

No. 63 /BCQT-POSTEF

Hanoi, January, 28, 2026

**REPORT ON CORPORATE GOVERNANCE STATUS**  
(year 2025)

Dear: - State Securities Commission  
- Hanoi Stock Exchange

- Public company name : **POST AND TELECOMMUNICATION EQUIPMENT JOINT STOCK COMPANY**  
- Head office address : No. 61 Tran Phu Street, Ba Dinh ward, Hanoi  
- Telephone : (024) 38455946 - (024) 37338404 Fax: (024) 38234128  
- Charter capital : 194,300.060.000 VND  
- Stock code : POT  
- Corporate governance model : General Meeting of Shareholders, Board of Management, Board of Supervisors, Board of General Directors  
- Regarding the implementation of the internal audit function: Not yet implemented

**I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:**

Information on Meetings, Resolutions, and Decisions of the General Meeting of Shareholders (including Resolutions approved in the form of written consultation):

No.	Resolution Number	Date	Content
1	No. 58 /NQ-ĐHĐCĐ TN 2025	14/04/2025	Annual General Meeting of Shareholders 2025
2	No. 72 /NQ-ĐHĐCĐ BT 2025	06/06/2025	Extraordinary General Meeting of Shareholders 2025

**II. BOARD OF DIRECTORS:**

1. Information on Members of the Board of Directors (prior to the 2025 Extraordinary General Meeting of Shareholders):

No.	Member	Position	Start/End Date of Membership on the Board of Directors/Independent Board of Directors	
			Appointment Date	Dismissal Date
1	Tran Hai Van	Chairman of the Board	30/05/2020	
2	Luong Tuan Phuong	Non-Executive Board Member	30/05/2020	

3	Nguyen Huyen Son	Board Member	30/05/2020	
4	Nguyen Thi Bich Hong	Non-Executive Board Member	30/05/2020	
5	Le Huy Dong	Non-Executive Board Member	30/05/2020	
6	Nguyen Tien Hung	Board Member	30/05/2020	
7	Pham Canh Huy	Independent Board Member	06/03/2021	

2. **Information on Members of the Board of Directors (after the 2025 Extraordinary General Meeting of Shareholders):**

No.	Member	Position	Start/End Date of Membership on the Board of Directors/Independent Board of Directors	
			Appointment Date	Dismissal Date
1	Tran Hai Van	Chairman of the Board	06/06/2025	
2	Ha Thanh Hai	Non-Executive Board Member	06/06/2025	
3	Nguyen Thi Kim Cuong	Non-Executive Board Member	06/06/2025	
4	Nguyen Tien Hung	Board Member	06/06/2025	
5	Nguyen Hong Tien	Board Member	06/06/2025	
6	Duong Trung Loi	Non-Executive Board Member	06/06/2025	
7	Pham Canh Huy	Independent Board Member	06/06/2025	
	Luong Tuan Phuong	Non-Executive Board Member	30/05/2020	06/06/2025
	Le Huy Dong	Non-Executive Board Member	30/05/2020	06/06/2025

3. **Board of Directors Meetings (before the 2025 Extraordinary General Meeting of Shareholders):**



No.	Member	Position	Total number of meetings	In which		Number of Meetings Attended	Attendance Rate	Reason for Non-Attendance
				In-Person Meetings	Written Consultation			
1	Tran Hai Van	Chairman of the Board	5	1	4	5	100%	
2	Luong Tuan Phuong	Board Member	5	1	4	5	100%	
3	Nguyen Huyen Son	Board Member	5	1	4	5	100%	
4	Nguyen Thi Bich Hong	Board Member	5	1	4	5	100%	
5	Le Huy Dong	Board Member	5	1	4	5	100%	
6	Nguyen Tien Hung	Board Member	5	1	4	5	100%	
7	Pham Canh Huy	Board Member	5	1	4	5	100%	

**4. Meetings of the Board of Directors (after the 2025 Extraordinary General Meeting of Shareholders):**

No.	Member	Position	Number of Meetings	In which		Number of Meetings Attended	Attendance Rate	Reason for Non-Attendance
				In-Person Meetings	Written Consultation			
1	Tran Hai Van	Chairman of the Board	12	9	3	12	100%	
2	Ha Thanh Hai	Board Member	12	9	3	12	100%	
3	Nguyen Tien Hung	Board Member	12	9	3	12	100%	
4	Nguyen Thi Kim Cuong	Board Member	12	9	3	12	100%	

5	Pham Canh Huy	Board Member	12	9	3	12	100%	
6	Duong Trung Loi	Board Member	12	9	3	12	100%	
7	Nguyen Hong Tien	Board Member	12	9	3	12	100%	

5. Supervision Activities of the Board of Directors over the Executive Board: Regular and periodic supervision and discussions on all aspects of the Company's operations; Strengthening the monitoring of liability recovery, capital turnover, and cash flow.

6. Activities of Sub-committees under the Board of Directors: None

7. Resolutions/Decisions of the Board of Directors (year 2025 Report):

No.	Number of Resolutions/Decisions	Date	Content	Approval Rate
1	BB No. 23/BB-HĐQT	20/01/2025	Appointment of a replacement representative for Postef at PDE Company (100% Postef-owned subsidiary).	100%
2	BB No. 31/BB-HĐQT	05/02/2025	Schedule of Annual General Meeting of Shareholders 2025	100%
3	BB No. 108/BB-HĐQT	04/04/2025	Approval of the contents presented at the 2025 Annual General Meeting of Shareholders	100%
4	BB No. 116/BB-HĐQT	15/04/2025	Schedule of Extraordinary General Meeting of Shareholders 2025	100%
5	BB No. 153/BB-HĐQT	09/05/2025	Approval of the personnel candidates for the Board of Directors and Supervisory Board for the new term	100%
6	BB No. 203/BB-HĐQT	06/06/2025	Approval of the election of the Chairman of the Board of Directors, appointment of the General Director for a new term	100%
7	BB No. 229/BB-HĐQT	26/06/2025	Approval of the record date for the shareholder list to distribute 2024 dividends in cash.	100%
8	BB No. 265/BB-HĐQT	25/07/2025	Approval of the mid-year operational report for the first half of 2025	100%
9	BB No. 266/BB-HĐQT	25/07/2025	Approval of the periodic credit limit at Vietnam Prosperity Commercial Joint Stock Bank (VPB)	100
10	BB No. 267/BB-HĐQT	25/07/2025	Approval of the periodic credit limit at Bangkok Public Bank Limited – Hanoi Branch for 2025	100%
11	BB No. 268/BB-HĐQT	25/07/2025	Approval of the periodic credit limit at Vietnam Joint Stock Commercial Bank for Industry and Trade – Ba Đình Branch for 2025.	100%



12	BB No. 269/BB-HĐQT	25/07/2025	Reclaiming 1,555 square meters of land at 61 Tran Phu Street, Ba Dinh, Hanoi.	100%
13	BB No. 451/BB-HĐQT	05/11/2025	Appointing a Deputy General Director and extending the term of the Chief Accountant.	100%
14	BB No. 452/BB-HĐQT	05/11/2025	Approval of credit limit at Military Commercial Joint Stock Bank – Điện Biên Phủ Branch for 2025.	100%
15	BB No. 569/BB-HĐQT	30/12/2025	Approval of the Q4 2025 operational report and the projected results for 2025	100%
16	BB No. 570/BB-HĐQT	30/12/2025	Policy on transferring ownership of office buildings and land in Ho Chi Minh City and Da Nang City	100%
17	BB No. 571/BB-HĐQT	30/12/2025	Reappointing the Deputy General Director of the company	100%

### III. BOARD OF SUPERVISORS:

#### 1. Information on Members of the Board of Supervisors (prior to the 2025 Extraordinary General Meeting of Shareholders):

No.	Member	Position	Start/End Date of Membership on the Board of Supervisors	
			Appointment Date	Dismissal Date
1	Tran Thi Hoa	Head of the Board	30/05/2020	
2	Vu Hoang Cong	Board Member	30/05/2020	
3	Vuong Toan Dung	Board Member	22/03/2024	

#### 2. Information on Members of the Board of Supervisors (after the 2025 Extraordinary General Meeting of Shareholders):

No.	Member	Position	Start/End Date of Membership on the Board of Supervisors	
			Appointment Date	Dismissal Date
1	Tran Thi Hoa	Head of the Board	06/06/2025	
2	Nguyen Van Tan	Board Member	06/06/2025	
3	Vuong Toan Dung	Board Member	06/06/2025	

	Vu Hoang Cong	Board Member	30/05/2020	06/06/2025
--	---------------	--------------	------------	------------

**3. Meetings of the Board of Supervisors:**

No.	Member	Number of Meetings	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Non-Attendance
1	Tran Thi Hoa	4	4	100%	100%	
2	Nguyen Van Tan	4	2	100%	100%	Appointment on June 06, 2025
3	Vuong Toan Dung	4	4	100%	100%	
	Vu Hoang Cong	4	2	100%	100%	Dismissal on June 06, 2025

**4.** Supervisory Activities of the Board of Supervisors over the Board of Directors, Executive Management, and Shareholders: Regular and periodic supervision on aspects of the Company's operations and shareholder affairs.

**5.** Coordination Between the Board of Supervisors and the Board of Directors, Executive Management, and Other Managers: Regular and Periodic Coordination and Exchange on All Aspects of the Company's Operations.

**6.** Other Activities of the Board of Supervisors: None.

**IV. EXECUTIVE BOARD OF DIRECTORS:**

No.	Member	Date of Birth	Appointment/Resignation Date of Membership on the Executive Board of Directors		Professional Qualifications
			Appointment Date	Dismissal Date	
1	Nguyen Tien Hung (General Director)	12/08/1976	06/06/2025		Master of Business Administration
2	Trinh An Huy (Deputy General Director)	18/12/1969	31/12/2025		PhD in Plastics Engineering Technology in Germany
3	Nguyen Thi Kim Cuong (Deputy General Director)	14/11/1978	10/11/2025		Master of Business Administration
4	Nguyen Hong Tien (Deputy General Director)	16/02/1974	10/11/2025		Master of Business Administration



**V. CHIEF ACCOUNTANT:**

No.	Full Name	Date of Birth	Appointment/Resignation Date as Chief Accountant		Professional Qualifications
			Appointment Date	Dismissal Date	
1	Ma Thi Nghiem	07/01/1970	09/06/2020		Bachelor's Degree in Finance

**VI. CORPORATE GOVERNANCE TRAINING:**

- Members of the Board of Directors, members of the Board of Supervisors, members of the Executive Management Board, the Chief Accountant, other management personnel, and the Corporate Secretary have previously participated in corporate governance training programs.

- In year 2025, members of the Board of Directors, members of the Board of Supervisors, members of the Executive Management Board, the Chief Accountant, other management personnel, and the Corporate Secretary continued to research Corporate Governance in Digital Transformation (Smart Governance) by themselves.

**VII. LIST OF RELATED PARTIES OF THE PUBLIC COMPANY AND TRANSACTIONS BETWEEN RELATED PARTIES AND THE COMPANY:**

1. List of related parties of the company (year 2025 Report):

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	Số Giấy NSH, ngày cấp, nơi cấp NSH	Contact Address	Start Date as a Related Party	End Date as a Related Party	Reason
1	Tran Hai Van		Chairman of the Board of Directors	001070026184		24/04/2015		
	Tran Quy Thu		Related Person (Father)			24/04/2015		
	Tran Tuan Phong		Related Person (Younger Brother)			24/04/2015		
2	Ha Thanh Hai		Member of the Board of Directors	038076000161		06/06/2025		Appointment on June 06, 2025
	Luong Tuan Phuong		Member of the Board of Directors	024082002291		01/06/2020	06/06/2025	Dismissed as a member of the Board of Directors effective from June 06, 2025
3	Nguyen Thi Kim Cuong		Member of the Board of Directors - Deputy	001178000323		06/06/2025		Appointment on June 06, 2025 - Appointment

			General Director					ent of Deputy General Director on November 10, 2025
	Nguyen Van Thai		Related Person (Father)					
	Le Huy Dong		Member of the Board of Directors			24/04/2015		Dismissed as a member of the Board of Directors effective from June 06, 2025
4	Nguyen Tien Hung		Member of the Board of Directors – General Director	001076015916		24/04/2015		
5	Pham Canh Huy		Member of the Board of Directors	001071029366		06/03/2021		
6	Duong Trung Loi		Member of the Board of Directors	082075018599		22/03/2024		Elected as an Additional Member of the Board of Directors effective from March 22, 2024.
	Duong Trung Nghi		Father	082038001578		22/03/2024		
	Duong Thi Ngoc Huong		Older Sister	082162007197		22/03/2024		
	Duong Trung Dinh		Older Brother	082067021150		22/03/2024		
	Duong Trung Tai		Older Brother	082070021159		22/03/2024		
	Duong Trung Duc		Older Brother	086072001987		22/03/2024		
	Duong Thi Kim Huong		Younger Sister	082179012216		22/03/2024		
	Nguyen Hong Tien		Member of the Board of Directors - Deputy General Director	030074000191		22/03/2024		Elected as an Additional Member of the Board of Directors effective from March 22, 2024 - Appointment of Deputy General Director
7								



								on November 10, 2025
	Nguyen Hung Tin		Father	024035000023		22/03/2024		
	Hoang Thi Bich Thuy		Wife	030173003084		22/03/2024		
	Nguyen Hong Giang		Older Brother	030064002909		22/03/2024		
	Nguyen Hong Son		Older Brother	030067001031		22/03/2024		
	Nguyen Ngoc Minh		Older Brother	030071007994		22/03/2024		
8	Trinh An Huy		Deputy General Director			01/01/2026		Reappoint ment of the Deputy General Director on December 31, 2025
9	Ma Thi Nghiem		Chief Accountant			09/06/2020		
	Nguyen Minh Duc		Related Person (Husband)			24/04/2015		
	Vu Hoang Cong		Member of the Board of Supervisors			09/03/2017		Dismissed as a member of the Board of Supervisor s effective from June 06, 2025.
10	Tran Thi Hoa		Head of the Board of Supervisors			01/06/2020		
11	Nguyen Van Tan		Member of the Board of Supervisors	034083000043		06/06/2025		Appointm ent on June 06, 2025
12	Vuong Toan Dung		Member of the Board of Supervisors	001071002364		22/03/2024		Elected as an Additional Member of the Board of Supervisor s effective from March 22, 2024.
	Vo Hong Nga		Wife	001175002425		22/03/2024		
	Vuong Toan Cuong		Older Brother	001064002212		22/03/2024		
13	Postef Development and Energy Solutions Co.,Ltd		Subsidiary (100% Ownership)			04/04/2008		
14	Postef Ba Dinh one member Co.,Ltd		Subsidiary (100% Ownership)			30/9/2015		

15	Postef Da Nang one member Co.,Ltd		Subsidiary (100% Ownership)			12/10/2021		
----	-----------------------------------	--	-----------------------------	--	--	------------	--	--

2. Transactions Between the Company and Its Related Parties, or Between the Company and Major Shareholders, Insiders, and Related Parties of Insiders: None.

3. Transactions Between Insiders of the Listed Company, Related Parties of Insiders, and Subsidiaries or Companies Controlled by the Listed Company: None.

4. Transactions Between the Company and Other Parties:

4.1. Transactions Between the Company and a Company Where a Member of the Board of Directors, Member of the Supervisory Board, or the CEO Has Been or Is a Founding Member, Member of the Board of Directors, or CEO in the Last Three (03) Years (As of the Report Date): None.

4.2. Transactions Between the Company and a Company Where a Related Party of a Member of the Board of Directors, Member of the Supervisory Board, or the CEO is a Member of the Board of Directors or CEO: None.

4.3. Other Transactions (If Any) That May Provide Material or Non-material Benefits to the Members of the Board of Directors, Members of the Supervisory Board, CEO, and Other Managers: None.

## VIII. TRANSACTIONS OF SHARES BY INSIDERS AND RELATED PARTIES (year 2025 Report):

### 1. List of Insiders and Related Parties:

No.	Full Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport Number, Date of Issue, Place of Issue	Contact Address	Number of Shares Held at the End of the Period	Rate of Stock Ownership at the End of the Period	Notes
1	Tran Hai Van		Chairman of the Board of Directors	001070026184		203.323	1,046 %	
	Tran Quy Thu		Related Person (Father)			23.807	0,123%	
	Tran Tuan Phong		Related Person (Younger Brother)			14.700	0,075%	
	Luong Tuan Phuong		Member of the Board of Directors	024082002291		0	0%	Dismissed as a member of the Board of Directors effective from June 06, 2025
2	Ha Thanh Hai		Member of the Board of Directors	038076000161		0	0%	Appointment on June 06, 2025
3	Nguyen Thi Kim Cuong		Member of the Board of Directors - Deputy General Director	001178000323		737	0,004%	Appointment on June 06, 2025 - Appointment of Deputy General Director on



								November 10, 2025
	Nguyen Van Thai		Related Person (Father)			16.200	0,083%	
	Le Huy Dong		Member of the Board of Directors			4.393	0,023%	Dismissed as a member of the Board of Directors effective from June 06, 2025
4	Nguyen Tien Hung		Member of the Board of Directors – General Director	001076015916		23.391	0,12%	
5	Pham Canh Huy		Independent Member of the Board of Directors	001071029366		0	0%	
6	Duong Trung Loi		Member of the Board of Directors	082075018599		0	0%	Elected as an Additional Member of the Board of Directors effective from March 22, 2024.
	Duong Trung Nghi		Father	082038001578		0	0%	
	Duong Thi Ngoc Huong		Older Sister	082162007197		0	0%	
	Duong Trung Dinh		Older Brother	082067021150		0	0%	
	Duong Trung Tai		Older Brother	082070021159		0	0%	
	Duong Trung Duc		Older Brother	086072001987		0	0%	
	Duong Thi Kim Huong		Younger Sister	082179012216		0	0%	
7	Nguyen Hong Tien		Member of the Board of Directors - Deputy General Director	030074000191		32	0,00%	Elected as an Additional Member of the Board of Directors effective from March 22, 2024 - Appointment of Deputy General Director on November 10, 2025
	Nguyen Hung Tin		Father	024035000023		0	0%	
	Hoang Thi Bich Thuy		Wife	030173003084		0	0%	
	Nguyen Hong Giang		Older Brother	030064002909		0	0%	
	Nguyen Hong Son		Older Brother	030067001031		0	0%	
	Nguyen Ngoc Minh		Older Brother	030071007994		0	0%	
8	Trinh An Huy		Deputy General Director	030069005393		0	0%	Reappointment of the Deputy General Director on

								December 31, 2025
9	Ma Thi Nghiem		Chief Accountant			0	0%	
	Nguyen Minh Duc		Related Person (Husband)			0	0%	
	Vu Hoang Cong		Member of the Board of Supervisors			0	0%	Dismissed as a member of the Board of Supervisors effective from June 06, 2025
10	Tran Thi Hoa		Head of the Board of Supervisors			28.872	0,148%	
11	Nguyen Van Tan		Member of the Board of Supervisors	034083000043		0	0%	Appointment on June 06, 2025
12	Vuong Toan Dung		Member of the Board of Supervisors	001071002364		4.140	0,021%	Elected as an Additional Member of the Board of Supervisors effective from March 22, 2024.
	Vo Hong Nga		Wife	001175002425		0	0%	
	Vuong Toan Cuong		Older Brother	001064002212		0	0%	

2. Transactions of Insiders and Related Persons Regarding the Company's Stock: None

#### IX. OTHERS: None

##### Recipients:

- Hanoi Stock Exchange (HNX);
- State Securities Commission (SSC);
- CIMS, Company Website;
- Archives, Office of the Chairman.

CHAIRMAN  
OF THE BOARD OF DIRECTORS



Tran Hai Van

