



## PROPOSAL

### On the salary and remuneration scheme for members of the Board of Directors and remuneration scheme for members of the Supervisory Board in 2026

To: The 2026 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 performance results in 2025, the business plan for 2026 of Petrolimex Information Technology and Telecommunication Joint Stock Company,

The Board of Directors of Petrolimex Information Technology and Telecommunication Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the salary and remuneration scheme for members of the BOD and the remuneration for members of the Supervisory Board for 2026 as follows:

#### 1. Salary and remuneration fund for 2026:

- Total planned salary and remuneration for the BOD in 2026: VND 1,661 million.
- Total planned remuneration for the SB in 2026: VND 324 million.

(The above salary and remuneration fund has included the remuneration for the Head of the Supervisory Board in accordance with agreed terms).

#### 2. Payment method:

Salary and remuneration for members of the BOD and remuneration for members of the Supervisory Board shall be provisionally paid on a monthly basis and finalized at the end of the financial year. The BOD will report to the 2027 Annual General Meeting of Shareholders for approval.

*Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.*

#### Recipients:

- Members of BOD, the Supervisory Board;
- Board of Management;
- Shareholders;
- Filed at BOD Office, Administration Dep.

ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN



Tran Ngoc Tuan