KASATI JOINT STOCK COMPANY

---oOo---

Number: 01/2026/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

---oOo---

Ho Chi Minh City, April 17, 2026

CÔNG TY CỔ PHẦN KASATI
Digitally signed by CÔNG TY CỔ PHẦN KASATI
DN: C=VN, S=HỒ CHÍ MINH, L=Quận 10, CN=CÔNG TY CỔ PHẦN KASATI, OID.0.9.2342.19200300.100.1.1=MST:0302826473
Reason: I am the author of this document
Location:
Date: 2026.04.17 13:34:56+07'00'
Foxit PDF Reader Version: 2025.1.0

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

KASATI JOINT STOCK COMPANY

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and related amending and supplementing legal documents;
- Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and related amending and supplementing legal documents;
- Based on the Charter of Organization and Operation of KASATI Joint Stock Company;
- Based on the Minutes of the Annual General Meeting of Shareholders of KASATI Joint Stock Company dated April 17, 2026.

The 2026 Annual General Meeting of Shareholders of KASATI Joint Stock Company will begin at 8:20 AM on April 17, 2026, at the Company's Head Office Hall, 270A Ly Thuong Kiet Street, Dien Hong Ward, Ho Chi Minh City.

Attending the General Meeting were 51 shareholders and authorized shareholder representatives, with a total of 5.199.864 shares participating, representing 100% of the total voting shares of KASATI Joint Stock Company.

RESOLUTION

Article 1. Through the Report on Business Performance in 2025 and the Business Plan for 2026. Details of the report are attached.

1.1 Based on the business performance results of KASATI Joint Stock Company in 2025 with the following indicators:

KASATI JOINT STOCK COMPANY

---oOo---

Registered capital: 59,920,200,000 VND

Number: 01/2026/BB-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

---oOo---

Ho Chi Minh City, April 17, 2026

REPORT

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

KASATI JOINT STOCK COMPANY

Business Name:	KASATI Joint Stock Company
Head office address:	270A Ly Thuong Kiet Street, Dien Hong Ward, Ho Chi Minh City
Certificate of Business Registration for a Joint Stock Company	Business registration number: 0302826473 First registration: December 2, 2002 Registration amendment number: 15, dated January 6, 2026
Meeting time:	Starting at 8:30 AM on April 17, 2026
Meeting location:	Meeting hall of KASATI Joint Stock Company headquarters, 270A Ly Thuong Kiet Street, Dien Hong Ward, Ho Chi Minh City
Program and content of the Congress	Details attached.

Meeting format	In-person meeting
Voting method	Raise your voting card/cast a secret ballot.

KASATI Joint Stock Company held its 2026 Annual General Meeting of Shareholders (AGM). The proceedings and agenda of the meeting are as follows:

I. The ceremonial part

Mr. Le Nguyen Hoang Luan, on behalf of the Organizing Committee of the Congress, announced the purpose of the event and introduced the invited guests.

Next, Ms. Ho Thi Kim Oanh, Head of the Supervisory Board and representative of the Shareholder Eligibility Verification Board, reported on the confirmation of shareholder eligibility to attend the General Meeting as follows:

- Total number of shareholders attending the General Meeting (in person and by proxy): 51 shareholders.
- Total number of participating shares (owned and authorized): 5.199.932 shares, representing 86.78% total number of voting shares of KASATI Joint Stock Company.

Based on Article 145 of the 2020 Enterprise Law and its amendments, supplements, and implementing guidelines, and Article 19 of the Charter of KASATI Joint Stock Company, the 2026 Annual General Meeting of Shareholders of KASATI Joint Stock Company, with the above-mentioned composition and number of participating shares, is valid and eligible to proceed with the meeting.

in Next, Mr. Le Nguyen Hoang Luan, on behalf of the General Meeting Organizing Committee, presented the Regulations on the Organization of the General Meeting and the List of the Presiding Committee. The General Meeting of Shareholders unanimously approved the Regulations on the Organization of the General Meeting with a 100% vote of the voting shares present at the General Meeting and the Presiding Committee with a 100% vote of the voting shares present at the General Meeting, with the following specific list:

The Presidium of the Congress consists of::

1. Mr. Le Phuoc Hien, Chairman of the Board of Directors - Chairperson
2. Mr. Vu Hoang Ha, Vice Chairman of the Board of Directors - Member
3. Mr. Nguyen Long, Member of the Board of Directors - Member

Mr. Le Phuoc Hien announced the agenda for the Congress.

The General Meeting approved the Meeting Agenda with a 100% vote of the voting shares present at the meeting.

Mr. Le Phuoc Hien, Chairman of the Board of Directors and Presiding Officer, delivered the opening speech at the General Meeting.

Next, Mr. Le Phuoc Hien, Chairman of the Presiding Committee, introduced the General Meeting Secretariat. The General Meeting approved the General Meeting Secretariat with a 100% vote of the voting shares present at the meeting, specifically as follows:

Congress Secretariat:

1. Ms. Tran Yen Nhi - Head of Department
2. Ms. Doan Thi Trieu Phuoc, Shareholder - Member

Mr. Le Phuoc Hien, Chairman of the Presiding Committee, introduced the General Meeting's Vote Counting Committee. The General Meeting approved the Vote Counting Committee with a 100% vote of the voting shares present at the meeting, specifically as follows:

The Congress vote counting committee consists of:

1. Mr. Ngo Thanh Can, Shareholder - Head of Department
2. Mr. Thai Ba Dung, Shareholder - Member
3. Mr. Le Van Khoanh, Shareholder - Member
4. Mr. Le Minh Tong, Shareholder - Member
5. Mr. Le Thanh Dung, Shareholder - Member
6. Ms. Pham Thi Thanh Thao, Shareholder - Member

II. Content section

1. **Content 1:**Report on business performance in 2025; Business plan for 2026

Mr. Nguyen Long, Member of the Board of Directors and General Director of the Company, reported on the business performance results for 2025 and the business plan for 2026.

2. **Content 2:**Proposal for profit distribution plan for 2025 and profit distribution plan for 2026

Mr. Nguyen Long, Member of the Board of Directors and General Director of the Company, presented the Proposal for Profit Distribution in 2025 and the Profit Distribution Plan for 2026.

3. **Content 3:**Through the Report on the performance of the Board of Directors and independent members of the Board of Directors.

Mr. Le Phuoc Hien, Vice Chairman of the Board of Directors, presented the Report on the activities of the Board of Directors and of the independent members of the Board of Directors.

4. **Content 4:**Report on the activities of the Supervisory Board in 2025

Mr. Tran Quang Minh Man, Member of the Supervisory Board, presented the Supervisory Board's activity report for 2025.

5. **Content 5:**Proposal for selecting an auditing firm for the 2026 financial statements.

Mr. Tran Quang Minh Man, Member of the Supervisory Board, presented the Proposal for selecting an auditing firm for the 2026 Financial Statements.

6. **Content 6:**Proposal for Remuneration of the Board of Directors, Supervisory Board, and Performance-Based Bonuses

Mr. Vu Hoang Ha, Vice Chairman of the Board of Directors, presented the Proposal on Remuneration for the Board of Directors, Supervisory Board, and Performance-Based Bonuses.

7. **Content 7:**Proposal for amendments to the Company Charter; the Board of Directors' operating regulations, the internal governance regulations, and the Supervisory Board's operating regulations;

Mr. Nguyen Long, Member of the Board of Directors and General Director of the Company, presented the Proposal on Amendments and Supplements to the Company Charter; the Regulations on the Operation of the Board of Directors, the Internal Regulations on Governance, and the Regulations on the Operation of the Supervisory Board.

8. **Content 8:**Business plan presentation, bidding process, contract signing.

Mr. Nguyen Long, Member of the Board of Directors and General Director of the Company, presented the business plan proposal, participated in the bidding process, and signed the contract.

9. **Content 9:** Election of the Board of Directors and Supervisory Board for the new term 2026-2031 of KASATI Joint Stock Company

Mr. Le Phuoc Hien, Chairman of the Presiding Committee, presented the list of candidates for the Board of Directors and the Supervisory Board for the term 2026-2031. The list of candidates for the Board of Directors and the Supervisory Board for the term 2026-2031 is as follows:

Candidates for Board of Directors membership:

No.	Full name	Date of birth	Level expertise	Candidates
1	Le Phuoc Hien	03/10/1978	Electronics and Telecommunications Engineer; Master of Strategic Management	Nominated to join the Board of Directors of Kasati Joint Stock Company for the term 2026-2031
2	Nguyen Long	01/01/1972	Master of Economics	Nominated to join the Board of Directors of Kasati Joint Stock Company for the term 2026-2031
3	Vu Hoang Ha	09/01/1982	Bachelor of Computer Information Systems	Nominated to join the Board of Directors of Kasati Joint Stock Company for the term 2026-2031
4	Hoang Thi Minh Phuong	16/05/1995	Bachelor of Laws	Nominated to join the Board of Directors of Kasati Joint Stock Company for the term 2026-2031
5	Nguyen Cong Thai	28/08/1972	Master of Telecommunications, Bachelor of Business Administration, Bachelor of English	Nominated to join the Board of Directors of Kasati Joint Stock Company for the term 2026-2031

Candidates for Supervisory Board membership:

TT	Full name	Date of birth	Level expertise	Candidates
1	Ho Thi Kim Oanh	21/10/1985	Bachelor of Economics, Chief Accountant Certification	Nominated to join the Supervisory Board of Kasati Joint Stock Company for the term 2026-2031
2	Tran Quang Minh Man	27/11/1974	Bachelor of Economics, Master of Financial Economics	Nominated to join the Board of Directors of Kasati Joint Stock Company for the term 2026-2031
3	Le Xuan Bach	29/09/1981	Master of Economics	Nominated to join the Board of Directors of Kasati Joint Stock Company for the term 2026-2031

The General Meeting unanimously approved the list of candidates for election to the Board of Directors and the Supervisory Board for the 2026-2031 term with a total of votes in favor 5.199.932 shares, representing 100%Total number of voting shares present at the meeting.

Mr. Ngo Thanh Can, Head of the Election Committee, approved the Regulations on candidacy, nomination, and election of members of the Board of Directors and members of the Supervisory Board of KASATI Joint Stock Company for the term 2026-2031 at the 2026 Annual General Meeting of Shareholders, and guided shareholders on the election process.

The General Meeting unanimously approved the Regulations on Nomination, Candidacy, and Election of Members of the Board of Directors and Supervisory Board of KASATI Joint Stock Company for the term 2026-2031 at the 2026 Annual General Meeting of Shareholders with a total of votes in favor 5.199.932 shares, representing 100%Total number of voting shares present at the meeting.

The election committee distributes ballots, checks, and supervises the voting process.

The General Meeting proceeded with the election of members of the Board of Directors and members of the Supervisory Board of KASATI Joint Stock Company for the term 2026-2031.

III. Discussion section

During the discussion, shareholders spoke and asked questions to the Presiding Panel, focusing on the following specific issues:

1. Comments on the 2026 Business & Investment Plan and the 5-Year Strategic Development Roadmap (2026 – 2031);
2. Opinions on the business actual and projected profit distribution for 2025;
3. Proposal on Charter Capital Increase to enhance financial capacity and business scale for the 2026 – 2031 period.

All questions from shareholders were answered and clarified directly by the Presiding Board at the General Meeting.

IV. Voting Section to Approve the Contents

1. Based on the business performance results for 2025 and the business plan for 2026. Details are attached in the report.

1.1 Based on the business performance results for 2025 with the following indicators:

TT	Target	Unit	Actual 2024	Plan 2025	Actual 2025	Plan 2025/Actual 2025	Actual 2025/ Actual 2024
1	Revenue	Million VND	450.755	493.510	703.045	142,46%	155,97%
2	Profit before tax	Million VND	13.006	13.900	14.404	103,63%	110,75%
3	Net profit after tax	Million VND	10.338	11.120	11.141	100,19%	107,77%
4	Equity	Million VND	67.368	67.368	67.665	100,44%	100,44%
5	Equity capital	Million VND	59.920	59.920	59.920	100,00%	100,00%

6	Net Profit/Revenue	%	2,89%	2,82%	2,05%	72,74%	71,01%
7	Net Profit/Shareholder Equity	%	15,35%	16,51%	16,46%	99,75%	107,29%
8	Net Profit/Share Capital	%	17,25%	18,56%	18,59%	100,19%	107,77%
9	Dividends	%	10,94%	11,84%	11,84%	100,00%	108,23%
10	Salary fund	Million VND	22.563	25.000	24.388	97,55%	108,09%
11	Investment in fixed assets	Million VND	-	3.600	1.622	45,06%	

The voting results were approved:

- Agree: 5.199.864 shares, representing 100% of the total shares.have the right to vote at the meeting
- Disapprove: 0 shares, representing 0% of the voting shares present at the meeting.
- Alternative opinion: 0 shares, representing 0% of the voting shares present at the meeting.

1.2 Through the 2026 Business Production Plan with the following targets:

TT	Target	Unit	Plan 2026	Actual 2025	Plan 2026/ Actual 2025
1	Revenue	Million VND	776.800	703.045	110,49%

2	Profit before tax	Million VND	15.850	14.404	110,04%
3	Net profit after tax	Million VND	12.555	11.141	112,69%
4	Equity Capital	Million VND	71.021	67.665	104,96%
5	Equity capital	Million VND	59.920	59.920	100,00%
6	Net Profit/Shareholder Equity	%	18,10%	16,46%	109,96%
7	Net Profit/Share Capital	%	20,95%	18,59%	112,69%
8	Dividends	%	13,34%	11,84%	112,67%
9	Salary fund	Million VND	28.000	24.388	114,81%
10	Invest	Million VND	4.000	1.622	246,61%

The voting results were approved:

- Agree: 5.199.864 shares, representing 100% of the voting shares present at the meeting.
- Disapprove: 0 shares, representing 0% of the voting shares present at the meeting.
- Alternative opinion: 0 shares, representing 0% of the voting shares present at the meeting.

2. Through the Profit Distribution Plan for 2025 and the Profit Distribution Plan for 2026

2.1 Through the Profit Distribution Plan for 2025:

Unit: Vietnamese Dong

TT	Target	Plan 2025	To be implemented by 2025	+/-	Note
1	**Total profit after tax**	**11.120.000.000**	**11.141.475.855**		

				100,19%	
2	Reward and welfare fund	688.804.677	690.134.953	100,19%	Based on the net profit margin achieved, it is equal to the 2024 rate.
3	Development Investment Fund	3.336.643.643	3.356.789.222	100,60%	30.13% Net Profit
4	**Remaining profit after distribution of funds**	**7.094.551.680**	**7.094.551.680**	**100,00%**	
5	**Equity capital**	**59.920.200.000**	**59.920.200.000**	**100,00%**	
6	Dividend yield	11,84%	11,84%	100,00%	
7	Expected dividend distribution:	7.094.551.680	7.094.551.680	100,00%	

- Allocation from the reward and welfare fund for 2025 = 688,804,677 VND x 10,141,475,855 VND / 11,120,000,000 VND = 690,134,953 VND.
- Allocation to the development investment fund: 11,141,475,855 x 30.12% = 3,356,789,222 VND (maintaining the planned dividend payout ratio, the remaining amount is allocated to the development investment fund)

- Dividend payout ratio: After deducting reserves, the entire remaining profit will be distributed in cash: 7,094,551,680, achieving a dividend yield of 11.84% and accounting for 63.67% of after-tax profit.

The voting results were approved:

- I agree: 5.199.864 shares, representing 100% of the voting shares present at the meeting.
- Disapprove: 0 shares, representing 0% of the voting shares present at the meeting.
- Alternative opinion: 0 shares, representing 0% of the voting shares present at the meeting.

2.2 Through the profit distribution plan for 2026:

Unit: Vietnamese Dong

TT	Target	To be implemented by 2025	Plan 2026	+/-	Note
1	**Total profit after tax**	**11.141.475.855**	**12.555.000.000**	**112,69%**	
2	Reward and welfare fund	690.134.953	**778.000.000**	**112,73%**	
3	Development Investment Fund	3.356.789.222	**3.783.645.320**	**112,72%**	**30.14% LNST**
4	**Remaining profit after distribution of funds**	**7.094.551.680**	**7.993.354.680**	**112,67%**	
5	**Equity capital**	**59.920.200.000**	**59.920.200.000**	**100,00%**	
6	**Dividend yield**	**11,84%**	**13,34%**	**112,67%**	

7	Expected dividend distribution:	7.094.551.680	**7.993.354.680**	**112,67%**	

* Reward and welfare fund: 778.000.000 VND

* Investment and Development Fund: 3.783.645.320 VND (After distributing dividends at a rate of 13.34%, the remaining profit will be allocated to the investment and development fund)

* The entire retained earnings will be distributed as a dividend of 13.34%, equivalent to 112.67% compared to 2025.

The voting results were approved:

- Agree: 5.199.864 shares, representing 100% of the voting shares present at the meeting.
- Disapprove: 0 shares, representing 0% of the voting shares present at the meeting.
- Alternative opinion: 0 shares, representing 0% of the voting shares present at the meeting.

3. Through the Board of Directors' Activity Report for 2025. Details of the report are attached.

The voting results were approved:

- Agree: 5.199.864 shares, representing 99.65% of the voting shares present at the meeting.
- Disapprove: 0 shares, representing 0% of the voting shares present at the meeting.
- Alternative opinion: 18.450 shares, representing 0.35% of the voting shares present at the meeting.

4. Through Report on the activities of the Supervisory Board in 2025. Details of the report are attached.

The voting results were approved:

- Agree: 5.181.414 shares, representing 99.65% of the voting shares present at the meeting.
- Disapprove: 0 shares, representing 0% of the voting shares present at the meeting.
- Alternative opinion: 18.450 shares, representing 0.35% of the voting shares present at the meeting.

5. Through the Supervisory Board's proposal regarding the selection of an auditing firm for the 2026 financial statements of KASATI Joint Stock Company, the following is approved:

The General Meeting unanimously authorized the Company's Board of Directors to select one of the three independent auditing firms approved by the State Securities Commission to conduct the audit in 2026. The list of auditing firms is as follows:

1. VACO Auditing Company Limited – Ho Chi Minh City Branch
2. A&C Auditing and Consulting Company Limited (A&C)
3. International Auditing Company Limited (ICPA)

If the three (03) above audit companies do not satisfy the Company's conditions regarding time, fees, etc., the Company is allowed to choose another audit company approved by the State Securities Commission in 2026.

The voting results were approved:

- Agree: 5.181.414 shares, representing 99.65% of the voting shares present at the meeting.
- Disapprove: 0 shares, representing 0% of the voting shares present at the meeting.
- Alternative opinion: 18.450 shares, representing 0.35% of the voting shares present at the meeting.

6. Through The proposal regarding remuneration for the Board of Directors, Supervisory Board, and performance-based bonuses is as follows:

1. Remuneration for the Board of Directors and Supervisory Board in 2025:

- The remuneration levels for the Board of Directors and the Supervisory Board of the Company in 2025, as stipulated in the 2025 Annual General Meeting Resolution, are as follows:
- The total remuneration for the Board of Directors and Supervisory Board is approved if the after-tax profit plan is achieved: VND 575,000,000. If the actual after-tax profit exceeds the plan, for every 1% increase in after-tax profit beyond the plan, the remuneration will be increased by a maximum of 2% compared to the 2025 plan, but the total remuneration for the Board of Directors and Supervisory Board shall not exceed 20% of the 2025 salary fund for full-time management personnel in the Company (full-time members of the Board of Directors, General Director, Deputy General Director, Chief Accountant, Director, full-time members of the Supervisory Board). No remuneration will be paid in case of losses; if the profit is less than the plan, for every 1% decrease in after-tax profit, the remuneration will be reduced by 1%.
- Net profit after tax achieved in 2025: VND 11,141,475,855. This represents 100.19% of the planned target (VND 11,120,000,000).
- According to the General Shareholders' Meeting resolution, the remuneration to be paid in 2025 is 575,000,000 VND.
- Actual expenditure in 2025: VND 575,000,000 was accounted for as an expense in the period.

2. The expected remuneration for the Board of Directors and Supervisory Board in 2026 will be: Remuneration in 2025 x planned net profit after tax ratio for 2026 / actual net profit after tax in 2025: 575.000.000 x 12.555.000.000/ 11.141.475.855 = 648.000.000 VND.

3. Performance-based bonuses for 2026:

- In the event that the actual after-tax profit exceeds the planned target, for every 1% increase in after-tax profit compared to the plan, the remuneration will be increased by a maximum of 2% compared to the planned level for 2026. However, the total remuneration for the Board of Directors and Supervisory Board shall not exceed 20% of the actual salary fund for 2026 of full-time management personnel in the Company (full-time members of the Board of Directors, General Director, Deputy General Director, Chief Accountant, Director, full-time members of the Supervisory Board).
- If the actual after-tax profit is lower than the planned target, for every 1% decrease in after-tax profit compared to the plan, the remuneration will be reduced by 1% compared to the level of achieving the 2026 plan.
- In the event of a company loss: no compensation will be paid.

The voting results were approved:

- Agree: 5.188.664 shares, representing 99.78% of the voting shares present at the meeting.
- Disapprove: 0 shares, representing 0% of the voting shares present at the meeting.
- Alternative opinion: 11.200 shares, representing 0.22% of the voting shares present at the meeting.

7. Through A proposal regarding the business plan, bidding process, and contract signing. Details of the proposal are attached.

The voting results were approved:

- Agree: 5.197.064 shares, representing 99.95% of the voting shares present at the meeting.
- Disapprove: 0 shares, representing 0% of the voting shares present at the meeting.
- Alternative opinion: 2.800 shares, representing 0.05% of the voting shares present at the meeting.

8. Based on the vote count minutes and election results for members of the Board of Directors and Supervisory Board of KASATI Joint Stock Company for the term 2026-2031, the following is announced:

Board Member

STT	Full name	Number of votes	Result
1	Le Phuoc Hien	6.988.128	Elected as a member of the Board of Directors for the 2026-2031 term.
2	Nguyen Long	4.410.408	Elected as a member of the Board of Directors for the 2026-2031 term.
3	Vu Hoang Ha	5.444.258	Elected as a member of the Board of Directors for the 2026-2031 term.
4	Hoang Thi Minh Phuong	4.425.808	Elected as a member of the Board of Directors for the 2026-2031 term.
5	Nguyen Cong Thai	4.650.218	Elected as a member of the Board of Directors for the 2026-2031 term.

Supervisory Board

STT	Full name	Number of votes	Result
1	Ho Thi Kim Oanh	6.500.512	Elected as a member of the Supervisory Board for the 2026-2031 term.
2	Tran Quang Minh Man	4.547.200	Elected as a member of the Supervisory Board for the 2026-2031 term.
3	Le Xuan Bach	4.551.880	Elected as a member of the Supervisory Board for the 2026-2031 term.

The voting results were approved:

- Agree: 5.199.864 shares, representing 100% of the voting shares present at the meeting.
- Disapprove: 0 shares, representing 0% of the voting shares present at the meeting.
- Alternative opinion: 0 shares, representing 0% of the voting shares present at the meeting.

The minutes of the Congress include 16 pages, The draft and full text of the resolution, prepared and approved at the 2026 Annual General Meeting of Shareholders of KASATI Joint Stock Company at 11:20 AM on the same day, was unanimously approved by the General Meeting with the following number of votes in favor: 5.199.864 shares, representing 100% of the total. Total number of voting shares present at the General Meeting.

ON BEHALF OF THE MEETING SECRETARIAT	ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
SECRETARY	**CHAIRMAN OF THE MEETING**
TRAN YEN NHI	**LE PHUOC HIEN**

KASATI JOINT STOCK COMPANY

270A Ly Thuong Kiet Street, Dien Hong Ward, Ho Chi Minh City, Vietnam

Tel: +84-28 38655343 Fax: +84-28 38652487

MEETING DOCUMENTS
FOR THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
(Date: April 17th, 2026)

APRIL, 2026

TABLE OF CONTENTS

No.	Item	Page
1	MEETING AGENDA	
2	INVITATION AND POWER OF ATTORNEY	
3	RATIFICATION REPORT FOR OGANIZATION REGULATIONS OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026	
4	BUSINESS RESULT REPORT 2025, BUSINESS PLAN 2026	
5	AUDITED FINANCIAL REPORT 2025	
6	RATIFICATION REPORT FOR PROFIT DISTRIBUTION 2025, 2026	
7	REPORT ON THE OPERATION OF THE BOARD OF DIRECTORS AND INDEPENDENT BOARD MEMBERS	
8	ACTIVITY REPORT OF THE BOARD OF SUPERVISION 2025	
9	RATIFICATION REPORT FOR SELECTING AUDITING COMPANY	
10	RATIFICATION REPORT FOR THE REMUNERATIONS OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISION	
11	SUBMISSION ON THE AMENDMENT AND SUPPLEMENTATION OF THE COMPANY CHARTER, THE BOARD OF DIRECTORS' OPERATING REGULATIONS, THE INTERNAL CORPORATE GOVERNANCE REGULATIONS, AND THE SUPERVISORY BOARD'S OPERATING REGULATIONS	
12	DRAFT REGULATION ON THE ELECTION OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR THE 2026–2031 TERM OF OFFICE	
13	RESOLUTION DRAFT OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025	
14	TEMPLATE OF VOTING CARD	

KASATI JOINT STOCK COMPANY
---oOo---

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
---oOo---

AGENDA
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 OF KASATI JOINT STOCK COMPANY

Time: from 8:00 to 12:00 on April 17th, 2025
Location: Company Hall, No. 270A Ly Thuong Kiet Street, Dien Hong Ward, Ho Chi Minh City, Vietnam

TIMELINE	CONTENT	
08:00 –08:20	1	Attendance registration
08:20– 10:45	2	Opening Speech
	3	Report on eligibility of attendants
	4	Approval for oganization regulations of the Annual General Meeting of Shareholders 2026, the Presidium, Meeting Agenda, Board of Secretaries, Vote-counting Board
	5	Business result report 2025, business plan 2026
	6	Ratification report for profit distribution 2025, 2026
	7	Approval of the report on the activities of the Board of Directors and each member of the Board of Directors in 2025
	8	Activity report of the Board of Supervision 2025
	9	Ratification report for selecting auditing company 2026
	10	Ratification report for the remunerations of the Board of Directors and the Board of Supervision
	11	Approval of the submission on the amendment and supplementation of the company charter, the board of directors' operating regulations, the internal corporate governance regulations, and the supervisory board's operating regulations
	12	Submission on business plan, tender participation, and contract execution
	13	List of nominees and candidates for the Board of Directors and the Supervisory Board for the 2026–2031 term of office
	14	Approval of the Election Committee, Election Regulations, Election Guidelines, and Conduct of the Election.
10:45 -11:00	15	Break time
11:00 -12:00	16	The General Meeting of Shareholders discusses and votes to approve the reported matters.
	17	Announcement of the election results of the Board of Directors and the Supervisory Board for the 2026–2031 term.
	18	The Board of Directors and the Supervisory Board for the 2026–2031 term are introduced to the General Meeting.
	19	Approval of the Minutes of the General Meeting and the Resolution of the General Meeting.
12:00	20	Closing

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

---oOo---

REGULATIONS ON ORGANIZATION

OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

KASATI JOINT STOCK COMPANY

CHAPTER I: GENERAL PROVISIONS

Article 1. Scope of Application

These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of KASATI Joint Stock Company.

Article 2.

These Regulations set forth the specific rights and obligations of the parties attending the Meeting, as well as the conditions and procedures for conducting the Meeting.

Article 3.

Shareholders and other participants attending the Meeting are responsible for complying with these Regulations.

CHAPTER II: RIGHTS AND OBLIGATIONS OF PARTIES ATTENDING THE MEETING

Article 4. Rights and Obligations of Shareholders and Their Authorized Representatives Attending the Meeting

1. Conditions for Attending the Meeting

All shareholders of KASATI Joint Stock Company, whether legal entities or individuals, whose names appear on the shareholder list finalized as of March 13, 2026, and their valid authorized representatives.

2. Rights and Obligations of Shareholders and Their Authorized Representatives

a. Shareholders or their authorized representatives attending the Meeting must present the invitation letter, ID card or passport, and power of attorney (in case of authorization).

After presenting the above documents to the Eligibility Verification Committee, shareholders or their authorized representatives will receive one Voting Card indicating the shareholder code and the number of voting shares held or represented.

The value of the Voting Card corresponds to the proportion of voting shares owned or represented by the shareholder out of the total voting shares of shareholders attending the Meeting.

b. A shareholder may authorize in writing another person to attend and vote on his/her behalf at the Meeting. The authorized person may not re-authorize another person to attend the Meeting.

c. After hearing the reports on matters submitted for approval, shareholders or their authorized representatives shall discuss and vote on such matters.

d. Shareholders or their authorized representatives wishing to speak must obtain the consent of the Chairperson, speak concisely, and focus on key issues relevant to the approved agenda. Issues already raised by previous speakers should not be repeated. Shareholders and/or their authorized representatives may also submit written questions to the Secretariat.

e. Shareholders and/or their authorized representatives may vote on all matters within the authority of the General Meeting of Shareholders in accordance with the Company's Charter.

f. During the Meeting, shareholders and authorized representatives must follow the instructions of the Presidium, behave in a civilized and orderly manner, and avoid causing disruption.

g. Shareholders or authorized representatives arriving after the Meeting has commenced, upon completing registration procedures, may participate and vote on remaining agenda items. Previously conducted votes shall remain valid.

Article 5. Rights and Obligations of the Chairperson and the Presidium

1. The Chairman of the Board of Directors shall act as Chairperson of the General Meeting of Shareholders.
2. Duties of the Presidium:

a. To conduct the Meeting in accordance with the approved agenda and ensure order while reflecting the will of the majority of attending shareholders.
b. To guide discussions among participants.
c. To submit draft documents and matters for voting.
d. To respond to issues raised by the Meeting.

Article 6. Rights and Obligations of the Eligibility Verification Committee

1. The Eligibility Verification Committee shall be appointed by the Board of Directors.
2. The Committee shall:

- Verify the validity of documents presented by shareholders or authorized representatives and cross-check against the shareholder list finalized as of March 13, 2026;
- Distribute Meeting materials and Voting Cards;
- Report to the Meeting on the results of verification before the official commencement.

Article 7. Rights and Obligations of the Secretariat

1. The Secretariat shall be appointed by the Chairperson.
2. The Secretariat shall:

a. Record fully and accurately the proceedings of the Meeting;
b. Announce the draft Minutes and Resolutions of the Meeting and any notifications from the Presidium upon request;
c. Receive written questions from attending delegates.

Article 8. Rights and Obligations of the Vote Counting Committee

1. The Chairperson shall introduce the Vote Counting Committee and seek approval from the Meeting.
2. The Committee shall:

a. Supervise the voting process of shareholders and their representatives;
b. Aggregate voting results for each agenda item and report them to the Chairperson and the Secretariat.

CHAPTER III: CONDUCT OF THE MEETING

Article 9. Conditions for Holding the Meeting

The Meeting shall be conducted when shareholders and/or authorized representatives representing at least 51% of the total voting shares (based on the shareholder list finalized as of March 13, 2026) are present.

Article 10. Order of the Meeting

1. All shareholders and authorized representatives must dress formally and appropriately.
2. Attendees must sit in designated areas as arranged by the Organizing Committee.
3. Smoking is prohibited in the meeting room.

4. Private conversations and mobile phone use are not permitted during the Meeting. All mobile phones must be turned off or set to silent mode.

Article 11. Voting Procedures

1. All agenda items must be approved through open voting by Voting Card based on the number of shares owned or represented. Each shareholder or authorized representative shall receive one Voting Card indicating the shareholder code and the number of voting shares (owned and/or represented), bearing the Company's official stamp.
2. Voting shall be conducted by raising the Voting Card according to the options: "For", "Against", or "Abstain". During voting, the front side of the Voting Card showing the number of shares must face the Chairperson.

Article 12. Adoption of Resolutions

1. The following resolutions shall be adopted upon approval by shareholders representing at least 65% of the total votes of attending shareholders, except as otherwise provided in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

a. Classes of shares and total number of shares of each class;
b. Changes to business lines and sectors;
c. Changes to the Company's management structure;
d. Investment projects or asset disposals valued at 35% or more of the Company's total assets as stated in the latest financial statements;
e. Reorganization or dissolution of the Company.

2. Other resolutions shall be adopted upon approval by shareholders representing more than 50% of the total votes of attending shareholders, except as specified above.
3. Resolutions adopted by 100% of the total voting shares shall be valid and effective even if procedures for convening or adopting such resolutions violate provisions of the Law on Enterprises or the Company's Charter.

CHAPTER IV: CLOSING OF THE MEETING

Article 13. Minutes and Resolutions

1. The Minutes and Resolutions of the Meeting must be completed and approved before the closing of the Meeting.
2. The Minutes and Resolutions shall be retained at KASATI Joint Stock Company.

Article 14. Effectiveness

These Regulations consist of 04 (four) Chapters and 14 (fourteen) Articles. They shall be publicly read before the commencement of the 2026 Annual General Meeting of

Shareholders and shall take effect immediately upon approval by the General Meeting of Shareholders.

ON BEHALF OF THE GENERAL

MEETING OF SHAREHOLDERS
CHAIRPERSON



Lê Phước Hiền

KASATI JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, April 16, 2026

REPORT ON PRODUCTION AND BUSINESS RESULTS FOR 2025 AND PRODUCTION AND BUSINESS PLAN FOR 2026

To: THE GENERAL MEETING OF SHAREHOLDERS OF KASATI JOINT STOCK COMPANY

KASATI Joint Stock Company hereby reports on the implementation of the 2025 production and business plan and the proposed production and business (P&B) plan for 2026 as follows:

I. PRODUCTION AND BUSINESS RESULTS IN 2025

1.1 Implementation of the 2025 P&B Plan (Audited):

The implementation of the Company's production and business results (according to the audited financial statements for the fiscal year ended December 31, 2025) is summarized as follows:

No.	Indicator	Unit	Actual 2024	Plan 2025	Actual 2025	Actual 2025/ Plan 2025	Actual 2025/ Actual 2024
1	Revenue	Million VND	450,755	493,510	703,045	142.46%	155.97%
2	Profit before tax	Million VND	13,006	13,900	14,404	103.63%	110.75%
3	Profit after tax	Million VND	10,338	11,120	11,141	100.19%	107.77%
4	Owners' equity	Million VND	67,368	67,368	67,665	100.44%	100.44%
5	Charter capital	Million VND	59,920	59,920	59,920	100.00%	100.00%
6	PBT/Revenue	%	2.89%	2.82%	2.05%	72.74%	71.01%
7	PAT/Owners' equity	%	15.35%	16.51%	16.46%	99.75%	107.29%
8	PAT/Charter capital	%	17.25%	18.56%	18.59%	100.19%	107.77%
9	Dividend	%	10.94%	11.84%	11.84%	100.00%	108.23%
10	Payroll fund	Million VND	22,563	25,000	24,388	97.55%	108.09%
11	Fixed asset investment	Million VND	-	3,600	1,622	45.06%	

1.2 Assessment of P&B Performance in 2025

1.2.1 Production and Business Activities

2025 was a successful production and business year for the Company. Total revenue reached VND 703,045 million, equal to 142.46% of the plan and 155.97% compared to 2024. Revenue exceeded the plan mainly due to the implementation of a major 5G project valued at over VND 314 billion.

The Company's key P&B activities in 2025 continued to include:
(1) Services such as survey, design, installation, maintenance, servicing, optimization, and testing for mobile and transmission networks;
(2) Infrastructure construction; and
(3) Supply of telecommunications equipment.

For the first time, the Company successfully implemented a large contract valued at over VND 314 billion, enhancing its capability to participate in major projects in the future.

Main customers remained largely unchanged, including:
(1) Mobile operators: Mobifone, Vinaphone, Viettel;
(2) Major vendors: Ericsson, Huawei;
(3) Several provincial telecommunications units.

In 2025, no projects were implemented with Viettel; provincial telecom units had limited large-value projects. With Mobifone, the Company maintained operations in the Southern region and completed the offshore microwave project at the Corporation level, with primary focus remaining on VNPT.

The Company continued as Huawei's reseller in ManE, DWDM, OLT segments at VNPT, and for the first time became reseller of Huawei's 5G radio equipment and partner of Ericsson in the core segment at VNPT, securing high-value contracts.

2025 Revenue Structure (Million VND):

No.	Indicator	Unit	Plan 2025	Actual 2025	Actual 2024	Actual 2025/ Plan 2025	Actual 2025/ Actual 2024
1	Installation, maintenance, optimization, testing…	Million VND	60,000	104,804	179,415	174.67%	58.41%
2	Trading	Million VND	402,510	568,312	240,693	141.19%	236.11%
3	Others	Million VND	31,000	29,929	30,647	96.55%	97.66%
	Total		493,510	703,045	450,755	142.46%	155.97%
	Of which:		114,476	84,669	95,658	73.96%	88.51%

	Non-VNPT revenue						

Non-VNPT revenue accounted for 12.04% of total revenue; VNPT accounted for 87.96%.

Profit before tax reached VND 14,404 million (103.63% of plan; 110.75% vs 2024). Profit after tax reached VND 11,141 million (100.19% of plan; 107.77% vs 2024). Although revenue increased significantly, mainly trading activities led to low profit margins.

Payroll fund reached VND 24,388 million (97.55% of plan; 108.09% vs 2024).

Dividend proposed: 11.84% (100% of plan; 108.23% vs 2024).

Proposed 2025 Profit Distribution:

No.	Item	Plan 2025	Actual 2025	+/-	Notes
1	Total profit after tax	11,120,000,000	11,141,475,855	100.19%	
2	Bonus & welfare fund	688,804,677	690,134,953	100.19%	Same ratio as 2024
3	Development investment fund	3,336,643,643	3,356,789,222	100.60%	30.12% of PAT
5	Remaining profit	7,094,551,680	7,094,551,680	100.00%	
6	Charter capital	59,920,200,000	59,920,200,000	100.00%	
7	Dividend rate	11.84%	11.84%	100.00%	
8	Dividend amount	7,094,551,680	7,094,551,680	100.00%	

Branch Operations

Revenue (Million VND):

Unit	Plan 2025	Actual 2025	Actual 2024	vs Plan	vs 2024
HCM Head Office	448,500	664,883	405,773	148.25%	163.86%
Hanoi Branch	35,000	27,517	26,912	78.62%	102.25%
Da Nang Branch	10,000	10,645	18,070	106.45%	58.91%
Total	493,500	703,045	450,755	142.46%	155.97%

Profit Before Tax (Million VND):

Unit	Plan 2025	Actual 2025	Actual 2024	vs Plan	vs 2024
HCM Head Office	12,350	14,117	10,124	114.31%	139.44%
Hanoi Branch	1,250	244	1,733	19.52%	14.08%
Da Nang Branch	300	43	1,149	14.33%	3.74%
Total	13,900	14,404	13,006	103.63%	110.75%

Associate Company – KASACO

Unit – KASACO	Plan 2025	Actual 2025	Actual 2024	vs Plan	vs 2024
Revenue	200,000	234,298	208,667	117.15%	112.28%
PBT	2,000	987	588	49.35%	167.86%
PAT	1,600	737	436	46.06%	169.04%

1.2.2 Financial Situation

Total assets as of 31/12/2025: VND 359,625 million (165.41% vs 2024).
Owners' equity (excluding current retained earnings): VND 67,665 million.
Bad debts: VND 323 million (100% provisioned).
Obsolete inventory: VND 4,601 million (99.89% provisioned).

Key Financial Indicators 2025

Indicator	Unit	2025	2024	+/-
Long-term assets/Total assets	%	2.65%	3.86%	-31.37%
Short-term assets/Total assets	%	97.35%	96.14%	1.26%
Liabilities/Total capital	%	77.31%	64.26%	20.31%
Equity/Total capital	%	22.69%	35.74%	-36.51%
Quick ratio	Times	1.24	1.42	-12.48%
Current ratio	Times	1.26	1.50	-15.83%
PBT/Net revenue	%	2.05%	2.89%	-29.00%
PAT/Net revenue	%	1.58%	2.29%	-30.91%
PAT/Charter capital	%	18.59%	17.25%	7.77%
PAT/Equity	%	16.46%	15.35%	7.29%

II. PRODUCTION AND BUSINESS PLAN FOR 2026

2.1 Objectives and Key Tasks

The Company sets 2026 targets as follows:

No.	Indicator	Unit	Plan 2026	Actual 2025	Plan 2026/ Actual 2025
1	Revenue	Million VND	776.800	703.045	110,49%
2	PBT	Million VND	15.850	14.404	110,04%
3	PAT	Million VND	12.555	11.141	112,69%
4	Owners' equity	Million VND	71.021	67.665	104,96%
5	Charter capital	Million VND	59.920	59.920	100,00%
6	PAT/Equity	%	18,10%	16,46%	109,96%
7	PAT/Charter capital	%	20,95%	18,59%	112,69%
8	Dividend	%	13,34%	11,84%	112,67%

9	Payroll fund	Million VND	28,000	24,388	114.81%
10	Investment	Million VND	4,000	1,622	246.61%

Dividend planned: 12%.
Payroll plan: VND 28,000 million to gradually increase average income to VND 22 million/person/month.

2.2 Investment Plan 2026

No.	Item	Investment Value	Notes
1	Measurement equipment, machinery for P&B	2,000,000,000 VND	
2	Fire prevention & fighting system	2,000,000,000 VND	
	Total	4,000,000,000 VND	

The above is the full report on the 2025 P&B results and the 2026 P&B plan of KASATI Joint Stock Company.

Respectfully submitted to the Board of Directors for consideration.

KASATI JOINT STOCK COMPANY
GENERAL DIRECTOR

M.S.D.N:0302826473-C.T.C.P. CÔNG TY CỔ PHẦN KASATI THÀNH PHỐ HỒ CHÍ MINH

Nguyễn Long

KASATI JOINT STOCK COMPANY

AUDITED COMBINED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

March 2026

TABLE OF CONTENTS

CONTENTS	PAGE(S)
STATEMENT OF THE BOARD OF GENERAL DIRECTORS	01 - 02
INDEPENDENT AUDITORS' REPORT	03
COMBINED BALANCE SHEET	04 - 05
COMBINED INCOME STATEMENT	06
COMBINED CASH FLOW STATEMENT	07
NOTES TO THE COMBINED FINANCIAL STATEMENTS	08 - 32

KASATI JOINT STOCK COMPANY
270A Ly Thuong Kiet Street, Dien Hong Ward
Ho Chi Minh City, Vietnam

STATEMENT OF THE BOARD OF GENERAL DIRECTORS

The Board of General Directors of Kasati Joint Stock Company (the "Company") presents this report together with the Company's combined financial statements for the year ended 31 December 2025.

THE BOARD OF MANAGEMENT, SUPERVISORY BOARD AND THE BOARD OF GENERAL DIRECTORS

The members of the Board of Management, Supervisory Board and the Board of General Directors of the Company who held office during the year and to the date of this report are as follows:

Board of Management

Mr. Le Phuoc Hien	Chairman	Appointed on 24 Apirl 2025
Mr. To Hoai Van	Chairman	Dismissed on 24 Apirl 2025
Mr. Vu Hoang Ha	Vice Chairman	Appointed on 24 Apirl 2025
Mr. Le Phuoc Hien	Vice Chairman	Dismissed on 24 Apirl 2025
Mr. Nguyen Long	Member	
Mr. Nguyen Cong Thai	Member	Appointed on 24 Apirl 2025
Mrs. Nguyen Thi Minh Phuong	Independent member	
Mr. Vu Hoang Ha	Independent member	Dismissed on 24 Apirl 2025

Supervisory Board

Mrs. Ho Thi Kim Oanh	Head of Board
Mr. Tran Quang Minh Man	Member
Mr. Le Xuan Bach	Member

Board of General Directors

Mr. Nguyen Long	General Director	Appointed on 24 Apirl 2025
Mr. Le Phuoc Hien	General Director	Dismissed on 24 Apirl 2025
Mr. Vo Ngoc Anh	Deputy General Director	
Mr. Nguyen Cong Thai	Deputy General Director	Appointed on 24 Apirl 2025
Mr. Nguyen Long	Deputy General Director	Dismissed on 24 Apirl 2025

Chief Accountant

Ms. Doan Thi Trieu Phuoc	Chief Accountant

Legal representative

The legal representative of the Company during the year and to the date of this report are as follows: Mr. Le Phuoc Hien – General Director until 24 April 2025 and Chairman of the Board of Management from that day.

Mr. Le Phuoc Hien has authorized Mr. Nguyen Long to sign the combined financial statements for the year ended 31 December 2025 under the Letter of Authorization No.33/UQ-KST dated 24 April 2025.

BOARD OF GENERAL DIRECTORS' STATEMENT OF RESPONSIBILITY

The Board of General Directors of the Company are responsible for preparing the combined financial statements, which give a true and fair view of the financial position of the Company as at 31 December 2025, its combined financial performance and its combined cash flows for the year then ended. In preparing these combined financial statements, the Board of General Directors is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting principles have been followed, subject to any material departures disclosed and explained in the combined financial statements;

STATEMENT OF THE BOARD OF GENERAL DIRECTORS (CONTINUED)

BOARD OF GENERAL DIRECTORS' STATEMENT OF RESPONSIBILITY (CONTINUED)

- Prepare the combined financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business; and
- Design and implement an effective internal control system for the purpose of properly preparing and presenting the combined financial statements so as to minimize errors and frauds.

The Board of General Directors is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the combined financial position of the Corporation and for ensuring that the combined financial statements comply with Vietnamese Accounting Standards, accounting regimes for enterprises and legal regulations relating to the preparation and presentation of the combined financial statements. The Board of General Directors is also responsible for safeguarding the assets of the Corporation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of General Directors confirms that the Corporation has complied with the above requirements in preparing the combined financial statements.

In the Board of General Directors' opinion, the combined financial statements give a true and fair view of the financial position of the Corporation as at 31 December 2025, its combined financial performance and its combined cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to the preparation and presentation of the combined financial statements.

For and on behalf of the Board of General Directors,

M.S.D.N: 0302826473 - C.T.C.P - CÔNG TY CỔ PHẦN KASATI - THÀNH PHỐ HỒ CHÍ MINH

Nguyen Long
General Director
Ho Chi Minh City, 02 March 2026

No.: 014 /VACO/BCKiT.HCM

INDEPENDENT AUDITORS' REPORT

To: **The shareholders**
The Board of Management and the Board of General Directors
Kasati Joint Stock Company

We have audited the accompanying combined financial statements of Kasati Joint Stock Company (the "Company"), prepared on 02 March 2026 as set out from page 04 to page 32, which comprise combined balance sheet as at 31 December 2025, the combined income statement and the combined cash flow statement for the year then ended, and the notes to the combined financial statements (collectively referred to as the "combined financial statements").

The Board of General Directors' Responsibility

The Board of General Directors is responsible for the true and fair preparation and presentation of these combined financial statements in accordance with Vietnamese Accounting Standards, accounting regimes for enterprises and legal regulations relating to the preparation and presentation of the combined financial statements and for such internal control as the Board of General Directors determines as necessary to enable the preparation of the combined financial statements that are free from material misstatement, whether due to frauds or errors.

Auditors' Responsibility

Our responsibility is to express an opinion on these combined financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the Company's preparation and fair presentation of the combined financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of General Directors, as well as evaluating the overall presentation of the combined financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the combined financial statements give a true and fair view of, in all material respects, the financial position of the Company as of 31 December 2025, and its combined financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to combined financial reporting.

CHI NHÁNH THÀNH PHỐ HỒ CHÍ MINH CÔNG TY TRÁCH NHIỆM HỮU HẠN KIỂM TOÁN VACO

Nguyen Ngoc Thach
Deputy General Director
Audit Practising Registration Certificate
No. 1822-2023-156-1
For and on behalf of
HO CHI MINH CITY BRANCH
VACO AUDITING COMPANY LIMITED
Ho Chi Minh City, 02 March 2026

Nguyen Thi Thu Hien
Auditor
Audit Practising Registration Certificate
No. 4262-2024-156-1

COMBINED BALANCE SHEET

As of 31 December 2025

Unit: VND

ITEMS	Codes	Current year	Prior year
I. Cash flows from operating activities			
1. Profit before tax	***01***	***14,403,656,850***	***13,006,652,400***
2. Adjustments for:			
- Depreciation and amortisation of fixed assets	02	679,373,317	730,156,872
- Provisions	03	(2,802,964,304)	-
- Foreign exchange gain/ (loss) arising from translating foreign currency items	04	517,313,475	(882,301,527)
- Loss from investing activities	05	(1,663,174,688)	(1,598,794,094)
- Interest expense	06	528,634,421	131,356,153
3. Operating profit before movements in working capital	***08***	***11,662,839,071***	***11,387,069,804***
- Increase/ (Decrease) in receivables	09	(114,479,164,541)	(77,636,290,921)
- (Increase) in inventories	10	8,863,946,928	120,016,800,918
- Increase in payables (excluding accrued loan interest and corporate income tax payable)	11	137,466,481,305	(31,756,524,364)
- (Increase)/ Decrease in prepaid expenses	12	(72,171,464)	(2,671,094)
- Interest paid	14	(528,634,421)	(131,356,153)
- Corporate income tax paid	15	(2,996,803,769)	(1,994,009,892)
- Other cash inflows	16	15,100,000	11,600,000
- Other cash outflows	17	(626,900,000)	(107,550,000)
Net cash generated by operating activities	***20***	***39,304,693,109***	***19,787,068,298***
II. Cash flows from investing activities			
1. Acquisition and construction of fixed assets and other long-term assets	21	(1,742,976,549)	(88,550,000)
2. Proceeds from sale, disposal of fixed assets and other long-term assets	22	148,703,704	-
3. Cash outflow for lending, buying debt instruments of other entities	23	-	(3,414,632,188)
4. Cash recovered from lending, selling debt instruments of other entities	24	-	8,068,377,575
5. Interest earned, dividends and profits received	27	1,488,542,451	1,748,777,368
Net cash generated by/ (used in) investing activities	***30***	***(105,730,394)***	***6,313,972,755***
III. Cash flows from financing activities			
1. Proceeds from borrowings	33	34,375,849,323	31,647,822,479
2. Repayment of borrowings	34	(34,375,849,323)	(38,647,822,479)
3. Dividends and profits paid	36	(6,555,269,880)	(3,595,212,000)
Net cash (used in) financing activities	***40***	***(6,555,269,880)***	***(10,595,212,000)***
Net increase/ (decrease) in cash (50=20+30+40)	**50**	**32,643,692,835**	**15,505,829,053**
Cash and cash equivalents at the beginning of the year	**60**	**44,713,438,322**	**29,207,537,414**
Effects of changes in foreign exchange rates	61	-	71,855
Cash and cash equivalents at the end of the year (70=50+60+61)	**70**	77,357,131,157	44,713,438,322

The accompanying notes are an integral part of these combined financial statements

COMBINED BALANCE SHEET (CONTINUED)

As of 31 December 2025

Unit: VND

RESOURCES	Codes	Notes	Closing balance	Opening balance
C. LIABILITIES	**300**		**278,016,329,491**	**139,695,606,445**
I. Current liabilities	**310**		**278,016,329,491**	**139,695,606,445**
1. Short-term trade payables	311	12	226,637,528,912	80,607,100,217
2. Short-term advances from customers	312		37,698,733	1,867,338,098
3. Taxes and amounts payable to the State budget	313	13	1,456,824,363	2,708,671,009
4. Payables to employees	314		7,136,089,287	6,629,951,420
5. Short-term accrued expenses	315	14	35,931,815,207	37,616,256,717
6. Short-term unearned revenue	318		80,920,000	487,205,833
7. Other current payables	319	15	6,397,607,667	9,469,829,441
8. Bonus and welfare funds	322		337,845,322	309,253,710
D. EQUITY	**400**		**81,609,255,614**	**77,706,400,679**
I. Owner's equity	**410**	**16**	**81,609,255,614**	**77,706,400,679**
1. Owner's contributed capital	411		59,920,200,000	59,920,200,000
- Ordinary shares carrying voting rights	*411a*		*59,920,200,000*	*59,920,200,000*
2. Investment and development fund	418		7,744,668,137	4,644,865,177
3. Retained earnings	421		13,944,387,477	13,141,335,502
- Retained earnings accumulated to the prior year	*421a*		*2,802,911,622*	*2,802,911,622*
- Retained earnings of the current year	*421b*		*11,141,475,855*	*10,338,423,880*
TOTAL RESOURCES (440 = 300 + 400)	**440**		**359,625,585,105**	**217,402,007,124**

M.S.D.N: 0302826473 - C.T.C.P - CÔNG TY CỔ PHẦN KASATI - THÀNH PHỐ HỒ CHÍ MINH

Nguyen Long	**Doan Thi Trieu Phuoc**	**Pham Thi Thanh Thao**
General Director	**Chief Accountant**	**Preparer**

Ho Chi Minh City, 02 March 2026

COMBINED INCOME STATEMENT

For the year ended 31 December 2025

Unit: VND

ITEMS	Codes	Notes	Current year	Prior year
1. Gross revenue from goods sold and services	01	19	**704,999,769,611**	**450,864,541,619**
2. Deductions	02		1,954,817,176	109,266,420
3. Net revenue from goods sold and services rendered (10 = 01 - 02)	10	19	**703,044,952,435**	**450,755,275,199**
4. Cost of sales	11	20	662,568,144,332	419,564,764,731
5. Gross profit from goods sold and services rendered (20 = 10 - 11)	20		**40,476,808,103**	**31,190,510,468**
6. Financial income	21	22	3,135,852,514	6,199,909,135
7. Financial expenses	22	23	6,125,899,660	1,705,304,595
- In which: Interest expense	*23*		*528,634,421*	*131,356,153*
8. General and administration expenses	26	24	25,178,215,703	22,384,271,074
9. Operating profit {30 = 20 + (21 - 22) - 26}	30		**12,308,545,254**	**13,300,843,934**
10. Other income	31	25	2,498,255,792	-
11. Other expenses	32		403,144,196	294,191,534
12. Profit from other activities (40 = 31 - 32)	40		**2,095,111,596**	**(294,191,534)**
13. Accounting profit before tax (50 = 30 + 40)	50		**14,403,656,850**	**13,006,652,400**
14. Current corporate income tax expense	51	26	3,262,180,995	2,668,228,520
15. Net profit after corporate income tax (60 = 50 - 51)	60		**11,141,475,855**	**10,338,423,880**
16. Basic earnings per share	70	27	1,744	1,618

M.S.D.N: 0302826473-C.T.C.P
CÔNG TY CỔ PHẦN KASATI
THÀNH PHỐ HỒ CHÍ MINH

Nguyen Long	**Doan Thi Trieu Phuoc**	**Pham Thi Thanh Thao**
General Director	**Chief Accountant**	**Preparer**

Ho Chi Minh City, 02 March 2026

COMBINED CASH FLOW STATEMENT

(Indirect method)

For the year ended 31 December 2025

Unit: VND

ITEMS	Codes	Current year	Prior year
I. Cash flows from operating activities			
1. Profit before tax	***01***	***14,403,656,850***	***13,006,652,400***
2. Adjustments for:			
- Depreciation and amortisation of fixed assets	02	679,373,317	730,156,872
- Provisions	03	(2,802,964,304)	-
- Foreign exchange gain/ (loss) arising from translating foreign currency items	04	517,313,475	(882,301,527)
- Loss from investing activities	05	(1,663,174,688)	(1,598,794,094)
- Interest expense	06	528,634,421	131,356,153
3. Operating profit before movements in working capital	***08***	***11,662,839,071***	***11,387,069,804***
- Increase/ (Decrease) in receivables	09	(114,479,164,541)	(77,636,290,921)
- (Increase) in inventories	10	8,863,946,928	120,016,800,918
- Increase in payables (excluding accrued loan interest and corporate income tax payable)	11	137,466,481,305	(31,756,524,364)
- (Increase)/ Decrease in prepaid expenses	12	(72,171,464)	(2,671,094)
- Interest paid	14	(528,634,421)	(131,356,153)
- Corporate income tax paid	15	(2,996,803,769)	(1,994,009,892)
- Other cash inflows	16	15,100,000	11,600,000
- Other cash outflows	17	(626,900,000)	(107,550,000)
Net cash generated by operating activities	***20***	***39,304,693,109***	***19,787,068,298***
II. Cash flows from investing activities			
1. Acquisition and construction of fixed assets and other long-	21	(1,742,976,549)	(88,550,000)
2. Proceeds from sale, disposal of fixed assets and other long-t	22	148,703,704	-
3. Cash outflow for lending, buying debt instruments of other	23	-	(3,414,632,188)
4. Cash recovered from lending, selling debt instruments of	24	-	8,068,377,575
5. Interest earned, dividends and profits received	27	1,488,542,451	1,748,777,368
Net cash generated by/ (used in) investing activities	***30***	***(105,730,394)***	***6,313,972,755***
III. Cash flows from financing activities			
1. Proceeds from borrowings	33	34,375,849,323	31,647,822,479
2. Repayment of borrowings	34	(34,375,849,323)	(38,647,822,479)
3. Dividends and profits paid	36	(6,555,269,880)	(3,595,212,000)
Net cash (used in) financing activities	***40***	***(6,555,269,880)***	***(10,595,212,000)***
Net increase/ (decrease) in cash (50=20+30+40)	**50**	**32,643,692,835**	**15,505,829,053**
Cash and cash equivalents at the beginning of the year	**60**	**44,713,438,322**	**29,207,537,414**
Effects of changes in foreign exchange rates	61	-	71,855
Cash and cash equivalents at the end of the year (70=50+60+61)	**70**	**77,357,131,157**	**44,713,438,322**

Nguyen Long	**Doan Thi Trieu Phuoc**	**Pham Thi Thanh Thao**
General Director	**Chief Accountant**	**Preparer**

Ho Chi Minh City, 02 March 2026

The accompanying notes are an integral part of these combined financial statements

NOTES TO THE COMBINED FINANCIAL STATEMENTS

These notes are an integral part of and should be read in conjunction with the accompanying combined financial statements

1. GENERAL INFORMATION

Structure of ownership

Kasati Joint Stock Company ("the Company") has been established under decision 470/QĐ-TCBĐ dated on 07 June 2002 issued by the General Director of General Post Office (Vietnam Post and Telecommunication Group) in relation to convert Communication Equipment Production Enterprise II into Telecom-Informatics-Electronic Joint Stock Company. The first business registration under Business Registration Certificate No. 0302826473 (formerly No. 4103001330) issued by Ho Chi Minh City of Planning and Investment Department dated 02 December 2002.

According to the 14th amended Enterprise Registration Certificate dated 21 May 2025, the Company's charter capital is VND 59,920,200,000.

The Company's shares are listed on Ha Noi Stock Exchange from 29 December 2010 with the transaction code is KST.

The number of employees as at 31 December 2025 was 91 (as at 01 January 2025 was 79).

Operating industry and principal activities

The Company's principal activities are:

- Commissioning, maintainance, repair of the telecommunication system, computer network (except recycle waste, electronic plating at the office). Construction, maintainance, operation assistant of telecomunication, informatic and electronic device.
- Information service via telephone.
- Post and telecommunication service agency; Providing information into Internet; Value Added Service provide to telecommunication network and internet; Agency for access, processing and exchange information to the internet (does not provide internet acess service, game service at the head office). Public telecommunication, informatic service inside and outside of Vietnam. Internet Service Provider, Online Service Provider.
- Services relating to calls;
- House repairation;
- Motorbike maintainance and repairation;
- Trading of auto, vehicle with engine;
- Trading, maintainance, reparation of auto, vehicle with engine, motor, machinery – spare parts – other parts of auto, motor;
- Maintainance, reparation of auto, vehicle with engine;
- Advertising;
- Manufacturing and assembling electronic, informatic equipment;
- Trading computer software;
- Real estate business. Houses, offices and warehouses for lease;
- Railway and road works construction;
- Architectural activities and engineering consultant related;
- Dedicated design activities include interior and exterior decoration;
- Production, processing and installation of mechanical products, antenna tower pillar (not operating in the office);
- Trading materials, equipment and products in telecommunications, informatics and electronics. Trading electrical equipment, generators, refrigerated goods;
- Manufacturing and assembling telecommunication equipment;
- Construction of telecommunication, informatics and electronics works. Construction of residental facilities, industrial works;
- Assembling, maintenance, repairation refrigerated system, industrial and residental electricity (except waste, electroplating in the office);
- Leasing network-telecommunication-informatics-electricity-electronics and refrigerated equipment;
- Trading construction materials;

KASATI JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, 16 April, 2026

SUBMISSION
Re: 2025 PROFIT DISTRIBUTION PLAN AND 2026 PROFIT DISTRIBUTION PLAN

To: THE GENERAL MEETING OF SHAREHOLDERS OF KASATI Joint Stock Company

- Pursuant to The Law on Enterprises No. 59/2020/QH14 (June 17, 2020) and its amendments;
- Pursuant to The Law on Securities No. 54/2019/QH14 (November 26, 2019) and its amendments;
- Pursuant to The Company Charter approved by the General Meeting of Shareholders on April 24, 2025
- Pursuant to the 2025 production and business performance results and the 2026 production and business plan.

The Board of Directors respectfully submits to the General Meeting of Shareholders the 2025 profit distribution plan and the 2026 profit distribution plan as follows:

1. 2025 Profit Distribution Plan:

The after-tax corporate income profit of KASATI Joint Stock Company in 2025 is proposed to be distributed as follows:

Unit: Vietnam Dong

No.	Item	2025 Plan	2025 Actual	+/-	Notes
1	**Total after-tax profit**	**11,120,000,000**	**11,141,475,855**	**100.19%**	
2	Bonus and Welfare Fund	688,804,677	690,134,953	100.19%	Based on achieved NPAT ratio, equal to 2024 ratio
3	Development Investment Fund	3,336,643,643	3,356,789,222	100.60%	30.13% of NPAT
5	**Remaining profit after fund allocations**	**7,094,551,680**	**7,094,551,680**	**100.00%**	
6	**Charter capital**	**59,920,200,000**	**59,920,200,000**	**100.00%**	
7	Dividend payout ratio	11.84%	11.84%	100.00%	
8	Proposed dividend distribution	7,094,551,680	7,094,551,680	100.00%	

- Bonus and Welfare Fund allocation for 2025 = 688,804,677 VND × 10,141,475,855 VND / 11,120,000,000 VND = 690,134,953 VND.
- Development Investment Fund allocation: 11,141,475,855 × 30.12% = 3,356,789,222 VND (maintaining the planned dividend payout ratio, the remaining amount is allocated to the Development Investment Fund).
- Dividend payout ratio: After allocating to the funds, the entire remaining profit will be distributed in cash: 7,094,551,680 VND, equivalent to a dividend ratio of 11.84% and accounting for 63.67% of after-tax profit.

2. 2026 Profit Distribution Plan:

Unit: Vietnam Dong

No.	Item	2025 Actual	2026 Plan	+/-	Notes
1	**Total after-tax profit**	**11,141,475,855**	**12.555.000.000**	**112,69%**	
2	Bonus and Welfare Fund	690,134,953	778.000.000	112,73%	
3	Development Investment Fund	3,356,789,222	3.783.645.320	112,72%	30.14% LNST
5	**Remaining profit after fund allocations**	**7,094,551,680**	**7.993.354.680**	**112,67%**	
6	**Charter capital**	**59,920,200,000**	**59.920.200.000**	**100,00%**	
7	Dividend payout ratio	11.84%	**13,34%**	**112,67%**	
8	Proposed dividend distribution	7,094,551,680	7.993.354.680	112,67%	

- Bonus and Welfare Fund: 778.000.000 VND.
- Development Investment Fund: 3.783.645.320 VND (After paying dividends at the 12% rate, the entire remaining profit will be allocated to the Development Investment Fund).
- The entire retained profit is proposed to be distributed as dividends at an expected rate of 13.34%, equivalent to 112,67% compared to 2025.

Respectfully submitted.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0302826473 - C.T.C.P. CÔNG TY CỔ PHẦN KASATI THÀNH PHỐ HỒ CHÍ MINH

Lê Phước Hiền

KASATI JOINT STOCK COMPANY

---oOo---

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

---oOo---

Ho Chi Minh City, March 23, 2026

REPORT OF THE BOARD OF DIRECTORS

AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Dear Shareholders of KASATI Joint Stock Company

In fulfilling the duties and powers stipulated in the Company Charter and the Enterprise Law, the Board of Directors of KASATI Joint Stock Company hereby reports in detail on its governance activities and performance results for 2025 as follows:

1. General report on the activities of the Board of Directors in 2025

1.1. Assessment of the context and outstanding business results

2025 is considered a particularly significant year, marking a remarkable leap forward for KASATI in its business operations. Amidst the continued strong growth of the telecommunications market, especially the accelerated investment and deployment of 5G technology by major network operators, the Board of Directors promptly identified opportunities and formulated a suitable strategic direction.

With the decisive and flexible leadership of the Board of Directors and the effective management of the Executive Board, the Company has achieved extremely impressive business results. Revenue in 2025 reached VND 703,045 million, equivalent to 142.46% of the plan and a growth of 155.97% compared to 2024 – the highest growth rate in many years.

This result is primarily due to the successful implementation of major projects, especially the large-scale 5G project with a total value of over 314 billion VND. This is not only a significant source of revenue but also helps enhance KASATI's position and reputation in the market, creating an important foundation for development opportunities in the coming years.

1.2. Activities of the Board of Directors

In 2025, the Board of Directors fully fulfilled its role in providing strategic direction, oversight, and making important decisions, ensuring the Company's operations were stable, efficient, and compliant with legal regulations.

The Board of Directors consistently maintains a high level of unity and consensus in its leadership, while upholding the principle of democratic centralism in all its activities. Board members work with a high sense of responsibility, proactively researching, contributing ideas, and fully participating in all meetings.

During the year, the Board of Directors held 11 regular and extraordinary meetings to review, discuss, and approve important matters related to business strategy, investment plans, financial plans, as well as organizational and senior personnel matters. In addition, the Board of Directors regularly exchanged information through various communication channels and online meetings to ensure timeliness and flexibility in its leadership and management.

1.3. Details of Board of Directors Meetings and Resolutions in 2025

The Board of Directors' meetings in 2025 were conducted in accordance with regulations, with full participation from all members and ensuring transparency and efficiency. All items presented at the meetings were thoroughly discussed and unanimously approved with a 100% vote.

The resolutions focused on key issues such as: approving production and business plans, approving credit schemes with financial institutions, strengthening the leadership structure, appointing key personnel, as well as deciding on matters related to dividend policy and corporate governance.

STT	Meeting Day	Main content
01	27/02/2025	Through the Report on Business Performance in 2024 and the Business Plan for 2025.
02	06/03/2025	Through credit options (guarantees, loans, opening LCs) at MB Bank – SGD2.
03	24/04/2025	**Strengthening senior management personnel:**Changes to the Chairman of the Board of Directors, Vice Chairman, General Director, Deputy General Director, and Legal Representative.

04	06/05/2025	Continue approving credit plans and signing contracts at MB Bank – SGD2.
05	09/06/2025	Change and appointment of Company Secretary.
06	18/08/2025	Through the dividend payment plan for 2024.
07	19/08/2025	Approval of credit limit for 2025 at MB Bank – SGD2.
08	15/09/2025	Approval of credit limits for 2025 at TPBank.
09	07/11/2025	Approval of credit limits for 2025 at Vietcombank (VCB).
10	09/12/2025	Through a change in the company seal design.
11	22/12/2025	Approval of the 2026 credit plan at TPBank.

2. Results of the Board of Directors' oversight of the Executive Board

In 2025, the Board of Directors fully performed its supervisory function over the General Director and the Executive Board in accordance with the law and the Company's Charter. Supervision was implemented comprehensively, continuously, and with a focus on the following key areas:

- **Implementing the Resolution:**The Board of Directors closely monitors the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors, ensuring that the production and business plan objectives for 2025 are achieved on schedule and with high efficiency.
- **Investment management:**The Board of Directors directs the investment of assets to serve production and business activities in an efficient and economical manner, while closely monitoring the effective use of capital at affiliated companies.
- **Business restructuring:**The Board of Directors oversees the implementation of organizational restructuring, the improvement of internal regulations, and the enhancement of risk management capabilities, contributing to increased transparency and operational efficiency.
- **Coordinated control:**The Board of Directors maintains close coordination with the Supervisory Board in inspecting and monitoring the Company's operations, promptly detecting and preventing potential risks and errors.

Based on this, the Board of Directors assesses that the Executive Board has made outstanding efforts in management, especially in effectively controlling costs, with the payroll budget maintained at 97.55% of the plan, while revenue has grown strongly. This has significantly contributed to optimizing profits and increasing shareholder value.

3. Remuneration, allowances, and benefits for the Board of Directors

The payment of remuneration, allowances, and other benefits to the Board of Directors and the Supervisory Board in 2025 will be carried out in accordance with the Resolution of the General Meeting of Shareholders, ensuring transparency, fairness, and alignment with the Company's business performance.

The total amount of remuneration paid during the year was 3,137,238,000 VND, including:

- Board of Directors: 425,036,305 VND
- Supervisory Board: 150,463,695 VND
- Board of Directors: 2,561,738,000 VND

The dividend payment principle is based on a performance linked to after-tax profit. Since the after-tax profit for 2025 reached 100.19% of the plan, the actual payout amount is equivalent to 100% of the plan approved by the General Meeting of Shareholders. This demonstrates the strong connection between governance responsibility and shareholder interests.

The remuneration/allowances of each member of the Board of Directors, Supervisory Board, General Director, and other managers for the year 2025 are also specifically presented in the Company's audited financial statements for 2025.

4. Activities of independent board members and independent members' evaluation of the board's performance.

4.1 Activities of independent members of the Board of Directors

In 2025, the Company's Board of Directors will have 5 members, including 1 independent board member. The Company has complied with the conditions and number of independent board members as stipulated by law and the company's charter.

In 2025, independent members of the Board of Directors fully participated in meetings and contributed opinions on decisions/issues within the Board's authority, ensuring transparency, protecting the interests of the Company and shareholders, and monitoring compliance with legal regulations in the Company's governance activities.

4.2 Independent members' assessment of the Board of Directors' performance

- Regarding Board of Directors meetings and Board of Directors decisions

In 2025, the Board of Directors held 11 meetings in a hybrid format (in-person and online), soliciting opinions from Board members and issuing 11 resolutions/decisions within its authority. The Board of Directors promptly approved and issued decisions on key issues within its authority to regulate the Company's governance and business operations.

Board of Directors meetings were conducted in strict compliance with the Company's Charter and the Enterprise Law. The meeting agenda covered all important issues related to the Company's operations. Board members proactively discussed and thoroughly evaluated the issues to develop appropriate directions and solutions based on the actual situation. Minutes of the Board of Directors meetings were prepared with the signatures of all Board members and the meeting secretary, in accordance with legal regulations.

- Supervising the CEO and other members of the Board of Directors.

The Company's Board of Directors has effectively supervised and supported the General Director's operational work, coordinating closely with the General Director to make timely and correct decisions and policies, ensuring the Corporation's operations are stable, safe, and compliant with the law. The Board of Directors' oversight of the General Director's work has also been thorough and timely, ensuring the Company's operations stay on track.

- Regarding transactions with related parties

In 2025, the audited financial statements recorded numerous transactions with related parties. However, these transactions were not fully reflected in the governance report and no resolutions were passed in accordance with regulations. This could affect transparency and compliance with relevant corporate governance regulations.

5. Transactions between the Company and related parties

In 2025, to ensure the continuity and efficiency of its business operations, KASATI Joint Stock Company entered into several transactions with related parties. These transactions were all conducted based on actual needs, in compliance with market principles, directly serving the company's core business activities, and have been fully and truthfully reflected in the audited financial statements for 2025.

Regarding governance, the Board of Directors acknowledges the need to further improve and standardize internal procedures related to the approval and disclosure of information concerning these transactions. The goal is to ensure the highest level of consistency between operational implementation and new legal regulations on the governance of public companies.

Going forward, the Board of Directors is committed to strengthening supervision and closely reviewing the approval process in accordance with the Articles of Association and current laws. This aims not only to promptly meet business requirements but also to further enhance transparency and protect the interests of the Company and its shareholders to the fullest extent.

6. Orientation and Action Plan for 2026

Based on an assessment of the macroeconomic context, the development trends of the telecommunications industry, and especially the strong wave of investment in 5G technology, the Board of Directors has determined that 2026 will be a year of continued acceleration and breakthroughs, aiming for sustainable growth and enhanced competitiveness of the Company.

4.1. Planned business targets

- Revenue: 775,000 million VND (an increase of 10.23% compared to 2025)
- Net profit after tax: VND 12,300 million (an increase of 10.40% compared to 2025)
- Expected dividend: 12.00%

These targets were developed cautiously but still ensure feasibility and alignment with the company's growth potential.

4.2. Core Strategy

- **Infrastructure investment:**The company plans to invest approximately 4 billion VND to purchase measuring equipment for the deployment of 4G and 5G, and to upgrade the fire safety system in the building, in order to ensure safety and enhance technical capabilities.
- **Human Resources Policy:**The Board of Directors aims to increase the total salary budget to 28,000 million VND, targeting an average income of 22 million VND per person per month, thereby attracting and retaining high-quality human resources.
- **Financial management:**Continue to optimize and expand credit limits at banks such as MB, TPBank, and Vietcombank to meet the capital needs of large-scale projects, while ensuring a safe financial balance.

Dear Shareholders,

The Board of Directors is committed to continuing to play a strategic guiding role, improving governance quality, and ensuring transparent and efficient operations, in order to sustainably develop KASATI Joint Stock Company, increase enterprise value, and maximize benefits for shareholders.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval.

BOARD OF DIRECTORS

CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0302826473 - C.T.C.P - CÔNG TY CỔ PHẦN KASATI - THÀNH PHỐ HỒ CHÍ MINH

Lê Phước Hiền

KASATI JOINT STOCK COMPANY
SUPERVISORY BOARD
----oOo----

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
-----oOo-----

Number : 01/BC

Ho Chi Minh City, March 23, 2026

SUPERVISORY BOARD REPORT FOR 2025

To : - **THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**
- **KASATI JOINT STOCK COMPANY**

- *Pursuant to The Law on Enterprises No. 59/2020/QH14 (June 17, 2020) and its amendments;*
- *Pursuant to The Law on Securities No. 54/2019/QH14 (November 26, 2019) and its amendments;*
- *Pursuant to The Company Charter approved by the General Meeting of Shareholders on April 24, 2025;*
- *Pursuant to The Operating Regulations of the Supervisory Board;*
- *Pursuant to The audited financial statements for 2025 by VACO Auditing Co., Ltd.*

The Supervisory Board reports to the General Meeting of Shareholders on the inspection and supervision results for 2025 as follows:

PART I: ACTIVITIES OF THE SUPERVISORY BOARD IN 2025

1. Activities of the Supervisory Board

- In 2025, the Supervisory Board (SB) operated with 03/03 full-time members, including "01 Head and 02 members"; duties were assigned to each member; all activities complied with the Company's Charter and the SB's Operation Regulation.
- In 2025, 03 meetings were held with the following contents:

No.	Minutes No.	Date	Content	Approval Rate
01	01/2025/BB-BKS	04/03/2025	Review and evaluate 2024 financial statements; approve SB report 2024.	100%
02	02/2025/BB-BKS	25/08/2025	Review semi-annual financial statements and business results 2025.	100%
03	03/2025/BB-BKS	29/12/2025	Evaluate business performance across sectors, warn of risks, and propose management/governance solutions for a public company.	100%

2. Coordination between the Supervisory Board, the Board of Directors, and the Management Board

- The collaboration between the Supervisory Board, the Board of Directors, and the Executive Board was conducted transparently and in compliance with legal and corporate regulations to protect the interests of the Company and its shareholders.

- The Board of Directors and the Executive Board cooperated closely, facilitating the Supervisory Board's inspection and supervision activities by providing complete and timely information and documents and implementing the Supervisory Board's recommendations.

- The Supervisory Board worked closely with the Board of Directors and the Executive Board to monitor company operations, promptly addressing issues to improve efficiency and ensure compliance with legal and regulatory requirements.

- All company management entities, including the Board of Directors, the Supervisory Board, the Executive Board, and other key managers, maintained a cooperative relationship in governance and business operations.

- The Supervisory Board fully fulfilled its reporting obligations to shareholders in accordance with the Enterprise Law and the Company's Charter.

PART II: REPORT ON REMUNERATION OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

The 2025 compensation mechanism will be implemented strictly in accordance with the Shareholders' Meeting Resolution:

- Total remuneration for the Board of Directors and Supervisory Board approved if the after-tax profit plan is achieved: VND 575,000,000 .

- In the event that the actual after-tax profit exceeds the planned target, for every 1% increase in after-tax profit compared to the plan, the remuneration will be increased by a maximum of 2% compared to the planned level for 2024. However, the total remuneration for the Board of Directors and Supervisory Board shall not exceed 20% of the actual salary fund for 2024 of full-time management personnel in the Company (full-time members of the Board of Directors, General Director, Deputy General Director, Chief Accountant, Director, full-time members of the Supervisory Board) .

- If profits fall short of the plan, for every 1% decrease in after-tax profit, the remuneration will be reduced by 1%.

- In case of loss, no remuneration will be paid..

- Planned after-tax profit : VND 11,120,000,000
- Actual after-tax profit : VND 11,141,475,855
- Achievement rate : 100.19%
- According to the General Shareholders' Meeting resolution, the remuneration to be paid in 2025 is as follows: VND 575,000,000. Actual expenditure in 2025: VND 575,000,000, accounted for as expenses in the period.

In there:

No.	Full name	Position	This Year (VND)	Last Year (VND)
I	**Supervisory Board**			
1	Ho Thi Kim Oanh	Head of Supervisory Board	75,224,349	63,940,910
2	Tran Quang Minh Man	Member	37,619,673	31,963,951
3	Le Xuan Bach	Member	37,619,673	31,963,951
	General (SB)		**150,463,695**	**118,495,601**

PART III: RESULTS OF SUPERVISION OF MANAGEMENT AND OPERATIONS

1. Activities of the Board of Directors:

- The Board operated in accordance with its functions, closely following strategic directions and providing timely governance decisions in the context of significant revenue expansion.

- In 2025, the Board of Directors consisted of five members (one Chairman and four members)..

- In 2025, the Board of Directors held eleven meetings to implement the resolutions of the General Meeting of Shareholders.

2. Activities of the Board of Management

- *Operational efficiency* : The Management made strong efforts to increase revenue, achieving breakthrough growth. In performing their duties, the Executive Management demonstrated a high sense of responsibility.

- *Human resources and salary* : Salaries were paid on time. All social insurance obligations were fully implemented. No labor disputes or salary arrears occurred during the year.

PART IV: ANALYSIS OF FINANCIAL INDICATORS 2025:

The audited performance of the Company's 2025 business plan is summarized as follows:

TT	Indicator	Unit	2024 Actual	2025 Plan	2025 Actual	2025 Actual / 2025 Plan	2025 Actual / 2024 Actual
1	Revenue	Million VND	450,755	493,510	703,045	142.46%	155.97%
2	Profit before tax	Million VND	13,006	13,900	14,404	103.63%	110.75%
3	Profit after tax	Million VND	10,338	11,120	11,141	100.19%	107.77%
4	Charter capital	Million VND	59,920	59,920	59,920	100.00%	100.00 %
5	Shareholders' equity	Million VND	67,368	67,368	67,665	100.44%	100.44%
6	Profit after tax / Shareholders' equity	%	15.35%	16.51%	15.81%	95.76%	102.99%
7	Profit after tax / Charter capital	%	17.25%	18.56%	18.59%	100.16%	107.77%
8	Bonus and welfare fund	Million VND	640	688	690	100.29%	107.81%
9	Development investment fund	Million VND	3,100	3,336	3,355	100.57%	108.26%
10	Dividends	%	10.94 %	11.84%	11.84%	100 %	108.23 %
11	Payroll fund	Million VND	22,563	25,000	25,814	103.26%	114.41%
12	Fixed asset investment	Million VND	-	3,600	1,622	45.1%	

1. Assessment of 2025 Business Performance:

- 2025 marked a significant expansion in scale for KASATI. Net revenue reached VND 703,045 million, a 56% increase compared to VND 450,755 million in 2024. This record growth reaffirmed KASATI's position with major partners.

- Profit before tax reached VND 14,404 million, exceeding the plan by 3.63% and increasing 10.75% compared to 2024. After-tax profit reached VND 11,141 million, up 7.77% year-on-year

- Funds were appropriated in accordance with the 2025 AGM Resolution.

- Earnings per share (EPS) increased from VND 1,618 in 2024 to VND 1,744 in 2025 (107.78%). Book value per share as of December 31, 2025 was VND 13,620, compared to VND 12,968 in 2024 (105.03%).

2. Investment Activities:

- In 2025, the total investment value initially approved by the General Shareholders' Meeting was VND 3,600 million to support production and business activities. The company invested in purchasing one new car worth VND 1,622 million.
- Associate Company – KASACO Joint Stock Company:

Kasaco	Plan 2025	2025 Actual	2024 Actual	% vs Plan	% vs 2024
Revenue	200,000	234,298	208,667	117.15%	112.28%
Profit before tax	2,000	987	588	49.35%	167.86%
Profit after tax	1,600	737	436	46.06%	169.04%

- As of December 31, 2025, KASATI contributed VND 4.9 billion, representing 49% ownership.
- Revenue reached VND 234.3 billion (117.15% of plan; 112.28% compared to 2024).
- After-tax profit reached VND 737 million (46.06% of plan; 169.04% compared to 2024).
- In 2024, the Company did not receive any dividends from KASACO.

3. Assessment of Related Party Transactions

- During the year, the Company entered into transactions with related parties, including Vietnam Posts and Telecommunications Group (VNPT) – a capital-contributing shareholder, as well as its affiliated units and subsidiaries such as telecommunications centers, technical service companies, and telecommunications equipment design and manufacturing companies. In addition, transactions also involved associated companies, capital-contributing entities, and other related organizations.

- These relationships mainly arose from business cooperation activities, service provision, investment, and management. All related party transactions were conducted in compliance with applicable regulations and on appropriate terms, ensuring transparency and fairness in the Company's financial operations.

4. Results of Supervision of the Company's Financial Operations in 2025::

- **Preparation and audit of the Company's financial statements:**

- The 2025 financial statements were prepared in accordance with Vietnamese Accounting Standards and the current Vietnamese accounting regime.

- The semi-annual and annual financial statements were reviewed and audited by VACO Auditing Company Limited – Ho Chi Minh City Branch, an audit firm approved by the State Securities Commission to audit listed companies.

- The 2025 annual financial statements fairly presented, in all material respects, the Company's financial position as of December 31, 2025, as well as its business results and cash flows for the year then ended, in compliance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations governing financial statement presentation.

- **Financial analysis indicators**

Indicator	*Unit*	*2025*	*2024*	*2025/2024 (%)*
*1. **Asset Structure***				
- Long-term assets / Total assets	%	2.65	3.86	68.6%
- Short-term assets / Total assets	%	97.35	96.14	101.3%
*2. **Capital Structure***				
- Liabilities / Total capital	%	77.31	64.26	120%
- Equity / Total capital	%	22.69	35.74	63.5%
*3. **Liquidity Ratios***				
- Quick ratio	times	1.24	1.42	87.5%
- Current ratio	Times	1.26	1.5	84.2%
*4. **Profitability Ratios***				
- Earnings per share (EPS)	VND	1,744	1,643	106.2%
- Return on assets (ROA)	%	3.10	4.76	65.1%
- Return on equity (ROE)	%	13.65	13.30	102.6%
- Return on sales (ROS)	%	1.58	2.29	69.1%

As of December 31, 2025:

- Total shareholders' equity (including undistributed earnings): VND 81,609 million (105.02% compared to 2024). Charter capital: VND 59,920.2 million
- Total assets: VND 359,626 million (165.42% compared to 2024)..
- Short-term assets accounted for 97.35% of total assets.
- Return on equity increased by 102.6% compared to 2024.

PART V: OPINION OF THE SUPERVISORY BOARD

To ensure effective business operations in 2026 and beyond, the Supervisory Board proposes:

- Capital structure imbalance: Charter capital remains relatively small compared to the Company's operational scale, limiting its ability to bid for large projects. The Company should consider increasing equity capital to improve financial safety ratios and build a stronger foundation for larger-scale projects.
- Financial cost optimization: Closely manage borrowings and maximize preferential interest rates to minimize rising interest expenses..

In 2025, the Supervisory Board did not receive any complaints from shareholders regarding misconduct by the Board of Directors, Supervisory Board, Executive Management, or Company managers.

Above This is the complete report on the activities of the Supervisory Board for the year 2025, submitted to the General Meeting of Shareholders for consideration and approval.

We wish the Congress great success.

TM. ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD

HO THI KIM OANH

Recipient:

- Board of Directors;
- Members of the Supervisory Board;
- Save.

KASATI JOINT STOCK COMPANY
---oOo---

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
---oOo---

Ho Chi Minh City, March 23, 2026

PROPOSAL

Re: Selection of the Audit Firm for the 2026 Financial Statements

Dear: **GENERAL MEETING OF SHAREHOLDERS OF KASATI JOINT STOCK COMPANY**

- Pursuant to The Law on Enterprises No. 59/2020/QH14 (June 17, 2020) and its amendments;
- Pursuant to The Law on Securities No. 54/2019/QH14 (November 26, 2019) and its amendments;
- Pursuant to The Company Charter approved by the General Meeting of Shareholders on April 24, 2025
- Pursuant to the list of audit firms approved to audit issuers, listed organizations, and securities business organizations in 2026 as announced by the State Securities Commission of Vietnam (SSC).

To ensure an objective and compliant audit of the financial statements, the Supervisory Board nominates the following independent audit firms, which have been approved by the SSC for 2026:

1. VACO Auditing Company Limited - Ho Chi Minh City Branch
2. A&C Auditing and Consulting Company Limited (A&C)
3. International Auditing Company Limited (ICPA)

If the above three audit firms do not meet KASATI JSC's requirements regarding time, fees, etc., it is proposed that the Company be allowed to select another audit firm that has been approved by the SSC in 2026.

The Supervisory Board submits this proposal to the General Meeting of Shareholders, requesting authorization for the Board of Directors to select a competent and reputable audit firm to conduct the audit of the Company's 2026 financial statements.

Respectfully submitted.

ON BEHALF OF THE SUPERVISORY BOARD

Head of The Board

HO THI KIM OANH

KASATI JOINT STOCK COMPANY
---oOo---

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
---oOo---

Ho Chi Minh City, April 16, 2026

PROPOSAL

Re: Remuneration for the Board of Directors (BOD), Supervisory Board (SB), and Performance-Based Bonuses

To: **GENERAL ASSEMBLY OF SHAREHOLDERS OF KASATI JOINT STOCK COMPANY**

- Pursuant to The Law on Enterprises No. 59/2020/QH14 (June 17, 2020) and its amendments;
- Pursuant to The Law on Securities No. 54/2019/QH14 (November 26, 2019) and its amendments;
- Pursuant to The Company Charter approved by the General Meeting of Shareholders on April 24, 2025;
- Based on the business performance results for 2025 and the business plan for 2026.

The Board of Directors (BOD) reports to the General Assembly of Shareholders on the remuneration for the BOD and Supervisory Board (SB) for 2025 and the proposed remuneration and performance-based bonuses for 2026 as follows:

1. Remuneration for the BOD and SB in 2025:

The remuneration for the BOD and SB of the Company in 2025, as per the resolution of the 2025 Annual General Meeting of Shareholders, is as follows:

- The total approved remuneration for the BOD & SB, provided that the after-tax profit target is met, is 575,000,000 VND. If the actual after-tax profit exceeds the planned target, for every 1% increase beyond the target, the remuneration may increase by up to 2%, but the total remuneration for the BOD and SB must not exceed 20% of the actual payroll budget for 2025 for full-time management personnel (including full-time BOD members, the General Director, Deputy General Directors, Chief Accountant, Directors, and full-time SB members). If the company incurs a loss, no remuneration will be paid. If the actual profit is lower than planned, the remuneration will decrease by 1% for every 1% decrease in after-tax profit.
- Actual after-tax profit for 2025: 11,141,475,855 VND, reaching 100.19% of the planned target (11,120,000,000 VND).
- According to the resolution of the General Meeting of Shareholders, the calculated remuneration for 2025: 575,000,000 VND.
- Actual amount disbursed in 2025: 575,000,000 VND

2. Proposed Remuneration for the BOD and SB in 2026:

The proposed remuneration for 2026 is calculated based on the ratio of the planned after-tax profit for 2026 to the actual after-tax profit for 2025: 575,000,000 x 12,555,000,000/ 11,141,475,855 = 648,000,000 VND.

3. **Performance-Based Bonus for 2026:**

- If the actual after-tax profit exceeds the planned target, for every 1% increase in after-tax profit beyond the target, the remuneration may increase by up to 2% of the planned remuneration for 2026. However, the total remuneration for the BOD and SB must not exceed 30% of the actual payroll budget for 2026 for full-time management personnel.
- If the actual after-tax profit is lower than the planned target, the remuneration will decrease by 1% for every 1% decrease in after-tax profit.
- If the company incurs a loss, no remuneration will be paid.

Respectfully submitted.

Chairman of the Board

M.S.D.N: 0302826473 - C.T.C.P
CÔNG TY CỔ PHẦN KASATI
THÀNH PHỐ HỒ CHÍ MINH

Lê Phước Hiền

KASATI JOINT STOCK COMPANY

---oOo---

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

---oOAo---

Ho Chi Minh City, March 23, 2026

REPORT

Subject: Amendments and additions to the Company Charter, the Board of Directors' Operating Regulations, the Internal Regulations on Corporate Governance, and the Supervisory Board Regulations.

Dear: **GENERAL MEETING OF SHAREHOLDERS OF KASATI JOINT STOCK COMPANY**

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and related amending and supplementing legal documents;
- Based on the Articles of Association of KASATI Joint Stock Company, which were approved by the General Meeting of Shareholders on April 24, 2025.

The Board of Directors of KASATI Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the amendments and additions to the Company Charter, the Regulations on the Operation of the Board of Directors, the Internal Regulations on Corporate Governance, and the Regulations on the Supervisory Board of the Company, with detailed contents in the attached Appendix.

The Company's Board of Directors respectfully submits this proposal to the Annual General Meeting of Shareholders in 2026 for consideration and approval.

Best regards.

BOARD OF DIRECTORS

CHAIRPERSON

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

---oOo---

DRAFT

Ho Chi Minh City, [date] month 2026

REGULATIONS

NOMINATION, APPOINTMENT, AND ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE SUPERVISORY BOARD FOR THE TERM 2026 – 2031

AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

KASATI JOINT STOCK COMPANY

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, effective from January 1, 2021 (Enterprise Law);
- Based on the Charter of Organization and Operation of Kasati Joint Stock Company, which was approved by the General Meeting of Shareholders on April 26, 2018.

CHAPTER I

GENERAL REGULATIONS

ARTICLE 1. Purpose, scope of regulation, and subjects of application.

1. These regulations shall be used for the nomination, candidacy, and election of members of the Board of Directors (hereinafter abbreviated as BOD) and the Supervisory Board (hereinafter abbreviated as SBO) of Kasati Joint Stock Company for the term 2026–2031 at the Annual General Meeting of Shareholders in 2026 (hereinafter abbreviated as GMO), in compliance with current legal regulations;
2. Applicable to: All shareholders owning shares of Kasati Joint Stock Company or those duly authorized to attend.

ARTICLE 2: Rights and obligations of shareholders and authorized representatives attending the Annual General Meeting of Shareholders of Kasati Joint Stock Company in 2026

1. Each shareholder or authorized representative attending the General Meeting will receive one ballot for the Board of Directors and one ballot for the Supervisory Board. The ballot will clearly state the number of shares held by the shareholder or authorized representative and the corresponding number of ballots to be used for voting.

2. Shareholders must comply with the conditions and procedures stipulated in these Regulations and the instructions of the Election Committee and the Chairman of the General Meeting.

CHAPTER II

REGULATIONS ON NOMINATION AND CANDIDATES FOR MEMBERS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD FOR THE TERM 2026–2031

ARTICLE 3: Nomination and candidacy for Board of Directors members

1. The number of Board of Directors members elected at the General Meeting of Shareholders is 05 (five) members; the term of office of a Board of Directors member is 05 (five) years, and can be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms.

2. Standards and conditions for Board of Directors members: Board of Directors members must meet the standards for membership as stipulated in Article 155 of the 2020 Enterprise Law and these Regulations, specifically as follows:

- Not subject to the provisions of Clause 2, Article 17 of the 2020 Enterprise Law. Specifically:

  - The Officials, civil servants, and public employees as defined by the Law on Officials and Civil Servants and the Law on Public Employees;
  - The Officers, non-commissioned officers, professional soldiers, workers, and defense officials in agencies and units of the Vietnam People's Army; officers, professional non-commissioned officers, and police workers in agencies and units of the Vietnam People's Public Security, excluding those appointed as authorized representatives to manage the State's capital contribution in enterprises or to manage state-owned enterprises;
  - The professional leaders and managers in state-owned enterprises as stipulated in point a, clause 1, Article 88 of the 2020 Enterprise Law, excluding those appointed as authorized representatives to manage the State's capital contribution in other enterprises;
  - The Minors; persons with limited legal capacity; persons who have lost their legal capacity; persons with difficulties in understanding and controlling their behavior; organizations without legal personality;
  - The individuals who are under criminal investigation, detained, serving a prison sentence, undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, or prohibited by a court from holding office, practicing a profession, or engaging in certain work; and other cases as stipulated in the Bankruptcy Law and the Law on Prevention and Combat of Corruption.

– They must possess professional qualifications and experience in business administration or in the company's field, industry, or profession, and are not necessarily shareholders of the company, unless otherwise stipulated in the company's charter.

– A member of a company's board of directors may also be a member of the board of directors of another company.

– For state-owned enterprises as stipulated in point b, clause 1, Article 88 of the 2020 Enterprise Law, and subsidiaries of state-owned enterprises as stipulated in clause 1, Article 88 of the 2020 Enterprise Law, members of the Board of Directors shall not be related to the Director, General Director, or other managers of the company or to the managers or persons authorized to appoint managers of the parent company.

3. Nomination and candidacy for Board of Directors members

- Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter. Specifically: Shareholders or groups of shareholders holding from 5% to less than 10% of the total number of voting shares are entitled to nominate one (01) candidate; from 10% to less than 30% are entitled to nominate a maximum of two (02) candidates; from 30% to less than 40% are entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% are entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% are entitled to nominate a maximum of five (05) candidates; from 60% to less than 70% are entitled to nominate a maximum of six (06) candidates; from 70% to less than 80% are entitled to nominate a maximum of seven (07) candidates; and 80% or more are nominated up to eight (08) candidates.

ARTICLE 4: Nomination and candidacy for members of the Supervisory Board

1. The number of Supervisory Board members elected at the General Meeting of Shareholders is 03 (three) members; the term of office of the Supervisor is 05 (five) years, and they can be re-elected for an unlimited number of terms.
2. Members of the Supervisory Board must meet the criteria for membership as stipulated in Article 169 of the 2020 Enterprise Law and in this Regulation, specifically as follows:
   - Not subject to the provisions of Clause 2, Article 17 of the 2020 Enterprise Law;
   - Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business operations of the enterprise;
   - Not working in the company's accounting or finance department;
   - Not a member or employee of the independent auditing firm that audited the company's financial statements for the three consecutive years before the audit.

- Not a family member of a member of the Board of Directors, Director, General Manager, or other manager;
- Not necessarily a company manager; not necessarily a shareholder or employee of the company, unless otherwise stipulated in the company's charter;
- Other standards and conditions as prescribed by relevant laws and the company's charter;
- As stipulated in point b, clause 1, Article 88 of the 2020 Enterprise Law, auditors of public companies and state-owned enterprises are not allowed to be family members of the company's business managers or the parent company, or representatives of the enterprise's capital, or representatives of state capital in the parent company and in the company.

3. Nomination and candidacy for Supervisory Board members

- Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to nominate candidates for the Supervisory Board in accordance with the Law on Enterprises and the company's charter. Specifically: Shareholders or groups of shareholders holding from 5% to less than 10% of the total number of voting shares are entitled to nominate one (01) candidate; from 10% to less than 30% are entitled to nominate a maximum of two (02) candidates; from 30% to less than 40% are entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% are entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% are entitled to nominate a maximum of five (05) candidates; from 60% to less than 70% are entitled to nominate a maximum of six (06) candidates; from 70% to less than 80% are entitled to nominate a maximum of seven (07) candidates; and 80% or more are nominate up to eight (08) candidates.

ARTICLE 5: Documents and deadlines for submitting applications and nominations for election to the Board of Directors and Supervisory Board.

1. The documents required for candidacy and nomination for election to the Board of Directors and Supervisory Board include:
   - Application or nomination form for participation in the Board of Directors or Supervisory Board (01 original copy, according to the template); Minutes of the shareholder group meeting;
   - Candidate's self-written resume (1 original copy, following the template);
   - Valid copies of ID card/Passport, Household registration certificate (or long-term temporary residence registration certificate);
   - Certified copies of diplomas, certificates, and other documents certifying educational and professional qualifications;
   - Documents proving that the candidate meets all the conditions and standards according to the regulations and laws (01 original or certified copy).
2. Deadline for submitting applications and nominations for election to the Board of Directors and Supervisory Board:

- Nomination and candidacy applications may be submitted in person or sent by registered mail, provided that the General Meeting Organizing Committee receives them at least two working days before the meeting. Applications should be sent to:
- The Organizing Committee of the 2026 Annual General Meeting of Shareholders of Kasati Joint Stock Company
- , the Address: 270A Ly Thuong Kiet Street, Dien Hong Ward, Ho Chi Minh City.
- The Phone: 028.38655343; Fax: 028.38652487
- For nominations/candidates at the General Meeting, the nominating shareholder or group of shareholders must immediately provide the nomination/candidate documents to the Chairman of the General Meeting for consideration.

3. Only nomination or candidacy dossiers that meet the nomination and candidacy requirements, and candidates who meet the corresponding requirements for members of the Board of Directors and members of the Supervisory Board, will be included in the list of candidates announced at the General Meeting.

CHAPTER III

ELECTIONS FOR THE BOARD OF DIRECTORS AND SUPERVISORY BOARD FOR THE TERM 2026-2031

ARTICLE 6: Election method

1. The election of members of the Board of Directors and members of the Supervisory Board is conducted by secret ballot using the cumulative voting method;
2. Each shareholder has a total number of votes corresponding to the total number of voting shares (including owned and delegated shares) multiplied by the number of elected members of the Board of Directors and Supervisory Board;
3. Shareholders may use a portion or all of their total votes for a single candidate;
4. The total number of votes cast by a shareholder for any of its candidates may not exceed the total number of votes that shareholder is entitled to cast.

ARTICLE 7: Ballots and how to fill them out

1. **Ballot**

- The ballot papers are issued by the General Meeting of Shareholders Organizing Committee. Each ballot clearly lists the candidates in alphabetical order, bears the company's seal, and includes the shareholder code, the total number of shares owned/represented, and the total number of voting rights.
- Each delegate attending the General Meeting, after verifying shareholder eligibility, will be given 02 (two) ballots by the Organizing Committee: one (01) ballot for the Board of Directors and one (01) ballot for the Supervisory Board. Delegates are responsible for checking the information on the ballot; if there are any errors, they must immediately report them to the Organizing Committee.

2. How to fill out the ballot

Each delegate is given two (02) ballots. Instructions on how to fill out the ballot are as follows:

- Delegates elect a maximum number of candidates equal to the number of candidates to be elected;
- Delegates may cast all their votes for one candidate or cast equal/unequal votes for multiple candidates. Delegates should clearly indicate the number of votes cast in the "Number of votes" box for each candidate.
- If a shareholder/authorized representative does not vote for a candidate, they should enter "0" or cross out the "Number of votes" column.

Note:

- In case of an error in recording the information, shareholders can request the Organizing Committee to replace the ballot with another one.

3. Validity and invalidity of ballots

A ballot is valid if it meets the following conditions:

- The ballot papers, printed and distributed by the Organizing Committee, must bear the company's seal, be free from erasures or alterations, and not contain any additional content beyond what is permitted on the ballot; the full name of the attending delegate must be clearly stated.
- The ballots for the candidates on the list have been approved by the General Meeting of Shareholders.
- The total number of votes is less than or equal to the total number of votes allowed for that shareholder (calculated by multiplying the number of shares by the number of members to be elected).

An invalid ballot is a ballot that:

- Ballots that do not conform to the pre-printed form issued by the Organizing Committee, bearing the company's seal, or containing any erasures, alterations, or additions beyond what is permitted on the ballot, are not properly formatted.
- Add any other information to the ballot.
- Write the information on the ballot using a pencil;
- The number of candidates elected by the delegates was greater than the number of candidates needed to be elected.
- The ballots show that the total number of votes cast for the candidates exceeds the total number of votes allowed for delegates.
- The ballots must be submitted after the ballot counting committee has opened the sealed ballot box.
- The ballot did not indicate the number of votes cast for any particular candidate;
- This form is for violations of the regulations in this statute.

ARTICLE 8. Voting and counting

1. Voting begins when announced by the Chairman or Head of the Election Committee and ends when the last shareholder casts their vote into the ballot box.

2. The election committee conducted an inspection of the ballot boxes in the presence of the shareholders.

3. Shareholders only cast their votes into ballot boxes that have been sealed and supervised by the Election Committee.

4. The vote counting must be conducted by the Election Committee at the Congress venue immediately after the voting ends. Before opening the ballot box, the Election Committee must count, record, and seal the unused ballots. The Vote Counting Committee is not allowed to cross out or make corrections on the ballots.

ARTICLE 9: Principles for determining election results

1. For Board of Directors members: The elected members of the Board of Directors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members as voted on by the General Meeting of Shareholders is reached;
2. For the Supervisory Board members: The elected Supervisory Board members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members as voted on by the General Meeting of Shareholders is reached.
3. If two or more candidates receive the same number of votes for the final member of the Board of Directors or Supervisory Board, the candidate who owns or represents more shares will be selected. If the number of shares owned or represented is also equal, or if all of those candidates are not shareholders of the company, a re-election will be held among the candidates with an equal number of votes to select the winner.

ARTICLE 10: Prepare and publish the vote count report.

1. After counting the votes, the Election Committee must prepare a Vote Counting Report.
2. The vote counting record must include the following key information:

a) Time and place for drawing up the vote-counting minutes;

b) Composition of the Election Committee;

c) Purpose and content of the vote;

d) The total number of shareholders present and their authorized representatives at the General Meeting; the total number of votes cast, distinguishing between valid and invalid votes, along with an appendix listing the shareholders who participated in the election;

e) Election results;

f) Signature of the Election Committee Member.

3. The full text of the vote count report must be published by the Election Committee before the Congress and recorded in the Congress's Resolution.

ARTICLE 11: Complaint resolution

1. Any questions or complaints regarding the election process (if any) will be addressed by the Chairperson of the General Meeting of Shareholders.
2. Each shareholder has the right to question the general meeting on matters related to the election process if they believe there are signs of violations of the Enterprise Law and the company's charter.

CHAPTER IV
ENFORCEMENT CLAUSES

ARTICLE 12: Effective date

This regulation, comprising 4 chapters and 12 articles, was approved by the General Meeting of Shareholders of Kasati Joint Stock Company on April 17, 2026, and takes effect from the date of approval.

TM. GENERAL MEETING OF SHAREHOLDERS
PRESIDE

APPENDIX

GUIDELINES FOR CLUSTERED VOTING

Suppose the General Meeting of Shareholders elects 5 members of the Board of Directors from a total of 6 candidates. Shareholder Nguyen Van A holds (*including ownership and authorization.*) 100,000 shares. Then the total number of votes shareholder Nguyen Van A is entitled to vote is:**(100,000 x 5) = 500,000 voting rights.**

Shareholder Nguyen Van A can cast cumulative votes using the following method:

1. Allocate all 500,000 of your voting rights to one candidate for a position on the Board of Directors.
2. Divide 500,000 voting rights equally among 5 candidates for the Board of Directors.*This is equivalent to each candidate receiving 100,000 voting rights from shareholder Nguyen Van A.*).
3. Shareholder Nguyen Van A can allocate his 500,000 voting rights to several candidates for the Board of Directors by dividing the 500,000 voting rights among each candidate. He can distribute his 500,000 voting rights to five candidates in different proportions, but the total number of voting rights allocated to those candidates cannot exceed 500,000.

Shareholder Nguyen Van A's ballot will be invalid in the following cases:

- The form is not in the format prescribed by the Company and does not bear the Company's seal.
- The total number of votes cast by shareholder Nguyen Van A for those candidates exceeded 500,000.
- The number of shareholder candidates nominated by Nguyen Van A exceeded 5.

If shareholder Nguyen Van A's ballot does not vote for anyone, it will be considered a blank ballot.

The election of Supervisory Board members is conducted in a similar manner to the election of Board of Directors members.