



**MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS  
POST AND TELECOMMUNICATION EQUIPMENT JOINT STOCK  
COMPANY**

Business name : **Post and Telecommunication Equipment Joint Stock Company.**

Business code : **0100686865**

Head office address : **No. 61, Tran Phu Street, Ba Dinh Ward, Hanoi City.**

At 09:00 on April 11, 2026 at POSTEF Industrial Complex - No. 12, Street 15, VSIP Bac Ninh Industrial Park - Tu Son Ward - Bac Ninh Province, the 2026 Annual General Meeting of Shareholders of Post and Telecommunication Equipment Joint Stock Company (hereinafter referred to as: General Meeting or GMS) took place.

**Participants:**

- Shareholders invited to the meeting: The Company invited 100% of shareholders vested by the Vietnam Securities Depository and Clearing Corporation (VSDC) on March 18, 2026 owning 19,430,006 shares, accounting for 100% of the Company's voting shares.

- Shareholders and their authorized representatives present at the meeting were 10 holders representing 14,521,548 shares, accounting for 74,74% of total voting shares of the Company. All attending shareholders met the legal eligibility requirements.

According to the provisions of law, the Company's Charter and the Regulations for Organizing the General Meeting, the 2026 Annual General Meeting of Shareholders of Post and Telecommunication Equipment Joint Stock Company is eligible to be conducted, all attending shareholders are eligible.

*Next, the Organizing Committee introduced and conducted a vote:*

**1. Presidium:**

- a) Mr. Tran Hai Van – Chairman of the Board of Directors : Chairman of the Presidium (Chairperson of the General Meeting)
- b) Mr. Nguyen Tien Hung – Member of the Board of Directors – CEO : Member
- c) Ms. Nguyen Thi Kim Cuong – Member of the Board of Directors – Deputy CEO: Member

**2. Secretariat:**

- a) Mr. Pham Cao Thang – Chief of the Chairman's Office : Head of the Secretariat
- b) Ms. Vo Thi Minh Hue – Deputy Head of the Finance and Accounting Department: Member



### **3. Shareholder Eligibility Verification Committee:**

Ms. Tran Thi Hoa – Head of the Supervisory Board : Head of the Committee  
Mr. Vuong Toan Dung – Member of the Supervisory Board : Member

### **4. Vote Counting Committee:**

#### *4.1. Members of the Vote Counting Committee:*

- a) Mr. Dinh Vuong Anh – Deputy Director of the Northern Branch: Head of Committee
- b) Mr. Nguyen Viet Hai – Deputy Head of the Import-Export Investment Planning Department: Member
- c) Ms. Ngo Thi Men – Company's Finance and Accounting Department: Member

#### *4.2. Technical Support Team for the Vote Counting Committee:*

- a) Mr. Nguyen Viet Hai – Deputy Head of the Import-Export Investment Planning Department: Team Leader
- b) Mr. Le Hoang Phuc – Staff of the R&D Center: Member
- c) Mr. Nguyen Viet Anh – Staff of the Business Development and Postal Technology Center: Member

All attending shareholders voted by raising their hands with a rate of 100% of passing the list of the Presidium, the Secretariat, the Vote Counting Committee and the Shareholder Eligibility Verification Committee nominated by the Chairperson of the General Meeting.

The attending shareholders voted by raising their hands, with a 100% approval rate, to confirm the results of the shareholder eligibility verification for the General Meeting, declaring that the conditions were met to proceed with the 2026 Annual General Meeting of Shareholders in accordance with legal regulations and the Company's Charter, as reported by the Shareholder Eligibility Verification Committee.

Following the agenda, Ms. Nguyen Thi Kim Cuong – the Presidium presented a report and proposed the General Meeting to approve the "Agenda Content and Regulations for Organizing the General Meeting".

The General Meeting voted by raising hands, with a 100% approval rate to adopt the "Agenda Content and Regulations for Organizing the General Meeting" as reported by the Presidium.

Next on the agenda, Mr. Dinh Vuong Anh, Head of the Vote Counting Committee, reported to the General Meeting on the "Voting Guidelines and Election Regulations for the General Meeting". The General Meeting discussed and approved the Voting Guidelines and Election Regulations as presented by the Head of the Vote Counting Committee.

The General Meeting voted by raising hands, with a 100% approval rate, to adopt the "Voting Guidelines and Election Regulations for the General Meeting" as reported by the Head of the Vote Counting Committee.



## PROCEEDINGS OF THE GENERAL MEETING

### **AGENDA ITEM 1. REPORT OF THE BOARD OF DIRECTORS IN 2025, THE OPERATIONAL PLAN FOR 2026**

The Chairman of the Board of Directors (BOD) presented the report of the Board of Directors in 2025, the operational plan for 2026 as follows:

#### **I. Report on the results of the Board of Directors' leadership in implementing tasks in 2025**

##### **1. Information about members of the Board of Directors (before the 2025 Extraordinary General Meeting of Shareholders):**

| No. | BOD member           | Position                 | Date of appointment/end of term as BOD member/Independent BOD Member |                   |
|-----|----------------------|--------------------------|--|-------------------|
|     |                      |                          | Date of appointment  | Date of dismissal |
| 1   | Tran Hai Van         | Chairman of the BOD      | May 30, 2020   |                   |
| 2   | Luong Tuan Phuong    | Non-executive BOD member | May 30, 2020   |                   |
| 3   | Nguyen Huyen Son     | BOD member               | May 30, 2020   |                   |
| 4   | Nguyen Thi Bich Hong | Non-executive BOD member | May 30, 2020   |                   |
| 5   | Le Huy Dong          | Non-executive BOD member | May 30, 2020   |                   |
| 6   | Nguyen Tien Hung     | BOD member               | May 30, 2020   |                   |
| 7   | Pham Canh Huy        | Independent BOD member   | March 06, 2021   |                   |

##### **2. Information about members of the Board of Directors (after the 2025 Extraordinary General Meeting of Shareholders):**

| No. | BOD member   | Position            | Date of appointment/end of term as BOD member/Independent BOD Member |                   |
|-----|--------------|---------------------|--|-------------------|
|     |              |                     | Date of appointment  | Date of dismissal |
| 1   | Tran Hai Van | Chairman of the BOD | June 6, 2025   |                   |

|   |                      |                          |              |              |
|---|----------------------|--------------------------|--------------|--------------|
| 2 | Ha Thanh Hai         | Non-executive BOD member | June 6, 2025 |              |
| 3 | Nguyen Thi Kim Cuong | BOD member               | June 6, 2025 |              |
| 4 | Nguyen Tien Hung     | BOD member               | June 6, 2025 |              |
| 5 | Nguyen Hong Tien     | BOD member               | June 6, 2025 |              |
| 6 | Duong Trung Loi      | Non-executive BOD member | June 6, 2025 |              |
| 7 | Pham Canh Huy        | Independent BOD member   | June 6, 2025 |              |
|   | Luong Tuan Phuong    | Non-executive BOD member | May 30, 2020 | June 6, 2025 |
|   | Le Huy Dong          | Non-executive BOD member | May 30, 2020 | June 6, 2025 |

### 3. Summary of the meetings of the Board of Directors in 2025:

#### 3.1. Number of meetings of the Board of Directors (before the 2025 Extraordinary General Meeting of Shareholders):

| No. | BOD member           | Position            | Total number of meetings | In which         |                             | Number of meetings attended | Attendance rate | Reason for non-attendance |
|-----|----------------------|---------------------|--------------------------|------------------|-----------------------------|-----------------------------|-----------------|---------------------------|
|     |                      |                     |                          | Offline meetings | Collecting written opinions |                             |                 |                           |
| 1   | Tran Hai Van         | Chairman of the BOD | 5                        | 1                | 4                           | 5                           | 100%            |                           |
| 2   | Luong Tuan Phuong    | BOD member          | 5                        | 1                | 4                           | 5                           | 100%            |                           |
| 3   | Nguyen Huyen Son     | BOD member          | 5                        | 1                | 4                           | 5                           | 100%            |                           |
| 4   | Nguyen Thi Bich Hong | BOD member          | 5                        | 1                | 4                           | 5                           | 100%            |                           |
| 5   | Le Huy Dong          | BOD member          | 5                        | 1                | 4                           | 5                           | 100%            |                           |
| 6   | Nguyen Tien Hung     | BOD member          | 5                        | 1                | 4                           | 5                           | 100%            |                           |
| 7   | Pham Canh Huy        | BOD member          | 5                        | 1                | 4                           | 5                           | 100%            |                           |



### 3.2. Number of meetings of the Board of Directors (after the 2025 Extraordinary General Meeting of Shareholders):

| No. | BOD member           | Position            | Total number of meetings | In which         |                             | Number of meetings attended | Attendance rate | Reason for non-attendance |
|-----|----------------------|---------------------|--------------------------|------------------|-----------------------------|-----------------------------|-----------------|---------------------------|
|     |                      |                     |                          | Offline meetings | Collecting written opinions |                             |                 |                           |
| 1   | Tran Hai Van         | Chairman of the BOD | 12                       | 9                | 3                           | 12                          | 100%            |                           |
| 2   | Ha Thanh Hai         | BOD member          | 12                       | 9                | 3                           | 12                          | 100%            |                           |
| 3   | Nguyen Tien Hung     | BOD member          | 12                       | 9                | 3                           | 12                          | 100%            |                           |
| 4   | Nguyen Thi Kim Cuong | BOD member          | 12                       | 9                | 3                           | 12                          | 100%            |                           |
| 5   | Pham Canh Huy        | BOD member          | 12                       | 9                | 3                           | 12                          | 100%            |                           |
| 6   | Duong Trung Loi      | BOD member          | 12                       | 9                | 3                           | 12                          | 100%            |                           |
| 7   | Nguyen Hong Tien     | BOD member          | 12                       | 9                | 3                           | 12                          | 100%            |                           |

### 3.3. Resolutions/Decisions of the Board of Directors (2025 report):

| No. | Number of Resolutions/Decisions | Document date | Content  | Approval rate |
|-----|---------------------------------|---------------|--|---------------|
| 1   | Minutes No.: 23/BB-HDQT         | 20/01/2025    | Appoint a replacement for Postef's representative at PDE (a wholly owned subsidiary of Postef).                | 100%          |
| 2   | Minutes No.: 31/BB-HDQT         | 05/02/2025    | Schedule for the 2025 Annual General Meeting of Shareholders   | 100%          |
| 3   | Minutes No.: 108/BB-HDQT        | 04/04/2025    | Approval of contents submitted to the 2025 Annual General Meeting of Shareholders                              | 100%          |
| 4   | Minutes No.: 116/BB-HDQT        | 15/04/2025    | Schedule for the 2025 Extraordinary General Meeting of Shareholders  | 100%          |
| 5   | Minutes No. 153/BB-HDQT         | 09/05/2025    | Approval candidates for the new term of the Board of Directors and Supervisory Board                           | 100%          |
| 6   | Minutes No.: 203/BB-HDQT        | 06/06/2025    | Approval electing the Chairman of the Board of Directors and appointing the General Director for the new term. | 100%          |
| 7   | Minutes No.: 229/BB-HDQT        | 26/06/2025    | Approval record date for shareholders to receive cash dividends for 2024.                                      | 100%          |



|    |                          |            |  |      |
|----|--------------------------|------------|--|------|
| 8  | Minutes No.: 265/BB-HDQT | 25/07/2025 | Approval report summarizing activities for the first six months of 2025  | 100% |
| 9  | Minutes No.: 266/BB-HDQT | 25/07/2025 | Approval of the periodic credit line at Vietnam Prosperity Commercial Bank (VPB)   | 100% |
| 10 | Minutes No.: 267/BB-HDQT | 25/07/2025 | Approval of the periodic credit line at Bangkok Public Bank Limited - Hanoi Branch of 2025                                 | 100% |
| 11 | Minutes No.: 268/BB-HDQT | 25/07/2025 | Approval of the periodic credit line at Vietnam Joint Stock Commercial Bank for Industry and Trade– Ba Dinh Branch of 2025 | 100% |
| 12 | Minutes No.: 269/BB-HDQT | 25/07/2025 | Reclaiming 1,555 square meters of land at 61 Tran Phu Street, Ba Dinh District, Hanoi                                      | 100% |
| 13 | Minutes No.: 451/BB-HDQT | 05/11/2025 | Appointment of Deputy General Director and Extend the term of office of the Chief Accountant                               | 100% |
| 14 | Minutes No.: 452/BB-HDQT | 05/11/2025 | Approval of the periodic credit line at Military Commercial Joint Stock Bank - Dien Bien Phu Branch of 2025                | 100% |
| 15 | Minutes No.: 569/BB-HDQT | 30/12/2025 | Approval the preliminary report on activities in fourth quarter of 2025, the expected results for 2025 are presented.      | 100% |
| 16 | Minutes No. 570/BB-HDQT  | 30/12/2025 | Policy on transferring ownership of office buildings and land in Ho Chi Minh City and Da Nang City.                        | 100% |
| 17 | Minutes No.: 571/BB-HDQT | 30/12/2025 | Reappointing the Deputy General Director of the company.   | 100% |

#### 4. Report on remuneration of the Board of Directors and the Supervisory Board in 2025:

| No. | Unit               | Planned remuneration for the BOD & Supervisory Board approved by the 2025 GMS (VND) | Completion rate of after-tax profit plan in 2025 (VND) | Remuneration entitled in 2025 (VND) |
|-----|--------------------|---|--|-------------------------------------|
| (1) | (2)                | (3)   | (4)  | (5) = (3)*(4)                       |
| 1   | Board of Directors | 138,000,000   | 100.5%   | 138,690,000                         |
| 2   | Supervisory Board  | 46,000,000  | 100.5%   | 46,230,000                          |
|     | <b>Total</b>       | <b>184,000,000</b>  |  | <b>184,920,000</b>                  |

- The remuneration for the Board of Directors (BOD) and Supervisory Board (SB) in 2025 shall be implemented in accordance with the resolution of the 2025 Annual GMS and the performance results of 2025. The remuneration for each member shall be finalized based on the following principles: It



will be determined according to the actual tasks performed by each member and their level of contribution to the achievement of the Company's plan.

## **5. Key tasks directed by the Board of Directors in the past year**

- Implementing the spirit of the resolution set forth by the 2025 Annual GMS, overseeing and directing the Executive Board to execute the 2025 production and business plan that was approved; selecting and signing an audit contract with one of the six (6) companies chosen by the 2025 Annual GMS.

- Directing the Executive Board to strive to implement the 2025 production and business plan to the best of their ability under the actual circumstances.

## **6. Some outstanding issues**

- The increase in charter capital has not been achieved, leading to a shortage of capital for production and business activities. As the company primarily relies on credit capital, it incurs significant interest expenses and tax costs exceeding the interest, greatly affecting the company's efficiency.

- Labor productivity is not yet high, and competitiveness remains limited.

- Raw material sources, input material prices, and fluctuating exchange rates have affected the company's performance.

## **II. Report on directing the implementation of the 2025 production and business plan**

In 2025, the global and regional situation will continue to be complex, unpredictable, and unprecedented; geopolitical tensions and strategic competition among major powers will intensify; military conflicts in Ukraine and the Middle East will persist; and border disputes between some countries in the region will transcend peaceful solutions. Global economic growth will slow, public debt in many countries will increase; tariff policies will fluctuate erratically, and trade protectionist barriers will rise. Science and technology, artificial intelligence, digital transformation, and green transformation will become trends and drivers of development.

In 2025, the macroeconomic situation will be fundamentally stable, inflation will be well controlled, growth will be high, and major economic balances will be ensured. GDP growth in the fourth quarter is estimated at 8.46%, and for the whole year at 8.02%; the size of the economy will reach approximately US\$514 billion, ranking 32nd in the world; per capita income will reach US\$5,026, an increase of US\$326 compared to 2024. The average annual consumer price index (CPI) will increase by 3.31%, much lower than the target set by the National Assembly, despite implementing salary increases, adjustments to electricity prices, and healthcare and education services. The monetary and foreign exchange markets will be fundamentally stable and managed in accordance with market developments; the safety of the credit institution system will be ensured; credit growth in 2025 will reach approximately 19%. The stock market will be upgraded to a secondary emerging market. The gold market and financial market are becoming increasingly transparent and efficient.

Total import and export turnover is estimated at over US\$930.05 billion, an increase of 18.2% compared to the same period last year; the trade surplus reached over US\$20.03 billion. Total social investment reached over VND 4.15 million billion, equivalent to 32.3% of GDP, an increase of 12% compared to the same period last year. Total registered foreign direct investment (FDI) reached



US\$38.4 billion, an increase of 0.5% compared to the same period last year; implemented FDI reached US\$27.62 billion, an increase of 9%, the highest level ever.

The main sectors of the economy experienced strong growth. The Industrial Production Index (IIP) is estimated to increase by 9.2% compared to 2024, with the manufacturing sector increasing by 10.5%, continuing to affirm its pivotal role in driving overall growth. The service sector maintained its high growth momentum; total retail sales of goods and consumer service revenue increased by 9.2% year-on-year. Production and business activities continued their positive growth trajectory. Labor productivity is estimated at VND 245 million per worker, an increase of 6.83%, 1.5% higher than the set target. Outstanding and long-standing projects have been decisively and fundamentally addressed.

In 2025, despite numerous difficulties and challenges, business management costs, interest expenses, and related costs remained high, while profit margins were low due to almost unchanged output contract prices, while input material prices and exchange rates fluctuated. Inventory levels remained high despite proactive efforts by relevant units, and tax expenses due to excess interest expenses significantly impacted the company's operational efficiency.

Nevertheless, the Company remained committed to its goal of stable and sustainable development, adhering closely to the assigned plan. With the close guidance and management of the Company's leadership and the concerted efforts of the entire workforce, the Company successfully exceeded the following key targets in 2025:

| Các chỉ tiêu  | Plan approved by the General Shareholders' Meeting for 2025 (billion VND) | Results of Implementation in 2025 (billion VND) | Comparison of 2025 implementation results/2025 plan (%) | Comparison of 2025 results/2024 results (%) |
|---|---|---|---|---|
| Total revenue   | 1.759,8   | 1.768,5   | 100,5%  | 109,3%                                      |
| Profit after tax<br>(Consolidated financial statements) | 10,8  | 10,9  | 100,9%  | 324,4%                                      |
| ROE (%)   | 4,7%  | 4,74%   | 100,8%  | 434,8%                                      |
| Dividends 2025 (%)                                      | 4,36%   | 4,4%  | 100,9%  | 326,0%                                      |
| Pay into the state budget.                              | Exceeded expectations   |   |   |   |

#### **I. Some closely oriented and directed activities of the company in 2025:**

- ❖ The company consistently adheres to the direction of the Party, Government, Industry, and VNPT Group regarding digital transformation, scientific and technological development, telecommunications infrastructure, information technology, data, transmission, and energy.
- ❖ Based on the orientation and strategy of VNPT4.0 and the digital transformation strategy of VNPT Group, the company has prepared and implemented the digital transformation of the enterprise step by step, suitable for each stage, production line, and workshop, continuing to proceed cautiously to avoid major disruptions. In 2025, the company will exceed the planned targets for key indicators, contributing to maintaining stability and market share amidst the difficult, challenging, and volatile situation of 2025, creating a favorable and stable foundation for 2026, the period 2026-2029, and the vision to 2035.



- ❖ Continue to promote research and development of new products, projects, and scientific and technological activities, which will be reviewed and evaluated monthly, closely monitoring the implementation progress according to the actual situation for tasks, scientific and technological activities, projects, and new products that have been approved and registered with management agencies, the Ministry of Science and Technology, and VNPT Group.
- ❖ In addition to the monthly briefing meeting, the company's Board of Directors regularly holds quarterly meetings as required to conduct preliminary assessments and analyses of the company's performance, highlighting both strengths and weaknesses. This allows for the development of appropriate solutions and management strategies to closely adhere to and maximize the achievement of the set objectives and plans.
- ❖ The company's Board of Directors approved several items, including: the meeting schedule and agenda for the 2025 Annual General Meeting and Extraordinary General Meeting; the payment of dividends for 2024 as per the resolution of the 2025 Annual General Meeting; the election of the Board of Directors and Supervisory Board for the 2025-2029 term; the appointment of personnel to the position of Deputy General Director; the evaluation of performance for the first six and nine months of 2025; and the approval of periodic credit limits at several banks.
- ❖ Regarding the land at 63 Nguyen Huy Tuong Street, Thanh Xuan District, Hanoi, the company will continue to use it for the purposes stipulated in the signed land lease contract, considering options for land exploitation that are consistent with the lease contract and partially offset the annual land lease fees. The company has submitted an application to adjust the investment policy for the project in accordance with the pilot resolution of the National Assembly, the decree of the Government, and the resolutions and decisions of the Hanoi People's Council and People's Committee.
- ❖ The land at 61 Tran Phu, Ba Dinh, Hanoi has been reclaimed and handed over in accordance with the directives of the Central Government and the Hanoi People's Committee. The company continues to closely monitor relevant departments and agencies regarding the project transition (land reclamation at 61 Tran Phu, Ba Dinh, Hanoi and land allocation at 584 Lac Long Quan, Tay Ho, Hanoi). To date, the company is still closely following information from the Hanoi People's Committee and relevant departments and agencies.
- ❖ Research and development activities for new products, projects, and scientific and technological activities continue to be promoted, reviewed and evaluated monthly, and proactively registered and implemented for new research topics and products with practical applications relevant to the actual situation of VNPT Group and the industry.
- ❖ The company continues to adhere to the digital transformation strategy and direction of VNPT Group and the industry. The leadership and all employees of the company continue to strive to overcome current difficulties and challenges to stabilize production and business operations, maintain core and traditional products, while ensuring new products to serve the digital transformation, science and technology, and innovation sectors. They also implement solutions to find new markets and potential customers in order to achieve revenue and profit growth.
- ❖ The company continues to adhere to its sustainable development goals, maintaining stability and striving to the utmost to fulfill its assigned plan despite numerous difficulties, challenges, and fierce competition. Furthermore, based on future development trends, market demand, and the needs of various units, the company constantly strives to meet customer needs, maintain stability, expand its production and business operations, and continue to promote research,



improvement, and development of new products, gradually adapting its technology to meet the demands of stable and sustainable development.

## **II. Difficulties and challenges:**

In addition to the gained achievements, the Company's activities in 2025 still faced several shortcomings, including both objective and subjective issues. For objective shortcomings, the Company has proposed support from the VNPT Group, while also candidly acknowledging subjective shortcomings to focus on developing solutions for improvement and resolution in 2026.

1. The change in awareness and mindset regarding digital transformation and the adoption of modern management software has been slow. The digital transformation infrastructure needs further improvement to meet the breakthrough orientation in infrastructure and technology.

2. The research, development and application of IT and automation in production and business activities have progressed slowly. There is a need to strengthen the supervision and inspection of progress and product quality, as well as further enhance labor productivity to achieve greater efficiency. Mechanisms are required to create resources and motivation for development. In the immediate term, efforts should focus on building and upgrading digital management systems, administration and production operations toward greater modernization and automation, aligning with the Group's orientation for developing digital transformation infrastructure and technology.

3. In addition to the objective factors, fierce competition, product localization policies and "Vietnamese people prefer using Vietnamese goods" have still posed challenges. The Company's business and commercial activities have not fully anticipated market risks and changes, leading to a decline in business efficiency.

4. The research and development to provide new solutions, services and products have not received support and have been still weak without achieving pioneering breakthroughs.

5. The planning and monitoring of production and business activities remain simplistic. The impact of input material prices, along with shallow data evaluation and analysis, has affected management and operational activities in production, business, bidding and the execution of economic contracts.

6. Recruitment of personnel, particularly those with qualifications matching the needs and job positions at the Company, its branches and factories across various locations, faces numerous difficulties related to income, geography and labor standards. The skill level of the workforce has not yet met the required demands,...

7. In financial management, the debt-to-equity ratio remains high, partly due to the inability to increase capital, which fails to meet the capital needs proportional to revenue. As a result, the Company has had to rely on financial leverage to meet capital demands for production and business activities. Additionally, cost management and inventory control face challenges stemming from both objective and subjective factors. The execution of orders depends heavily on partners and internal capacity remains limited. Production, delivery, acceptance, payment settlement and debt collection for some projects have been delayed, affecting liquidity, financial stability and cash flow, significantly impacting the overall efficiency of the enterprise.



## **Evaluation by the Board of Directors on the activities of the Executive Board of the company in 2025:**

The Executive Board of the Company fully implemented the directives, resolutions, decisions and guidance of the Board of Directors, operating in accordance with its functions and duties as stipulated in the Company's Charter, corporate governance regulations and the regulations issued by the Board of Directors, in compliance with the current Enterprise Law.

In its operational management, the Executive Board proactively engaged, coordinated and flexibly addressed challenges and difficulties, proposing suitable solutions to limit additional costs, tailored to each phase. The Board of Directors and the Executive Board regularly collaborated and aligned on management approaches, providing appropriate solutions during the execution of tasks.

The Executive Board maintained regular meetings, including monthly briefings and thematic meetings on topics such as planning, production, business, investment, research and development, scientific and technological projects and new products. These meetings aimed to resolve emerging difficulties and obstacles, while promptly proposing and recommending actions to the Board of Directors for appropriate guidance and orientation based on the actual situation.

The Executive Board has managed production and business operations stably throughout the year amidst numerous fluctuations, difficulties, and challenges. They have strived to maintain employment, stabilize income, and provide benefits for employees, ensuring wages, social insurance, health insurance, and unemployment insurance; preserving and developing capital; and contributing to the state budget in full and exceeding planned targets.

### **III. Development orientations for 2026 and the subsequent period**

In 2026 marks the beginning of a new development phase; however, the global situation is projected to remain complex and unpredictable, with intense geopolitical tensions and strategic competition among major powers. Domestically, difficulties, challenges, opportunities, and advantages are intertwined. Many types of costs are expected to increase, significantly impacting business operations. While difficulties and challenges will increase, many new development opportunities will also open up.

Based on the results of the implementation of tasks in 2025, with the strategic development goals of the Group until 2030, and a vision to become a technology group with digital infrastructure, digital technology, and digital services as its main focus by 2035, owning and exploiting the foundational platforms and infrastructure of the national digital infrastructure, the Post and Telecommunications Equipment Joint Stock Company sets out the following tasks and directions for 2026 are as follows:

#### **1. General Objectives and Tasks for 2026:**

The Company's growth target for 2026: striving for an 8% - 10% increase compared to 2025 in revenue, profit, and dividends.

+ Total revenue: approximately VND 1,944.8 billion, focusing on Postef's core products, while also concentrating on research and development of several products, services, and solutions to meet 5G network infrastructure needs.

+ Net profit after tax: approximately VND 15.645 billion.

+ Average income: striving to exceed VND 12 million.

+ Striving to achieve the targets set by the 2026 Annual General Meeting of Shareholders.



+ Tax contributions to the State budget: Exceeding the assigned targets.

2. Business production plan for the period 2026 - 2029 (consolidated data) are as follows:

*Unit of measurement: million VND*

| No. | Indicator name  | 2026      | 2027      | 2028      | 2029      | Average growth rate |
|-----|---|-----------|-----------|-----------|-----------|---------------------|
| 1   | Total revenue   | 1.944.800 | 2.139.280 | 2.353.208 | 2.588.529 | 10%                 |
| 1.1 | revenue outside of VNPT   | 1.401.392 | 1.541.532 | 1.695.684 | 1.865.253 | 10%                 |
| 2   | Net profit after tax  | 15.645    | 17.210    | 18.930    | 20.823    | 10%                 |
| 3   | Equity capital (including registered capital and development investment fund) | 230.341   | 230.341   | 230.341   | 230.341   | 10%                 |
| 4   | ROE   | 6,79%     | 7,47%     | 8,21%     | 9,04%     | 10%                 |
| 5   | Dividends (Parent Company)  | 6,3%      | 6,9%      | 7,6%      | 8,3%      | 10%                 |

**The General Meeting voted to approve the content: REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 AND OPERATIONAL PLAN FOR 2026**

The voting results are as follows:

- Total number of shares participating in the vote is **14,521,548** shares, of which:
- Total number of shares voting **For: 14,521,548** shares, accounting for **100%** of total number of shares participating in the vote.
- Total number of votes **Against** : None.
- Total number of votes **Abstention** : None.
- Result: Approved.

**AGENDA ITEM 2. REPORT OF THE SUPERVISORY BOARD IN 2025**

Ms. Tran Thi Hoa – Head of the Supervisory Board of the company presented the report of the Supervisory Board in 2025 to be submitted to the 2026 Annual GMS for review and approval.

**Part I. Activities of the Supervisory Board in 2025**

**1. Meetings of the Supervisory Board**

In 2025, the Supervisory Board held four meetings: approving the Supervisory Board's personnel, reviewing financial statements, supervising the activities of the Board of Directors and the Executive Board in managing and operating the Company, and reviewing the Company's internal management document system. The organization of meetings and issuance of documents by the Supervisory Board were carried out in accordance with the provisions of the Enterprise Law, the Company's charter, and the Supervisory Board's operating regulations.

**2. Supervisory work of the Supervisory Board**

In 2025, the Supervisory Board performed its supervisory role as follows:



- Monitoring compliance with the Company's charter and current legal regulations in the management and operation of the Company's production and business activities.
- Monitoring the implementation of resolutions of the Board of Directors and resolutions of the General Meeting of Shareholders.
- The Supervisory Board representative attends all Board of Directors meetings. At these meetings, the Supervisory Board representative provides input to the Board of Directors and the Executive Board on issues related to the Company's operations.
- Reviewing quarterly, semi-annual, and annual financial reports and assessing the impact of key issues raised in the Company's audit report.
- Monitoring and supervising the Company's information disclosure in accordance with the law on information disclosure for public companies: Disclosure of quarterly, semi-annual, and annual financial statements for 2025; minutes and resolutions of the 2025 annual General Meeting of Shareholders; information related to changes in key personnel, etc., as stipulated by law.
- Through the capital representatives of the three subsidiaries PDE, POSTEF Ba Dinh, and POSTEF Da Nang (100% owned by POSTEF), the Supervisory Board will evaluate the production and business activities and financial statements for the entire year 2025.
- Representatives of the Supervisory Board will attend briefing meetings and other ad hoc meetings, and participate in providing opinions at meetings on evaluating the performance of departments throughout the Company.
- The Supervisory Board will review the Company's financial statements, assess the implementation of the production and business plan, inspect and monitor compliance, and meet and exchange information directly with relevant departments.
- Audits at the request of shareholders: Since the 2025 annual general meeting of shareholders, the Supervisory Board has not received any requests from shareholders or groups of shareholders to audit the Company's management and operations.

### **3. Remuneration and operating expenses of the Supervisory Board**

- The remuneration, operating expenses, and other benefits of the Supervisory Board comply with the provisions of the Enterprise Law and the Company's charter. Detailed information is presented in the consolidated financial statements for 2025.

## **Part II. Inspection and oversight results in 2025**

### **1. Activities of the Board of Directors**

- The Supervisory Board is invited to and fully attends all in-person meetings of the Company's Board of Directors, and receives all meeting documents, decisions, and resolutions after they are approved by the Board of Directors.
- The Board of Directors holds quarterly meetings to evaluate and update the production and business situation, discuss, and make appropriate decisions for each period.
- The Board of Directors regularly monitors, directs, and coordinates with the executive board to find solutions to overcome difficulties in production, business operations, and management.
- The Board of Directors has issued resolutions and decisions and supervised the executive board in the implementation of the contents of the 2025 Annual General Meeting of Shareholders.



- The Board of Directors has performed its functions and duties correctly, in accordance with the Enterprise Law and the Company's charter, ensuring the interests of the Company and its shareholders.

## **2. Activities of the Executive Board in 2025 as per the GMS resolution**

### **2.1 Implementation of plan targets as per the 2025 GMS Resolution**

| <b>No.</b> | <b>Indicator</b>  | <b>Unit</b> | <b>2025 achievement</b> | <b>2025 plan</b> | <b>Achievement /plan ratio (%)</b> |
|------------|---|-------------|-------------------------|------------------|------------------------------------|
| 1          | Total Revenue including Financial Activity Revenue and Other Income | Billion     | 1,768.5                 | 1,760            | 100%                               |
| 2          | Profit After Tax (Consolidated Financial Statements)                | Billion     | 10.9                    | 10.8             | 101%                               |
| 3          | Profit After Tax/Equity Ratio                                       | %           | 3.6%                    | 4.7%             | 75.8%                              |
| 4          | Dividends (Funds have not yet been set aside)                       | %           | 5.61%                   | 4.36%            | 128.7%                             |
| 5          | Per capita income/month   | Million VND | 11.5                    | 12.2             | 94.3%                              |
| 6          | Salary fund   | Billion     | 47.6                    | 73.2             | 65.0%                              |
| 7          | Average number of employees   | Person      | 345                     | 500              | 69.0%                              |

### **2.2 Distribution of After-Tax Profits and Dividend Payment:**

The Company has made provisions for funds and paid dividends for 2024 to shareholders in accordance with Resolution No. 58/NQ-ĐHĐCĐ TN2025 of the 2025 Annual General Meeting of Shareholders.

### **2.3 Independent Auditor Auditing the Company's Financial Statements:**

AASC Auditing Firm Co., Ltd., an entity approved by the State Securities Commission to audit listed companies, conducted the audit of the Company's financial statements.

### **2.4 Remuneration of the Board of Directors and Supervisory Board:**

In 2025, remuneration for the Board of Directors and Supervisory Board for 2024 was paid in accordance with Resolution No. 58/NQ-ĐHĐCĐ TN2025 of the Annual General Meeting of Shareholders.

### **2.5 Other activities of the management board**

- On July 24, 2025, the People's Committee of Hanoi City issued Decision No. 3911/QĐ-UBND on the revocation of 1555m<sup>2</sup> of land at 61 Tran Phu Street, Ba Dinh District, which was temporarily used by the Post and Telecommunications Equipment Joint Stock Company according to Decision No. 2182/QĐ-UBND dated May 9, 2018 of the People's Committee of Hanoi City.

Reason for land reclamation: Land reclamation is in accordance with point c, clause 1, Article 82 of the 2024 Land Law. The reclaimed land area is to be allocated for the implementation of the Hung Vuong road expansion and renovation plan as directed by the Hanoi City People's Committee.

- On December 25, 2025, the People's Committee of Ba Dinh Ward issued Decision No. 656/QĐ-UBND on the reclamation of 7,523 m<sup>2</sup> of land at 61 Tran Phu, Ba Dinh, Hanoi, currently used by the Post and Telecommunications Equipment Joint Stock Company, and assigned it to the Central Party Office to implement the investment project of the central agency.



- On December 19, 2025, the People's Committee of Ba Dinh Ward issued Decision No. 624/QĐ-UBND approving the compensation and support plan for the Post and Telecommunications Equipment Joint Stock Company to implement the investment project of the central agency at 61 Tran Phu, Ba Dinh. The total compensation and support amount is 5.1 billion VND. On January 22, 2026, the Company received 5.1 billion VND in compensation from the Ba Dinh Ward Infrastructure Investment Project Management Board. This amount has been accounted for as other income in the Company's 2025 financial report.

### 3. Assessment of the 2025 Financial Statements:

#### 3.1 Preparation and Auditing of Financial Statements:

The Company's separate and consolidated financial statements for 2025 are prepared according to current Vietnamese accounting standards and regulations; audited by AASC Auditing Firm Co., Ltd. During the audit of the financial statements, AASC Auditing Firm Co., Ltd. ensures independence, objectivity, and compliance with professional regulations when providing audit opinions.

#### 3.2 Assessment of Financial Statements

##### a. Some indicators on the consolidated balance sheet

| Indicator                            | Unit    | 2025         | 2024           | Increase (+)<br>Decrease (-) |
|--------------------------------------|---------|--------------|----------------|------------------------------|
| <b>A. Current assets</b>             | Billion | <b>1,503</b> | <b>1,371</b>   | <b>132</b>                   |
| 1. Cash and cash equivalents         | Billion | 133.7        | 106.2          | 28                           |
| 2. Short-term financial investments  | Billion | 5.10         | 5.1            | 0                            |
| 3. Short-term receivables            | Billion | 931.7        | 870.8          | 61                           |
| 4. Inventory                         | Billion | 416.3        | 380.8          | 36                           |
| 5. Other current assets              | Billion | 16.0         | 7.9            | 8                            |
| <b>B. Long-term assets</b>           | Billion | <b>1,168</b> | <b>1,168.6</b> | <b>(0.2)</b>                 |
| 1. Long-term receivables             | Billion | 30.4         | 28.8           | 1.60                         |
| 2. Fixed assets                      | Billion | 255.8        | 248.7          | 7                            |
| 3. Investment properties             | Billion | 1.7          | 1.85           | (0.2)                        |
| 3. Long-term work-in-progress assets | Billion | 825.8        | 824            | 2                            |
| 4. Long-term financial investment    | Billion | 6.1          | 13.5           | -7.42                        |
| 5. Other long-term assets            | Billion | 49           | 51.7           | (3.1)                        |
| <b>Total assets</b>                  | Billion | <b>2,671</b> | <b>2,539</b>   | <b>132</b>                   |
| <b>A. Liabilities</b>                | Billion | <b>2,365</b> | <b>2,233</b>   | <b>132</b>                   |



|  |                |              |              |             |
|--|----------------|--------------|--------------|-------------|
| 1. Short-term debt   | Billion        | 1,399        | 1,232        | 167         |
| 2. Long-term debt  | Billion        | 966          | 1,001        | -35         |
| <b>B. Equity</b>   | <b>Billion</b> | <b>306.0</b> | <b>306.7</b> | <b>-0.7</b> |
| <b>Solvency ratio</b>  |                |              |              |             |
| Overall solvency ratio = Total assets / Total liabilities                              | Time           | 1.13         | 1.14         | -0.01       |
| Current ratio = Total current assets / Total current liabilities                       | Time           | 1.07         | 1.11         | -0.04       |
| Quick Ratio = (Total Current Assets – Inventory) / Total Current Liabilities           | Time           | 0.78         | 0.80         | -0.03       |
| Interest Coverage Ratio = Earnings Before Interest and Taxes (EBIT) / Interest Payable | Time           | 1.44         | 1.23         | 0.21        |
| Inventory turnover ratio = Cost of goods sold / Average inventory                      | Time           | 4.07         | 4.16         | -0.08       |
| ROE = Net profit after tax / Average equity  | %              | 3.6%         | 1.1%         | 2.47%       |
| Debt-to-equity ratio (D/E) = Liabilities / Equity                                      | Time           | 7.73         | 7.28         | 0.45        |

Financial indicators, especially those related to solvency, are projected to decrease in 2025 compared to 2024. The debt-to-equity ratio remains very high at 7.73 times due to the company's primarily borrowed capital.

The ROE (Return on Equity) is projected to reach 3.6% in 2025, compared to 1.1% in 2024, representing a 2.42% increase. The management team has implemented cost reductions to improve the company's efficiency.

b. Some indicators on the consolidated income statement

| No. | Indicator  | Unit    | Results of implementation by 2025 | Results of implementation by 2024 | Increase (+)<br>Decrease (-)<br>2025<br>compared<br>to 2024 |
|-----|--|---------|-----------------------------------|-----------------------------------|---|
| 1   | Net revenue (consolidated financial statements) after deductions, excluding financial income and other income. | Billion | 1,758                             | 1,618                             | 140   |
| 2   | Gross profit   | Billion | 134                               | 105                               | 29  |
| 3   | Profit before tax  | Billion | 18.7                              | 8.6                               | 10  |
| 4   | Net profit after tax   | Billion | 10.9                              | 3.3                               | 8   |
| 5   | Cost of goods sold   | Billion | 1,624                             | 1,513                             | 111   |
| 6   | Cost of goods sold   | Billion | 33.2                              | 5.2                               | 28  |
|     | Selling expenses excluding product warranty reversals  | Billion | 34.4                              | 37.4                              | -3  |



|   |  |         |       |       |       |
|---|--|---------|-------|-------|-------|
| 7 | Business management costs  | Billion | 48.5  | 56    | -8    |
| 8 | Financial costs  | Billion | 43    | 39    | 4     |
|   | <i>This includes interest expense</i>  | Billion | 42.9  | 38.4  | 5     |
|   | <b>Rate</b>  |         |       |       |       |
| 1 | Interest expense/revenue ratio   | %       | 2.44% | 2.37% | 0.1%  |
| 2 | Gross Profit Margin / Revenue  | %       | 7.6%  | 6.5%  | 1.1%  |
| 3 | Profit Margin Before Tax / Revenue   | %       | 1.1%  | 0.5%  | 0.5%  |
| 4 | Cost of goods sold/revenue ratio   | %       | 92.4% | 93.5% | -1.1% |
| 5 | The ratio of Cost of Goods Sold (excluding provisions for bad debts) to Revenue. | %       | 2.0%  | 2.31% | -0.4% |
| 6 | Management expense/revenue ratio   | %       | 2.8%  | 3.5%  | -0.7% |
| 7 | Net Profit Margin / Equity   | %       | 0.6%  | 0.2%  | 0.4%  |

In 2025, the management team implemented cost reductions, primarily a 1.1% decrease in the cost of goods sold as a percentage of revenue compared to 2024. Both selling and administrative expenses decreased compared to 2024, directly impacting the company's business performance and significantly improving it. Although the company still operates primarily on borrowed capital, with a revenue of 1,318 billion VND (interest expense as a percentage of revenue increased by 0.1% compared to 2024).

c. Business performance report of a wholly-owned subsidiary of POSTEF

| Chỉ tiêu                         | ĐVT     | PDE 2025 | POT Da Nang 2025 | POT Ba Dinh 2025 |
|----------------------------------|---------|----------|------------------|------------------|
| Registered capital (100% POSTEF) | Billion | 32       | 30               | 5                |
| Net revenue and income           | Billion | 326      | 84.9             | 68.6             |
| Cost of goods sold               | Billion | 315.9    | 78.8             | 65.7             |
| Financial costs                  | Billion | 0.2      |                  |                  |
| Cost of goods sold               | Billion | 0.30     | 1.5              | 0.88             |
| Management costs                 | Billion | 6.2      | 3.1              | 1.57             |
| Other expenses                   | Billion |          | 0.1              | 0.1              |
| Profit before tax                | Billion | 3.1      | 1.40             | 0.2              |
| Net profit after tax             | Billion | 2.4      | 1.1              | 0.1              |



In 2025, POT Da Nang Company's revenue from renting houses on 2/9 Street and renting warehouses at Factory 5 in Lien Chieu District, Da Nang, is 1.35 billion VND.

**d. Lao Viet Joint Venture Company Limited:**

The company has a capital contribution of 13.2 billion VND, equivalent to 30% of POSTEF's capital contribution in the joint venture. For the whole year of 2025, Lao Viet Company incurred a loss of 640 million VND.

**Part III. Coordination of activities between the Supervisory Board and the Board of Directors, the Executive Board, and other management departments within the Company**

- The Company's Board of Directors holds regular meetings with full participation from the Supervisory Board's representatives. Resolutions and decisions of the Board of Directors are implemented seriously and promptly.
- The Supervisory Board is provided with complete information regarding the decisions and resolutions of the Board of Directors.
- The Company's leadership, departments, and branches/factories have facilitated the provision of documents to support the Supervisory Board's work.
- Information on the Company's production and business operations, financial situation, and governance is disclosed in accordance with regulations and publicly posted on the Company's website.

**Part IV: Proposals and Recommendations of the Supervisory Board**

1. Currently, the company's production and business activities are primarily financed by loans. Therefore, in 2026, the increase in interest rates by the banking system will affect the company's costs and directly impact its profits. The company's management board needs to implement appropriate solutions to ensure the company's financial security.
2. The 61 Tran Phu project has been revoked according to the government's decision. The company's leadership plans to work with the partner on a plan for investment cooperation contract No. 40/2011/HĐHTĐT/POT-LVH-HL to suit the company's current situation.
3. Inventory: The balance as of December 31, 2025 is (416 billion VND), 2.1 times the charter capital. The management board needs to develop a plan for inventory management, optimize the use of imported raw materials in production, and strengthen the sale of remaining products. There are options for handling substandard inventory to increase working capital for the Company.
4. The cost of goods sold for the Company in 2025 will decrease compared to 2024, increasing business efficiency in 2025 compared to 2024. Although the cost of goods sold as a percentage of revenue is still quite high (92.4%), it is recommended that the Management Board continue to promote the reduction of cost of goods sold to improve business efficiency in 2026.
5. Accounts receivable: balance as of December 31, 2025 (931 billion VND). The Management Board should review and implement solutions to strengthen the recovery of accounts receivable to ensure working capital for the Company. For bad debts and overdue payments, the Company needs solutions to recover them to prevent capital losses.



6. Currently, the entire Company has a revenue from renting factory and office space in the Southern region of Factory 4 (Le Minh Xuan) of 220 million VND per month, and in the Central region, the revenue from renting houses and factory space is 112.6 million VND per month. The management board is requested to develop a specific plan for managing office and factory rentals to clearly define the profits generated from this rental income, thereby improving overall efficiency for the company.

#### **Part V: The Supervisory Board's 2026 Action Plan**

With the functions and powers stipulated, the Supervisory Board, on behalf of the shareholders, inspects and supervises the management and operation of the Company's production and business activities and other activities.

In 2026, the Supervisory Board will perform regular and periodic oversight tasks in the following areas:

- Monitoring the implementation of the production and business plan and other contents as approved by the General Meeting of Shareholders.
- Checking the issuance and implementation of resolutions and decisions of the Board of Directors and the General Director in the management and operation of the Company.
- Conducting the appraisal of financial statements and management performance evaluation reports of the Board of Directors submitted to the annual General Meeting of Shareholders.
- Through the Company's capital representatives in subsidiaries and affiliated companies, monitoring the use of contributed capital.
- Checking specific issues related to the management and operation of the executive board if deemed necessary or at the request of shareholders or groups of shareholders in accordance with the Enterprise Law and the Company's charter.
- Based on the inspection results, making recommendations to the Board of Directors and the Executive Board to improve the efficiency of the Company's overall management and operation.
- Performing other tasks. Other duties as assigned by the Corporate Law Compliance Committee and the Company's Articles of Association.

#### **The General Meeting voted to approve the content: REPORT OF THE SUPERVISORY BOARD IN 2025**

The voting results are as follows:

- Total number of shares participating in the vote: **14,521,548** shares, of which:
- Total number of shares voting **For: 14,521,548** shares, accounting for **100%** of total number of shares participating in the vote.
- Total number of votes **Against:** None.
- Total number of votes **Abstention:** None.
- Result: Approved.



Shareholder Hoang The Hien (Shareholder ID 0111) asked:

- What is the area of the project at 63 Nguyen Huy Tuong? What is the project implementation plan?
- What is the area of the land granted to the Company at 584 Lac Long Quan? What is the new project implementation plan? What is the Company's capital contribution ratio in the project?

The Presidium focused its discussion on the following points:

- The project at 63 Nguyen Huy Tuong, Thanh Xuan, Hanoi: approximately 13,000 m<sup>2</sup>, previously used for production, then a request was made to change the land use purpose. In 2024, the National Assembly passed a resolution piloting real estate projects with land of other origins. The company is currently requesting an adjustment to the total investment amount to approximately VND 1,476 billion. The Department of Finance is reviewing and proposing this to the Hanoi People's Committee.
- The Company's plan for the land plot at 584 Lac Long Quan: The total land area is approximately 2.4 hectares, of which 1.7 hectares is for the Hanoi City People's Committee's guesthouse project, and the remaining 0.7 hectares are yet to be cleared. After receiving the land handover at 584 Lac Long Quan, the Company will develop a plan and update shareholders.
- The participation ratio in Postef's projects, where Postef is the investor, is 50/50 for the 63 Nguyen Huy Tuong project and 51/49 for the previous 61 Tran Phu project.
- The results achieved in 2025 were good, exceeding the planned targets for 2025, creating a foundation for 2026. However, unfavorable factors and difficulties have arisen since the beginning of 2026. Nevertheless, the company's leadership will make every effort to fulfill the tasks assigned by the General Meeting Resolution.

**AGENDA ITEM 3: REPORT ON PRODUCTION, BUSINESS, INVESTMENT, PROJECTS, NEW PRODUCTS, AND SCIENTIFIC AND TECHNOLOGICAL ACTIVITIES IN 2025; PROFIT DISTRIBUTION PLAN FOR 2025; SUMMARY TABLE OF REMUNERATION AND ALLOWANCES FOR THE BOARD OF DIRECTORS AND SUPERVISORS IN 2025; DIVIDEND PAYMENT AMOUNTS FOR 2025**

Mr. Nguyen Tien Hung – The Presidium - General Director of the Company reported:

**1. Results of production and business activities in 2025 (audited):**

| No. | Indicator  | Unit | 2025 Plan<br>(Approved by<br>GMS) | 2025 actual<br>performance | 2025<br>achievement/2<br>025 plan (%) |
|-----|--|------|-----------------------------------|----------------------------|---------------------------------------|
| 1   | Total consolidated revenue, including:<br>- Sales and Service Provision<br>- Financial Activity Revenue<br>- Other Income<br>In which: | VND  | 1.759.831.000.000                 | 1.768.515.690.369          | 100,5%                                |
| 1.1 | Revenue from Outside VNPT  | VND  | 1.189.150.000.000                 | 754.617.576.323            | 63,5%                                 |
| 2   | Consolidated profit after tax  | VND  | 10.824.000.000                    | 10.903.288.646             | 100,9%                                |



| No. | Indicator   | Unit   | 2025 Plan<br>(Approved by<br>GMS) | 2025 actual<br>performance | 2025<br>achievement/2<br>025 plan (%) |
|-----|---|--------|-----------------------------------|----------------------------|---------------------------------------|
| 3   | Profit After Tax/Equity<br>Ratio (Equity per<br>Financial Statements) | %      | 4,7%                              | 4,73%                      | 100,6%                                |
| 4   | Dividends   | %      | 4,36%                             | 4,4%                       | 100,9%                                |
| 5   | Average income<br>Person/month  | VND    | 12.200.000                        | 11.518.504                 | 94,4%                                 |
| 6   | Salary Fund   | VND    | 73.200.000.000                    | 47.675.088.314             | 65,1%                                 |
| 7   | Average number of<br>employees  | Person | 500                               | 345                        | 69,0%                                 |

Dividend payment schedule in 2025: The payment will comply with the dividend payment regulations under Article 135 of the Enterprise Law No. 59/2020/QH14, which states, ***“Dividends must be fully paid within 06 months from the closing date of the Annual General Meeting of Shareholders”***. The Board of Directors is tasked with implementing the dividend payment at an appropriate time, ensuring compliance with the Enterprise Law 2020.

## 2. Results of the 2025 investment plan implementation:

| No.       | Project/work name   | Unit      | Total<br>investment<br>value | Content  | Notes                                      | Implemen<br>tation<br>progress | Total<br>investment<br>value |
|-----------|---|-----------|------------------------------|--|--|--------------------------------|------------------------------|
|           | <b>Total 2025 investment<br/>plan</b>   |           | <b>25,503,780,000</b>        |  |  |                                | <b>690,564,933</b>           |
| <b>A1</b> | <b>Ongoing or Carried-<br/>Over Investment Plans<br/>from Previous Years to<br/>2025</b>  |           | <b>5,073,780,000</b>         |  |  |                                |                              |
| 1         | Design and preliminary<br>design approval costs for<br>Workshop No. 2 and No.<br>3, repair of existing fire<br>alarm system, emergency<br>lighting and exit signs | POT<br>DN | 180,000,000                  | According<br>to the<br>requiremen<br>ts of the Da<br>Nang Fire<br>Department | Second<br>and third<br>quarters of<br>2025 |                                |                              |
| 2         | Repair of existing fire<br>alarm system, emergency<br>lighting, exit signs...   | POT<br>DN | 30,000,000                   |  | Third<br>quarter of<br>2025                |                                |                              |



|   |  |           |               |   |                                   |   |             |
|---|--|-----------|---------------|---|-----------------------------------|---|-------------|
| 3 | Investment in procurement of production and testing equipment for Accu/Battery Lithium, including: | PDE       | 3,983,780,000 |   | 2025                              | Total project value: VND 4.6 billion. One welding machine purchased in 2021 (VND 616 million). Remaining value carried over from year 2022, 2023, 2024 for implementation in 2025 | 0           |
|   | + 02 welding machines;   |           |               |   |                                   |   |             |
|   | + 02 charge-discharge machines;  |           |               |   |                                   |   |             |
|   | + Measuring equipment.   |           |               |   |                                   |   |             |
| 4 | 50-Ton, 2m LC Pressing and Bending Machine   | Factory 4 | 180,000,000   | The investment aims to manufacture battery casings, ODF boxes, and VNPT boxes to reduce the load on the existing AMANDA machine and increase the overall production capacity of Factory 4 | Second and third quarters of 2025 |   |             |
| 5 | Repair and upgrade of factory infrastructure II  | Factory 4 | 700,000,000   | The aim is to renovate and repair the gutters and raise the floor of the factory building, which has deteriorate  | Fourth quarter of 2025            | Two bidding packages have been implemented  | 690,564,933 |



|           |   |                |                       |                                  |  |  |  |
|-----------|---|----------------|-----------------------|----------------------------------|--|--|--|
|           |   |                |                       | d due to<br>years of<br>neglect. |  |  |  |
| <b>A2</b> | <b>2025 investment plan:</b>  |                | <b>20,430,000,000</b> |                                  |  |  |  |
|           | <i>Factory 123</i>  |                | <i>8,500,000,000</i>  |                                  |  |  |  |
| <i>I</i>  | <i>New investments</i>  |                |                       |                                  |  |  |  |
| <i>I</i>  | 1.1m Panel Bending Automatic Machine  | Factory 123    | 3,250,000,000         | Continuing into 2024             | June 2025  | Funds disbursed through financial leasing amounted to VND 2,373,732,000. |  |
| <i>II</i> | <i>Repair and upgrade of existing equipment</i>   | Factory 123    |                       |                                  |  |  |  |
| <i>1</i>  | <i>Volumetric aluminum casting system</i>   |                | <i>700,000,000</i>    |                                  |  |  |  |
| <i>2</i>  | <i>Complete maintenance of the fiber optic line.</i>  |                | <i>3,500,000,000</i>  |                                  |  |  |  |
| <i>3</i>  | <i>Conversion of welding line technology</i>  |                | <i>650,000,000</i>    |                                  |  |  |  |
| <i>4</i>  | <i>Upgrading fiber optic cable technology</i>   |                | <i>400,000,000</i>    |                                  |  |  |  |
|           | <b>POT DA NANG</b>  |                | <b>130,000,000</b>    |                                  |  |  |  |
| <b>I</b>  | <b>New investments</b>  |                |                       |                                  |  |  |  |
| <i>1</i>  | Repairing electrical cable bridges  | POT ĐN         | 20,000,000            |                                  | Second and third quarters of 2025  |  |  |
| <i>2</i>  | Roof repair for solar inverter  | POT ĐN         | 10,000,000            |                                  | Second and third quarters of 2025  |  |  |
| <i>3</i>  | Repairing the fence (Road No. 7)  | POT ĐN         | 60,000,000            |                                  | Second and third quarters of 2025  |  |  |
| <i>4</i>  | Maintenance and upkeep of cooling systems for inverters and rooftop solar power systems.  | POT ĐN         | 40,000,000            |                                  | Second and third quarters of 2025  |  |  |
|           | <b>Company Office</b>   |                | <b>1,000,000,000</b>  |                                  |  |  |  |
| <i>1</i>  | Upgrading, renovating, and repairing: office buildings, machinery, equipment, and infrastructure at the office area of Company 61 Tran Phu, Ba Dinh, Hanoi. | Company Office | 1,000,000,000         | Preventive                       | Implementation will only be carried out based on actual circumstances or |  |  |



|   |  |      |                       |   |  |  |  |
|---|--|------|-----------------------|---|--|--|--|
|   |  |      |                       |   | force majeure  |  |  |
|   | <b>VSIP Bac Ninh Complex</b>   |      | <b>10,800,000,000</b> |   |  |  |  |
| 1 | Installation of a 999kWp solar power system  | VSIP | 8,800,000,000         | Expected to be installed on the roof of factory building No. 3 - VSIP Industrial Park |  |  |  |
| 2 | Upgrading, renovating, and repairing: office buildings, factories, machinery, equipment, and infrastructure in the VSIP area | VSIP | 2,000,000,000         | Preventive  | Implementation will only be carried out based on actual circumstances or force majeure |  |  |

**3. Plan for new research topics, products, and scientific and technological tasks in 2025 and subsequent years:**

| No. | Expected topics, new products, and science and technology tasks for 2025                          | Implementing unit | Notes  |
|-----|---|-------------------|--|
| 1   | 5G Mobile Broadband & Fixed Wireless Access: 5G Mifi(Mobile Wifi Hotspot), 5G CPE & ODU (Hisense) | Northern Branch   | Hisense commercial products → Discontinue production |
| 2   | PON: XGSPON ONT (Supports Wifi 6 or Wifi 7) and SFP (Hisense)                                     | Northern Branch   | Hisense commercial products → Discontinue production |
| 3   | Wifi Router: Supports Wifi 6 or Wifi 7 (Hisense)  | Northern Branch   | Hisense commercial products → Discontinue production |
| 4   | Indoor tightly enclosed cable   | Factory 123       | New product → Transition to 2026                     |
| 5   | G652D single-mode fiber; 200 μm   | Factory 123       | New product → Transition to 2026                     |
| 6   | G654E single-mode fiber   | Factory 123       | New product → Stop development                       |



|    |  |                 |  |
|----|--|-----------------|--|
| 7  | Compression speakers of all types+                                       | Factory 123     | Completed and now being commercialized.                          |
| 8  | Telecommunications cabinet (based on the Cambodian model)                | Factory 4       | Completed and now being commercialized.                          |
| 9  | Outdoor power supply with die-cast aluminum housing, AC/DC 48V - 3kW     | PDE             | Completed and integrated into VNPT's infrastructure.             |
| 10 | 48V300Ah Lithium Battery   | PDE             | New product → Transition to 2026                                 |
| 11 | 48V 50Ah aluminum casing battery   | Factory 123/PDE | Completed and integrated into VNPT's infrastructure.             |
| 12 | Control panel for outdoor power supply PODS-VN VT02 12kW;                | PDE             | Completed and integrated into VNPT's infrastructure.             |
| 13 | TSG 100KA plastic enclosure surge protection module                      | PDE             | Improved product: using TSG new technology → Transition to 2026. |
| 14 | Aluminum fiber optic junction box  | R&D Center      | New product → Stop development                                   |
| 15 | High-performance 1U ZXDU B301 power supply (1U)                          | R&D Center      | Completed and now being commercialized.                          |
| 16 | High-performance power supply V6 5U ZXDU B301 (5U)                       | R&D Center      | New product → Transition to 2026                                 |
| 17 | High-power 600A-1000A 48V power supply system for the main network node. | R&D Center      | New product → Transition to 2026                                 |
| 18 | Household energy storage system incorporating solar power 5-10kw         | R&D Center      | New product → Transition to 2026                                 |
| 19 | Research and study products related to national digital transformation.  | R&D Center      | New product → Transition to 2026                                 |
| 20 | 12-24FO fiber optic splice closure                                       | R&D Center      | Completed and commercialized, ready to bid.                      |
| 21 | 48-296FO fiber optic splice closure                                      | R&D Center      | Completed and commercialized, ready to bid.                      |



|    |                       |            |   |
|----|-----------------------|------------|---|
| 22 | Outdoor cabinet shell | R&D Center | Completed and now being commercialized. |
|----|-----------------------|------------|---|

**4. Profit distribution plan in 2025, Summary of remuneration for the Board of Directors and Supervisory Board in 2025, dividend payment rate in 2025 to shareholders:**

**4.1. Profit distribution plan in 2025:**

| No.      | Indicator  | 2025 Plan<br>(VND)    | To be<br>implemented in<br>2025<br>(VND) |
|----------|--|-----------------------|--|
| 1        | Total accounting profit after tax of the parent company  |                       | 10,609,312,358                           |
| 2        | Total accounting profit after tax of PDE company   |                       | 2,412,529,816                            |
| 3        | Total accounting profit after tax of Postef Ba Dinh company                                    |                       | 117,023,394                              |
| 4        | Total accounting profit after tax of Postef Da Nang subsidiary                                 |                       | 1,100,173,424                            |
| <b>5</b> | <b>Total consolidated profit after tax</b>   |                       | <b>14,239,038,992</b>                    |
| 6        | <i>Exclusion of internal profit after consolidation</i>  |                       | <i>3,335,750,346</i>                     |
| 7        | <b>Total consolidated profit after tax in 2025 (after exclusion)</b>                           | <b>10,824,000,000</b> | <b>10,903,288,646</b>                    |
| 8        | <b>After-tax profit distribution plan in 2025</b>  |                       | <b>10,903,288,646</b>                    |
| 8.1      | Number of outstanding shares (19,430,006 shares)   | 194,300,060,000       | 194,300,060,000                          |
| 8.2      | Dividend in 2025   | 4.36%                 | 4.40%                                    |
|          | Dividend amount for 2025   | 8,471,482,616         | <b>8,549,202,640</b>                     |
| 8.3      | Allocation to reward fund  | 335,928,117           | <b>1,082,399,998</b>                     |
| 8.4      | Allocation to welfare fund   | 335,928,117           | <b>1,082,399,998</b>                     |
| 8.5      | Remuneration of the Board of Directors and Supervisory Board of the company in 2025, in which: | 100.00%               | 100.50%                                  |
|          | Remuneration for the Board of Directors and Supervisory Board of the company in 2025           | 184,000,000           | <b>184,920,000</b>                       |
|          | <i>Remuneration of the Board of Directors in 2025</i>  | <i>138,000,000</i>    | <i>138,690,000</i>                       |
|          | <i>Remuneration of the Supervisory Board in 2025</i>   | <i>46,000,000</i>     | <i>46,230,000</i>                        |
| 8.6      | Profit after tax in 2025 retained and undistributed  |                       | <b>4,366,010</b>                         |

**4.2. Summary of remuneration and allowances of the Board of Directors and Supervisory Board in 2025:**

On the basis of the Resolution of the 2025 Annual GMS and the implementation results in 2025.



Total remuneration of the Board of Directors & Supervisory Board in 2025 is calculated as follows:

| No. | Unit               | Planned remuneration for Board of Directors & Supervisory Board approved by 2025 GMS (VND) | Profit after tax plan achievement rate in 2025 (VND) | Actual remuneration in 2025 (VND) |
|-----|--------------------|--|--|-----------------------------------|
| (1) | (2)                | (3)  | (4)  | (5) = (3)*(4)                     |
| 1   | Board of Directors | 138,000,000  | 100,5%   | 138,690,000                       |
| 2   | Supervisory Board  | 46,000,000   | 100,5%   | 46,230,000                        |
|     | <b>Total</b>       | <b>184.000.000</b>   |  | <b>184.920.000</b>                |

#### 4.3. Regarding the dividend payout for shareholders in 2025:

+ Based on the company's business performance results for 2025.

+ Based on the actual trading situation of POT shares on the stock market.

The General Shareholders' Meeting approved: a cash dividend payment for the entire year of 2025 at a rate of 4.4% (Four point four percent).

#### **AGENDA ITEM 4: AUDITED FINANCIAL STATEMENTS IN 2025** *(Attached documents)*

#### **AGENDA ITEM 5: PLAN FOR PRODUCTION, BUSINESS, INVESTMENT, RESEARCH AND DEVELOPMENT OF NEW PROJECTS AND PRODUCTS, AND SCIENTIFIC AND TECHNOLOGICAL ACTIVITIES IN 2026; PLAN FOR REMUNERATION OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2026; PRINCIPLES FOR ESTABLISHING THE REWARD AND WELFARE FUND IN 2026; PRODUCTION AND BUSINESS PLAN FOR THE PERIOD 2026 - 2029**

Based on the actual situation of the domestic and regional markets in 2026.

The following is the expected production and business plan in 2026 of the Post and Telecommunication Equipment Joint Stock Company to be submitted to the 2026 Annual GMS for consideration and approval of the following contents:

The 2026 Annual GMS approves the content "Authorizing the Board of Directors of Post and Telecommunication Equipment Joint Stock Company to review investment projects for procurement, repairs and research initiatives and direct the Executive Board of Post and Telecommunication Equipment Joint Stock Company to implement these, ensuring compliance with legal regulations and capital investment efficiency to achieve the 2026 production and business plan assigned by the General Meeting of Shareholders", including:



## 1. Production and business plan in 2026:

| No. | Indicator  | Unit   | 2026 plan         |
|-----|--|--------|-------------------|
| 1   | Total revenue (Consolidated financial statements)                            | VND    | 1.944.800.000.000 |
| 1.1 | <i>In which:</i><br>Revenue from outside VNPT                                | VND    | 1.401.392.000.000 |
| 3   | Profit after tax (Consolidated financial statements)                         | VND    | 15.645.000.000    |
| 4   | Profit after tax/equity ratio ( <i>the equity per Financial statements</i> ) | %      | 6,79%             |
| 5   | Dividends  | %      | 6,3%              |
| 6   | Per capita income/month  | VND    | 12.200.000        |
| 7   | Payroll expenses   | VND    | 73.200.000.000    |
| 8   | Average number of employees  | Person | 500               |

The payroll fund and staffing levels for 2026 will be implemented in accordance with the Company's policies/regulations and relevant laws, ensuring alignment with production and business efficiency and the plan assigned by the General Meeting of Shareholders.

## 2. Investment plan for 2026:

| No.       | Project/work name  | Unit             | Total investment value | Content                   | Notes          |
|-----------|--|------------------|------------------------|---------------------------|----------------|
|           | <b>Factory 2</b>   | <b>Factory 2</b> | <b>24,100,000,000</b>  |                           |                |
| <b>I</b>  | <b>New investments</b>   |                  | <b>21,700,000,000</b>  |                           |                |
| 1         | Automated laser welding system   |                  | 2,200,000,000          |                           | June 2026      |
| 2         | Cold chamber aluminum casting machine  |                  | 3,200,000,000          | Preparing Plan for 5G     | September 2026 |
| 3         | High-frequency induction furnace system (aluminum casting machine)                         |                  | 3,800,000,000          |                           | September 2026 |
| 4         | Ribbon cable production line: Fiber optic ribbon splicing machine only (Ribboning Machine) |                  | 12,500,000,000         | Nextrom's expected device | December 2026  |
| <b>II</b> | <b>Repair and upgrade existing equipment</b>   |                  | <b>2,400,000,000</b>   |                           |                |
| 1         | Upgrading fiber optic cable technology   |                  | 2,400,000,000          |                           |                |
|           | <b>Factory 3</b>   | <b>Factory 3</b> | <b>25,220,000,000</b>  |                           |                |
| <b>I</b>  | <b>Repair and upgrade existing equipment</b>   |                  |                        |                           |                |
| 1         | Maintenance, upgrading, and completion of the Fiber Optic line:                            |                  | 25,220,000,000         |                           |                |
|           | <i>A contract for component parts with Nextrom.</i>  |                  |                        |                           |                |



|           |   |                  |                      |  |                                   |
|-----------|---|------------------|----------------------|--|-----------------------------------|
|           | <i>A Contract for Molding + Dyeing with Nextrom</i>   |                  |                      |  |                                   |
|           | <i>A contract with Sikora</i>   |                  |                      |  |                                   |
|           | <i>Contract with Sumitomo</i>   |                  |                      |  |                                   |
|           | <i>01 Hardness tester (Agilent)</i>   |                  |                      |  |                                   |
|           | <b>Factory 4</b>  | <b>Factory 4</b> | <b>2,058,000,000</b> |  |                                   |
| <b>I</b>  | <b><i>New investment</i></b>  |                  | <b>1,040,000,000</b> |  |                                   |
| 1         | White inkjet printer (tightly sealed)   |                  | 210,000,000          | Tight-wrap production                        | First quarter of 2026             |
| 2         | Robot welding machine (1 unit)  |                  | 450,000,000          |  | First and second quarters of 2026 |
| 3         | Cargo lift dimensions: 2 meters x 2 meters  |                  | 380,000,000          | Renovate the second floor of the old canteen | First and second quarters of 2026 |
| <b>II</b> | <b><i>Repair and upgrade existing equipment</i></b>   |                  | <b>1,018,000,000</b> |  |                                   |
| 1         | Screw cylinder set for 65/132 plastic pipe production line.   |                  | 148,000,000          |  | Second quarter of 2026            |
| 2         | Repair and upgrade of the corrugated iron roof infrastructure and gutter system of factory building II.   |                  | 870,000,000          |  | Fourth quarter of 2026            |
|           | <b>POT DA NANG</b>  | <b>ĐA NANG</b>   | <b>2,054,548,000</b> |  |                                   |
| <b>I</b>  | <b><i>New investment</i></b>  |                  | <b>1,937,548,000</b> |  |                                   |
| 1         | The initial design and design review costs for factory building No. 2 and factory building No. 3, including repairs to the existing fire alarm system, emergency lighting system, and exit signs. |                  | 180,000,000          | Phase 1                                      | First quarter of 2026             |
| 2         | Repair existing fire alarm systems, emergency lighting systems, and exit signs...   |                  | 30,000,000           | Phase 1                                      | First quarter of 2026             |
| 3         | Installation of fire protection system in workshop 3.   |                  | 492,000,000          | Phase 2                                      | Second quarter of 2026            |
| 4         | Installation of pump room for fire protection system in workshop 2.   |                  | 430,548,000          | Phase 2                                      | Second quarter of 2026            |
| 5         | Underground water tank for fire fighting purposes for 3 workshops.  |                  | 275,000,000          | Phase 2                                      | Second quarter of 2026            |
| 6         | Solar-powered fire protection system  |                  | 410,000,000          | Phase 2                                      | Third quarter of 2026             |
| 7         | Costs for fire safety inspection and approval by the fire safety authority.   |                  | 120,000,000          | Phase 3                                      | Fourth quarter of 2026            |
| <b>II</b> | <b><i>Repair and upgrade existing equipment</i></b>   |                  | <b>117,000,000</b>   |  |                                   |
| 1         | Repair and replace the gutter between workshop 1 and workshop 2.  |                  | 60,000,000           |  | Second quarter of 2026            |
| 2         | Roofing and leak prevention for factory buildings.  |                  | 25,000,000           |  | Second quarter of 2026            |



|          |  |             |                       |  |  |
|----------|--|-------------|-----------------------|--|--|
| 4        | Repairing the fence along Highway 7.   |             | 32,000,000            |  | Second quarter of 2026   |
|          | <b>PDE</b>   | <b>PDE</b>  | <b>3,983,780,000</b>  |  |  |
| <b>I</b> | <b>New investment</b>  |             | <b>3,983,780,000</b>  |  |  |
| 1        | Investment in purchasing production and testing equipment for Lithium Batteries, including:                                  |             | 3,983,780,000         | The total project cost is 4.6 billion VND. One welding machine was purchased in 2021 (616 million VND). The remaining value will be carried over from 2022 to 2025 for implementation in 2026. | 2026   |
| 2        | + 02 welding machines;   |             |                       |  |  |
| 3        | + 02 charging and discharging machines;  |             |                       |  |  |
| 4        | + Measuring device.  |             |                       |  |  |
|          | <b>VSIP Bac Ninh Complex</b>   | <b>VSIP</b> | <b>2,000,000,000</b>  |  |  |
|          | Upgrading, renovating, and repairing: office buildings, factories, machinery, equipment, and infrastructure in the VSIP area |             | 2,000,000,000         | Preventive   | Implementation will only be carried out based on actual circumstances or force majeure |
|          | <b>Total investment plan for 2026 for all units</b>  |             | <b>59,416,328,000</b> |  |  |

3. The plan for new research topics, products, and scientific and technological tasks in 2026 includes:

3.1. Topics, new products, and scientific and technological tasks for 2025 carried over to the present:

| No. | Topics, new products, and scientific and technological tasks for 2025 transitioning to 2026 | Implementing unit | Note |
|-----|---|-------------------|------|
| 1   | Indoor tightly enclosed cable   | Factory 2         | 2026 |
| 2   | G652D single-mode fiber; 200 $\mu$ M  | Factory 3         | 2026 |
| 3   | 48V 300Ah Lithium Battery   | PDE               | 2026 |



|   |  |            |      |
|---|--|------------|------|
| 4 | TSG 100KA plastic enclosure surge protection module                      | PDE        | 2026 |
| 5 | High-performance power supply V6 5U ZXDU B301 (5U)                       | R&D Center | 2026 |
| 6 | High-power 600A-1000A 48V power supply system for the main network node. | R&D Center | 2026 |
| 7 | Household energy storage system incorporating solar power 5-10kw         | R&D Center | 2026 |
| 8 | Research and study products related to national digital transformation.  | R&D Center | 2026 |

### 3.2. Topics, new products, and scientific and technological tasks for 2026:

| No. | Expected topics, new products, and science and technology tasks for 2026                            | Implementing unit      | Note        |
|-----|---|------------------------|-------------|
| 1   | The VT 02 cabinet design was provided to Mobifone (sunproof cabinet, no air conditioning required). | R&D Center             | New product |
| 2   | High power supply 48V 1500A   | R&D Center             | New product |
| 3   | G657A2 single-mode fiber optic cable; 200 $\mu$ M   | Factory 3              | New product |
| 4   | Ribbon Cable 1x4; 1x8; 1x12   | Factory 2              | New product |
| 5   | High-capacity optical distribution cabinets for telecommunications/urban area IDCs.                 | R&D Center & Factory 2 | New product |
| 6   | 25W, 35W, and 60W compression horn speakers with 8 $\Omega$ impedance.                              | Factory 2              | New product |
| 7   | 51.2V-100Ah solar power storage battery enclosure for residential use.                              | Factory 4              | New product |
| 8   | Outdoor cabinet TC 600Y; dimensions: (760 x 655 x 535)mm  | Factory 4              | New product |
| 9   | SPD 11 Lightning Protection Module  | PDE                    | New product |
| 10  | Lithium Battery BMS Circuit 100Ah, 50Ah   | PDE                    | New product |
| 11  | 48V 200Ah, 300Ah household lithium batteries  | PDE                    | New product |



|    |   |                             |             |
|----|---|-----------------------------|-------------|
| 12 | 48V/1200W portable power supply   | PDE                         | New product |
| 13 | Upgrade the monitoring circuit for the fan speed control cabinet to adjust fan speed based on internal and external temperatures.   | PDE                         | New product |
| 14 | The device measures temperature in 5 zones, voltage from 0 to 70 VDC, current from 500 VDC. AC voltage is transmitted and backed up via RS232, Modbus RTU, and Web, with automatic report generation via Excel. | PDE                         | New product |
| 15 | New intelligent public address system (replacing the ICS system)  | PDE & Northern Branch       | New product |
| 16 | The ATS kit is supplied to Viettel.   | Northern Branch             | New product |
| 17 | Ecopick conveyor belt   | Postef Ba Dinh & R&D Center | New product |
| 18 | The DWS Postef device is involved in the mechanical part.   | Postef Ba Dinh & R&D Center | New product |
| 19 | Converter for Solar Panels, V6 type   | R&D Center & PDE            | New product |
| 20 | The fan automatically adjusts its speed (pulse width modulation) based on cabinet temperature, applicable to V6 power supply.   | R&D Center & PDE            | New product |

### 3.3. Projects registered with the Ministry of Science and Technology for the period 2026-2027:

During the period 2026-2027, the Company plans to register scientific and technological research projects and tasks at the Ministry of Science and Technology level to maintain the tradition and promote the research and development capacity of POSTEF, focusing on a number of scientific and technological research projects and tasks as follows:

| No. | Title of the topic  | Lead unit | Project management level           | Note  |
|-----|---|-----------|------------------------------------|---|
| 1   | Research and production of solid-state battery cells.                     | Postef    | Ministry of Science and Technology | It is possible to collaborate with lecturers from the Polytechnic University. |
| 2   | Research and production of G.654.E wavelength-shifted optical fibers with | Postef    | Ministry of Science and Technology | In collaboration with the Vietnam Academy                                     |



|   |   |        |                                    |   |
|---|---|--------|------------------------------------|---|
|   | low attenuation for long-distance transmission lines and G.657.B3/G657A1, A2, 200µm optical fibers.       |        |                                    | of Science and Technology   |
| 3 | Research on low-cost HDPE plastic material for the production of fiber optic cable sheaths.               | Postef | Ministry of Science and Technology | In collaboration with the Vietnam Academy of Science and Technology |
| 4 | Research on the production of BESS energy storage battery systems. <b>(Battery Energy Storage System)</b> | Postef | Ministry of Science and Technology | In collaboration with lecturers from the Polytechnic University.    |
| 5 | Research on producing blanks for optical fiber production.  | Postef | Ministry of Science and Technology | In collaboration with the Vietnam Academy of Science and Technology |

The implementation of research and development of new products in the 2026-2027 period mentioned above is consistent with the Company's business development strategy, ensuring improved product quality and investment efficiency.

#### 4. Remuneration plan for the Board of Directors and the Supervisory Board in 2026

##### Bases for development:

- The Company develops its plan for revenue, profit and average salary for 2026.

The approved remuneration plan for the Board of Directors (BOD) and the Supervisory Board (SB) in 2026 is equal to 1.7% (x) of profit after tax (plan) of 2026:

| No. | Unit name          | Unit       | Remuneration for 2026 = 1.7% × Planned Profit After Tax (Planned Profit After Tax 2026 = VND 15.645 billion) |
|-----|--------------------|------------|--|
| 1   | Board of Directors | VND        | 199.474.000  |
| 2   | Supervisory Board  | VND        | 66.491.000   |
|     | <b>Total</b>       | <b>VND</b> | <b>265.965.000</b>   |

##### Final settlement:

- In case the Profit After Tax target for 2026 is met (equal to the assigned plan), the remuneration for the Board of Directors and Supervisory Board will be as per the above projected amount.
- In case the actual Profit After Tax exceeds the assigned plan, for every 1% increase in Profit After Tax above the plan, remuneration may increase by up to 2%. Total remuneration fund for the Board of Directors and Supervisory Board must not exceed 20% of the actual salary paid to full-time managers in 2026 (including full-time BOD members, independent BOD members, General Director, Deputy General Directors, Chief Accountant and full-time Supervisory Board members).
- In case the actual Profit After Tax is below the assigned plan, for every 1% decrease in Profit After Tax compared to the plan, remuneration will be reduced by 1% from the amount set for meeting the plan.
- In case of a Company loss: No remuneration will be paid.



**5. Principles for setting up the reward and welfare funds in 2026** are as follows:

The employee reward and welfare fund for 2026 will be equal to VND 3,106.6 million multiplied by the ratio of actual after-tax profit in 2026 / planned after-tax profit in 2026.

**6. Business production plan for the period 2026 - 2029 (consolidated data):**

*Unit of measurement: million VND*

| No. | Indicator name  | 2026      | 2027      | 2028      | 2029      | Average growth rate |
|-----|---|-----------|-----------|-----------|-----------|---------------------|
| 1   | Total revenue   | 1.944.800 | 2.139.280 | 2.353.208 | 2.588.529 | 10%                 |
| 1.1 | revenue outside of VNPT   | 1.401.392 | 1.541.532 | 1.695.684 | 1.865.253 | 10%                 |
| 2   | Net profit after tax  | 15.645    | 17.210    | 18.930    | 20.823    | 10%                 |
| 3   | Equity capital (including registered capital and development investment fund) | 230.341   | 230.341   | 230.341   | 230.341   | 10%                 |
| 4   | ROE   | 6,79%     | 7,47%     | 8,21%     | 9,04%     | 10%                 |
| 5   | Dividends (Parent Company)  | 6,3%      | 6,9%      | 7,6%      | 8,3%      | 10%                 |

**The General Meeting voted to approve the content: REPORT ON PRODUCTION, BUSINESS, INVESTMENT, PROJECTS, NEW PRODUCTS, AND SCIENTIFIC AND TECHNOLOGICAL ACTIVITIES IN 2025; PROFIT DISTRIBUTION PLAN FOR 2025; SUMMARY TABLE OF REMUNERATION AND ALLOWANCES FOR THE BOARD OF DIRECTORS AND SUPERVISORS IN 2025; DIVIDEND PAYMENT AMOUNTS FOR 2025**

The voting results are as follows:

- Total number of shares participating in the vote is **14,521,548** shares, of which:
- Total number of shares voting **For: 14,521,548** shares, accounting for **100%** of total number of shares participating in the vote.
- Total number of votes **Against:** None.
- Total number of votes **Abstention:** None.
- Result: Approved.

**The General Meeting voted to approve the content: CONSOLIDATED AUDITED FINANCIAL STATEMENTS 2025**

The voting results are as follows:

- Total number of shares participating in the vote is **14,521,548** shares, of which:
- Total number of shares voting **For: 14,521,548** shares, accounting for **100%** of total number of shares participating in the vote.
- Total number of votes **Against:** None.



- Total number of votes **Abstention:** None.
- Result: Approved.

The vote counting result was fully recorded in the Vote Counting Minutes and the General Meeting Minutes.

**The General Meeting voted to approve the content: PLAN FOR PRODUCTION, BUSINESS, INVESTMENT, RESEARCH AND DEVELOPMENT OF NEW PROJECTS AND PRODUCTS, AND SCIENTIFIC AND TECHNOLOGICAL ACTIVITIES IN 2026; PLAN FOR REMUNERATION OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2026; PRINCIPLES FOR ESTABLISHING THE REWARD AND WELFARE FUND IN 2026; PRODUCTION AND BUSINESS PLAN FOR THE PERIOD 2026 - 2029**

The voting results are as follows:

- Total number of shares participating in the vote is **14,521,548** shares, of which:
- Total number of shares voting **For: 14,521,548** shares, accounting for **100%** of total number of shares participating in the vote.
- Total number of votes **Against:** None.
- Total number of votes **Abstention:** None.
- Result: Approved.

The vote counting result was fully recorded in the Vote Counting Minutes and the General Meeting Minutes.

**AGENDA ITEM 6: CONSIDERING THE REMOVAL OF MR. DUONG TRUNG LOI FROM HIS POSITION AS A MEMBER OF THE BOARD OF DIRECTORS FOR THE TERM 2025-2029 AT HIS PERSONAL REQUEST**

Based on the 2020 Enterprise Law;

Based on the Charter of Organization and Operation of the Post and Telecommunications Equipment Joint Stock Company;

Based on the resignation letter of Mr. Duong Trung Loi from the Board of Directors for the 2025-2029 term;

The 2026 Annual General Meeting of Shareholders unanimously agrees to dismiss Mr. Duong Trung Loi from his position as a member of the Board of Directors for the 2025-2029 term, effective from the date the minutes of the 2026 Annual General Meeting of Shareholders are approved.

The voting results are as follows:



- Total number of shares participating in the vote is **14,521,548** shares, of which:
- Total number of shares voting **For: 14,521,548** shares, accounting for **100%** of total number of shares participating in the vote.
- Total number of votes **Against: None**.
- Total number of votes **Abstention: None**.
- Result: Approved.

The vote counting result was fully recorded in the Vote Counting Minutes and the General Meeting Minutes.

**AGENDA ITEM 7: REVIEW AND APPROVE THE LIST OF PERSONNEL, ELECT A REPLACEMENT MEMBER OF THE COMPANY'S BOARD OF DIRECTORS FOR THE TERM 2025-2029 AS PROPOSED BY THE MAJOR SHAREHOLDER**

Based on the 2020 Enterprise Law;

Based on the Charter of Organization and Operation of Post and Telecommunications Equipment Joint Stock Company;

Based on the proposal of Ms. Nguyen Thi Thuy Duong - a major shareholder of Post and Telecommunications Equipment Joint Stock Company, currently owning 3,078,562 POT shares (Three million seventy-eight thousand five hundred sixty-two POT shares) as of November 10, 2025, equivalent to 15.84% of the total voting shares of the Company (attached document);

Based on the personnel resume of Ms. Nguyen Thi Thuy Duong (attached document);

The 2026 Annual General Meeting of Shareholders approves the following:

1/ Approves the election of 1 (one) additional member to the Board of Directors of the company for the term 2025 - 2029 (to replace Mr. Duong Trung Loi);

2/ Through the list of candidates for the election of 1 (one) additional member of the company's Board of Directors for the term 2025 - 2029, as follows:

| No. | Full name             | Citizen ID number, date of issue, place of issue  | Note                                    |
|-----|-----------------------|---|---|
| 1   | Nguyen Thi Thuy Duong | Citizen Identification Number:<br>079179007318 - Date of Issue: 22/09/2023<br>- Issuing Authority: Department of<br>Administrative Management of Public<br>Order and Security | Candidacy for the<br>Board of Directors |

The voting results are as follows:



- Total number of shares participating in the vote is **14,521,548** shares, of which:
- Total number of shares voting **For: 14,521,548** shares, accounting for **100%** of total number of shares participating in the vote.
- Total number of votes **Against: None**.
- Total number of votes **Abstention: None**.
- Result: Approved.

The vote counting result was fully recorded in the Vote Counting Minutes and the General Meeting Minutes.

3/ To approve the results of the by-election, one additional member of the company's Board of Directors for the 2025-2029 as follows:

| No. | Full name             | Total number of voting rights | Percentage | Result  |
|-----|-----------------------|-------------------------------|------------|---------|
| 1   | Nguyen Thi Thuy Duong | 14.521.548                    | 100%       | Elected |

The voting results are as follows:

- Total number of shares participating in the vote is **14,521,548** shares, of which:
- Total number of shares voting **For: 14,521,548** shares, accounting for **100%** of total number of shares participating in the vote.
- Total number of votes **Against: None**.
- Total number of votes **Abstention: None**.
- Result: Approved.

The vote counting result was fully recorded in the Vote Counting Minutes and the General Meeting Minutes.

### **AGENDA ITEM 8: AUTHORIZATION FOR THE BOARD OF DIRECTORS TO SELECT AN INDEPENDENT AUDIT FIRM TO AUDIT THE COMPANY'S 2026 FINANCIAL STATEMENTS**

Pursuant to Circular No. 183/2013/TT-BTC dated December 4, 2013 of the Ministry of Finance on independent audits for public-interest entities and the Company's Charter.

In order to ensure convenience in management and operation, the Board of Directors hereby submits to the 2026 Annual General Meeting of Shareholders for approval the following content:

The 2026 Annual General Meeting of Shareholders authorizes the Board of Directors to select one of the following audit firms to carry out the audit of the 2026 Financial Statements and the review of quarterly and semi-annual financial statements, based on criteria such as: audit firm capacity, audit quality, reasonable cost...



**1. AASC Auditing Firm Company Limited**

Address: No. 1 Le Phung Hieu Street – Hoan Kiem District – Hanoi

Phone: 024 38241990

**2. Vaco Auditing Company Limited**

Address: 12A<sup>th</sup> Floor, 319 Corporation Building, No. 63 Le Van Luong Street, Cau Giay District, Hanoi City.

Phone: 024.35770781

**3. AFC Vietnam Auditing Company Limited**

Address: No. 4 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City

Phone: 028.22200237

**4. Vietnam Auditing and Valuation Company Limited (VAE)**

Address: 11<sup>th</sup> Floor, Song Da Building, No. 165 Cau Giay, Cau Giay District, Hanoi

Phone: 024.62670491

**5. AAC Auditing and Accounting Company Limited**

Address: Lot 78-80, 30 Thang 4 Street, Hai Chau District, Da Nang City

Phone: 023.63655886

**6. A&C Auditing and Consulting Company Limited**

Address: No. 02 Truong Son, Ward 2, Tan Binh District, Ho Chi Minh City

Phone: 028.35472972

**The General Meeting voted to approve the content: AUTHORIZATION FOR THE BOARD OF DIRECTORS TO SELECT AN INDEPENDENT AUDIT FIRM TO AUDIT THE COMPANY'S 2026 FINANCIAL STATEMENTS**

The voting results are as follows:

- Total number of shares participating in the vote is **14,521,548** shares, of which:
- Total number of shares voting **For: 14,521,548** shares, accounting for **100%** of total number of shares participating in the vote.
- Total number of votes **Against: None**.
- Total number of votes **Abstention: None**.
- Result: Approved.

The vote counting result was fully recorded in the Vote Counting Minutes and the General Meeting Minutes.

**APPROVAL OF THE MINUTES AND RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS AND CLOSURE OF THE MEETING**



Under the authorization of the Presidium, the Secretariat presents the full text of the draft Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of Post and Telecommunication Equipment Joint Stock Company.

After listening to the full text of the Secretariat presenting the draft Minutes and Resolution of the Company's 2026 Annual General Meeting of Shareholders at the General Meeting, the Presidium conducted a vote by a show of hands.

The General Meeting voted by a show of hands and unanimously approved (100%) the full text of the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders of Post and Telecommunication Equipment Joint Stock Company.

The vote counting results were fully recorded in the Vote Counting Minutes and the Minutes of the General Meeting.

The entire 2026 Annual General Meeting of Shareholders unanimously agreed with the contents recorded in the Minutes.

The Minutes are made in two (02) original copies.

The Minutes were completed at 11:00 a.m. on the same day, immediately after the closing of the 2026 Annual General Meeting of Shareholders of Post and Telecommunication Equipment Joint Stock Company.

*Bac Ninh, April 11, 2026*

**ON BEHALF OF THE 2026 ANNUAL GENERAL  
MEETING OF SHAREHOLDERS  
PRESIDIUM**

**SECRETARIAT OF THE  
GENERAL MEETING**



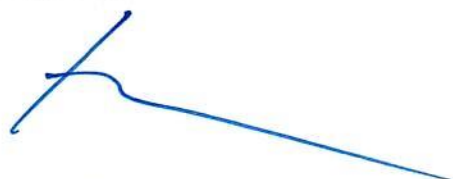
*Pham Cao Thang*



*Vo Thi Minh Hue*



*Tran Hai Van*



*Nguyen Tien Hung*



*Nguyen Thi Kim Cuong*

