



PETROLIMEX

PROPOSAL
PROFIT DISTRIBUTION PLAN FOR 2025
(Submitted to the 2026 Annual General Meeting of Shareholders)

I. Principles of profit distribution

- Pursuant to the Charter of Petrolimex Information Technology & Telecommunication JSC approved by the General Meeting of Shareholders on April 19th, 2021;
- Pursuant to Resolution No. 028/PIACOM-NQ-DHDCD approved by the 2025 Annual General Meeting of Shareholders on April 17th, 2025;
- Pursuant to the 2025 General Financial Statement of Petrolimex Information Technology & Telecommunication Joint-stock Company which has been audited by CPA Vietnam Audit Company Limited;
- Based on the business performance results for 2025,

II. The proposed distribution plan is as follows:

1. Total distributable profit after tax: VND 15,821.1 million

- 1.1. Accumulated undistributed profit after tax: VND 2,294 million
- 1.2. Profit after tax for 2025: VND 13,527.2 million

2. Profit distribution details

2.1. Dividend distribution for 2025

- Total dividends: VND 5.850 million, equivalent to VND 1.500 per share.
- Implementation time: Expected in the third quarter of 2026.

2.2. Allocation to the development investment fund: VND 1.352,7 million.

2.3. Allocation to bonus and welfare funds: VND 5,707.7 million.

2.4. Allocation to bonus fund for managers and supervisors: VND 714.9 million.

3. Accumulated undistributed profit after tax: VND 2.195,8 million

(Attached with the table of detailed data)

Respectfully submitted to the 2026 GMS for 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**

Fran Ngoc Tuan

APPENDIX: PROFIT DISTRIBUTION PLAN IN 2025

No.	Item	Amount (VND million)	Notes
I	Accumulated undistributed profit as of 2024	2,294.0	
II	Profit distribution for 2025		
1	Realized profit in 2025	17,035.2	1=1a+1b
1a	Profit from operating activities	17,035.2	
1b	Unrealized interest on exchange rate difference		
1c	Profit subject to CIT	17,539.8	1c=1+1d
1d	CIT taxable expenses	504.6	
2	Science and technology development fund		
3	CIT in 2025	3,508.0	
3a	From operating activities	3,508.0	3a=1cx20%
3b	CIT from unrealized interest on exchange rate difference		
4	Profit after tax in 2025	13,527.2	4=1-3
4a	Profit from operating activities	13,527.2	
4b	Profit from unrealized interest on exchange rate difference		4b=1b-3b
5	Dividends	5,850	Dividend rate: 15%/year (~8.8% of average equity, and 37.0% of profit after tax for 2025)
	<i>Cash dividends</i>	5,850	
	<i>Stock dividends</i>	-	
6	Development investment fund	1,352.7	6=4a*10%
7	Bonus and welfare funds	5,707.7	Equivalent to 2 months of average salary
8	Bonus fund for managers and supervisors	714.9	Equivalent to 1.5 months of average salary/ remuneration
III	Accumulated undistributed profit	2,195.8	