

No.: 58 /NQ-DHDCD TN 2025

## RESOLUTION

### 2025 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 2025 Annual General Meeting of Shareholders;
- Minutes No. 109/BB-DHDCD TN 2025 dated April 5, 2025 of the 2025 Annual General Meeting of Shareholders of Post and Telecommunication Equipment Joint Stock Company.

The General Meeting was attended by 11 delegates who are shareholders or authorized representatives of shareholders. These delegates represented 15,907,002 shares, accounting for 81.87% of total voting shares of the Company. An additional 2 shareholders registered to attend, representing 155,000 shares. Thus, total number of attending shareholders was 13, corresponding to a total of 16,062,002 shares registered for the General Meeting, equivalent to 82.66% of total voting shares. All attending shareholders or their representatives met the legal eligibility requirements. The 2025 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

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
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. Le Huy Dong – Member of the Board of Directors: Head of Committee
- b) Ms. Ngo Thi Men – Company's Finance and Accounting Department: Member
- c) Mr. Dinh Vuong Anh – Deputy Director of the Northern Branch: Member
- 4.2 *Technical Support Team for the Vote Counting Committee:*
- a) Mr. Dinh Vuong Anh – Deputy Director of the Northern Branch: 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 2025 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 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 2024, the 2020-2024 period and operational orientation for 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 6. To approve the report of the Supervisory Board in 2024**

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 2024; profit distribution plan in 2024; summary table of remuneration and allowances for the Board of Directors and Supervisory Board in 2024; expected dividend payment rate in 2024 to shareholders; results of the 2020–2024 plan implementation**

**1. Results of production and business activities in 2024 (audited):**

No.	Indicator	Unit	2024 Plan (Approved by the GMS)	2024 performance	Achievement/ Plan Ratio 2024 (%)
1	Total Consolidated Revenue, including: - Sales and Service Provision Revenue - Financial Activity Revenue - Other income In which:	VND	1,321,000,000,000	1,618,372,119,969	122.51%
1.1	Revenue from Outside VNPT	VND	876,000,000,000	1,101,000,000,000	125.68%
2	Consolidated profit after tax	VND	12,670,000,000	3,359,281,176	26.51%
3	Profit After Tax/Equity Ratio ( <i>Equity per Financial Statements</i> )	%	5.5%	1.09%	19.82%
4	Dividends	%	5%	1.35%	27.00%
5	Per Capita Income/Month	VND	12,200,000	11,087,302	90.88%
6	Payroll expenses	VND	73,200,000,000	49,759,811,854	67.98%



No.	Indicator	Unit	2024 Plan (Approved by the GMS)	2024 performance	Achievement/ Plan Ratio 2024 (%)
7	Average number of employees	Person	500	374	74.80%

Dividend payment schedule in 2024: 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 2024 investment plan implementation:

No.	Project/work name	Unit	Total investment value	Implementation progress and reason for non-implementation	Total investment value (actually implemented)
	<b>Total 2024 investment plan</b>				<b>1,266,943,740</b>
<b>A1</b>	<b>Ongoing or Carried-Over Investment Plans from Previous Years to 2024</b>		<b>4,983,780,000</b>		<b>0</b>
<b>1</b>	Repair of the 120-cable wrapping production line (2006)	Factory 4	300,000,000	Not implemented in 2024	0
<b>3</b>	Investment in procurement of production and testing equipment for Accu/Battery Lithium, including:	PDE	3,983,780,000	Currently under review of existing machinery and selection of new equipment to complete the production line. Total project value: VND 4.6 billion. One welding machine purchased in 2021 (VND 616 million). Remaining value carried over from previous years for implementation in 2025	0
	+ 02 welding machines;				
	+ 02 charge-discharge machines;				
	+ Measuring equipment.				
<b>A2</b>	<b>2024 investment plan:</b>				<b>1,266,943,740</b>
	<b>Factory 123</b>		<b>10,940,000,000</b>		<b>-</b>
<b>I</b>	<b>New investments</b>				
<b>1</b>	1.1m Panel Bending Automatic Machine	Factory 123	3,250,000,000	Not implemented in 2024; proposed to be carried over to 2025	0
<b>2</b>	Cold Chamber Aluminum Die-Casting Machine	Factory 123	2,800,000,000	Not yet implemented in 2024; planned	0



3	High-Frequency Furnace System (aluminum die-casting)	Factory 123	2,400,000,000	adjustment of total investment value and proposed to be carried over to the 2025-2030 period	0
4	Double-Sided Flat Plate Grinding Machine	Factory 123	240,000,000	Not implemented	0
<b>II</b>	<b>Repair and upgrade of existing equipment</b>				
1	9-Axis CNC Bending Machine +: Amada 1.2m	Factory 123	250,000,000	Not implemented	0
2	Maintenance of the Entire Fiber Production Line	Factory 123	2,000,000,000	Not implemented	0
	<b>Factory 4</b>		<b>988,500,000</b>		
1	50-Ton, 2m LC Pressing and Bending Machine	Factory 4	180,000,000	Not implemented in 2024; proposed to be carried over to 2025	0
2	2.5m Cutting Machine, cutting sheets from 1m to 3m LC	Factory 4	220,000,000	Not implemented in 2024; planned adjustment of total investment value and proposed to be carried over to 2025	0
3	Solar-Powered Fire Protection System	Factory 4	588,500,000	Implemented and completed acceptance: Solar-powered fire protection system for J9-J10 roof (VND 332,880,840) and J12H-J12G roof (VND 206,089,920)	538,970,760
	<b>POT DA NANG</b>		<b>2,022,548,000</b>		
<b>I</b>	<b>New investments</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	Not implemented in 2024; proposed to be carried over to 2025	0
2	Repair of existing fire alarm system, emergency lighting, exit signs...	POT DN	30,000,000		0
3	Installation of fire protection system for Workshop 3	POT DN	492,000,000		0
4	Installation of pump room for fire protection system of Workshop 2	POT DN	430,548,000		0
5	Underground water tank for fire protection serving 3 workshops	POT DN	275,000,000		0
6	Solar-Powered Fire Protection System	POT DN	410,000,000		0



7	Fire protection acceptance and approval costs by the fire department	POT DN	120,000,000		0
<b>II</b>	<b>Repair and upgrade of existing equipment</b>				
1	Repair and replacement of gutters between Workshop 1 and Workshop 2	POT DN	60,000,000	Not implemented in 2024; proposed to be carried over to 2025	0
2	Roof leak repair and cladding	POT DN	25,000,000	Not implemented	0
	<b>VSIP Bac Ninh Complex</b>		<b>2,000,000,000</b>		
1	Periodic major repairs and maintenance of workshops, machinery and equipment at the VSIP area	VSIP	2,000,000,000		
		VSIP-Factory 123		- Bidding package: Upgrade and supplementation of optical fiber splice closures	330,000,000
		VSIP - PDE		- Bidding package: Supply of electrical cable materials.	397,972,980

### 3. Results of implementation of new topics, products and scientific and technological activities in 2024:

No.	New product in 2024	Implementing unit	Notes	Implementation results
1	Micro Cable, OL 1.4, 12 SQ 200 micro	Factory 123	Change optical fiber type from 250μm to 200μm	<ul style="list-style-type: none"> <li>- Prepared PBT plastic materials</li> <li>- Extrusion mold and head</li> <li>- Test runs and machine tuning performed 4 times: attenuation not met</li> <li>- Increase in production speed to 320m/min, OTDR passed</li> <li>- External test: failed in operational temperature test</li> <li>- Next step: select new PBT plastic sample</li> </ul>
2	Single-mode fiber G652D type 200 micro	Factory 123	Continued from 2023 trial production program	No 200μ fiber mold available
3	Single-mode fiber G654E	Factory 123	Continued from 2023 trial production program	Fiber characteristics measured Tested 8FO-PKL-Midspan aerial cable Next: external testing with imported G.654E fiber Market demand assessment Planning to purchase materials: preform and acrylate Trial drawing of G.654E fiber
4	Compression speakers of all types+	Factory 123	Production technology completed	<ul style="list-style-type: none"> <li>- Recalculated coil impedance for 25W/35W and 60W speakers with 16-ohm impedance: optimized coil length, diameter to improve durability and efficiency</li> </ul>



				<ul style="list-style-type: none"> <li>- Recalculated magnetic gap size, machining precision (lathe, plating) suitable for modified coil</li> <li>- Added winding jigs, chrome plating, diaphragm stamping molds, assembly fixtures to ensure and improve diaphragm and coil quality</li> <li>- To enhance assembly, replaced epoxy glue with SV21 glue to secure windings without increasing thickness, facilitating assembly</li> </ul>
5	Remote energy monitoring device for BTS station	Business Development Center	Current solution designed as a modular system per the Group's direction to meet customer needs and allow future scalability	Completed
6	High-efficiency power cabinet B301V6	R&D Center/ PDE	<ul style="list-style-type: none"> <li>- Max power 18kW, height <math>\leq</math> 8U, ZTE Rectifier</li> <li>- Coordinated with partner for parameter calibration</li> </ul>	Suspended due to complexity
7	Outdoor pole-mounted power cabinet 5G/IP65	R&D Center/ PDE	Power $\leq$ 6kW, ZTE Rectifier	Sample completed (using ZTE board), still needs improvement due to power cut-off above 70°C
8	Pole-mounted battery 5G/IP65	R&D Center/ PDE	48V 50/100Ah Lithium battery, vision cells	Done
9	Residential UPS 3kW using lithium battery	PDE		Suspended due to complexity
10	Lithium battery connected to hybrid inverter	PDE		Suspended due to complexity
11	Upgrade of backup battery to smart battery mode	PDE	Can provide 220V for residential use	Suspended due to pending UPS project (only 48V model developed, 220V version not yet available)
12	CSG Battery	PDE		New product added in 2024: Completed (150 units sold to POT Da Nang)
13	DC/DC distribution cabinet 1200, 1500 A with monitoring and individual CB display	PDE		New product added in 2024: Completed (10 units sold to POT Da Nang)
14	Solar power control system (Control Solar) 1U	PDE		New product added in 2024: Under testing on VNPT Net
15	Outdoor power cabinet VT02/VT03	PDE		New product added in 2024: Completed (approx. 2,000 units sold to POT)
16	Composite shell electric cabinet	Factory 4	Potential customer: Ho Chi Minh City Power Corporation	No actual product yet due to lack of mold from partner



17	SD-WAN (Software-Defined Wide Area Network) solution to improve telecom network management	Southern Branch	Potential customers: Mobifone, Vinaphone	Successfully tested and deployed at 6 locations, revenue over VND 300 million
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**4. Profit distribution plan in 2024, Summary of remuneration for the Board of Directors and Supervisory Board in 2024, expected dividend payment rate in 2024 to shareholders:**

**4.1. Profit distribution plan in 2024:**

No.	Indicator	Amount (VND)
1	Total accounting profit after tax of the parent company	1,690,331,708
2	Total accounting profit after tax of PDE company	1,343,783,636
3	Total accounting profit after tax of Postef Ba Dinh company	110,629,965
4	Total accounting profit after tax of Postef Da Nang subsidiary	1,891,658,116
<b>5</b>	<b>Total consolidated profit after tax</b>	<b>5,036,403,425</b>
6	<i>Exclusion of internal profit after consolidation</i>	<i>1,677,122,249</i>
7	<b>Total consolidated profit after tax in 2024 (after exclusion)</b>	<b>3,359,281,176</b>
8	<b>After-tax profit distribution plan in 2024</b>	<b>3,359,281,176</b>
8.1	Number of outstanding shares (19,430,006 shares)	194,300,060,000
8.2	Dividend in 2024 (Plan: 5.5%; Actual performance: 1.35%)	2,623,050,810
8.3	Allocation to reward fund	335,928,117
8.4	Allocation to welfare fund	335,928,118
8.5	Remuneration of the Board of Directors and Supervisory Board of the company in 2024: Profit After Tax Plan Achievement Rate in 2024: 26.51% (73.49% reduction), in which:	57,107,779
	<i>Remuneration of the Board of Directors in 2024</i>	<i>42,830,834</i>
	<i>Remuneration of the Supervisory Board in 2024</i>	<i>14,276,945</i>
8.6	Profit after tax in 2024 retained and undistributed	7,266,352

**4.2. Summary of remuneration and allowances of the Board of Directors and Supervisory Board in 2024:**

On the basis of the Resolution of the 2024 Annual GMS and the implementation results in 2024.

Total remuneration of the Board of Directors & Supervisory Board in 2024 is calculated as follows:

No.	Unit	Planned remuneration for Board of Directors & Supervisory Board approved by 2024 GMS (VND)	Profit after tax plan achievement rate in 2024 (VND)	Actual remuneration in 2024 (VND)
(1)	(2)	(3)	(4)	(5) = (3)*(4)
1	Board of Directors	161,542,500	26.5136%	42,830,834
2	Supervisory Board	53,847,500	26.5136%	14,276,945
	<b>Total</b>	<b>215,390,000</b>		<b>57,107,779</b>



#### 4.3. Results of the production and business plan implementation for the 2020–2024 period:

Unit: Million VND

No.	Indicator	2020	2021	2022	2023	2024
1	Total revenue	1,207,854	1,138,461	1,488,800	1,170,416	1,629,473
2	Profit after tax	18,063	13,255	15,270	2,613	3,359
3	Equity (Clause 2, Article 12 of Circular No. 200/2015/TT-BTC of the Ministry of Finance: Equity = Contributed Capital + Development Investment Fund + Capital for Construction Investment)	230,341	230,341	230,341	230,341	230,341
4	ROE	7.84%	5.75%	6.63%	1.13%	1.46%
5	Dividends	5.00%	5.26%	6.15%	1%	1.35%

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 2024 financial statements of Post and Telecommunication Equipment Joint Stock Company for the fiscal year ended on December 31, 2024 (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 2025; remuneration plan for the Board of Directors and Supervisory Board in 2025; principles for establishing the reward and welfare funds in 2025.**

The 2025 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 2025 production and business plan assigned by the General Meeting of Shareholders", including:

##### 1. Production and business plan in 2025:

No.	Indicator	Unit	2025 plan
1	Total revenue (Consolidated financial statements)	VND	1,759,831,000,000



No.	Indicator	Unit	2025 plan
1.1	<i>In which:</i> Revenue from outside VNPT	VND	1,189,150,000,000
3	Profit after tax (Consolidated financial statements)	VND	10,824,000,000
4	Profit after tax/equity ratio <i>(the equity per Financial statements)</i>	%	4.7%
5	Dividends	%	4.36%
6	Per capita income/month	VND	12,200,000
7	Payroll expenses	VND	73,200,000,000
8	Average number of employees	Person	500

Based on actual conditions, the determination of payroll expenses and staffing levels in 2025 will comply 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 2025:

No.	Project/work name	Unit	Total investment value	Content	Notes
	<b>Total 2025 investment plan</b>		<b>25,503,780,000</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	As required by Da Nang Fire Protection Department	Q2+3/2025
2	Repair of existing fire alarm system, emergency lighting and exit signs...	POT DN	30,000,000		Q3/2025
3	Investment in procurement of production and testing equipment for Accu/Battery Lithium, including: + 02 welding machines; + 02 charge-discharge machines;  + Measuring equipment.	PDE	3,983,780,000	Total project value: VND 4.6 billion. One welding machine purchased in 2021 (VND 616 million). Remaining value carried over from 2022, 2023, 2024 to 2025	2025
4	50-Ton, 2m LC Pressing and Bending Machine	Factory 4	180,000,000	Purpose: To produce battery casings, ODF boxes, VNPT boxes, reducing	Q2+3/ 2025



				load on the existing AMANDA machine and increasing Factory 4's overall production capacity	
5	Repair and upgrade infrastructure of Workshop II	Factory 4	700,000,000	To renovate gutters and raise the workshop floor, which has deteriorated due to lack of maintenance over the years	Quarter IV/ 2025
<b>A2</b>	<b>Investment plan for 2025:</b>		<b>20,430,000,000</b>		
	<b>Factory 123</b>		<b>8,500,000,000</b>		
<b>I</b>	<b>New investments</b>				
1	1.1m Panel Bending Automatic Machine	Factory 123	3,250,000,000	Continued in 2024	June 2025
<b>II</b>	<b>Repair and upgrade of existing equipment</b>	Factory 123			
1	Aluminum Casting Volume System	Factory 123	700,000,000		
2	Maintenance of the Entire Fiber Production Line	Factory 123	3,500,000,000		
3	Technology Conversion of Welding Production Line	Factory 123	650,000,000		
4	Technology Upgrade of Optical Cable Production Line	Factory 123	400,000,000		
	<b>POT DA NANG</b>		<b>130,000,000</b>		
<b>I</b>	<b>New investments</b>				
1	Repair of Electrical Cable Bridge	POT DN	20,000,000		Q2+3/ 2025
2	Repair of Inverter (Solar Energy) Roof	POT DN	10,000,000		Q2+3/ 2025
3	Repair of Fence (Road No. 7 Axis)	POT DN	60,000,000		Q2+3/ 2025
4	Maintenance of Cooling System for Inverters and Rooftop Solar Energy System	POT DN	40,000,000		Q2+3/ 2025
	<b>PDE</b>		-		
	<b>Company Office</b>		<b>1,000,000,000</b>		
1	Upgrade, renovation and repair: office building, machinery, equipment and infrastructure at the Company's office area at 61 Tran Phu, Ba Dinh, Hanoi	Company Office	1,000,000,000	Contingency reserve	To be implemented based on actual needs or force majeure
	<b>VSIP Bac Ninh Complex</b>		<b>10,800,000,000</b>		
1	Installation of 999kWp Solar Power System	VSIP	8,800,000,000	Planned installation on the roof of Workshop No. 3 - VSIP Industrial Park	



2	Upgrade, renovation and repair: office building, workshops, machinery, equipment and infrastructure at the VSIP area	VSIP	2,000,000,000	Contingency reserve	To be implemented based on actual needs or force majeure
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**3. Plan for new topics, products and scientific and technological tasks in 2025 and subsequent years:**

No.	Expected new topics, products, scientific and technological tasks in 2025	Implementing unit	Notes
1	5G Mobile Broadband & Fixed Wireless Access: 5G MiFi (Mobile WiFi Hotspot), 5G CPE & ODU (Hisense)	Northern Branch	Commercial product by Hisense
2	PON: XGSPON ONT (supporting WiFi 6 or WiFi 7) & SFP (Hisense)	Northern Branch	Commercial product by Hisense
3	WiFi Router: supporting WiFi 6 or WiFi 7 (Hisense)	Northern Branch	Commercial product by Hisense
4	Tight-Buffered Indoor Cable	Factory 123	New product
5	Single mode optical fiber G652D; 200 $\mu$ m	Factory 123	New product (carried over from 2024)
6	Single mode optical fiber G654E	Factory 123	New product (carried over from 2024)
7	Compression speakers of all types+	Factory 123	Improved product: Recalculate and redesign 25/35/60W speakers with 8-ohm impedance and finalize production technology as with 16-ohm speakers
8	Telecom Cabinet (Cambodia Model)	Factory 4	New product
9	Outdoor Aluminum-Cased Power Device AC/DC 48V - 3kW	PDE	New product
10	Lithium Battery 48V 300Ah	PDE	New product
11	48V 50Ah Aluminum-Cased Battery	Factory 123/ PDE	Improved product: Finalize the product
12	Control System for Outdoor Power Cabinet PODS-VN VT02 12kW;	PDE	Improved product per VNPT NET 2025 tender
12	100kA TSG Plastic-Cased Lightning Protection Module	PDE	Improved product: Using new TSG technology
14	Aluminum-Cased Optical Splice Closure	R&D Center	New product



15	High-Efficiency 1U Power Supply ZXDU B301 (1U)	R&D Center	New product
16	High-Efficiency 5U Power Supply ZXDU B301 (5U)	R&D Center	New product
17	Large-Capacity 600A-1000A 48V Power System for Core Network Nodes	R&D Center	New product
18	Household Energy Storage System Combined with 5-10kW Solar	R&D Center	New product
19	Research and Development of Products Related to National Digital Transformation	R&D Center	New product
20	12-24FO optical sleeve	R&D Center	Improved product to meet VNPT 2024 tender
21	48-96FO optical sleeve	R&D Center	Improved product to meet VNPT 2024 tender
22	Outdoor cabinet shell	R&D Center	Improved product per VNPT NET 2025 tender

#### 4. Remuneration plan for the Board of Directors and the Supervisory Board in 2025

##### Bases for development:

- The Company develops its plan for revenue, profit and average salary for 2025.

The approved remuneration plan for the Board of Directors (BOD) and the Supervisory Board (SB) in 2025 is equal to 1.7% (x) of profit after tax (plan) of 2025:

No.	Unit name	Unit	Remuneration for 2025 = 1.7% × Planned Profit After Tax (Planned Profit After Tax 2025 = VND 10.824 billion)
1	Board of Directors	VND	138,000,000
2	Supervisory Board	VND	46,000,000
	<b>Total</b>	<b>VND</b>	<b>184,000,000</b>

##### Final settlement:

- In case the Profit After Tax target for 2025 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 2025 (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 2025** are as follows:

Based on the 2025 plan data: The planned Reward and Welfare Funds for 2025 will be equal to the Reward and Welfare Funds in 2024 x (multiplied by) the ratio of the Planned Profit After Tax for 2025/Profit After Tax in 2024 = VND 671.9 million x (multiplied by) VND 10.824 million/VND 3.359 million = VND 2,165 million.

*The Reward and Welfare Funds for 2025 will be equal to VND 2,165 million x (multiplied by) the ratio of the Actual Profit After Tax for 2025/Planned Profit After Tax for 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 10:** To approve the plan to amend, supplement and revise the internal regulations on corporate governance (1<sup>st</sup> amendment) in accordance with the Enterprise Law 2020, Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government and Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance.

The 2025 Annual General Meeting of Shareholders authorized the Chairman of the Board of Directors to finalize and promulgate the Regulations in accordance with the amendment plan approved by the General Meeting of Shareholders.

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 content: Authorization for the Board of Directors to select an independent audit firm to audit the Company's 2025 Financial Statements.

The 2025 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 2025 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 12. Implementation provisions**

The 2025 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 13. Effect**

This Resolution has been unanimously approved in its entirety by the 2025 Annual General Meeting of Shareholders and takes effect from the date of signing.

*Hanoi, April 14, 2025*

**ON BEHALF OF THE 2025 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.



**Trần Hai Van**

