....

Other names:

Date of birth:

Birthplace:.....

Nationality:.....

Ethnicity:

Religion:

Hometown:.....

Permanent address:.....

Current residence:.....

ID number (or other equivalent passport/legal personal identification paper); Date, month, year and place of issuance of ID card (or other equivalent passport/legal personal identification paper):.....

Name, address and tax code of represented organization, the percentage of contributed capital represented (for representative of an institutional shareholder's capital portion).

2. Education

Academic title, academic degree (clearly state the name of the school, major, study time, qualification).

Time	School Name	Major	Diploma

3. Work experience

- Occupations, organizations and positions held, and job responsibilities.

Time	Organization	Position	Responsibilities	Notes

- Reward and disciplinary records:.....

4. Family relationships, related people ⁽¹⁾

Full name	Relationship	Date of birth	Permanent Address	Notes

(1) Fully declare your spouse, father (biological/ adoptive), mother (biological/ adoptive), child (biological/ adoptive), sibling.

5. Civil legal capacity: Full.

6. Legal Declaration

I hereby declare and certify that:

- I meet all qualifications and requirements stipulated by law to serve on the Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company.
- All personal information provided in this form is truthful, and I accept full legal responsibility for the completeness, accuracy, and veracity of the disclosed information.

**VERIFICATION BY COMPETENT
AGENCIES/ EMPLOYING
ORGANIZATION**

....., [date]..... [month]..... 2025

DECLARANT
(Signed, clearly stating full name)