

ANNUAL REPORT

Public Company Name: VINACAP KIM LONG JOINT STOCK COMPANY

Reporting year: 2025

To: State Securities Commission

Hanoi Stock Exchange

I. General Information

1. General information

NAME : VINACAP KIM LONG JOINT STOCK COMPANY

ENGLISH NAME: VINACAP KIM LONG JOINT STOCK COMPANY

Abbreviation : VINACAP KIM LONG.,JSC

Headquarters : Doc Van, Phu Dong Commune, Hanoi City

Phone : (84.24) 35377989

Fax: (84.24) 35377988

Website : www.vinacap.vn

Email: vinacap@vinacap.vn

Tax identification number : 0 1 0 2 3 0 6 4 1 3

Charter capital according to business registration : 156,000,000,000 VND

Charter capital actually contributed : 156,000,000,000 VND

1.1 Formation and development

11/1992: Vietnam Post and Telecommunications Group entered into a joint venture with Daesung of Korea to establish Vinadaesung Cable Joint Venture Company. The first joint venture company of Vietnam's financial services industry to produce copper fiber communication cables for the digitization of the network.

March 2001: NEXANS Group - France bought and changed the name of Daesung to NEXANS Korea. Together with NEXANS Korea, Vinadaesung Cable Joint Venture Company became a member of NEXANS Group, the world's leading manufacturer of cables and network systems. Received the ISO 9001:2000 quality certificate issued by the international organization TÜV CERT - TÜV Nord (Federal Republic of Germany) and invested in the first Lan cable production line in Vietnam.

6/2007: Cable and Network Materials Joint Stock Company (VINACAP) was established to prepare to take over the operation of Vinadaesung Cable Joint Venture Company, which was dissolved due to the expiration of the 15-year joint venture period, the founding shareholders include: Vietnam Post and Telecommunications Group (VNPT), Northern Power Company (EVN-NPC) now Northern Power Corporation and Joint Stock Company the Post and Telecommunications Trade section (COKYVINA).

On 9/11/2007, Vinadaesung Cable and Network Materials Joint Stock Company (VINACAP) officially took over the assets and all activities of Vinadaesung Cable Joint Venture Company to come into operation.

2008: The fiber optic production line was put into operation, the company had a completely new product for the first time: Fiber optic cable.

2009: The modern civil cable production line was put into operation, the company officially entered the electrical cable market. At the same time, *it is a distributor of Simcard products for Gemato. VINACAP – VINAPHONE – HP signed an agreement to distribute 3G Laptop products with integrated telecommunications services, Vinacap officially participated in the distribution of information technology equipment.*

2010: VINACAP organized the research and development of 2-sim mobile phones under the AVIO brand. VINACAP – VINAPHONE signed an agreement to manufacture and supply mobile phones with integrated Vinaphone services to form a unique Alo_Avio network unit. AVIO phones form a special phenomenon of demand in the market thanks to Cheap - Beautiful - Utility.

11/2010: The company changed its name from Cable and Network Materials Joint Stock Company to VINACAP Electronic Telecommunications Joint Stock Company.

3/2022: The company changed its name from VINACAP Electronic Telecommunications Joint Stock Company to Vinacap Kim Long Joint Stock Company. VINACAP Company orients production and business development in 3 directions: Production of cables (fiber optic cables, power cables, Lan cables) and electrical equipment; Development of terminals for telecommunications networks; Trading in value-added services and telecommunications services.

Achievements

As one of the most prestigious cable manufacturers since 1992, from Vinadaesung Joint Venture Company to VINACAP Investment Joint Stock Company, the company has diversified rapidly, increasingly asserting its position in the domestic market. The Company's products are always highly appreciated, achieving many achievements in participating in exhibitions, votes for quality products, and prestigious brands.

The company is honored to welcome the Party and State leaders to visit:

General Secretary Do Muoi.

President Tran Duc Luong.

Comrade Prime Minister Nguyen Tan Dung.

Secretary of the Hanoi City Party Committee Pham The Duyet

Delegations of Telecommunications Ministers of Korea, Laos, Cambodia visited

The Company's titles achieved over the years are as follows:

1998: Certificate of Merit from the Prime Minister and quality awards

2001: Certificate of Merit from the Ministry of Trade

2003: Third-class Labor Medal

2004: Certificate of Merit from the Vietnam Chamber of Commerce and Industry, Certificate of Merit from the Hanoi People's Committee, Certificate of Merit from the Executive Committee of the Vietnam Confederation of Labor.

2005: Certificate of Merit from Vietnam Post and Telecommunications Group, Certificate of Merit from the Executive Committee of Vietnam Post and Telecommunications Union, Certificate of Merit from the People's Committee of Hanoi.

2006: Certificate of Merit The Prime Minister donated .

2007: Emulation Flag of the Ministry of Information and Communications

2008: Emulation flag of Vietnam Post and Telecommunications Group

2009: Emulation Flag of the Ministry of Information and Communications, Gold Medal of the Exhibition Assistance Association, and received the Top 100 Vietnam Strong Brands Award 2009 voted by the Economic Times

2010: Emulation Flag of the Government of the Socialist Republic of Vietnam.

2011: The President of the Socialist Republic of Vietnam signed Decision No. 153, dated 08/09/2011, awarding the second-class Labor Medal for the period 2006-2010.

2013: Certificate of Merit from Post and Telecommunications Group,

In 2014: Certificate of Merit from Post and Telecommunications Group,

In 2015: Emulation Flag of Post and Telecommunications Group,

2016: Emulation flag of Post and Telecommunications Group,

2017: Certificate of Merit from Post and Telecommunications Group,

In 2018: Certificate of Merit from Post and Telecommunications Group,

Marketing activities

The Company plans to amplify the Company's image synchronously and strongly through television, advertising in prestigious magazines, sponsoring cultural sports programs, etc. with the motto: Efficiency - practicality, making a good impression on customers.

Currently, the Company has focused on building **the brand of VINACAP Cables and Electrical Equipment**, and at the same time established a system of distribution channels for cables and electrical equipment throughout provinces/cities across the country. The Company's distribution system has human resources including sales supervisors, trade representatives in all provinces with good market development capacity.

The Company's distribution system is built according to the following model:



Source: Vinacap

For telecommunication cables (fiber optic cables and copper core communication cables), the Company strongly develops sales channels for large construction projects, has a project business department specializing in serving bidding, finding and developing large partners such as construction corporations, etc investors of urban areas, industries, infrastructure, design companies, etc.

The company has established a professional brand department, which is located in the Materials-Trade-Brand department with specialized university-qualified employees.

The company has a set of professional identification standards implemented by Sacctchi and Sacctchi brand consulting company, recently the company has had a good identity in the market through the dealer's signboard system, a number of TV programs, newspapers, etc. These programs have helped promote the company's image in the market.

Trademarks, patent registrations and copyrights

Attaching importance to the role of brand in market competition and building long-term corporate value, since its establishment, the company has hired foreign consultants Saatchi and Saatchi to help build a brand strategy, systematize the entire image identity and long-term branding implementation plan.

With the continuous efforts of Vinacap to increasingly affirm its brand, so in order to protect the brand and ensure future operations, the Company has registered the copyright trademark at the National Office of Intellectual Property according to the registration record in 2006 with the registered trademark model as.



1.2. Company Logo

Meaning:

The company logo depicts a brown rhino on a blue background: the rhino is a large, strong but very agile animal. Currently, the environment is increasingly polluted and rhino hunting makes the risk of extinction very high. The blue color represents the clear blue sky, the fresh environment, and the peaceful, stable and sustainable life.

1.3. Slogans: "Durable circuit rope" for wires and cables

Based on the proverb "Eat strong, wear durable". Meaning: It not only speaks of the characteristics of the company's wire and cable products, but also highlights the quality of the company's products. In the future, for each product line the company will have, there will be its own slogan suitable for the product.

The Company's development orientation with the orientation of the industry, the State's policies, and the general trend in the world

In order to bring the Company to develop in line with the development trend of the industry and the economy, in the following years, the Company's Board of Directors has the following production and business development plans:

Building a company culture on the pillars of "Quality – Creativity – Boldness", thoroughly propagating to each employee to gradually build a brand for the company, making the company a big roof gathering enthusiastic and talented people.

The Company's strategy is "Sustainable Development" with the following main areas:

Production of cables of all kinds and civil electrical equipment: The two main product groups are Telecommunication Cables – Electrical Cables with fiber optic cables, electrical cables and civil electrical equipment,

Telecommunication terminal product group. The company aims to become a reputable researcher, manufacturer and distributor in the market.

Developing value-added services and technical services for telecommunications networks, this is a promising activity, in line with the strategy of accelerating the content and entertainment industry in Vietnam.

Carrying out commercial business with key items including organizing distribution channels for telecommunications equipment and accessories serving inside and outside the Group, and commercial activities of buying and selling cable production materials for projects and construction works.

Regarding the quality policy, with the principle of "Producing and supplying high-quality products and services, having a leading position in quality in Vietnam and satisfying the requirements of customers; on that basis, ensuring the sustainable development of the Company and bringing reasonable benefits to Shareholders", the Company is committed to always strictly implementing management and production processes, constantly researching and applying solutions to improve technical improvements, improve product quality, etc increase labor productivity, minimize damage and loss.

With customers, the Company always maintains the spirit of working seriously and professionally, building long-term and close relationships with all customers and customers; closely follow the market to promptly propose improvements and adjust products and services accordingly.

Regarding the development of human resource strategies and human resource planning in each stage of the Company's development, the Company has appropriate policies and remuneration regimes to attract talents. The company determines that people are the most important resource among all resources for production and business development, which is the decisive factor for the existence and development of the business.

All of the above policies and strategies are implemented to be customer-oriented: Always dedicated to customer satisfaction, build relationships with customers to add value, benefits and always exceed customer expectations.

The development orientation of the Company mentioned above is considered to be in line with the development orientation of the telecommunications – electricity infrastructure industry.

Consumer market

VINACAP is a member of VNPT Group that has had a long-standing traditional and prestigious relationship with the Group, Telecommunications and Post Offices of provinces and cities in the country, units in VNPT. Specifically:

VNPT Group, Telecommunications/Post Offices of provinces and cities across the country; VNPT VINAPHONE Corporation; Mobifone Telecommunications Corporation; Viettel Group, EVN Group, FPT, CMC.....construction projects, construction works....

To develop nationwide sales distribution channels for electrical products and electrical equipment..... supply warranty and customer care centers nationwide...

Foreign companies and partners: Nexans, Epsilon, Mercury, Borouge, Simitomo, Fujikura, Corning, Gemalto, Workz, Microsoft, Itel, HP, Alcatel, Huawei, ZTE, Dow, Teijn, ...

1.4. The company has been approved by the SSC to register as a public company since 05/09/2008.

Listing and trading Upcom: Upcom Exchange

Stock Name:

VINACAP KIM LONG Joint Stock Company

Stock Type:	Common Shares
Stock code:	VTE
Face Value:	10,000 VND
Number of securities registered for trading:	15,600,000 shares (<i>Fifteen million six hundred thousand shares</i>)
Total value of securities registered for trading:	VND 156,000,000,000 (<i>One hundred and fifty-six billion VND</i>)
First trading day:	June 5, 2018

2. Business lines and geographical areas:

2.1. Business lines

Business activities: According to the Joint Stock Company Business Registration Certificate No. 0103018208 issued by the Hanoi Department of Planning and Investment for the first time on June 28, 2007; and registration for the 8th change under No. 0102306413 dated January 22, 2025 as follows:

Code of business lines	Name of business line
	(For conditional business lines, enterprises shall only operate when they fully meet the business conditions as prescribed by law)
2733 (Major)	Manufacture of electrical conductor equipment of all kinds - Production and trading of wires (including electromagnetic wires) and cables; - Telecommunication cables, communication cables, electrical cables, industrial cables, cable spare parts and accessories;
4610	Agents, brokers, auctions - Trading agents, distribution agents of raw materials, products and services for production and business; - Commercial brokerage;
2610	Electronic Components Manufacturing - Manufacturing of electronic components - Manufacturing and assembling electrical, electronic and informatics equipment;
2630	Communication Equipment Manufacturing - Manufacturing and assembling post and telecommunications equipment

Code of business lines	Name of business line
2710	<p>Manufacture of motors, generators, power transformers, electrical distribution and control equipment</p> <p>- Production and trading of supplies, materials, accessories and equipment connected to telecommunications networks, electricity networks or other specialized networks; - Manufacture of civil electrical products; - Production and trading of household electrical products;</p>
7730	<p>Rental of machinery, equipment and other tangible utensils</p> <p>- Lease of machinery and equipment in the post, telecommunications, electricity, electronics and informatics sectors;</p>
4652	<p>Wholesale of electronic and telecommunications equipment and components</p> <p>- Wholesale of electronic and telecommunications equipment and components; - Trading in cards used in the fields of post, telecommunications, information technology;</p>
2720	Battery and accumulator manufacturing
4651	Wholesale of computers, peripherals, and software
6810	<p>Trading in real estate, land use rights belonging to owners, users or tenants</p> <p>- Real estate business;</p>
4321	<p>Electrical System Installation</p> <p>- Installing, maintaining and supporting the operation of telecommunications, electricity, electronics and informatics works; - Construction and installation of telecommunications, electricity, electronics and informatics works;</p>
6311	Data processing, leasing, and related activities
6312	<p>Portal</p> <p>(except for press activities)</p>
9512	Repair of communication equipment
1811	Printing
2740	Lighting Electrical Equipment Manufacturing
4741	Retail sale of computers, peripherals, software and telecommunications equipment in specialty stores

Code of business lines	Name of business line
6329	Other information services not yet classified - Telephone information services;
4759	Retail sale of household electrical appliances, beds, cabinets, tables, chairs and similar furniture, lamps and luminaires, and other household appliances that have not been classified anywhere in specialized stores
6190	Other telecommunications activities - Value-added services on telecommunications networks; - Telecommunications service agents; - Trading in special-use telecommunications goods and radio equipment: Equipment with telecommunications subscriber numbers, telecommunications service payment cards
7310	Advertisement - Commercial advertising;
6622	Activities of insurance agents and brokers - Insurance agents
7490	Other professional, scientific and technological activities have not been classified anywhere - Technical and technological transfer in telecommunications, electricity, electronics and informatics;
4933	Freight transport by road - Freight transport by specialized car - Cargo transport by other road means - Cargo transport by other types of car (except special-use car)
6619	Financial services support activities have not been classified anywhere - Entrustment and supervision services on the basis of fees and contracts (excluding entrustment of financial and securities investment)
2732	Manufacturing wires, cables, and other electronics
2812	Production of equipment using refractive energy
7710	Motor Car Rental - Car rental from 4 – 16 seats
5210	Warehousing and storage of goods

Code of business lines	Name of business line
5229	Other support services related to transportation - Shipping; - Freight forwarding; - Collect and distribute transport documents and bills of lading; - Activities of customs brokerage agents;
2813	Manufacture of other pumps, compressors, hoses and valves
4649	Wholesale of other household items - Wholesale of household appliances, lamps and luminaires
4659	Wholesale of other machinery, equipment and machine parts - Wholesale of machinery, equipment and spare parts of mining machinery and construction machinery; - Wholesale of machinery, electrical equipment, electrical materials (generators, electric motors, wires and other equipment used in electrical circuits) - Wholesale of machinery, equipment and spare parts of office machines (except for computers and peripheral equipment); - Wholesale of industrial machinery and equipment; - Wholesale of other machinery and equipment not yet classified for use in industrial production, trade, maritime and other services; - Wholesale of computer-controlled machine tools; - Wholesale of computer-controlled machinery for the textile industry; - Wholesale of measuring equipment and instruments;
1079	Other food production not yet classified - Production of herbal teas; - Production of processed foods; - Production of special foods such as nutritious foods, milk and other nutritious foods, baby food; - Producing perishable processed foods such as sandwiches and pizzas; - Production of concentrated and artificial products; - Producing juices and juices from meat, fish, shrimp, crabs, mollusks; - Production of buttermilk and butter; - Production of egg products, egg albumin.

2.2. Main production and business fields

2.2.1 Production

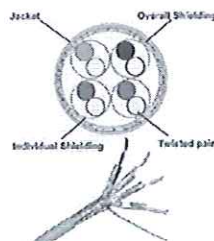
Copper Fiber Cable Type Cable : From 1992 to the present.

Residential Electrical Wires and Cables and Electrical Appliances : From 2008 to now.

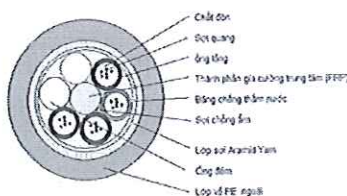
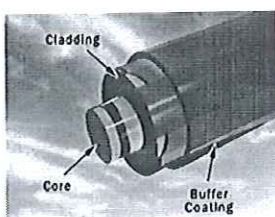
Fiber optic cables, accessories and copper fiber telecommunication cables

VINACAP Electronic Telecommunications Joint Stock Company, formerly known as Vinadaesung Cable Joint Venture Company, is the first enterprise in the Post and Telecommunications industry to enter into a joint venture with Daesung Korea to produce copper fiber communication cables and has transferred production technology to many Vietnamese units to produce together.

二、三、四、五、六



The fiber optic cable product line is manufactured under large orders of Vietnam Post and Telecommunications Group (VNPT), Military Telecommunications Group (Viettel), FPT Corporation.... with good quality and prestige in the market today.



2.2.2. Civil wires, cables and electrical equipment

In addition to bringing new fiber optic products to the market, the Company continues to boldly invest in the production line of **modern electrical cables**, which is a new and highly competitive product, but inheriting the production level and people of the previous Vinadeasung Joint Venture Company. With the orientation that products with a long life cycle will gradually replace the production of telecommunication cables as the market changes. Currently, The Company's current market includes provinces from the North to Binh Dinh. For electrical equipment products, the Company is continuing to develop electrical equipment: Compact light bulbs, electrical cabinets, electrical components... in order to become a reputable manufacturer of residential electrical products.

2.2.3. Commercial

Due to the increasing competition in the field of manufacturing, the Company aims to expand its field of operation and develop the commercial segment from 2009 to now.

Materials and accessories for the network: this is a regular purchase and sale activity to meet the needs of VNPT Group and other telecommunications operators to maintain network stability. The company has had relationships with reputable and quality suppliers. This is the direction directed by the Group so that the output of one business is the input of another enterprise in the Group. Therefore, the operation will be expanded and stable. The main customers are Vinaphone, MobiFone, Provincial Telecommunications, FPT Telecom, Viettel. This is a field that brings great revenue to the Company in 2009, and is growing strongly.

Supply of telecommunication equipment, power equipment: SDH optical transmission equipment, power equipment... Equipment for telecommunications carriers such as power, Accqui, Antenna, etc.

Construction and installation of telecommunications networks: installation of power equipment, transmission equipment

2.3. Business area

The company has a nationwide business area with a system of counter agents spread across provinces nationwide and initially exported to the markets of some countries: Myanmar, the Philippines, Cambodia, Mozambique... and other countries in the world to comply with the provisions of Vietnamese law and international practices.

3. Information on the governance model, business organization and management apparatus

Headquarters of Vinacap Kim Long Joint Stock Company:

Address : Doc Van, Yen Vien, Gia Lam, Hanoi

Phone : 04.3827312 - Fax: 04.382722292

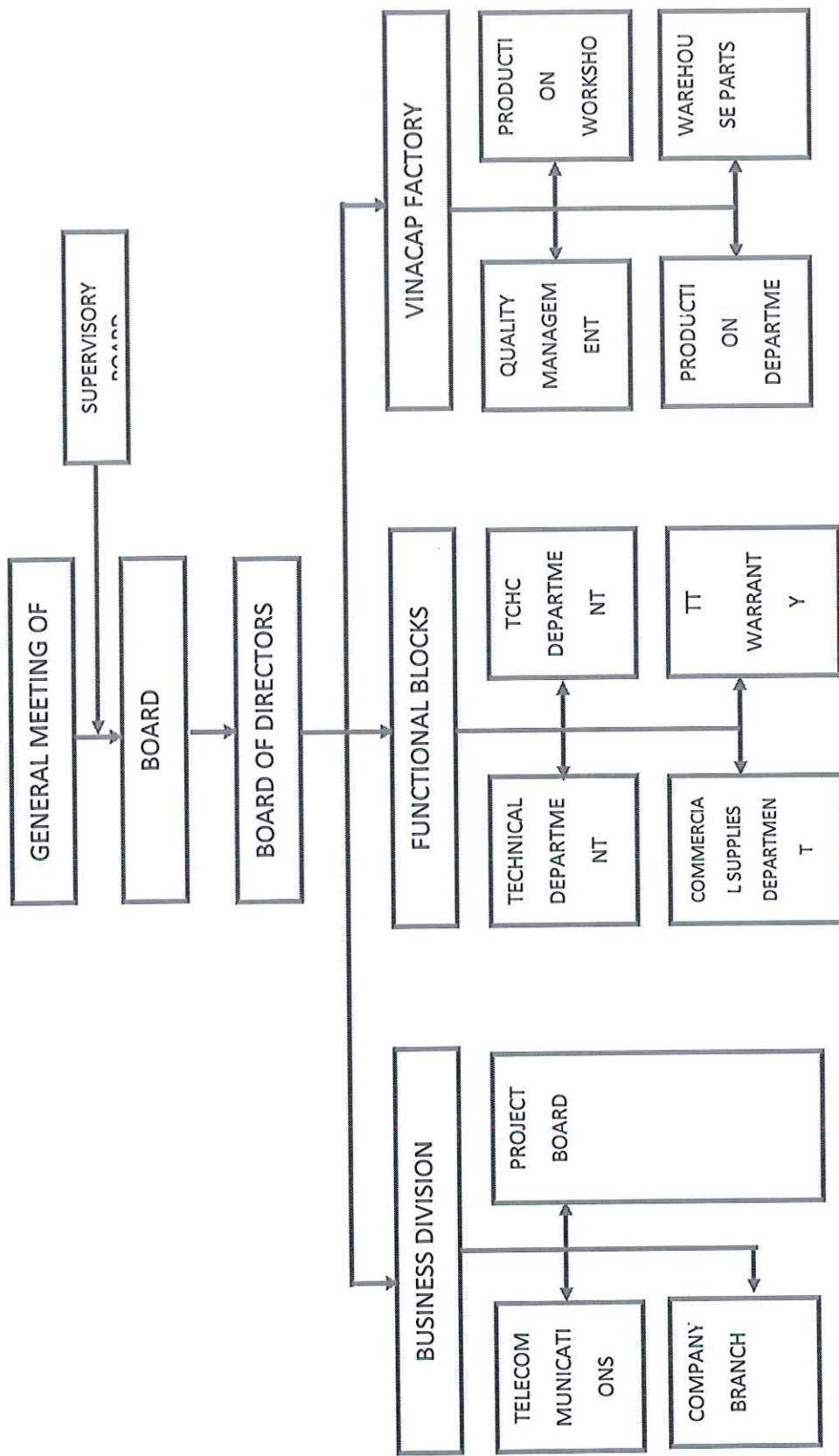
Website : www.vinacap.vn

Hanoi Office

Address : 02nd Floor, No. 166 Tran Vy Street, Mai Dich Ward, Hanoi City

Phone : 04.35377989

ORGANIZATION AND OPERATION CHART OF VINACAP KIM LONG JOINT STOCK COMPANY



Vinacap Kim Long Joint Stock Company is organized and operates in compliance with:

Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

The Charter of Vinacap Kim Long Joint Stock Company was issued on 06/02/2023.

The Corporate Governance Regulation of Vinacap Electronic Telecommunications Joint Stock Company is issued together with the Decision No. 057/10/QĐ-HĐQT of the Chairman of the Board of Directors dated November 15, 2010.

3.1. General Meeting of Shareholders

The General Meeting of Shareholders is the highest authority and decides all major issues of the Company

Approving the Charter, organization of operations, production and business orientations, and development investment of the Company.

Election and dismissal of the Board of Directors and the Control Board;

Other duties are prescribed by the Company's Charter.

3.2. Board of Directors

The Company's business activities and affairs shall be subject to the management or direction of the Board of Directors. The Board of Directors is an agency with full powers in accordance with the provisions of the law and the company's charter to exercise all rights on behalf of the Company, except for those belonging to the General Meeting of Shareholders, including:

Report to the General Meeting of Shareholders on the business situation, expected profit distribution, share profit distribution, fiscal year settlement report, development orientation and production and business plan of the Company;

Decide on the organizational structure, apparatus and operation regulations of the Company;

Appointing, dismissing and supervising the activities of the Board of Directors;

Proposing amendments and supplements to the Company's Charter;

Decision to convene the General Meeting of Shareholders;

Other duties are prescribed by the Company's Charter.

The Board of Directors of the Company currently has 03 members, In addition, the company has a company secretary appointed and immunized by the Board of Directors.

3.3. Board of Directors

The Board of Directors consists of the General Director, Deputy General Directors and Factory Directors.

The General Director is the legal representative and administers the Company's activities and is responsible to the Board of Directors for the performance of the assigned rights and tasks.

Assisting the General Director are the Deputy General Directors and Factory Directors appointed and dismissed by the General Director. The Deputy General Director is the person who assists the General Director in administering the Company as assigned and authorized by the General Director, and is responsible to the General Director for the assigned and delegated tasks.

3.4. Supervisory Board

The Supervisory Board is an organization elected by the General Meeting of Shareholders, on behalf of shareholders to control the reasonableness and legality in the management and administration of the Company's business activities.

Subsidiaries and associated companies: (Stating the list, address, main production and business fields, actual contributed charter capital, ownership ratio of the Company in subsidiaries and associated companies).

VINACAP is a member of Vietnam Post and Telecommunications Group (VNPT) with a contributed capital of VND 49,920,000,000 (Forty-nine billion nine hundred and twenty million VND), equivalent to 4,992,000 shares, accounting for 32% of the charter capital.

VINACAP does not have a parent company.

4. Development orientation

4.1. Main objectives of the Company:

Ensure that the Company's production and business activities always comply with the provisions of current laws

Ensuring the efficiency of production and business activities

Ensuring the harmony of interests of shareholders, investors and the Company

Medium and long-term development strategy:

Sustainable growth, efficiency

The Company's environmental, social and community objectives:

Creating jobs for all officials and employees

Socially Responsible

5. Risks: (Specify risks that may affect production and business activities or the implementation of the Company's objectives).

Economic growth

As an important factor in the national economy, the production and trading of goods and services of enterprises are directly affected by fluctuations in the domestic and world economies.

Inflation

The inflation situation in our country in recent years has had unpredictable developments. The fluctuation of inflation in the past time will directly affect input prices, as well as the Company's output products and services. That will make it difficult for the Company to adjust its strategies in accordance with the highly volatile business environment.

However, the world economy in general and Vietnam in particular after the crisis have good development prospects, which is a good driving force for the production of materials and equipment for essential infrastructure industries such as telecommunications and electricity to develop.

Legal risks

The Company is governed by the Law on Enterprises and relevant documents. In addition, when becoming a public company and listing shares on the stock market, the Company must comply with the Securities Law, legal documents on securities and the securities market.

Specific risks: Risks of fluctuations in raw material prices, Exchange rate risks, Risks of product consumption markets

II. Operation situation in 2025

1. Production activities in 2025

STATEMENT OF INCOME					
Year 2025					
Code	ITEM	Note	Year 2025	Year 2024	
			VND	VND	
01	1. Revenue from sales and provision of services	21	535.834.092.845	339.912.074.165	157,6%
02	2. Turnover deductions		-	-	0,0%
10	3. Net sales and service reven		535.834.092.845	339.912.074.165	157,6%
11	4. Cost of goods sold	22	508.540.048.403	315.255.550.654	161,3%
20	5. Gross profit on sales and service provision		27.294.044.442	24.656.523.511	110,7%
21	6. Revenue from financial activities	23	1.250.138.434	121.854.078	1025,9%
22	7. Financing Costs	24	4.910.966.650	3.242.474.860	151,5%
23	<i>In which: Interest expenses</i>		2.582.501.006	2.467.712.166	104,7%
25	8. Cost of Selling	25	7.766.395.963	10.600.928.155	73,3%
26	9. Business Management Expenses	26	12.977.493.425	10.016.566.433	129,6%
30	10. Net profit from business activities		2.889.326.838	918.408.141	314,6%
31	11. Other income	27	69.276.364	68.050.273	101,8%
32	12. Other expenses		33.119.711	146.837.492	22,6%
40	13. Other Profits		36.156.653	(78.787.219)	-45,9%
50	14. Total accounting profit before tax		2.925.483.491	839.620.922	348,4%
51	15. Current corporate income tax expenses	28	619.760.081	434.919.683	142,5%
52	16. Deferred corporate income tax expenses		-	-	
60	17. Profit after corporate income tax		2.305.723.410	404.701.239	569,7%
70	18. Basic earnings per share	29	148	26	569,2%

- Implementation compared to the 2025 plan

TT	Contents	Implementation	Year 2025		
		YEAR 2024	Plan	Implementation	%Plan/ Implementation
1	Revenue	339.91	499.9	535.8	107.18%
2	Total profit	0.84	2.748	2.925	106.44%
3	Total profit	0.4	2.198	2.306	104.91%
4	Average	156	156	156	100.00%
5	Dividend	0.20%	1%	1.215%	121.5%
6	Remuneration	0.0109		0.0646	
7	Setting up	0		0.3459	
	Development	0		0.1153	
	5% Welfare			0.1153	
	5% Reward			0.1153	

2 Organization and personnel:

2.1. List of the Executive Board: (List, summary of curriculum vitae and percentage of ownership of voting shares and other securities issued by the company of the General Director, Deputy General Directors, Chief Accountant and other managers).

TT	Full name	Year of birth	Original	Qualifications	Position	Number of shares	Holding Rate (%)	Notes
I) THE BOARD OF DIRECTORS								
1	Ngo Hoang Phuong	1973	Thanh Hoa	Master of Business Administration	Chairman of the Board of Directors	108.160	0,69 %	Re-appointment 07/03/2022
2	Mr. Ngo Huu Tam	1981	Thanh Hoa	Master of Business Administration	Board of Directors/ General Director of the Company	80.080	0,51 %	Appointed on 07/03/2022
3	Mr. Hoang Van Loi	1973	Hai Phong	Bachelor's degree	Deputy General Director	1.996.800	12,8 %	Appointed from 05/04/2025 to 19/01/2026
4	Mr. Nguyen Thanh Hai	1974	Hai Duong	Master of Business Administration	UV Board of Directors	2.995.200	19,2 %	Dismissal on 05/04/2025
II) BOARD OF DIRECTORS								
1	Mr. Ngo Huu Tam	1981	Thanh Hoa	Master of Business Administration	General Director of the Company	80.080	0,51 %	Appointed on 07/03/2022
2	Mr. Tran Van Quy	1983	Nam Dinh	Bachelor's degree	Deputy General Director			Appointed on 05/03/2025

2.2 Changes in the executive board: No.

3	Mr. Hoang Van Loi	1973	Hai Phong	Bachelor's degree	Deputy General Director	1.996.800	12,8 %	Appointment from 08/09/2022 to 19/01/2026
4	Mr. Le Anh Xuan	1979	Hanoi	Master of Business Administration	Deputy General Director			Appointed on 05/01/2026

Mr. Le Anh Xuan as a representative of 100% of the capital of VNPT Group

III) THE SUPERVISORY BOARD

1	Phạm Văn Ninh	1975	Nam Dinh	Engineer	Head of the Supervisor	10.400	0,07 %	Reappointment 7/3/2022
2	Dinh Quang Huu	1973	Ninh Binh	Master's	TV BKS	0	0%	Reappointment 7/3/2022
3	Vu Hoang Cong	1984	Lang Son	Master, CPA	TV BKS	0	0 %	Reappointment 7/3/2022

2.3 Number of officers and employees.

Summary of policies and changes in policies for employees.

Labor structure by gender as of 31/12/2025

<i>Structure by gender</i>		
<i>Gender</i>	<i>Quantity (persons)</i>	<i>Rate</i>
<i>Male</i>	45	73,7%
<i>Female</i>	16	26,3%
<i>Total</i>	61	

Labor structure by education level as of 31/12/2023

<i>Structure by education level</i>		
<i>Qualifications</i>	<i>Quantity</i>	<i>Rate</i>
Undergraduate and post-graduate	30	49%
College	5	8,2%
Vocational High School and Other Qualifications	26	42,8%
Total	61	

3. Investment situation, implementation of projects: No

a) **Major investments:** State the major investments made in the year (including financial investments and project investments), the implementation of major projects. In case the company has offered securities for the implementation of projects, it is necessary to clearly state the

progress of the implementation of these projects and analyze the reasons leading to the achievement/failure of the announced and committed schedule).

b) Subsidiaries and associated companies: (Summary of operation and financial situation of subsidiaries and associated companies).

4. Financial situation

a) Financial situation

Criteria	Year 2025	Year 2024	% 2025/2024
Total Asset Value	326.264.240.436	311.590.967.055	105%
Net Revenue	535.834.092.845	339.912.074.165	158%
Profit from business activities	2.889.326.838	918.408.141	315%
Other Profits	36.156.653	(78.787.219)	-46%
Profit before tax	2.925.483.491	839.620.922	348%
Profit after tax	2.305.723.410	404.701.239	570%
Dividend-paying profit ratio	148	26	569%

- Other indicators: (depending on the specific characteristics of the industry and the company to clarify the results of business activities in the last two years).

b) Financial indicators

TT	Criteria		Current period	Previous period
1.	Debt balance and capital asset structure			
1.1	Asset Structure Arrangement			
	Long-Term Assets / Total Assets	=	10.132.325.539 326.264.240.436	8.486.357.502 311.590.967.055
		%	3,11%	2,72%
	Short-Term Assets / Total Assets	=	316.131.914.897 326.264.240.436	303.104.609.553 311.590.967.055
		%	96,89%	97,28%
1.2	Arrangement of capital source structure			
	Liabilities / Total Capital	=	154.910.565.386 326.264.240.436	142.139.055.414 311.590.967.055
		%	47,48%	45,62%
	Source of Equity / Total Funding (Funding Multiplier)	=	171.353.675.050 326.264.240.436	169.451.911.641 311.590.967.055
		%	52,52%	54,38%
1.3	Proportion of loans and debts			
	Current Debt / Total Capital	=	154.885.565.386 326.264.240.436	142.114.055.414 311.590.967.055
		%	47,47%	45,61%
	Long-term debt / Total capital	=	25.000.000 326.264.240.436	25.000.000 311.590.967.055
		%	0,01%	0,01%
	Long-term Debt / Equity	=	25.000.000 171.353.675.050	25.000.000 169.451.911.641
		%	0,01%	0,01%

TT	Criteria		Current period	Previous period
1.4	Debt/Equity Ratio	=	154.910.565.386	142.139.055.414
			156.000.000.000	156.000.000.000
		%	99,30%	91,11%
1.5	Debt / Equity Ratio (Debt-to-equity ratio)	=	154.910.565.386	142.139.055.414
			171.353.675.050	169.451.911.641
		%	90,40%	83,88%
1.6	Ratio of Liabilities / Total Assets (Debt Ratio)	=	154.910.565.386	142.139.055.414
			326.264.240.436	311.590.967.055
		%	47,48%	45,62%
1.7	Growth rate of total assets	=	14.673.273.381	0
			311.590.967.055	0
		%	4,71%	0,00%

TT	Criteria		Current period	Previous period
2.	Solvency			
2.1	General Payout Ratio	=	326.264.240.436	311.590.967.055
			154.910.565.386	142.139.055.414
		times	2,106145824	2,192155887
2.2	Current payout rates	=	316.131.914.897	303.104.609.553
			154.885.565.386	142.114.055.414
		times	2,041067637	2,132826402
2.3	Fast payout rates	=	215.719.649.541	201.910.976.561
			154.885.565.386	142.114.055.414
		times	1,392767938	1,420767115
2.4	Instant Payout Rate	=	71.860.047.487	38.156.622.259
			154.885.565.386	142.114.055.414
		times	0,463555742	0,268492952
2.5	Affordability Ratio	=	62.906.930.177	16.133.367.064
			154.885.565.386	142.114.055.414
		times	0,406151019	0,113524078
2.6	Ability to pay interest	=	2.925.483.491	839.620.922
			2.582.501.006	2.467.712.166
		times	1,13	0,34
2.7	Debt guarantee ratio			
	Long-term debt guarantee ratio	=	10.132.325.539	8.486.357.502
			25.000.000	25.000.000
		times	405,29	339,45
	Short-term debt guarantee ratio	=	316.131.914.897	303.104.609.553
			154.885.565.386	142.114.055.414
		times	2,04	2,13

3.	Profitability Index			
3.1	Profit/Revenue Margin			
	Profit After Tax / Net Revenue Ratio	=	2.305.723.410	404.701.239
			535.834.092.845	339.912.074.165
		%	0,43%	0,12%
	Gross Profit / Net Revenue Margin	=	27.294.044.442	24.656.523.511
			535.834.092.845	339.912.074.165
		%	5,09%	7,25%
3.3	Profit After Tax Ratio / Average Total Assets (ROA)	=	2.305.723.410	0
			318.927.603.746	0
		%	0,72%	0,00%
3.4	Return on Equity (ROE)	=	2.305.723.410	0
			170.402.793.346	0
		%	1,35%	0,00%
3.5	Return on Investment (ROI)	=	2.305.723.410	0
			156.000.000.000	0
		%	1,48%	0,00%
3.6	Profit growth rate	=	1.901.022.171	0
			404.701.239	0
		%	469,73%	0,00%

4.	Performance Indicators			
4.1	Turnover of accounts receivable	=	535.834.092.845	0
			144.886.695.125	0
		times	3,698297434	0
	Average collection time (= analysis period time / number of accounts receivable turnover)	dates	#DIV/0!	#DIV/0!
4.2	Turnover of accounts payable	=	508.540.048.403	0
			78.046.560.041	0
		times	6,515854743	0
	Average payout time (= analysis period time / number of accounts payable turnover)	dates	#DIV/0!	#DIV/0!
4.3	Number of inventory turnovers	=	508.540.048.403	0
			100.802.949.174	0
		times	5,044892561	0
	Inventory turnaround time (= analysis period time / number of inventory turnovers)	dates	#DIV/0!	#DIV/0!

4.4	Working capital turnover	=	535.834.092.845	0
			309.618.262.225	0
		times	1,73062819	0
	Working capital turnover time (= analysis period time / number of working capital turnovers)	dates	#DIV/0!	#DIV/0!
4.5	Fixed asset utilization performance	=	535.834.092.845	0
			7.831.023.580	0
		times	68,42452808	0
4.6	Overall asset utilization performance	=	535.834.092.845	0
			318.927.603.746	0
		times	1,680111996	0
4.7	Equity utilization performance	=	535.834.092.845	0
			170.402.793.346	0
		times	3,144514725	0
4.8	Equity efficiency	=	535.834.092.845	0
			156.000.000.000	0
		times	3,434833928	0
4.9	Net revenue growth rate	=	195.922.018.680	0
			339.912.074.165	0
		%	57,64%	0,00%

5.	Growth Capabilities			
	Cumulative Profit Ratio	=	2.305.723.410	404.701.239
			2.373.493.223	471.729.814
		%	97,14%	85,79%
	Sustainable growth rate	=	2.373.493.223	471.729.814
			171.353.675.050	169.451.911.641
		%	1,39%	0,28%
6.	Equity ratio			
	Working capital	=	161.246.349.511	160.990.554.139
	Net working capital	=	161.246.349.511	160.990.554.139

5. Shareholder structure, change of the owner's investment capital: No

a) Shares:

Structure of securities shares:

Type of Securities	Number of Shareholders	Number of shares	Rate (%)
Common securities	476	15.600.000	100 %
Restricted Transferable Securities	0	0	0%
Total	476	15.600.000	100 %

b) Shareholder structure:

Shareholder structure by type of shareholder:

TT	Shareholder Structure	Number of	Number of shares	Rate (%)
I	Domestic Shareholders	476	15.600.000	100
	Organization	1	4.992.000	32.00
	Personal	475	10.608.000	68.00
II	Foreign Shareholders	0	0	0
	Organization	0	0	0
	Personal	0	0	0
III	Treasury Shares	0	0	0
	Total	476	15.600.000	100

According to the list closed until February 27, 2025: The charter capital is VND 156,000,000,000, equivalent to 15,600,000 shares and the structure of shareholders holding over 5% is as follows:

TT	Full name	ID number/registration number	Address	Number of shares owned	Rate (%)
1	Vietnam Post and Telecommunications Group	100684378	No. 57 - Huynh Thuc Kang Dong Da - Hanoi	4.992.000	32,00%
2	Ngo Thi Kieu Trang	038189001242	47q Lane 416 Lac Long Quan, Nhat Tan, Tay Ho, Hanoi	2,642,860	18.01%
2	Nguyen Thanh Ha	001173012778	Group 31, Nghia Do, Cau Giay, Hanoi	1,987,336	12.74%
3	Ngo Phuc Lam	001201009170	Group 31 Nghia Do, Cau Giay, Hanoi	1.622.936	10,4%
5	Organizations and other persons (holding less than			4.208.923	26.85%
Total				15.600.000	100%

c) Changes in the owner's investment capital: No

Treasury Stock Trading: No

Other securities: No

III. Evaluation report of the Board of Directors

1. Evaluation of production and business results in 2025:

1.1 Fiber optic and subscriber cable products:

In 2025, market demand for fiber optic products and subscriber wires will tend to increase slightly when a number of public investment projects and telecommunications infrastructure are implemented again. The company has maintained stable production, organized production according to market demand, and ensured jobs for employees.

Although material prices and exchange rates fluctuate during the year, these factors are still within the Company's ability to forecast and control. As a result, production and business activities for this product group are still maintained stably and contribute positively to the overall results.

1.2. Civil electricity

Residential wires continue to be one of the Company's key product groups. In 2025, although the real estate and civil construction markets are still difficult, market demand has not yet recovered strongly, the Board of Directors has proactively adjusted production plans, strengthened distribution channel expansion and was flexible in sales policies.

Thanks to appropriate operating solutions, civil wire products have reached and exceeded the set plan, with output and revenue implemented over 110% of the plan, contributing positively to the overall results of the Company. Production activities are flexibly organized according to market demand, ensuring the maintenance of stable jobs for workers and the effective exploitation of the factory's production capacity

1.3. LAN cable:

The Company's LAN cable products continue to maintain a reputation for quality and brand in the market. In 2025, although the overall demand of the market is affected by the decline in the real estate and civil construction sectors, the Company will still maintain stable production activities. The average production and consumption output is about 4,000 boxes/month, basically completing the set production and business plan.

1.4. Project commercial business:

In addition to the main production activities, the Company continues to promote trade activities and cooperate with partners in the field of telecommunications equipment, electrical equipment and information technology to diversify revenue sources.

In 2025, commercial activities and projects initially recorded positive signals, such as the Company has signed and deployed the supply of products to contractors participating in the Long Thanh International Airport Project, and at the same time expanded cooperation with a number of units in the Railway industry.

These contracts not only contribute to the Company's revenue in the year but also create a premise for the Company to gradually expand the market and participate more deeply in large-scale infrastructure projects in the coming time.

In general, in 2025, the Company will operate in the context of many difficulties in the market, consumption demand has not recovered strongly. However, with the close direction of the Board of Directors and the flexible management of the Board of Directors, the Company has maintained stable operations, effectively controlled costs and basically completed the planned targets assigned by the General Meeting of Shareholders. creating a foundation for production and business activities in 2026.

In 2025, despite many difficulties and challenges, the Company will find all measures to survive and persist in maintaining production and business. Specifically, the production and business results are as follows:

Unit: billion VND

TT	Contents	Implemented in 2024	Year 2025		
			Plan	Implementation	%
1	Revenue	339.91	499.9	535.8	107.18%
2	Total profit before tax	0.84	2.748	2.925	106.44%
3	Total profit after tax	0.4	2.198	2.306	104.91%
4	Average charter capital	156	156	156	100.00%
5	Dividend Ratio (%)	0.20%	1%	1.215%	121.5%
6	Remuneration of the Board of Directors, Supervisory Board	0.0109		0.0646	
7	Setting up funds	0		0.3459	
	Development investment fund 5%	0		0.1153	
	5% Welfare Fund			0.1153	
	5% Reward Fund			0.1153	

(According to the 2025 Audited Financial Statements)

2. Financial Situation:

Unit: Million VND

TT	Criteria	Year 2024	Year 2025	%
1	Total Assets	311,591	326,264	104.71%

TT	Criteria	Year 2024	Year 2025	%
2	Short-term debt	142,114	154,885	108.99%
3	Long-term debt	25	25	100.00%
4	Equity	169,452	171,353	101.12%
	a. Charter capital	156,000	156,000	100.00%
	b. Equity surplus	-	-	
	c. Exchange Rate Differences	-	-	
	d. Undistributed profits	472	2,373	503%

(Source: Excerpt from the audited 2025 financial statements)

3. Improvements in organizational structure, policies, and management

- In 2025, the Board of Directors will operate with 01 General Director and 02 Deputy General Directors under the direction of the Board of Directors and directly by the Chairman of the Board of Directors of the Company in business activities.
- Consolidating the organization with departmental units:
 - + Business Division: Hanoi Branch; Department of Telecommunications; Project Board.
 - + Office block: Department of Finance, Department of Finance; Department of Culture.
 - + Factory: VPNM, Production Department, Quality Management – QM Department, Warehouse Department;

Solutions implemented in 2025:

From the beginning of 2025, the Board of Directors has assessed the business context through regular/extraordinary meetings of the Board of Directors to implement appropriate solutions:

Implementing the resolution of the Board of Directors, the Board of Directors has drastically implemented solutions in administration and management and achieved a number of positive results:

- In 2025, in the context of many economic fluctuations, the Executive Board has actively reviewed and restructured production activities. Specifically, rearranging machinery and equipment in a reasonable direction, and at the same time streamlining and optimizing human resources both directly and indirectly. At the same time, restructure the functions and tasks of each position throughout the Company to improve labor efficiency. Cost-saving solutions are implemented synchronously to ensure financial safety in the condition of limited workload, the factory has not been exploited at full capacity. At the same time, develop and promulgate management regulations associated with work efficiency, apply the contracting mechanism in production and business in accordance with the new situation.
- Strengthen debt collection at projects under the Department of Telecommunications and MSTT to reduce financial pressure, and at the same time reduce financial costs for the Company.

- Continue to assign the Director of the Factory to build, complete and maintain the 5S and ISO standard systems in production activities; at the same time, promulgate quality control regulations to improve efficiency and save production costs.
- Maintain the stability of business activities of departments, strengthen supervision and administration to ensure the completion of assigned revenue and profit targets.

Building and developing corporate culture

- The company focuses on building a professional working environment and developing corporate culture. Internal cultural activities have been organized, combined with training to improve management skills for staff from the level of head/deputy department higher. At the same time, implementing professional training programs, developing team spirit and strengthening corporate culture throughout the Company.
- The Board of Directors has thoroughly mastered the management staff on improving responsibility in administration, and at the same time implementing cost savings and minimizing waste in production and business activities.
- Focus on strengthening and stabilizing the spirit of the contingent of managers; Up to now, the executive apparatus has been streamlined, operated effectively, creating positive working motivation for officials and employees.
- Organize training programs to improve the capacity of senior managers and professional teams, ensuring that they meet job requirements and adapt to new development trends.
- Internal cohesion activities are maintained periodically, contributing to improving the level of satisfaction and strengthening the attachment between employees and the management team.

4. Future development plan

The company has renovated and rebuilt the factory to serve production and business activities, and at the same time expanded into a new business field of leasing factories and premises (approved by the Board of Directors), contributing to taking advantage of existing assets and creating more stable income.

In the context of a decline in the total demand for the Company's products due to the general characteristics of the cable industry, the Company has actively oriented itself to seek new directions, including developing new products/services and expanding the search for commercial contracts to offset fixed costs.

In addition, grasping market trends, the Company is piloting online sales activities to diversify distribution channels and reach customers more effectively.

IV. THE BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S ACTIVITIES

1. Evaluation of the Board of Directors on the Company's operations

In 2025, the Board of Directors has successfully organized the Annual General Meeting of Shareholders in accordance with the law.

The Board of Directors has fully organized meetings in accordance with the provisions of the Law on Enterprises with the participation of members of the Board of Directors, the Supervisory Board

and key officials, in order to consider and approve the contents under its jurisdiction and implement the Resolution of the General Meeting of Shareholders in 2025.

Resolutions and decisions of the Board of Directors are issued on the basis of high unity among members, closely following the actual situation of the Company, as a basis for the Board of Directors to organize the implementation and completion of production and business tasks. The members of the Board of Directors also actively coordinate and support the Board of Directors in the administration.

The Board of Directors maintains close coordination with the Supervisory Board in inspecting and supervising the Company's activities.

Perform regular supervision of the Board of Directors and departments in the implementation of resolutions and decisions of the Board of Directors

2. Evaluation of the Board of Directors on the operation of the Board of Directors

The Board of Directors always follows the actual situation of the Company, through the issuance of Resolutions and Decisions to direct the Board of Directors to organize the implementation of production and business tasks according to the Resolution of the General Meeting of Shareholders in 2025.

In the context that the economy and market still have many potential risks and increasing competition, the Board of Directors has actively reported and advised the Board of Directors on appropriate management solutions, contributing to maintaining stable production and business activities.

The company has maintained stability in the general volatile conditions of the market; ensuring jobs and incomes for employees; at the same time, harmoniously balancing the interests of shareholders and fulfilling obligations to the State.

Implementing the resolutions of the General Meeting of Shareholders and the Board of Directors, the Board of Directors has closely followed the production and business administration; audit financial statements and disclose information fully and promptly as prescribed.

Evaluate business results in 2025: The company achieves the set revenue plan and profit targets.

- *Revenue: 535.8 billion VND, Reaching 107.18% of the plan*
- *Profit after tax: VND 2,306 billion, reaching 104.91% of the plan*

Causes:

The Board of Directors has organized flexible production according to market demand, while optimizing costs, rearranging personnel and production structure in a reasonable direction, improving operational efficiency.

Revenue is maintained stably from key products such as fiber optic cables, wires and LAN cables; in which some product groups met and exceeded the set plan.

Promote the expansion of commercial activities, actively participate in projects to supply telecommunications equipment and infrastructure, contributing to diversifying revenue sources.

With timely management solutions and the efforts of the management staff and employees, the Company has completed the targets of the production and business plan in 2025; maintain stable operations, ensure jobs and incomes for employees, and at the same time fully fulfill obligations to the State and the interests of shareholders.

V. Corporate Governance

1. Board of Directors

a) Members and structure of the Board of Directors

TT	Full name	Year of birth	Original	Qualifications	Position	Number of shares	Holding Rate (%)	Notes
1	Ngo Hoang Phuong	1973	Thanh Hoa	Master of Business Administration	Chairman of the Board of Directors	108.160	0,69%	Re-appointment 07/03/2022
2	Mr. Ngo Huu Tam	1981	Thanh Hoa	Master of Business Administration	Board of Directors/ General Director of the Company	80.080	0,51%	Appointed on 07/03/2022
3	Mr. Hoang Van Loi	1973	Hai Phong	Bachelor's degree	Deputy General Director	1.996.800	12,8%	Appointed from 05/04/2025 to 19/01/2026
4	Mr. Nguyen Thanh Hai	1974	Hai Duong	Master of Business Administration	UV Board of Directors	2.995.200	19,2%	Dismissal on 05/04/2025

b) Subcommittees of the Board of Directors:

The Board of Directors has appointed a person to act as the Company Secretary with the term and terms as decided by the Board of Directors. The Board of Directors may dismiss the Company Secretary when necessary but not contrary to the current labor laws. The roles and duties of the Company Secretary include:

Organizing meetings of the Board of Directors, the Control Board and the General Meeting of Shareholders under the orders of the Chairman of the Board of Directors or the Control Board;

Make minutes of meetings;

Advising on the procedure of meetings;

Provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and the Supervisory Board.

The company secretary is responsible for keeping information confidential in accordance with the provisions of law and the company's charter.

c) Activities of the Board of Directors:

** Number of meetings of the Company's Board of Directors in 2025:*

TT	Member of the Board of Directors	Position	Date of commencement /cessation of membership of the Board of Directors	Number of TV sessions attended by the Board of Directors	Meeting Attendance Rate	Reasons for not attending the meeting
1	Mr. Ngo Hoang Phuong	Chairman	Starting 07/03/2022	4/4	100%	-
2	Mr. Nguyen Thanh Hai	Commissioner (VNPT Capital Representative)	Commencing 07/03/2022/ dismissal on 05/04/2025	0/4	0%	Busy working without authorizat
3	Mr. Ngo Huu Tam	Member - General Director of	Starting 07/03/2022	4/4	100%	
4	Mr. Hoang Van Loi	VNPT Capital Representative	Appointed from 05/04/2025 to 19/01/2026			

* Contents of Board meetings

Year 2025		
Date	Number of Documents	Contents
05/03/2025	25/01/NQ-HDQT	<ul style="list-style-type: none"> - Record the report on the assessment of the implementation of the Annual General Meeting of Shareholders in 2025 and record production and business results in the first 2 months of 2025: - Appointment of Mr. Tran Van Quy as Deputy General Director - Approving the overall project of upgrading the factory for use and lease - Agreeing not to develop a plan for the period of 2025-2029 - Approving the plan to organize the Annual General Meeting of Shareholders in 2025
15/05/2025	25/01/QD-HDQT	<ul style="list-style-type: none"> - Recorded business results in the first 4 months of 2025 - Recognition of the results of working with key customers - Acknowledging the planning of Gia Lam district and adjusting the project of renovation and upgrading of factories in accordance with the general planning of Gia Lam district - Approval of investment projects on electric cable production lines
28/05/2025	29/25/QD-HDQT	<ul style="list-style-type: none"> - Decision on selection of financial statement auditing unit in 2025
15/09/2025	25/03/NQ-HDQT	<ul style="list-style-type: none"> - Recording the results of production and business activities 08 First Month 2025 - Acknowledging the reasons for the delay in the implementation of the work - Acknowledging the investment and production and business orientation of the Board of Directors until the end of 2025 - Approval of rooftop solar power investment projects

(The meetings of the Board of Directors of the Company are attended by the Supervisory Board of the Company and a number of managers of the Company).

3. Supervisory Board

a) Members and structure of the Supervisory Board:

TT	Full name	Year of birth	Original	Qualifications	Position	Number of shares	Holding Rate (%)	Notes
1	Phạm Văn Ninh	1975	Nam Dinh	Engineer	Head of the Supervisory Board for the third term (2017-2022)	10.400	0,07%	
2	Dinh Quang Huu	1973	Ninh Binh	Master's	TV Supervisory Board Term III (2017-2022)	0	0	
3	Vu Hoang Cong	1984	Lang Son	Master, CPA	TV Supervisory Board Term III (2017-2022)	0	0 %	

b) Activities of the Supervisory Board:

TT	Member of the Supervisory Board	Position	Date of start/no longer being a member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting Attendance Rate	Reasons for not attending the meeting
1	Mr. Pham Van Ninh	Head of Department	Appointed 07/06/2018	4/4	100%	
2	Mr. Dinh Quang Huu	Members	Appointed 07/06/2018	1/4	25%	
3	Mr. Vu Hoang Cong	Members	17/05/2017	2/4	50%	

3. Transactions, remuneration and benefits of the Board of Directors, the Board of Directors and the Supervisory Board

a) Salary, bonuses, remuneration, benefits (Unit: Billion VND)

TT	Contents	Year 2025
		Implementation
1	Remuneration of the Board of Directors, Supervisory Board	0.0646

b) Trading of shares of insiders: Yes

(Information on stock transactions of members of the Board of Directors, members of the Control Board, Directors (General Director), Chief Accountants, managers, company secretaries, major shareholders and persons related to the above-mentioned subjects).

STT	Transaction Executor	Relationship with Insiders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase and decrease (buying, selling, converting, bonus...)
			Number of shares	Rate	Number of shares	Rate	
1	Ngo Huu Tam	General Director	80.080	0,05%	0	0%	Sell
2	Hoang Thi Thuy	Wife of the General Director	86.265	0,06%	0	0%	Sell
3	Ngo Thi Kieu Trang	Major shareholders	2.642.860	16,94%	28.099.250	18,01%	Buy

c) Contracts or transactions with internal shareholders: No

(Information about contracts, or transactions that have been signed or executed during the year with the company, its subsidiaries, companies under the control of members of the Board of Directors, members of the Supervisory Board, directors (General Director), managers and persons related to the above-mentioned subjects).

The implementation of regulations on corporate governance: In accordance with current regulations.

(Clearly state the contents that have not been implemented in accordance with the law on corporate governance. Causes, solutions and remedial plans/plans to enhance efficiency in corporate governance activities).

d) Evaluation of the implementation of regulations on corporate governance**VI) Financial statements**

Audited Financial Statements for 2025: Attached

Hanoi, March 26th, 2026

**CERTIFICATION OF THE LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



NGO HUU TAM