



**MINUTES**  
**OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**PETROLIMEX INFORMATION TECHNOLOGY AND**  
**TELECOMMUNICATION JOINT STOCK COMPANY**

Petrolimex Information Technology & Telecommunication Joint Stock Company (the “Company”).

Head Office: No. 01 Kham Thien Street, Van Mieu – Quoc Tu Giam Ward, Hanoi.

Company Office: 15th Floor, Detech Building, No. 8C Ton That Thuyet, Cau Giay, Hanoi, Vietnam.

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Enterprise Registration Certificate: Joint Stock Company, Enterprise Code No. 0101409374; initially registered on September 23, 2003, and amended for the 8th time on July 27, 2023.

Abbreviations used in these Minutes: the 2026 Annual General Meeting of Shareholders (the “AGM”/ the “Meeting”); the Board of Directors (the “BOD”); the Supervisory Board (the “SB”).

**I. AGENDA AND CONTENT OF THE MEETING**

**The 2026 Annual General Meeting of Shareholders shall convene to discuss the following proposals and reports:**

1. Report on the activities of the Board of Directors for the period 2021–2025 and orientations for the period 2026–2030;
2. Report of the Director on the business performance for the period 2021–2025 and the directions and key tasks for the period 2026–2030;
3. Report on the activities of the Supervisory Board for 2025 and the period 2021–2025;
4. Proposal on the selection of the independent auditor for the 2026 financial statements;
5. Audited consolidated financial statements for 2025;
6. Proposal on the profit distribution plan for 2025;
7. Report on the finalization of salary and remuneration for members of the Board of Directors and remuneration for members of the Supervisory Board for 2025;

8. Proposal on the salary and remuneration plan for members of the Board of Directors and the remuneration plan for members of the Supervisory Board for 2026;

## **II. TIME AND VENUE**

- Time: 1:30 PM, April 20, 2026.
- Venue: 3rd Floor Conference Hall – Cau Giay Hotel, No. 110 Cau Giay Street, Nghia Do Ward, Hanoi.

## **III. ATTENDEES**

1. Members of the Board of Directors, the Supervisory Board, the Board of Management, and shareholders/shareholder representatives of Petrolimex Information Technology & Telecommunication JSC.

2. Invited Guests:

- Mr. Nguyen Dinh Thanh – Member of the Members' Council and General Director of Petrolimex Construction and Trading Corporation.

- Mr./Ms. Representative of the Board of Directors of Petrolimex Group Construction and Trading Corporation.

## **IV. OPENING OF THE MEETING**

### **1. Report on Verification of Shareholders' Eligibility**

**Ms. Nguyen Khanh Linh – Deputy Head of the Shareholder Eligibility Verification Committee, reported to the Meeting the results of the verification as follows:**

The total number of shareholders as of the record date for invitation to the Meeting was 192 shareholders, representing 3,900,000 shares, equivalent to 100%.

The total number of shareholders attending the Meeting was 40 shareholders, holding and representing by proxy **2,802,589** shares, equivalent to **71.86%** of the total voting shares.

Pursuant to the provisions of the Law on Enterprises 2020 and the Charter of Petrolimex Information Technology & Telecommunication Joint Stock Company, the Shareholder Eligibility Verification Committee hereby declares that the 2026 Annual General Meeting of Shareholders of the Company has met all conditions to proceed.

### **2. Approval of the Agenda and Rules of the Meeting**

**Mr. Duong Nam Hai – Specialist of the General Affairs Department of the Company, presented to the Meeting for approval the agenda and the rules of the Meeting:**

The Meeting approved the agenda, the rules of the Meeting, the list of the Presidium, the list of the Secretariat, and the list of the Election and Vote Counting Committee with 100% of the votes of attending shareholders in favor.

### **3. Presidium:**

- Mr. Tran Ngoc Tuan – Chairman of the BOD – Chairperson;
- Mr. Nguyen Van Quy – Member of the BOD and General Director – Member.

### **4. Secretariat:**

- Ms. Nguyen Thi Bich Thuy – Head of the BOD’s Supporting Team – Head of the Secretariat
- Ms. Le Phuong Thao – Deputy Head of the Finance and Accounting Department – Deputy Head

#### **5. Shareholder Eligibility Verification, Election and Vote Counting Committee:**

- Mr. Pham Chi Anh – Specialist, ERP Services Department – Head;
- Ms. Nguyen Khanh Linh – Specialist, R&D Department – Deputy Head;
- Ms. Le Thi Thanh Huyen – Specialist, General Affairs Department – Member;
- Mr. Nguyen Dam Thuan – Specialist, Business Department – Member.

### **V. MEETING PROCEEDINGS**

#### **1. Presentation of Proposals and Reports**

##### ***1.1. Mr. Tran Ngoc Tuan – Chairman of the BOD, presented the following report:***

- Report on the activities of the Board of Directors for the period 2021–2025 and orientations for the period 2026–2030.

##### ***1.2. Mr. Nguyen Van Quy – Member of the BOD and General Director, presented the following report:***

- Report on business performance for the period 2021–2025 and directions and key tasks for the period 2026–2030.

##### ***1.3. Ms. Dang Thi Hong Ha – Head of the Supervisory Board, presented the following reports and proposals:***

- Report on the activities of the SB for 2025 and the period 2021–2025.
- Proposal on the selection of the independent auditor for the 2026 financial statements.

##### ***1.4. Ms. Cao Thi Hong Van – Chief Accountant of the Company, presented the following reports and proposals:***

- Audited consolidated financial statements for 2025.
- Proposal on the profit distribution plan for 2025;
- Report on the finalization of salary and remuneration for members of the Board of Directors and remuneration for members of the Supervisory Board for 2025;
- Proposal on the salary and remuneration plan for members of the Board of Directors and the remuneration plan for members of the Supervisory Board for 2026

### **VI. ELECTION OF MEMBERS OF THE BOD AND THE SB FOR THE 2026–2031 TERM**

**1. The General Meeting approved the Proposal and the list of candidates for election to the Board of Directors and the Supervisory Board for the 2026–2031 term (No. 050/PIACOM-TTr-HĐQT dated April 14, 2026), as follows:**

- Candidates nominated by Petrolimex Construction and Trading Corporation (the major shareholder): 04 persons.

+ Mr. Tran Ngoc Tuan – Head of the representatives of the Corporation’s capital invested in the Company and Chairman of the BOD – nominated to continue as Head of the representatives of the Corporation’s capital in the Company and to serve on the BOD for election as Chairman of the BOD.

+ Mr. Nguyen Van Quy – Member of the representatives of the Corporation’s capital in the Company, Member of the BOD and General Director – nominated to continue as a member of the representatives of the Corporation’s capital in the Company and to serve on the BOD as a Member of the BOD and General Director.

+ Mr. Nguyen Anh Toan – Deputy General Director of the Corporation and member of the representatives of the Corporation’s capital in the Company – nominated to serve on the BOD as a non-executive Member of the BOD.

+ Ms. Tran Thi Huong – Specialist of the Finance and Accounting Department of the Corporation and current member of the SB – nominated to serve as a member of the SB (non-executive).

- Candidate nominated by an individual shareholder: 01 person.

+ Mr. Hoang Hai Duong – individual shareholder and member of the BOD for the 2021–2026 term – nominated to continue as a member of the BOD for the 2026–2031 term.

- Candidates nominated by the BOD in accordance with applicable laws and the Company’s Charter: 03 persons.

+ Mr. Truong Duc Chinh – independent member of the Board of Directors for the 2021–2026 term – nominated for election as an independent member of the Board of Directors for the 2026–2031 term (non-executive).

+ Ms. Dang Thi Hong Ha – Head of the Supervisory Board for the 2021–2026 term – nominated for election as a member of the Supervisory Board, and to be elected by the Supervisory Board as Head of the Supervisory Board for the 2026–2031 term.

+ Ms. Do Thuy Linh – Deputy Head (in charge) of the General Affairs Department and member of the Supervisory Board for the 2021–2026 term – nominated for election as a member of the Supervisory Board for the 2026–2031 term (non-executive)

- The finalized list of candidates for election to the Board of Directors and the Supervisory Board for the 2026–2031 term comprises 08 candidates (including 05 candidates for the Board of Directors and 03 candidates for the Supervisory Board).

The total number of votes in favor was 40 votes, representing 2,802,589 shares, equivalent to 100% of the total voting shares present at the time of voting.

## ***2. The General Meeting approved the Election Committee comprising***

- Mr. Pham Chi Anh – Specialist, ERP Services Department – Head;

- Ms. Nguyen Khanh Linh – Specialist, R&D Department – Deputy Head;

- Ms. Le Thi Thanh Huyen – Specialist, General Affairs Department – Member;
- Mr. Nguyen Dam Thuan – Specialist, Business Department – Member.

The total number of votes in favor was 40 votes, representing 2,802,589 shares, equivalent to 100% of the total voting shares present at the time of voting.

**3. Approval of the Election Regulations: Ms. Nguyen Khanh Linh – Specialist, R&D Department and Deputy Head of the Election Committee – presented the Election Regulations to the Meeting.**

The General Meeting approved the Election Regulations with 40 votes in favor, representing 2,802,589 shares, equivalent to 100% of the total voting shares present at the time of voting.

#### **4. Election of Members of the Board of Directors and the Supervisory Board for the 2026–2031 Term.**

Based on the Election Regulations, the Election Committee conducted the election procedures at the Meeting, with the following results:

##### **4.1 Vote Counting Results for Members of the Board of Directors (2026–2031 Term)**

- Ballots issued: 40; Ballots collected: 40
- Valid ballots: 40; Invalid ballots: 0
- Total voting rights: 14,012,945
- Detailed results:

No.	Candidate	Total Votes	Percentage % (of the total voting shares present at the Meeting)	Notes
1	Truong Duc Chinh (Independent BOD Member)	2,795,817	99.76%	
2	Hoang Hai Duong	2,802,532	100%	
3	Nguyen Van Quy	2,808,947	100.23%	
4	Nguyen Anh Toan	2,792,157	99.63%	
5	Tran Ngoc Tuan	2,808,106	100.2%	

Pursuant to the Election Regulations, the following candidates were elected to the Board of Directors of Petrolimex Information Technology & Telecommunication Joint Stock Company (ranked from highest to lowest votes).

1. Mr. Nguyen Van Quy

2. Mr. Tran Ngoc Tuan
3. Mr. Hoang Hai Duong
4. Mr. Truong Duc Chinh
5. Mr. Nguyen Anh Toan

#### **4.2 Vote Counting Results for Members of the SB (2026–2031 Term)**

- Ballots issued: 40; Ballots collected: 40
- Valid ballots: 39; Invalid ballots: 01
- Total voting rights: 8,407,767
- Detailed results:

No.	Candidate	Total Votes	Percentage % (of the total voting shares present at the Meeting)	Notes
1	Dang Thi Hong Ha	2,798,423	99.85%	
2	Tran Thi Huong	2,793,609	99.68%	
3	Do Thuy Linh	2,800,915	99.94%	

Pursuant to the Election Regulations, the following candidates were elected to the Supervisory Board of the Company (*ranked from highest to lowest votes*).

1. Ms. Do Thuy Linh
2. Ms. Dang Thi Hong Ha
3. Ms. Tran Thi Huong

5. The newly elected members of the BOD and the SB were introduced to the General Meeting.

#### **VII. APPROVAL OF PROPOSALS AND REPORTS BY VOTING**

Following discussions, the 2026 Annual General Meeting of Shareholders proceeded to vote on the approval of the proposals and reports with the following results:

**1. Report on the activities of the Board of Directors for the period 2021–2025 and orientations for the period 2026–2030** (No. 047/PIACOM-BC-HĐQT dated April 14, 2026) with votes in favor: 40 votes, representing 2,802,589 shares, equivalent to 100% of the total voting shares present at the time of voting; Votes against: 0 votes; Abstentions: 0 votes.

**2. Report on the management and administration of business operations for the period 2021–2025 and directions and key tasks for the period 2026–2030 by the Executive Management** (No. 254/PIACOM-BC-BĐH dated April 14, 2026) with votes

in favor: 40 votes, representing 2,802,589 shares, equivalent to 100% of the total voting shares present at the time of voting; Votes against: 0 votes; Abstentions: 0 votes.

*Details as follows:*

**a. Business performance in 2025:**

- Total revenue reached VND 176,455 million, equivalent to 110.3% of 2024 and 100.3% of the 2025 plan;
- Profit before tax reached VND 17,035 million, equivalent to 92.7% of 2023 and 100.2% of the 2025 plan.

**b. Business performance results for the 2021-2025 period**

No.	Indicator	Unit	2021	2022	2023	2024	2025	Average Growth
1	Total revenue and other income	VND million	148,596	186,689	119,553	160,014	176,455	4.4%
2	Profit before tax	VND million	17,634	20,280	16,629	18,380	17,035	-0.9%
3	Profit after tax	VND million	14,002	16,035	13,164	13,989	13,527	-0.9%
4	ROE (average)	%	24.1	25.6	20.6	20.8	20.4	-4.1%
5	Dividend payout	%	20%	20%	20%	18%	15% <sup>(*)</sup>	-6.9%
6	Investment value	VND million	4,129	1,412	1,244	6,888	12,500	31.9%
7	Average number of employees	Persons	129.4	125.0	122.6	123.0	128.0	-0.3%
8	Average salary	VND million/person/month	20.5	23.0	17.2	23.0	25.6	5.7%
9	Charter capital	VND million	39,000	39,000	39,000	39,000	39,000	-
10	Equity	VND million	63,771	67,985	69,221	72,728	73,718	3.7%

**c. Business plan for 2026:**

- Sales revenue:  $\geq$  VND 196.6 billion (minimum growth of 12%);
- Profit before tax: VND 17 billion;
- Dividend payout ratio:  $\geq$  15% per annum;
- Average income: VND 27–30 million per person per month;
- Investment value: VND 24.87 billion..

**d. Business plan orientation for the period 2026–2030:**

No.	Item	Unit	2026	2027	2028	2029	2030	Average Growth
1	Sales revenue and service provision	VND million	196,600	220,000	253,000	291,000	335,000	14.3%
2	Non-core market share	%	≥30%	≥30%	≥35%	≥35%	≥40%	
3	Selling expenses	VND million	49,170	55,100	62,500	70,900	80,500	13.1%
4	Profit before tax	VND million	17,000	14,000	17,000	18,700	20,700	5.0%
5	Minimum dividend payout	%	15%	12%	12%	12%	12%	-5.4%
6	Average salary	VND million	28.1	30.9	33.1	35.4	37.2	7.3%
7	Average number of employees	Persons	139	145	155	166	176	6.1%
8	Investment	VND million	24,870	10,800	12,100	12,100	13,900	-13.5%
	<i>Of which: Product development</i>	VND million	<i>9,870</i>	<i>8,800</i>	<i>10,100</i>	<i>11,600</i>	<i>13,400</i>	<i>7.9%</i>

**3. Report on the activities of the Supervisory Board for 2025 and the period 2021–2025** (No. 255/PIACOM-BC-BKS dated April 14, 2026) with votes in favor: 40 votes, representing 2,802,589 shares (100% of total voting shares present; Votes against: 0 votes; Abstentions: 0 votes.

**4. Proposal on the selection of the independent auditor for the consolidated financial statements for 2026** (No. 209/PIACOM-TTr-BKS dated March 27, 2026)

Accordingly, the General Meeting authorized the Board of Directors to select one of the following auditing firms:

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

Votes in favor: 40 votes, representing 2,802,589 shares, equivalent to 100% of the total voting shares present at the time of voting; votes against: 0; abstentions: 0.

**5. Audited consolidated financial statements for 2025**

Votes in favor: 40 votes, representing 2,802,589 shares, equivalent to 100% of the total voting shares present at the time of voting; votes against: 0; abstentions: 0.

**6. Proposal on the profit distribution plan for 2025** (No. 048/PIACOM-TTr dated April 14, 2026)

*In which:*

- Total distributable profit after tax: VND **15,821.1** million
- + Accumulated undistributed profit after tax: VND 2,294 million
- + Profit after tax for 2025: VND 13,527.2 million

Votes in favor: 28 votes, representing 2,610,031 shares, equivalent to 93.13% of the total voting shares present at the time of voting; votes against: 12 votes, representing 192,558 shares, equivalent to 6.87%; abstentions: 0 votes.

**7. Report on the finalization of salary and remuneration for members of the Board of Directors and remuneration for members of the Supervisory Board for 2025** (No. 049/PIACOM-BC dated April 14, 2026)

- Total salary and remuneration for the Board of Directors: VND 1,844.2 million.
- Total remuneration for the Supervisory Board: VND 252.0 million.

Votes in favor: 40 votes, representing 2,802,589 shares, equivalent to 100% of the total voting shares present at the time of voting; votes against: 0; abstentions: 0.

**8. Proposal on the salary and remuneration plan for members of the Board of Directors and remuneration plan for members of the Supervisory Board for 2026** (No. 046/PIACOM-TTr-HDQT dated March 27, 2026)

- Total planned salary and remuneration for the Board of Directors: VND 1,661 million;
- Total planned remuneration for the Supervisory Board: VND 324 million.

Votes in favor: 39 votes, representing 2,800,643 shares, equivalent to 99.93% of the total voting shares present at the time of voting; votes against: 1 vote, representing 1,946 shares, equivalent to 0.07%; abstentions: 0 votes.

## **VIII. SUMMARY OF SHAREHOLDERS' REMARKS**

### **1. Remarks by Ms. Dam Thi Huyen**

Ms. Dam Thi Huyen emphasized that human resources is one of the key issues of PIACOM, which has persisted for many years without being fully resolved. According to her, the Company has not achieved a breakthrough in income levels, leading to difficulties in attracting and retaining high-quality human resources. Therefore, particular attention should be given to salary and income policies in a substantive manner, ensuring sufficient motivation for employees and fostering their commitment and aspiration to contribute.

She also noted that the Company possesses a workforce with in-depth expertise in the petroleum system, which should continue to be trained and developed, together with technology experts, to meet future development requirements. In addition, solutions relating to governance, production and business operations, and distribution should be translated into clear and feasible action plans; delegation of authority should be accompanied by appropriate regulatory frameworks, implementation plans, and clearly defined responsibilities.

At the same time, the Company should continue to refine its governance model, draw lessons from practical experience, and capture market demand in order to develop solutions tailored to different groups of employees. She also expressed her expectation that the Company would build a positive working environment that motivates

employees, leverages core competencies and human resources, and achieves more visible and substantive improvements in the coming period.

## **2. Remarks by Mr. Phan Thanh Son**

Mr. Phan Thanh Son acknowledged and highly appreciated PIACOM's performance in the recent period, during which the Company overcame numerous challenges, maintained growth, ensured employees' income, paid dividends to shareholders, and continued to invest. However, he also pointed out several issues that require attention, particularly the fact that investment activities have not been fully assessed in terms of risks; fragmented investments may affect capital recovery and financial balance. He also observed that the Company's business operations remain significantly dependent on the Petrolimex ecosystem.

He recommended that, in the upcoming term, the Board of Directors should more clearly demonstrate its role in shaping strategy, focusing on market orientation, technology, growth models, and identifying strategic products as a foundation for the Company's development. At the same time, the Company should reposition its market and customer ecosystem, strengthen its internal governance system, and restructure its investment, financial, and operational activities to enhance efficiency; review costs, optimize systems, and balance reinvestment with dividend distribution.

He further suggested that reports should more clearly reflect the results of implementing the objectives for the 2021–2025 period, not only in terms of revenue but also profit, capital efficiency, growth in equity, share performance, the performance of Board members, as well as investment, human resource development, and digital transformation initiatives.

Regarding human resources, he recommended continuing to develop and expand the workforce with deep expertise in the petroleum sector. Regarding products and markets, he proposed strengthening the product ecosystem, upgrading existing platforms such as Egas, developing new versions, and expanding into non-core markets while maintaining the Company's role and position within the Group's internal ecosystem.

With respect to profit distribution policy, he suggested considering a more appropriate dividend level to enhance retained earnings for future development, as well as reviewing the level of fund appropriations in line with development requirements. In addition, matters such as divestment and risk management should be handled more clearly and transparently to stabilize investor sentiment and strengthen shareholder relations. He also emphasized that PIACOM should closely follow major industry trends, particularly digital transformation and green transformation, and proactively participate more deeply in Petrolimex's projects and programs to expand development opportunities.

## **3. Remarks by Mr. Tran Manh Tu**

Mr. Tran Manh Tu expressed his confidence and reassurance in investing in the Company and highly appreciated the results achieved. He also emphasized the importance of internal unity, encouraging the Company's employees to promote a spirit of confidence and solidarity, thereby contributing to the Company's sustainable development in the coming period.

## **IX. SUMMARY OF REMARKS BY THE INDEPENDENT MEMBER OF THE BOD**

### **Remarks by Mr. Truong Duc Chinh**

Mr. Truong Duc Chinh emphasized that the Company should fully recognize and properly assess the role of project managers, as they are the key personnel who understand both clients' investment needs and the cost structures of individual projects, thereby contributing to improved implementation efficiency. He recommended that the Company continue to focus on the petroleum sector—where it possesses inherent advantages—before expanding into other segments. At the same time, he suggested that the reports presented at the Meeting should more clearly reflect the characteristics of a technology company, with greater emphasis on the technologies being applied and key products, in order to provide shareholders with a clearer understanding of the Company's capabilities and development orientation.

## **X. RESPONSES TO SHAREHOLDERS' COMMENTS**

In addition to the remarks above, the Meeting also recorded various opinions from shareholders regarding profit distribution and allocations to funds. In the context of the Company's focus on product development investment, a dividend payout ratio of 15% was considered relatively high; shareholders recommended that the Company consider adjusting the dividend payout ratio in the coming years to better prioritize resources for investment and enhance competitiveness.

Mr. Tran Ngoc Tuan – Chairman of the Board of Directors, and Mr. Nguyen Van Quy – General Director, provided further clarification on the issues raised and addressed the comments of shareholders/shareholder representatives. The Meeting fully agreed with the responses provided.

## **XI. REMARKS BY THE PARENT COMPANY'S REPRESENTATIVE**

- Summary of remarks by the representative of the parent entity:

Mr. Vu Cuong – Deputy General Director of Petrolimex Group Construction and Trading Corporation emphasized: The Corporation acknowledged and highly appreciated the Company's efforts in recent years. In the context of rapid developments in information technology, particularly the emergence of technologies such as AI, Cloud, and IoT, these trends present both opportunities and challenges for technology enterprises, including PIACOM.

Accordingly, the Company should clearly define its development objectives, proactively capture technological trends, and effectively implement solutions to guide and promote its business operations.

Entering the new term, the Corporation requested that the Company continue to make greater efforts and seriously review, consider, and implement solutions to address the recommendations of the Supervisory Board and shareholders.

- Response to the remarks of the parent company's leadership: Mr. Tran Ngoc Tuan – Chairman of the Board of Directors – emphasized that:

The Company respectfully acknowledges and fully accepts the directions provided by the Corporation. The Company will promptly review, formulate, and concretize development objectives in line with its capabilities and overall strategic direction, while focusing on implementing key solutions to improve operational efficiency. In addition, the Company commits to seriously considering and developing action plans to address

