

No. 045 /PIACOM - BC - HDQT

Hanoi, date 27.. month 03. 2026



## REPORT

### On the settlement of the Salary and remuneration fund for members of the Board of Directors and the Supervisory Board in 2025

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;

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

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

Pursuant to Official Letter No. 46/PGCC-HDTV dated April 4th, 2025 of Petrolimex Group Construction and Trading Corporation - JSC on the salary scheme for Piacom's management personnel;

Based on the business performance results in 2025;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Report on the settlement of the salary and remuneration fund for members of the BOD and Supervisory Board in 2025 as follows:

1. Total salary and remuneration of the BOD in 2025: **VND 1,844.2 million.**
2. Total salary and remuneration of the Supervisory Board in 2025: **VND 252.0 million.**

*(Detailed statement of the finalized salary and remuneration fund for members of the Board of Directors and the Supervisory Board is attached)*

*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



Fran Ngoc Tuan