

**No.: 85 /NQ-DHDCD TN 2026**

## **RESOLUTION**

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

**Pursuant to:**

- Enterprise Law No. 59/2020/QH14;
- Securities Law No. 54/2019/QH14;
- Charter of Post and Telecommunication Equipment Joint Stock Company;
- Based on the report on the verification of shareholder eligibility; The Regulations for Organizing the 2026 Annual General Meeting of Shareholders;
- Minutes No. 216/BB-DHDCD TN 2026 dated April 11, 2026 of the 2026 Annual General Meeting of Shareholders of Post and Telecommunication Equipment Joint Stock Company.

The General Meeting was attended by 10 delegates who are shareholders or authorized representatives of shareholders. These delegates represented 14,521,548 shares, accounting for 74,74% of total voting shares of the Company. All attending shareholders or their representatives met the legal eligibility requirements. The 2026 Annual General Meeting of Shareholders of Post and Telecommunication Equipment Joint Stock Company discussed, voted and resolved as follows:

## **RESOLVES**

**Article 1. To approve personnel for the Presidium, Secretariat, Shareholder Eligibility Verification Committee, Vote Counting Committee and Technical Support Team for the Vote Counting Committee**

**1. *Members of the Presidium:***

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

**2. *Members of the Secretariat:***

- a) Mr. Pham Cao Thang – Chief of the Chairman's Office: Head of the Secretariat



- b) Ms. Vo Thi Minh Hue – Deputy Head of the Finance and Accounting Department: Member
- 3. *Members of the Shareholder Eligibility Verification Committee:*
  - Ms. Tran Thi Hoa – Head of the Supervisory Board: Head of the Committee
  - Mr. Vuong Toan Dung – Member of the Supervisory Board: Member
- 4. *Members of the Vote Counting Committee and Technical Support Team for the Vote Counting Committee:*
  - 4.1 *Members of the Vote Counting Committee:*
    - a) Mr. Dinh Vuong Anh – Deputy Director of the Northern Branch: Head of Committee
    - b) Mr. Nguyen Viet Hai – Deputy Head of the Import-Export Investment Planning Department: Member
    - c) Ms. Ngo Thi Men – Company’s Finance and Accounting Department: Member
  - 4.2 *Technical Support Team for the Vote Counting Committee:*
    - a) Mr. Nguyen Viet Hai – Deputy Head of the Import-Export Investment Planning Department: Team Leader
    - b) Mr. Le Hoang Phuc – Staff of the R&D Center: Member
    - c) Mr. Nguyen Viet Anh – Staff of the Business Development and Postal Technology Center: Member

The General Meeting voted by a show of hands, *with a 100% approval rate to adopt the above personnel list*. The voting counting result was fully recorded in the Vote Counting Minutes and the General Meeting Minutes.

**Article 2. To approve the report on the verification of shareholder eligibility, declaring that the conditions were met to proceed with the 2026 Annual General Meeting of Shareholders in accordance with legal regulations, the Company’s Charter and the Regulations for Organizing the General Meeting.**

The General Meeting voted by a show of hands, *with a 100% approval rate to adopt this content*.

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

**Article 3. To approve the "Agenda Content and Regulations for Organizing the General Meeting".**

The General Meeting voted by a show of hands, *with a 100% approval rate to adopt this content*.

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

**Article 4. To approve the Voting Guidelines and election regulations for the General Meeting.**



The General Meeting voted by a show of hands, *with a 100% approval rate to adopt this content.*

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

**Article 5. To approve the Report of the Board of Directors in 2025, operational plan for 2026**

The General Meeting voted for: *100% of the voting shares* present at the General Meeting.

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

**Article 6. To approve the report of the Supervisory Board in 2025**

The General Meeting voted for: *100% of the voting shares* present at the General Meeting.

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

**Article 7. To approve the Report on the results of production, business and investment activities, new topics, products and scientific and technological activities in 2025; profit distribution plan in 2025; summary table of remuneration and allowances for the Board of Directors and Supervisory Board in 2025; dividend payment 2025**

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

No.	Indicator	Unit	2025 Plan (Approved by the GMS)	2025 performance	Achievement/ Plan Ratio 2025 (%)
1	Total Consolidated Revenue, including: - Sales and Service Provision Revenue - Financial Activity Revenue - Other income In which:	VND	1.759.831.000.000	1.768.515.690.369	100,5%
1.1	Revenue from Outside VNPT	VND	1.189.150.000.000	754.617.576.323	63,5%
2	Consolidated profit after tax	VND	10.824.000.000	10.903.288.646	100,9%
3	Profit After Tax/Equity Ratio ( <i>Equity per Financial Statements</i> )	%	4,7%	4,73%	100,6%
4	Dividends	%	4,36%	4,4%	100,9%
5	Per Capita Income/Month	VND	12.200.000	11.518.504	94,4%
6	Payroll expenses	VND	73.200.000.000	47.675.088.314	65,1%



No.	Indicator	Unit	2025 Plan (Approved by the GMS)	2025 performance	Achievement/ Plan Ratio 2025 (%)
7	Average number of employees	Person	500	345	69,0%

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

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

No.	Project/work name	Unit	Total investment value	Content	Notes	Implement ation progress	Total investment value
	<b>Total 2025 investment plan</b>		<b>25,503,780,000</b>				<b>690,564,933</b>
<b>A1</b>	<b>Ongoing or Carried-Over Investment Plans from Previous Years to 2025</b>		<b>5,073,780,000</b>				
1	Design and preliminary design approval costs for Workshop No. 2 and No. 3, repair of existing fire alarm system, emergency lighting and exit signs	POT DN	180,000,000	According to the requirements of the Da Nang Fire Department	Second and third quarters of 2025		
2	Repair of existing fire alarm system, emergency lighting, exit signs...	POT DN	30,000,000		Third quarter of 2025		
3	Investment in procurement of production and testing equipment for Accu/Battery Lithium, including:	PDE	3,983,780,000		2025	Total project value: VND 4.6 billion. One welding machine purchased in 2021 (VND 616 million). Remaining value carried over from year 2022, 2023, 2024 for implementation in 2025	0
	+ 02 welding machines;						

	+ 02 charge-discharge machines;						
	+ Measuring equipment.						
4	50-Ton, 2m LC Pressing and Bending Machine	Factory 4	180,000,000	The investment aims to manufacture battery casings, ODF boxes, and VNPT boxes to reduce the load on the existing AMANDA machine and increase the overall production capacity of Factory 4	Second and third quarters of 2025		
5	Repair and upgrade of factory infrastructure II	Factory 4	700,000,000	The aim is to renovate and repair the gutters and raise the floor of the factory building, which has deteriorated due to years of neglect.	Fourth quarter of 2025	Two bidding packages have been implemented	690,564,933
<b>A2</b>	<b>2025 investment plan:</b>		<b>20,430,000,000</b>				
	<i>Factory 123</i>		<b>8,500,000,000</b>				
<i>I</i>	<i>New investments</i>						
<i>I</i>	1.1m Panel Bending Automatic Machine	Factory 123	3,250,000,000	Continuing into 2024	June 2025	Funds disbursed through financial leasing amounted to VND 2,373,732,000.	
<i>II</i>	<i>Repair and upgrade of existing equipment</i>	Factory 123					
<i>1</i>	<i>Volumetric aluminum casting system</i>		700,000,000				
<i>2</i>	<i>Complete maintenance of the fiber optic line.</i>		3,500,000,000				



3	Conversion of welding line technology		650,000,000				
4	Upgrading fiber optic cable technology		400,000,000				
	<b>POT DA NANG</b>		<b>130,000,000</b>				
<b>I</b>	<b>New investments</b>						
1	Repairing electrical cable bridges	POT ĐN	20,000,000		Second and third quarters of 2025		
2	Roof repair for solar inverter	POT ĐN	10,000,000		Second and third quarters of 2025		
3	Repairing the fence (Road No. 7)	POT ĐN	60,000,000		Second and third quarters of 2025		
4	Maintenance and upkeep of cooling systems for inverters and rooftop solar power systems.	POT ĐN	40,000,000		Second and third quarters of 2025		
	<b>Company Office</b>		<b>1,000,000,000</b>				
1	Upgrading, renovating, and repairing: office buildings, machinery, equipment, and infrastructure at the office area of Company 61 Tran Phu, Ba Dinh, Hanoi.	Company Office	1,000,000,000	Preventive	Implementation will only be carried out based on actual circumstances or force majeure		
	<b>VSIP Bac Ninh Complex</b>		<b>10,800,000,000</b>				
1	Installation of a 999kWp solar power system	VSIP	8,800,000,000	Expected to be installed on the roof of factory building No. 3 - VSIP Industrial Park			
2	Upgrading, renovating, and repairing: office buildings, factories, machinery, equipment, and infrastructure in the VSIP area	VSIP	2,000,000,000	Preventive	Implementation will only be carried out based on actual circumstances or force majeure		

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

No.	Expected topics, new products, and science and technology tasks for 2025	Implementing unit	Notes
1	5G Mobile Broadband & Fixed Wireless Access: 5G Mifi(Mobile Wifi Hotspot), 5G CPE & ODU (Hisense)	Northern Branch	Hisense commercial products → Discontinue production
2	PON: XGSPON ONT (Supports Wifi 6 or Wifi 7) and SFP (Hisense)	Northern Branch	Hisense commercial products → Discontinue production
3	Wifi Router: Supports Wifi 6 or Wifi 7 (Hisense)	Northern Branch	Hisense commercial products → Discontinue production
4	Indoor tightly enclosed cable	Factory 123	New product → Transition to 2026
5	G652D single-mode fiber; 200 $\mu$ M	Factory 123	New product → Transition to 2026
6	G654E single-mode fiber	Factory 123	New product → Stop development
7	Compression speakers of all types+	Factory 123	Completed and now being commercialized.
8	Telecommunications cabinet (based on the Cambodian model)	Factory 4	Completed and now being commercialized.
9	Outdoor power supply with die-cast aluminum housing, AC/DC 48V - 3kW	PDE	Completed and integrated into VNPT's infrastructure.
10	48V300Ah Lithium Battery	PDE	New product → Transition to 2026
11	48V 50Ah aluminum casing battery	Factory 123/PDE	Completed and integrated into VNPT's infrastructure.
12	Control panel for outdoor power supply PODS-VN VT02 12kW;	PDE	Completed and integrated into VNPT's infrastructure.
13	TSG 100KA plastic enclosure surge protection module	PDE	Improved product: using TSG new technology → Transition to 2026.
14	Aluminum fiber optic junction box	R&D Center	New product → Stop development
15	High-performance 1U ZXDU B301 power supply (1U)	R&D Center	Completed and now being commercialized.



16	High-performance power supply V6 5U ZXDU B301 (5U)	R&D Center	New product → Transition to 2026
17	High-power 600A-1000A 48V power supply system for the main network node.	R&D Center	New product → Transition to 2026
18	Household energy storage system incorporating solar power 5-10kw	R&D Center	New product → Transition to 2026
19	Research and study products related to national digital transformation.	R&D Center	New product → Transition to 2026
20	12-24FO fiber optic splice closure	R&D Center	Completed and commercialized, ready to bid.
21	48-296FO fiber optic splice closure	R&D Center	Completed and commercialized, ready to bid.
22	Outdoor cabinet shell	R&D Center	Completed and now being commercialized.

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

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

No.	Indicator	2025 Plan (VNĐ)	To be implemented in 2025 (VNĐ)
1	Total accounting profit after tax of the parent company		10,609,312,358
2	Total accounting profit after tax of PDE company		2,412,529,816
3	Total accounting profit after tax of Postef Ba Dinh company		117,023,394
4	Total accounting profit after tax of Postef Da Nang subsidiary		1,100,173,424
5	<b>Total consolidated profit after tax</b>		<b>14,239,038,992</b>



No.	Indicator	2025 Plan (VND)	To be implemented in 2025 (VND)
6	<i>Exclusion of internal profit after consolidation</i>		3,335,750,346
7	<b>Total consolidated profit after tax in 2025 (after exclusion)</b>	<b>10,824,000,000</b>	<b>10,903,288,646</b>
8	<b>After-tax profit distribution plan in 2025</b>		<b>10,903,288,646</b>
8.1	Number of outstanding shares (19,430,006 shares)	194,300,060,000	194,300,060,000
8.2	Dividend in 2025	4.36%	4.40%
	Dividend amount for 2025	8,471,482,616	<b>8,549,202,640</b>
8.3	Allocation to reward fund	335,928,117	<b>1,082,399,998</b>
8.4	Allocation to welfare fund	335,928,117	<b>1,082,399,998</b>
8.5	Remuneration of the Board of Directors and Supervisory Board of the company in 2025, in which:	100.00%	100.50%
	Remuneration for the Board of Directors and Supervisory Board of the company in 2025	184,000,000	<b>184,920,000</b>
	<i>Remuneration of the Board of Directors in 2025</i>	<i>138,000,000</i>	<i>138,690,000</i>
	<i>Remuneration of the Supervisory Board in 2025</i>	<i>46,000,000</i>	<i>46,230,000</i>
8.6	Profit after tax in 2025 retained and undistributed		<b>4,366,010</b>

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

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

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

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



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

- + Based on the company's business performance results for 2025.
- + Based on the actual trading situation of POT shares on the stock market.

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

The General Meeting voted for: **100% of the voting shares** present at the General Meeting.

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

**Article 8. To approve the 2025 financial statements of Post and Telecommunication Equipment Joint Stock Company for the fiscal year ended on December 31, 2025 (audited by AASC Auditing Firm Company Limited).**

The General Meeting voted for: **100% of the voting shares** present at the General Meeting.

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

**Article 9. Production and business plan, investment, research and development of new topics and products and scientific and technological activities for 2026; remuneration plan for the Board of Directors and Supervisory Board in 2026; principles for establishing the reward and welfare funds in 2026; Business production plan for the period 2026-2029.**

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

##### 1. Production and business plan in 2026:

No.	Indicator	Unit	2026 plan
1	Total revenue (Consolidated financial statements)	VND	1.944.800.000.000
1.1	<i>In which:</i> Revenue from outside VNPT	VND	1.401.392.000.000
3	Profit after tax (Consolidated financial statements)	VND	15.645.000.000
4	Profit after tax/equity ratio ( <i>the equity per Financial statements</i> )	%	6,79%
5	Dividends	%	6,3%



No.	Indicator	Unit	2026 plan
6	Per capita income/month	VND	12.200.000
7	Payroll expenses	VND	73.200.000.000
8	Average number of employees	Person	500

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

## 2. Investment plan for 2026:

No.	Project/work name	Unit	Total investment value	Content	Notes
	<b>Factory 2</b>	<b>Factory 2</b>	<b>24,100,000,000</b>		
<b>I</b>	<b>New investments</b>		<b>21,700,000,000</b>		
1	Automated laser welding system		2,200,000,000		June 2026
2	Cold chamber aluminum casting machine		3,200,000,000	Preparing Plan for 5G	September 2026
3	High-frequency induction furnace system (aluminum casting machine)		3,800,000,000		September 2026
4	Ribbon cable production line: Fiber optic ribbon splicing machine only (Ribboning Machine)		12,500,000,000	Nextrom's expected device	December 2026
<b>II</b>	<b>Repair and upgrade existing equipment</b>		<b>2,400,000,000</b>		
1	Upgrading fiber optic cable technology		2,400,000,000		
	<b>Factory 3</b>	<b>Factory 3</b>	<b>25,220,000,000</b>		
<b>I</b>	<b>Repair and upgrade existing equipment</b>				
1	Maintenance, upgrading, and completion of the Fiber Optic line:		25,220,000,000		
	<i>A contract for component parts with Nextrom.</i>				
	<i>A Contract for Molding + Dyeing with Nextrom</i>				
	<i>A contract with Sikora</i>				
	<i>Contract with Sumitomo</i>				
	<i>01 Hardness tester (Agilent)</i>				
	<b>Factory 4</b>	<b>Factory 4</b>	<b>2,058,000,000</b>		
<b>I</b>	<b>New investment</b>		<b>1,040,000,000</b>		
1	White inkjet printer (tightly sealed)		210,000,000	Tight-wrap production	First quarter of 2026



2	Robot welding machine (1 unit)		450,000,000		First and second quarters of 2026
3	Cargo lift dimensions: 2 meters x 2 meters		380,000,000	Renovate the second floor of the old canteen	First and second quarters of 2026
<b>II</b>	<b>Repair and upgrade existing equipment</b>		<b>1,018,000,000</b>		
1	Screw cylinder set for 65/132 plastic pipe production line.		148,000,000		Second quarter of 2026
2	Repair and upgrade of the corrugated iron roof infrastructure and gutter system of factory building II.		870,000,000		Fourth quarter of 2026
	<b>POT DA NANG</b>	<b>ĐA NANG</b>	<b>2,054,548,000</b>		
<b>I</b>	<b>New investment</b>		<b>1,937,548,000</b>		
1	The initial design and design review costs for factory building No. 2 and factory building No. 3, including repairs to the existing fire alarm system, emergency lighting system, and exit signs.		180,000,000	Phase 1	First quarter of 2026
2	Repair existing fire alarm systems, emergency lighting systems, and exit signs...		30,000,000	Phase 1	First quarter of 2026
3	Installation of fire protection system in workshop 3.		492,000,000	Phase 2	Second quarter of 2026
4	Installation of pump room for fire protection system in workshop 2.		430,548,000	Phase 2	Second quarter of 2026
5	Underground water tank for fire fighting purposes for 3 workshops.		275,000,000	Phase 2	Second quarter of 2026
6	Solar-powered fire protection system		410,000,000	Phase 2	Third quarter of 2026
7	Costs for fire safety inspection and approval by the fire safety authority.		120,000,000	Phase 3	Fourth quarter of 2026
<b>II</b>	<b>Repair and upgrade existing equipment</b>		<b>117,000,000</b>		
1	Repair and replace the gutter between workshop 1 and workshop 2.		60,000,000		Second quarter of 2026
2	Roofing and leak prevention for factory buildings.		25,000,000		Second quarter of 2026
4	Repairing the fence along Highway 7.		32,000,000		Second quarter of 2026
	<b>PDE</b>	<b>PDE</b>	<b>3,983,780,000</b>		
<b>I</b>	<b>New investment</b>		<b>3,983,780,000</b>		
1	Investment in purchasing production and testing equipment for Lithium Batteries, including:		3,983,780,000	The total project cost is 4.6 billion VND. One welding machine was	2026
2	+ 02 welding machines;				
3	+ 02 charging and discharging machines;				



4	+ Measuring device.			purchased in 2021 (616 million VND). The remaining value will be carried over from 2022 to 2025 for implementation in 2026.	
	<b>VSIP Bac Ninh Complex</b>	<b>VSIP</b>	<b>2,000,000,000</b>		
	Upgrading, renovating, and repairing: office buildings, factories, machinery, equipment, and infrastructure in the VSIP area		2,000,000,000	Preventive	Implementation will only be carried out based on actual circumstances or force majeure
	<b>Total investment plan for 2026 for all units</b>		<b>59,416,328,000</b>		

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

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

No.	Topics, new products, and scientific and technological tasks for 2025 transitioning to 2026	Implementing unit	Note
1	Indoor tightly enclosed cable	Factory 2	2026
2	G652D single-mode fiber; 200 $\mu$ M	Factory 3	2026
3	48V 300Ah Lithium Battery	PDE	2026
4	TSG 100KA plastic enclosure surge protection module	PDE	2026
5	High-performance power supply V6 5U ZXDU B301 (5U)	R&D Center	2026
6	High-power 600A-1000A 48V power supply system for the main network node.	R&D Center	2026
7	Household energy storage system incorporating solar power 5-10kw	R&D Center	2026

8	Research and study products related to national digital transformation.	R&D Center	2026
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### 3.2. Topics, new products, and scientific and technological tasks for 2026:

No.	Expected topics, new products, and science and technology tasks for 2026	Implementing unit	Note
1	The VT 02 cabinet design was provided to Mobifone (sunproof cabinet, no air conditioning required).	R&D Center	New product
2	High power supply 48V 1500A	R&D Center	New product
3	G657A2 single-mode fiber optic cable; 200 $\mu$ M	Factory 3	New product
4	Ribbon Cable 1x4; 1x8; 1x12	Factory 2	New product
5	High-capacity optical distribution cabinets for telecommunications/urban area IDCs.	R&D Center & Factory 2	New product
6	25W, 35W, and 60W compression horn speakers with 8 $\Omega$ impedance.	Factory 2	New product
7	51.2V-100Ah solar power storage battery enclosure for residential use.	Factory 4	New product
8	Outdoor cabinet TC 600Y; dimensions: (760 x 655 x 535)mm	Factory 4	New product
9	SPD 11 Lightning Protection Module	PDE	New product
10	Lithium Battery BMS Circuit 100Ah, 50Ah	PDE	New product
11	48V 200Ah, 300Ah household lithium batteries	PDE	New product
12	48V/1200W portable power supply	PDE	New product
13	Upgrade the monitoring circuit for the fan speed control cabinet to adjust fan speed based on internal and external temperatures.	PDE	New product
14	The device measures temperature in 5 zones, voltage from 0 to 70 VDC, current from 500 VDC. AC voltage is transmitted and backed up via RS232, Modbus RTU, and	PDE	New product



	Web, with automatic report generation via Excel.		
15	New intelligent public address system (replacing the ICS system)	PDE & Northern Branch	New product
16	The ATS kit is supplied to Viettel.	Northern Branch	New product
17	Ecopick conveyor belt	Postef Ba Dinh & R&D Center	New product
18	The DWS Postef device is involved in the mechanical part.	Postef Ba Dinh & R&D Center	New product
19	Converter for Solar Panels, V6 type	R&D Center & PDE	New product
20	The fan automatically adjusts its speed (pulse width modulation) based on cabinet temperature, applicable to V6 power supply.	R&D Center & PDE	New product

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

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

No.	Title of the topic	Lead unit	Project management level	Note
1	Research and production of solid-state battery cells.	Postef	Ministry of Science and Technology	It is possible to collaborate with lecturers from the Polytechnic University.
2	Research and production of G.654.E wavelength-shifted optical fibers with low attenuation for long-distance transmission lines and G.657.B3/G657A1, A2, 200µm optical fibers.	Postef	Ministry of Science and Technology	In collaboration with the Vietnam Academy of Science and Technology
3	Research on low-cost HDPE plastic material for the production of fiber optic cable sheaths.	Postef	Ministry of Science and Technology	In collaboration with the Vietnam Academy of Science and Technology
4	Research on the production of BESS energy storage battery	Postef	Ministry of Science and Technology	In collaboration with lecturers from the Polytechnic University.



	systems. (Battery Energy Storage System)			
5	Research on producing blanks for optical fiber production.	Postef	Ministry of Science and Technology	In collaboration with the Vietnam Academy of Science and Technology

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

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

##### Bases for development:

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

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

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

##### Final settlement:

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

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

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



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

*Unit of measurement: million VND*

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

The General Meeting voted for: **100% of the voting shares** present at the General Meeting.

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

**Article 10:** Mr. Duong Trung Loi is hereby relieved of his duties as a member of the company's Board of Directors for the term 2025-2029, at his own request, effective from the date the Minutes of the 2026 Annual General Meeting of Shareholders are approved.

The General Meeting voted for: **100% of the voting shares** present at the General Meeting.

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

**Article 11.** To approve the list of candidates for election to the company's Board of Directors for the term 2025-2029, as follows:

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

The General Meeting voted for: **100% of the voting shares** present at the General Meeting.

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

**Article 12.** To approve the results of the by-election, one additional member of the company's Board of Directors for the 2025-2029 term has been elected.

1. List of elected members of the company's Board of Directors for the term 2025-2029:

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

The General Meeting voted for: **100% of the voting shares** present at the General Meeting.

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

**Article 13. To approve the content: Authorization for the Board of Directors to select an independent audit firm to audit the Company's 2026 Financial Statements.**

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

**1. AASC Auditing Firm Company Limited**

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

Phone: 024 38241990

**2. Vaco Auditing Company Limited**

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

Phone: 024.35770781

**3. AFC Vietnam Auditing Company Limited**

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

Phone: 028.22200237

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

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

Phone: 024.62670491

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

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

Phone: 023.63655886

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

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

Phone: 028.35472972

The General Meeting voted for: **100% of the voting shares** present at the General Meeting.

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



#### **Article 14. Implementation provisions**

The 2026 Annual General Meeting of Shareholders authorizes the Board of Directors, the Supervisory Board and the Executive Board of the Company to organize, implement and supervise the execution of the contents of this Resolution in accordance with legal regulations and the Company's Charter.

The members of the Board of Directors, the Supervisory Board, the Executive Board and related individuals and entities are responsible for implementing this Resolution in compliance with the provisions of the law and the Company's Charter.

#### **Article 15. Effect**

This Resolution has been unanimously approved in its entirety by the 2026 Annual General Meeting of Shareholders and takes effect from the date of signing.

*Hanoi, April 20, 2026*

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

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**

#### **Recipients:**

- Competent State agencies;
- VNPT Group;
- Shareholders of the company;
- Disclosure as prescribed;
- Archives: Records Office, HR Department and Chairman's Office.



**Tran Hai Van**

