



VIETTEL GROUP
VIETTEL POST JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 2, 2026

MEETING AGENDA ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Event time: Starting at 09:00 on April 23, 2026.

Location: Auditorium on the 17th floor, Viettel Building, No. 1 Tran Huu Duc Street, Tu Liem Ward, Hanoi City.

TT	Program content	Perform	Time
I	Opening ceremony	Congress Organizing Committee	08:00
1.	Shareholders receive documents, voting cards, and ballot papers.	Shareholders' Financial and Economic Committee	
2.	Statement of purpose, introduction of delegates and opening of the congress, screening of a film about the corporation's activities.	Congress Organizing Committee	09:00
3.	Report on the results of the verification of shareholder eligibility and the validity of the General Meeting.	Head of the Shareholders' Financial and Accounting Committee	
4.	Election of the Presidium, Secretariat, and Vote Counting Committee.	Congress Organizing Committee	
II	Contents of the Congress	Presidium	09:15
1.	Opening of the Congress	Presidium	
2.	Through the Program and Rules of Procedure of the Congress.	Congress Organizing Committee	
3.	Board of Directors' report on activities in 2025 and direction for 2026	Board of Directors	

TT	Program content	Perform	Time
4.	Report on salaries, remuneration, and operating expenses for 2025 and projected expenses for 2026 of the Board of Directors and Supervisory Board.	Board of Directors	
5.	Proposal for amending the Charter of Organization and Operation of the Corporation	Board of Directors	
6.	Executive Board Report on Business Performance in 2025 and Outlook for 2026	Board of Directors	
7.	Proposal for approval of contracts and transactions with the Military Industry and Telecommunications Group.	Board of Directors	
8.	Proposal for approval of audited financial statements for 2025	Board of Directors	
9.	Proposal for profit distribution, fund allocation, and increase in charter capital.	Board of Directors	
10.	Report of the Supervisory Board on activities in 2025 and orientation for 2026	Supervisory Board	
11.	Proposal for selecting an auditor for the 2026 financial statements.	Supervisory Board	
12.	Report on the dismissal of a member of the Supervisory Board for the 2024-2029 term and the Regulations for the supplementary election of a member of the Supervisory Board for the 2024-2029 term.	Board of Directors	
13.	Congress discussion	Presidium	
14.	The General Assembly elected members of the Supervisory Board for the 2024-2029 term and voted to approve the meeting agenda.	Presidium & Vote Counting Committee	
15.	Announcing the vote count results.	Head of the Vote Counting Committee	
III	Summary of the Congress	Presidium	11:50
1.	Presenting to the Congress the draft Minutes of the Meeting and the Resolution of the Congress.	Secretariat	
2.	We request the General Assembly to approve the Minutes of the Meeting and the Resolution of the General Assembly.	Presidium	

TT	Program content	Perform	Time
3.	Introducing the new members of the Supervisory Board, summarizing and closing the General Meeting.	Congress Organizing Committee	

CONFERENCE ORGANIZING COMMITTEE



VIETTEL GROUP
VIETTEL POST JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 103 / TTr-HĐQT

Hanoi, Apr 02, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING
(Regarding the approval of the Rules of Procedure of the General Meeting
of Shareholders annual in 2026)

Based on the Enterprise Law of 2020;

Based on the Charter of Organization and Operation of Viettel Post Joint
Stock Company,

In order to conduct the 2026 Annual General Meeting of Shareholders
smoothly, stably, and harmoniously, the Board of Directors respectfully submits
to the General Meeting of Shareholders for approval the Rules of Procedure of
the Meeting.

The draft Rules of Procedure are attached to this submission.

Best regards.

Recipient:

- As above;
 - Board of Directors, Supervisory Board
 - Save: Vice Chairman of the Board of Directors.
- Phu (02).

TM. BOARD OF DIRECTORS
CHAIRPERSON

(Signed)

NGUYEN VIET DUNG



Hanoi, Apr 02, 2026

RULES OF PROCEDURE OF THE GENERAL ASSEMBLY ANNUAL SHAREHOLDER RECEIPT 2026

CHAPTER I. GENERAL REGULATIONS

Điều 1. Scope and target audience.

- This regulation applies to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "Meeting") of Viettel Post Joint Stock Company.
- This regulation specifies the working principles, conditions for attendance, order of the General Meeting, conditions for conducting the General Meeting, rights and obligations of shareholders and executive and supporting bodies at the General Meeting; methods of voting, election and approval of contents at the General Meeting.

Điều 2. Principles of operation of the Congress.

- Transparency, fairness, and democracy.
- Ensuring the legitimate rights and interests of shareholders and the Corporation.
- Comply with all applicable laws, the Corporation's Charter, and these Regulations.

CHAPTER II.

RIGHTS AND OBLIGATIONS OF SHAREHOLDERS, GENERAL MEETING ATTENDANTS, AND EXECUTIVE AND SUPPORTING BODIES AT THE GENERAL MEETING

Điều 3. Rights and obligations of shareholders.

- Each share owned by a shareholder has one voting right and one ballot right.
- Receive voting cards, meeting materials, and other required documents.
- Participants may attend and speak directly at the Congress under the direction of the Presidium or submit their opinions on the feedback form to the Congress Organizing Committee. Written feedback is considered as valid as opinions expressed directly at the Congress.
- All matters on the Congress agenda are subject to voting.
- Arrive on time for the meeting. In case of late arrival, you may still register to attend and vote immediately, but the Chairperson is not responsible for stopping the meeting, and the validity of any votes already cast will not be affected.

- Shareholders must present their identity card, citizen identification card, or other documents matching the information of the shareholder as listed on the list dated March 24, 2026, along with a power of attorney, for the Shareholder Eligibility Verification Committee to verify their identity, register for the General Meeting, and receive their voting card and meeting documents.
- Comply with the law, the Corporation's Charter, and these Regulations. Obey the instructions of the Presidium and the Organizing Committee of the General Meeting, and refrain from causing disruption or disorder during the meeting.

Điều 4. Rights and responsibilities of the Presidium.

1. The composition and number of members of the Presidium are nominated by the Organizing Committee and approved by the Congress.
2. The Presidium's responsibilities:
 - Conduct the work of the Congress according to the meeting agenda and the Rules of Procedure approved by the Congress.
 - Maintain shareholder discussion.
 - Respond to the issues raised by the Congress in an appropriate manner.
 - Concluding the issues discussed at the Congress, the presiding officer adopted the Congress Resolution.
 - Proposing changes to the meeting agenda; postponing/suspending the meeting; changing the meeting location; deciding on necessary security measures to maintain order, security, and safety during the General Meeting; and other tasks as stipulated in the Corporation's Charter.
 - The Chairman will decide on the assignment of duties to the members of the Presidium.

Điều 5. Rights and obligations of the Shareholder Eligibility Verification Committee.

The Shareholder Eligibility Verification Committee has the following duties:

- Verify the eligibility of shareholders to attend the General Meeting in accordance with the law and these Regulations.
- Responding to questions or identifying issues requiring consideration regarding shareholder status.
- Compile and report to the General Meeting the results of the shareholder eligibility verification.
- Provide relevant documents for the General Meeting, voting cards for shareholders, and login information for the software to electronically vote on General Meeting agendas and elect members of the Supervisory Board.
- Instructions for shareholders on using the Voting Card.
- Instructions for shareholders to log in and vote electronically on General Meeting agenda items and elect members of the Supervisory Board (at the table in the shareholder eligibility verification area).
- Perform other tasks as assigned by the Presidium.

- The Shareholder Eligibility Verification Committee is established by the Board of Directors and automatically dissolved upon the conclusion of the General Meeting.

Điều 6. Rights and responsibilities of the Vote Counting Committee.

As a specialized body of the Congress, with its composition and number nominated by the Organizing Committee and approved by the Congress, the Vote Counting Committee has the following duties:

- Count and statistically analyze the number of ballots and voting slips to determine the number of shareholders and the number of shares they own/represent, to determine the number of votes in favor, against, and abstentions on each item presented to the General Meeting, and the number of votes for each candidate.
- Instructions for shareholders to log in and electronically vote on the General Meeting agenda and elect members of the Supervisory Board (at the time before the voting and election takes place).
- Compile and report to the Congress the results of the vote count and the ballots approving the Congress's agenda.
- Handling issues arising related to the exercise of voting and election rights at the Congress.

Điều 7. Rights and responsibilities of the Secretariat.

- As a specialized body of the Congress, with its composition and number of members nominated by the Organizing Committee and approved by the Congress, the Secretariat has the following duties:
- Record fully and truthfully the entire content and proceedings of the Congress.
- Summary of opinions discussed at the Congress.
- Drafting Minutes and Resolutions.
- Receive registrations and speeches from shareholders.
- Receive, preserve, and forward to the Board of Directors all documents, publications, and shareholder feedback forms from the General Meeting.
- Perform other support tasks as assigned by the Organizing Committee and the Presidium.

Điều 8. Eligibility requirements for attending the Congress.

- Shareholders whose names are on the Shareholder List have the right to attend the General Meeting or authorize another person in writing, as stipulated in the General Corporation's Charter, to attend, speak, and vote on matters at the General Meeting (shareholders can refer to the sample Board of Directors' authorization form, which has been publicly available on the website viettelpost.com.vn).
- Shareholders/authorized representatives attending the meeting should bring the following documents:

- ✓ The identification documents must match the information registered in the Shareholder List (National ID card, Citizen ID card, passport, etc.);
- ✓ Power of Attorney (in case of proxy attendance at the General Meeting): If the shareholder is an individual, the power of attorney must be signed by the shareholder and accompanied by a copy of the shareholder's identification document matching the information registered in the Shareholder List; if the shareholder is an organization, the power of attorney must be stamped (if applicable) and signed by the organization's legal representative. The authorized person must present identification documents matching the information in the power of attorney.
- ✓ Meeting notice (if any);
- Guests must attend by invitation from the Organizing Committee. Other cases require the approval of the Shareholder Eligibility Verification Committee and the Chairman of the General Meeting.
- Regarding the number of authorized representatives:
 - ✓ In the case where a shareholder is an organization owning at least 10% of the total common shares of the Corporation, it may authorize a maximum of 3 representatives.
 - ✓ In the case where a shareholder is an organization owning less than 10% of the total common shares of the Corporation, or a shareholder is an individual, only one person may be authorized to represent them.

CHAPTER III.

PROCEDURE FOR CONDUCTING THE CONGRESS

Điều 9. Conditions for holding the Congress.

- The General Shareholders' Meeting is held when the number of shareholders in attendance represents more than 50% of the total voting shares of the Corporation.
- If the quorum is not met, the Board of Directors will convene another meeting, ensuring compliance with the law, the Corporation's Charter, and other relevant regulations.

Điều 10. Voting and election methods at the Congress.

1. Voting on agenda items will be conducted by raising voting cards (pink cards) and through electronic voting to determine the number of votes in favor, against, and abstentions.
2. Regarding the raising of voting cards (pink cards), shareholders raise their voting cards when announced by the Chairman. Under the Chairman's direction, shareholders who vote in favor will raise their cards first, followed by those who vote against, and finally those who abstain. The raising of voting cards will be used to obtain a vote on the following issues:



- Through the composition and number of members of the Presidium, Secretariat, and Vote Counting Committee at the Congress.
- Through the Congress Program.
- Through the Rules of Procedure of the Congress.
- Through the Regulations on the election of members of the Supervisory Board for the term 2024 - 2029.
- Through the dismissal of Supervisory Board members, the number of Supervisory Board members to be elected and the list of candidates for the election will be determined.
- Through the Reports of the Shareholder Eligibility Verification Committee and the Vote Counting Committee.
- Through Minutes and Resolutions.
- And other issues that arose at the Congress.

3. Regarding voting via electronic ballot.

- Shareholders in the meeting hall use smartphones (or similar electronic devices such as laptops or tablets) connected to the internet (Wi-Fi in the meeting hall or using their own mobile network) to access the electronic voting system by scanning the QR code shown in the General Meeting program document. They log into the system using the login information (username is the registered ownership number and password) shown on the voting card (pink card) issued to them by the Shareholder Eligibility Verification Committee. Shareholders are responsible for keeping their login information secure.
- Shareholders vote by selecting one of three options: *Agree*, *Disagree*, or *Abstain*, for each voting item, and then click **Submit** to complete the voting process.
- In case shareholders encounter problems with electronic voting, they should contact the Organizing Committee/Voting Committee for guidance and assistance in completing the voting process. Shareholders may change their voting content during the voting period. Once the voting system closes, shareholders are not entitled to change any of their votes. The shareholder's voting results recorded on the System according to their access account are final and cannot be changed.
- Electronic voting is used to obtain opinions on the following issues:
 - 1) Board of Directors' activity report for 2025 and direction for 2026;
 - 2) Report on salaries, remuneration, and operating expenses for 2025 and projected expenses for 2026 of the Board of Directors and the Supervisory Board;
 - 3) Proposal for amending the Charter on the organization and operation of the Corporation.
 - 4) Report on business results for 2025 and plans for 2026 by the Executive Board;

- 5) Proposal for approval of contracts and transactions with the Military Industry and Telecommunications Group;
 - 6) Proposal for approval of audited financial statements for 2025;
 - 7) Report on profit distribution and fund allocation;
 - 8) Report on the activities of the Supervisory Board in 2025 and orientation for 2026;
 - 9) Proposal for selecting an auditing firm for the 2026 financial statements;
 - 10) Other content as prescribed.
4. The election will be conducted through electronic voting, and the details are stipulated in the Regulations on the supplementary election of members of the Supervisory Board for the 2024-2029 term.
5. The Vote Counting Committee shall conduct the vote counting honestly, accurately, and completely, and shall be accountable to the Chairman of the session and the entire Congress. Vote counting must be conducted immediately after the completion of the voting and election. The Vote Counting Committee is responsible for preparing a report on the vote counting results. The full text of the Vote Counting Report must be announced by the Vote Counting Committee to the Congress and recorded in the Congress Minutes .
6. The vote counting record must include the following key information:
- Time and place for drawing up the vote counting minutes;
 - Composition of the Vote Counting Committee;
 - Purpose and content of the vote;
 - The total number of shareholders present and their authorized representatives at the General Meeting; the number of votes not cast ; the total number of votes cast, distinguishing between valid and invalid votes, along with an appendix listing shareholders who participated in the voting and election;
 - The number of votes in favor, against, and abstentions; the corresponding percentage of the total number of votes cast by shareholders present at the meeting and those who voted at the meeting for each voting item.
 - The number of votes for each Supervisory Board candidate, and the corresponding percentage of the total number of votes cast by shareholders present at the meeting and those who voted at the meeting.

Điều 11. Through the issues discussed at the Congress.

1. Before proceeding with the voting on the agenda items, the Shareholder Eligibility Verification Committee will announce the number of votes cast by shareholders present at the General Meeting, which will serve as the basis for calculating the voting ratio.
2. The General Meeting of Shareholders approves a matter by voting if it is supported by shareholders representing more than 50% of the total voting shares of all shareholders present and voting at the meeting. Except in the following



cases, it must be supported by shareholders representing at least 65% of the total voting shares of all shareholders present and voting at the meeting:

- Types of shares and the total number of shares of each type.
 - Changes in industry, occupation, and business sector.
 - Changes to the company's organizational and management structure.
 - An investment project or sale of assets valued at 35% or more of the total asset value recorded in the Corporation's most recent financial statement.
 - Reorganize or dissolve the company.
3. The election results are implemented according to the Regulations on the supplementary election of Supervisory Board members.

Điều 12.Minutes of the General Assembly meeting.

The proceedings of the General Meeting are recorded in minutes, which are then signed by the Secretariat. The minutes are read and approved before the closing of the meeting and are kept at the General Corporation's office.

CHAPTER IV.

OTHER REGULATIONS

Điều 13.Order of the Congress

- Shareholders choose their seating positions according to the instructions of the Organizing Committee.
- No smoking in the meeting room.
- The phone is on silent mode.
- Restrict private conversations and the use of mobile phones (except for voting or elections); do not use cameras or video recorders that may interfere with the proceedings of the Congress (except for those registered in advance).

CHAPTER V.

ENFORCEMENT CLAUSES

Điều 14.Effective date.

This regulation consists of 5 chapters and 14 articles and takes effect immediately after being voted on and approved by the Congress.

Shareholders and attendees of the General Meeting are responsible for complying with the provisions of these Regulations.

Recipient:

- As above;
- Board of Directors, Supervisory Board
- Save: Board of Directors Office. Phu (02).

**TM. GENERAL MEETING OF
SHAREHOLDERS
PRESIDE**

REPORT
RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025
PLAN OF ACTIVITIES FOR 2026

I. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025:

Based on the 2025 Plan approved by the General Shareholders' Meeting, the Board of Directors has closely monitored and directed the Corporation's operations and achieved the following results:

1. Results of directing the implementation of the tasks assigned by the General Meeting of Shareholders:

Based on Resolution No. 66 issued on April 23, 2025, by the General Meeting of Shareholders, the Board of Directors has focused on directing the implementation of the contents approved by the 2025 General Meeting of Shareholders and has achieved a number of positive results as follows:

1.1. Regarding the direction for implementing the 2025 business plan:

The Corporation has achieved its profit targets: consolidated at 100%, and the parent company at 105.18%.

1.2. Regarding the allocation of funds, profit distribution, and dividend payments:

- Regarding the allocation of funds and profit distribution: VTPost has allocated funds from after-tax profits in 2024 and provisionally allocated and used funds for 2025 as approved by the General Meeting of Shareholders, ensuring consistency with VTPost's business performance during the year and compliance with legal regulations.

- Regarding dividend payments: VTPost completed the payment of dividends for 2024 at a rate of 10.81% in cash (equivalent to VND 131.65 billion). The dividend payment was completed in October 2025, ensuring compliance with legal regulations and protecting the rights of shareholders.

1.3. Selection of the auditing firm for 2025:

Based on the list of independent auditing firms and the contents approved by the General Meeting of Shareholders, the Board of Directors has selected Deloitte Vietnam Co., Ltd. as the auditing firm for 2025.

1.4. Operating budget and remuneration for the Board of Directors in 2025:

The salaries and remuneration of each member of the Board of Directors are publicly and transparently disclosed in full in VTPost's audited financial statements, in accordance with regulations.

2. Regarding the implementation of the Board of Directors' major tasks in 2025:

2.1. Directing breakthroughs in the development and application of science, technology, innovation, and digital transformation across all aspects of operations:

- The Board of Directors has identified digital transformation as one of the solutions for achieving outstanding and breakthrough development in business and operations. During the period, the Chairman of the Board of Directors met with relevant agencies and units to develop a strategy for the development and application of AI in production and business activities, recognizing that the use of AI is a mandatory skill for every employee.

- The Chairman of the Board of Directors directly worked with the Technology Center on the status of processing requests from various units, thereby promoting the early implementation of the systems. He directed the development of the Quick Delivery Market and Transportation Platform software; and requested the Delivery Service Center and the Technology Center to optimize the VTMan app for postal workers.

2.2. Strengthening risk management capabilities, especially cash and inventory management risks:

- Further enhance risk management capabilities through innovation in risk measurement and control tools in cash and goods management at direct production units : strengthen the effectiveness and efficiency of independent monitoring, and research and equip early warning solutions towards automation; Continue to refine and implement advanced models to support the approval of credit limits , assess customer /employee risk, optimize cost allocation , and estimate business performance at each unit .

- Implement strong and decisive solutions to accelerate the recovery and handling of bad debts starting from the beginning of 2025; develop and innovate mechanisms for assigning debt collection plans, along with incentives, sanctions, and strict, regular monitoring to enhance accountability and effectiveness in debt resolution.

2.3. Focus on completing the 2025 business plan and developing and issuing development strategies for the 2026-2030 period:

Directing the entire system to make the utmost effort to "accelerate towards the finish line" in 2025, making 2025 a leverage point and creating momentum for the 2026-2030 period. The result for 2025 is that revenue from the four core

services will achieve a growth rate of over 35%, fulfilling the profit plan assigned by shareholders.

By 2030, VTPost aims to maintain its number one position in the Vietnamese delivery market and become the leading delivery company in Southeast Asia.

Regarding the 2026-2030 strategy, VTPost has submitted it to the Group for approval and is currently finalizing it for submission to the Board of Directors for ratification.

2.4. Enhancing the effectiveness and efficiency of the Board of Directors' operations, aiming to increase professionalism, modernity, and compliance with international practices:

- Enhance management and governance capabilities; leadership and management skills; forecasting capabilities; policy response capabilities; adaptability; and regular coordination, exchange, and consultation among Board of Directors members, and strengthen direct collaboration with Executive Board members and relevant units.

- Continue to effectively and harmoniously implement the basic functions of the Board of Directors, focusing in 2025 on strengthening strategic planning and high-level oversight through directing the review, revision, and re-issuance of regulations, decentralization of authority, standardization of forms and procedures, and planning of the Board of Directors' work programs.

2.5. Leading and directing the entire system to strengthen review activities to ensure the system is "Lean-Efficient-Strong":

- Continue to streamline the organizational structure, improve efficiency, effectiveness, and operational efficiency in accordance with the general policy of the entire political system and the practical operations of VTPost, prioritizing the supplementation and strengthening of resources for business units, improving labor productivity and the competitiveness of VTPost.

- Identifying efficiency as a consistent and top priority in all of VTPost's activities; further improving operational efficiency, service quality, and customer satisfaction; renewing old growth drivers and seeking new revenue sources and growth drivers; strengthening cost-saving practices – combating waste, managing costs effectively and sustainably;... balancing risk management with increased safety and efficiency.

- Promoting digital transformation is not only an essential and objective requirement in the new era, but also a decisive driving force for VTPost to confidently assert its leading position in the market; continuing to accelerate the application of digital transformation strongly and comprehensively in all activities, ensuring the principle of maintaining continuous operation and transparency. The goal is to serve customers effectively, fully comply with all



relevant legal regulations, and at the same time be flexible in adjusting to practical circumstances.

2.6. Directing the implementation of other key tasks

Directing and supervising investment activities to ensure timely completion, rapid commissioning, and economic efficiency .

Directing efforts to enhance financial capacity through improving the structure and quality of assets and accelerating capital increase through the issuance of additional shares to existing shareholders; directing efforts to enhance the strength and brand value of VTPost.

Directing the preparation and organization of major programs and events of the system in 2025, and effectively implementing corporate social responsibility activities linked to promoting business activities at VTPost.

3. Regarding the summary of meetings and the issuance of Board of Directors resolutions:

In 2025, the Board of Directors held all four regular quarterly meetings, thematic work programs, and provided written opinions to guide, exchange, discuss, and approve key issues in VTPost's operations.

The Board of Directors meetings and the written consultation process were conducted in a valid manner, ensuring compliance with the procedures and regulations stipulated by law and VTPost's internal regulations.

The content of meetings or opinion polls focuses on issues that best support the promotion of the system's business operations. Based on this, the Board of Directors evaluates and approves matters within its authority and provides timely guidance and direction, serving as a basis for the Executive Board and specialized units at VTPost to organize and implement specific measures.

A total of 20 meetings/written consultations were held, resulting in the issuance of 30 resolutions. The list of Board of Directors' resolutions is compiled, statistically analyzed, and published in the Corporate Governance Report and the Annual Report as required by law.

4. Activities of the Chairman of the Board of Directors and the members of the Board of Directors:

The Board members fully participated in all Board meetings and provided written feedback with a high sense of responsibility, for the benefit of shareholders and the sustainable development of VTPost.

In addition to fulfilling the general responsibilities of the Board of Directors, the members of the Board of Directors have successfully completed their assigned tasks, specifically:

a. Chairman of the Board of Directors Nguyen Viet Dung:

- The Chairman of the Board of Directors has fulfilled his duties as stipulated by the Enterprise Law and the Charter in convening and organizing annual work programs; assigning tasks among members; organizing meetings and soliciting written opinions to issue resolutions in accordance with the law, ensuring timeliness in directing and issuing important decisions at the Corporation. Monthly, the Chairman of the Board of Directors meets with and directs the Executive Board in business operations.

- The Chairman of the Board of Directors presided over the meeting:

- ✓ VTPost's strategy for 2026-2030 identifies five key business pillars: Delivery, Warehousing, Transportation, Trade and Services, and International Investment.
- ✓ To consolidate, reorganize, and streamline the organizational structure and personnel of the headquarters, centers, subsidiaries, and branches; to consolidate the Corporation's organizational structure according to the five business pillars; and to strengthen decentralization and delegation of authority to companies/branches in order to create proactive production.
- ✓ Reorient and restructure the business areas, product systems, and KPI metrics for each sector.
- ✓ Orienting logistics models for specific products by region (agricultural products); building a common management system, a "Transportation Platform," to promote the socialization of transportation in the province and boost transportation business activities.
- ✓ The focus is on developing solutions to improve the quality of delivery services, reduce the workload for frontline workers (postal workers, operations staff), and increase the direct sales force.
- ✓ Orienting operations towards socialized business activities (delivery, transportation, warehousing).
- ✓ Strategic business orientation in overseas markets, including the successful inauguration of the cooperation with Unitel; promoting new cooperation models with Cambodia and Myanmar, thereby expanding development space not only for VTPost but also for member units within the Group.
- ✓ The plan is to expand into new business areas for four core sectors in Vietnam: Smartbox, Tomato Box; building a "Fast Delivery Market" to promote e-commerce of fast-moving consumer goods, etc.

b. Other members of the Board of Directors have fulfilled their assigned duties, contributed to the management and operation of the Board of Directors, helped to carry out tasks in accordance with the law , improved business



performance, ensured risk management, and enhanced the effectiveness and efficiency of the Board of Directors' operations.

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

Independent Board members actively participate in the Board's activities, comply with the law and VTPost's Charter, attend all regular meetings, and contribute written opinions on business strategy, personnel matters, organizational models, investment projects, etc.; thereby contributing to enhancing the objectivity, transparency, and effectiveness of the Board's operations.

The activities of the VTPost Board of Directors in 2025 were organized and implemented in compliance with VTPost's Charter, the Regulations on the Organization and Operation of the Board of Directors, and relevant legal regulations. The Board fully implemented the contents approved and authorized by the General Meeting of Shareholders, demonstrating an active and prominent role in directing the implementation of the business plan and system operations, monitoring the execution process, and playing a decisive role in the overall performance of the entire Corporation.

6. Directing and supervising the General Director and other executives:

The Board of Directors' oversight activities are carried out in accordance with the Board of Directors' organizational and operational regulations, the Chairman of the Board's working regulations, and the delegation of authority between the Board of Directors and the General Director.

The monitoring of compliance with the Board of Directors' directives is emphasized through regular or extraordinary meetings between the Board of Directors and the Executive Board. Through these meetings and discussions, the Board of Directors has provided guidance and feedback regularly, clearly defining responsibilities regarding the Executive Board's operations, and subsequently proposing solutions.

During the period, the Board of Directors and the Chairman of the Board made business trips to companies/branches both domestically and internationally, thereby identifying several issues that need to be addressed.

Under the direction of the Board of Directors, the Executive Board has also promptly and seriously developed and implemented specific tasks for each period, assigning them to each member of the Executive Board and the implementing units. The directives of the Board of Directors are always considered by the Executive Board and the units as key priorities and urgent tasks to focus on and implement effectively.

7. Shareholder relations and investor outreach:

Shareholder and investor relations activities at VTPost have always received special attention from the Board of Directors and the Executive Board. During the period, this work has been carried out more effectively and regularly, thereby providing better information and support to shareholders and investors through key activities such as:

- Successfully organized an Analyst meeting in April 2025 with over 80 individuals and organizations in attendance; arranged for funds and securities companies to attend the opening ceremony of the expanded TTKT3, visit and learn about the Viettel Lang Son Logistics Park ; conducted other in-person and online meetings to exchange information on opportunities in the areas VTPost is currently operating in .

- Assisting in issuing Share Ownership Certificates to shareholders who have not yet deposited their shares, guiding shareholders on securities deposit procedures, and assisting with changes to registered ownership information.

8. Activities of the Board of Directors' Office:

During the period, the Board of Directors restructured and improved the operational model of the Board Office, including the appointment of personnel specializing in Internal Audit and Board Secretary .

The Board of Directors' Office has advised the Board of Directors and the Executive Board on the full implementation of corporate governance regulations, the issuance of resolutions of the General Meeting of Shareholders and the Board of Directors , the full and proper disclosure of information, and the conduct of internal audits as required.

The company has performed well in shareholder relations, resulting in no complaints or lawsuits from shareholders.

The Board of Directors' Office proactively participated in a training program on corporate governance secretaries and obtained certification as a Board member at VIOD, thereby enhancing its knowledge and skills to support the Board of Directors' operations.

9.Related Party Transactions:

Based on the assessment, the Corporation and its subsidiaries have entered into contracts with Viettel Group and its affiliated entities, as well as Military Insurance Corporation. These are leading partners in Vietnam providing telecommunications, information technology, insurance, and other services, while also offering specialized products that support the Corporation's business operations. Conversely, these entities are also major customers in express delivery, warehousing, and transportation services, contributing significantly to the Corporation's revenue and profit during the period.

10. Offer additional shares to the public for existing shareholders:

On February 6, 2026, the General Meeting of Shareholders issued Resolution No. 46 approving the plan to offer additional shares to the public for existing shareholders.

On March 20, 2026, VTPost was granted Certificate of Registration for Additional Public Offering of Securities No. 53/GP-UBCK by the State Securities Commission.

VTPost is currently carrying out the procedures for distributing securities in accordance with regulations.

II. DIRECTION OF ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026:

With the goal of building VTPost into a leading delivery company. Vietnam's number one technology-based company, the Board of Directors closely adheres to the goals and tasks for 2026 and the Business Development Strategy for the period 2026-2030; the entire VTPost system continues to unite, work together, be proactive, creative, and strive to complete the 2026 business plan with specific targets as detailed in the Executive Board's report.

Based on that, the Board of Directors has identified the following five operational directions and key areas of work and guidance for 2026:

1. Continue to direct the implementation of breakthroughs, especially breakthroughs in service quality across all five core services, in a thorough manner:

- Technological breakthroughs and digital transformation: Digital transformation is a key driver for objectively controlling and evaluating service quality. Promoting digital transformation is an essential and objective requirement in the new era , and a decisive driving force for VTPost to confidently assert its leading position in the market . Therefore, in 2026, the Corporation will continue to digitize up to 95% of operational indicators across 5 main business areas (5% impact from unforeseen risks), and digitize 100% of simple tasks to control and prevent initial risks. Developing a digital culture with an Agile work style (breaking down tasks – working quickly – providing early feedback – continuous improvement).

- Breakthrough in infrastructure development: meeting business needs through two diverse forms of self-investment and socialized investment (including M&A activities, asset leasing, business cooperation, and establishing joint ventures to exploit a specific location, etc.). VTPost's infrastructure is developed according to the overall strategy of each business sector, coordinated and combined for shared use to increase investment efficiency. Infrastructure developed first acts as a driving force, expanding the business space.

- Breakthroughs in mechanisms and policies: perfecting policies on financial management, investment and procurement, recruitment, and salary payments to motivate employees.

- Breakthroughs in management to improve the quality of human resources, especially those adaptable to digital transformation, sales, and product development.

- Breakthroughs in business cooperation in overseas markets: effectively operating a cooperation model with Viettel International Investment Corporation in overseas markets, building cross-border corridors to promote trade between Vietnam, ASEAN, and China. Completing procedures to increase capital for overseas subsidiaries.

2. Continue to strengthen guidance, direction, and supervision of risk management to improve business efficiency and the lives of employees:

- Shift the revenue/customer structure towards efficiency and sustainability, and promote cashless payments.

- Further enhance risk management capabilities through innovation in risk measurement and control tools in cash and goods management at direct production units : strengthen the effectiveness and efficiency of independent monitoring, and research and equip early warning solutions towards automation; Continue to refine and implement advanced models to support the approval of credit limits , assess customer /employee risk, optimize cost allocation , and estimate business performance at each unit .

- Implement strong and decisive solutions to accelerate the recovery and handling of bad debts from the beginning of 2026 ; develop and innovate mechanisms for assigning debt collection plans, along with incentives, sanctions, and strict, regular monitoring to enhance responsibility and effectiveness in debt handling.

3. Focus on completing the 2026 business plan . Adhering closely to the Development Strategy for the period 2026-2030:

Directing the entire system to make the utmost effort to "accelerate towards the finish line" in 2026, the first year of the 2026-2030 period.

By 2030, VTPost aims to maintain its position as the number one delivery company in Vietnam, deeply involved in the global and cross-border logistics value chain.

4. Continue to improve the effectiveness and efficiency of the Board of Directors' operations and establish subordinate committees, aiming to enhance professionalism, modernity, and compliance with international practices:

- Enhance management and governance capabilities; leadership and management skills; forecasting capabilities; policy response capabilities;

adaptability; and regular coordination, exchange, and consultation among Board of Directors members, and strengthen direct collaboration with Executive Board members and relevant units.

- Continue to effectively and harmoniously implement the basic functions of the Board of Directors, focusing in 2026 on strengthening strategic planning and high-level oversight through directing the review, revision, and re-issuance of regulations, decentralization of authority, standardization of forms and procedures, and planning of the Board of Directors' work programs.

5. Directing the implementation of other key tasks.

Directing and supervising investment activities to ensure timely completion and rapid operation, thereby achieving sustainable economic efficiency; promoting mergers and acquisitions (M&A) in core areas to expand business infrastructure.

Directing efforts to enhance financial capacity through improving asset structure and quality, and accelerating capital raising activities; directing efforts to strengthen and increase the brand value of VTPost.

Applying the ASEAN Corporate Governance Scorecard (ACGS) to VTPost's operations.

The above is the Board of Directors' report on the results of operations in 2025 and the direction for 2026. We believe that, with the support of our shareholders, the unity and consensus of the Board of Directors, the Supervisory Board, the Executive Board, and the dynamism, creativity, and efforts of our employees, the Corporation will continue to develop strongly and successfully achieve the strategic goals set forth.

We wish all shareholders and delegates good health and happiness, and wish the General Meeting great success.

very much.

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Save: Vice Chairman of the Board of Directors. Phu (02).

**On behalf of the Board of Directors
CHAIRPERSON**

(Signed)

NGUYEN VIET DUNG

APPENDIX 1: MEMBER EVALUATION REPORT

The Board of Directors is independent of the Board's activities in 2025.

Based on clause 4 , Pursuant to Article 280 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing some provisions of the Securities Law, the independent Board of Directors reports on the performance of the VTPost Board of Directors in 2025 as follows :

1. Regarding organizational structure:

The total number of Board of Directors members as of the reporting date is 5. The organizational structure of the Board of Directors ensures compliance with the Charter and current laws regarding the number, standards, and conditions of members, as well as meeting specialized legal regulations on the structure of independent members.

2. Regarding the organization of Board of Directors meetings:

In 2025, the Board of Directors held regular and extraordinary meetings with a specific schedule, carefully prepared documents, and adhered to the principles and regulations in the Company Charter and applicable laws. The content of the meetings was thoroughly and carefully discussed, debated, and evaluated by the members of the Board of Directors.

Issues related to business strategy, personnel management, organizational model, investment projects , etc., are all discussed and closely monitored between the Board of Directors and the General Management Board.

During the year, the Corporation developed major 5-year strategies based on independent research, with clear data, sound logic, and critical feedback from the Board of Directors and the General Management Board.

The quality of the Board of Directors' support staff continues to improve, fully and promptly fulfilling their assigned functions and duties as stipulated.

3. Regarding the management and oversight functions of the Board of Directors:

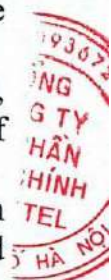
Overall, the Board of Directors has effectively supervised the General Management Board, ensuring that the Corporation's operations are always closely monitored, aligned with strategic direction, and that decisions are adjusted promptly when other fluctuations affect the company's business operations.

Board members holding positions in the General Directorate regularly attend both regular and extraordinary meetings. VTPost's decisions are made in accordance with the hierarchical authority between the Board of Directors and the General Director, ensuring the company's interests while promoting decentralization from the parent company to the branches. Through this, the Board of Directors always has a clear understanding of VTPost's operations and is up-to-date on the latest practical requirements.

The Board of Directors pays special attention to risk management solutions, aiming to support the executive board in early identification of problems and help the company maintain sustainability and stability in its operations, protecting the interests of investors. VTPost has researched and developed a Risk Management Regulation, Risk Policy, and Risk Framework as a basis for clearly defining the roles and responsibilities of the Board of Directors – Executive Board – Implementation Unit – Independent Audit Department in risk management, as well as early risk identification and proactive prevention .

4. Regarding the monitoring of the Corporation's financial reports and financial situation:

The financial statements are prepared and published in accordance with accounting standards and applicable legal regulations.



The selected auditing firm ensures reliability, integrity, adherence to audit deadlines, compliance with professional regulations, and independence and objectivity in providing audit opinions.

The 2025 business results showed consolidated revenue of VND 20,684.27 billion, of which core service revenue accounted for 67%, a growth of over 35% compared to the same period last year, exceeding the set plan. Pre-tax profit reached VND 514.57 billion, fulfilling the shareholder's assigned target. This is a tremendous effort by the Board of Directors and all employees in VTPost's business operations.

5. Transactions between insiders, related parties of insiders, and the Corporation:

The company has complied with relevant regulations regarding the authority to approve, monitor, and disclose transactions between company insiders and related parties of company insiders. These transactions have been disclosed in accordance with the law.

6. General comments:

The Board of Directors' activities in 2025 will comply with VTPost's Charter, Internal Governance Regulations, and legal regulations, fully implementing the contents of the General Meeting of Shareholders' Resolutions and the contents authorized by the General Meeting of Shareholders. This includes comprehensively and outstandingly achieving the business plan targets set for 2025; fulfilling all obligations to the State and responsibilities to the community; ensuring the full rights of shareholders and employees; and continuing to affirm and enhance the VTPost brand in the market.

All members of the Board of Directors have complied with regulations in participating in Board meetings, discussing and voting independently and objectively, while ensuring the best interests of the Corporation.

The Board of Directors has proposed effective and timely solutions to support the General Management Board in the operational process, ensuring good supervision and control to guarantee compliance with legal regulations. The Board of Directors has demonstrated a prominent and active role in guiding business strategy, inspecting and supervising operations, and managing risks, making a positive contribution to the overall performance of the entire system.

Independent Board Member

(Signed)

PHUNG VIET THANG

VIETTEL GROUP
VIETTEL POST JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 105 /TTr-HĐQT

Hanoi, Apr 02, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING
(Regarding the approval of salaries, remuneration, and operating expenses
for the Board of Directors and Supervisory Board
for 2025 and projected for 2026)

To: The General Meeting of Shareholders of Viettel Post Corporation.

- Based on the Enterprise Law of 2020;
- Based on the Charter of Organization and Operation of Viettel Post Joint Stock Company;

1. Final accounts for 2025:

In 2025, the Board of Directors and the Supervisory Board will have a total of 8 members (including 4 full-time employees). These are highly qualified individuals with many years of experience working at the Corporation, Viettel Group, and other enterprises. Accordingly,

a. For the Board of Directors: The total remuneration, salary, and other income for 2025 is: VND 6,584,081,499 (including VND 823,203,215 from the bonus fund for the Board of Directors, Supervisory Board, and Executive Board in 2024 as per Proposal No. 53/TTr-HĐQT of the Board of Directors, which was approved by the Annual General Meeting of Shareholders in 2025 according to Resolution No. 66/NQ-ĐHĐCĐ dated April 23, 2025 – hereinafter referred to as Resolution No. 66), of which:

- Remuneration for non-executive Board members:
 - Remuneration of Chairman of the Board: 10,000,000 VND / person / month .
 - Remuneration of Board of Directors members : 7,000,000 VND / person/month.
 - Remuneration for an independent Board Member: VND 22,000,000 per month.
- Salary of the full-time Chairman of the Board of Directors: Payment will be made according to the General Corporation's regulations on employee salaries.

b. For the Supervisory Board: The total annual salary and other income for 2025 for the 3 full-time members of the Supervisory Board is VND 1,848,395,570 (including VND 100,579,434 from the bonus fund for the Board of Directors, Supervisory Board, and Executive Board in 2024), to be paid according to the Regulations on Salary Payment for Employees of the Corporation (Based on Resolution No. 66).

c. Regarding operating expenses:

In accordance with Resolution No. 66, in 2025 the Board of Directors and the Supervisory Board incurred operating expenses of VND 997,329,846 (including travel expenses, transaction expenses, training, organizing the General Meeting of Shareholders, finalizing the list of shareholders...).

2. Projected plan for 2026: *(Effective from January 1, 2026)*

With the aim of building a professional corporate governance system that meets the legal requirements and practical development needs of the Corporation, the Board of Directors respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval the remuneration, salaries, and operating expenses of the Board of Directors and Supervisory Board for the year 2026 as follows:

a. For the Board of Directors: The projected total remuneration, salary, and other income is VND 7,700,000,000, including:

- Remuneration for non-executive board members (including independent members): VND 22,000,000/person/month.

- Salaries of the Chairman and full-time Board Members: Payments will be made according to the Salary Regulations, the business performance, and the internal regulations of the Corporation.

b. For the 3 full-time members of the Supervisory Board: The projected total salary and other income is 2,000,000,000 VND, to be paid according to the Salary Regulations, the business performance, and the internal regulations of the Corporation.

c. Regarding performance-based bonuses for 2025: It is projected that VND 1,500,000,000 will be allocated from the Reward and Welfare Fund. It is proposed that the Chairman of the Board of Directors decide on the distribution to the relevant individuals.

d. Regarding operating expenses:

In 2026, the projected operating expenses for the Board of Directors and Supervisory Board are VND 2,400,000,000 (including travel expenses, transaction expenses, and other expenses). The allocation of expenses will be carried out in accordance with the Regulations on the Organization and Operation of the Board of Directors and Supervisory Board.

The above is the report of the Board of Directors, submitted to the General Meeting of Shareholders for consideration and approval.

Best regards.

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Save: Vice Chairman of the Board, Phu (02).

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

(Signed)

NGUYEN VIET DUNG

VIETTEL POST JOINT STOCK CORPORATION
BOARD OF DIRECTORS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 106 /TTr-HĐQT

Hanoi, Apr 02, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING
(Regarding the amendment of the Charter of Viettel Post Joint Stock Company)

To: The General Meeting of Shareholders of Viettel Post Corporation.

Based on the 2020 Enterprise Law and related documents;

Based on Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister on the promulgation of the Vietnamese economic sector classification system.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of the Corporation's business lines list in accordance with Decision No. 36/2025 mentioned above, details as attached appendix.

We respectfully submit the above-mentioned amendments to the Congress for consideration and approval.

Thank you very much.

Recipient:

- As above;
- Board of Directors, Supervisory Board ;
- Save : Vice Chairman of the Board of Directors . Phu (02).

TM. BOARD OF DIRECTORS
CHAIRPERSON

(Signed)

NGUYEN VIET DUNG



APPENDIX : PROPOSED AMENDMENTS TO THE CHARTER OF ORGANIZATION AND OPERATION OF VIETTEL POST CORPORATION

1. Eliminate the following business sectors and activities:

TT	Name of industry/business	Industry code
1.	Other forms of retail not classified elsewhere (excluding the export, import, and distribution of goods on the List of goods for which foreign-invested economic organizations are prohibited from exporting, importing, and distributing according to the law).	4799
2.	Provision of temporary labor (excluding services for sending workers abroad under contract)	7820
3.	Labor supply and management (excluding services for sending workers abroad under contract)	7830
4.	Retail sales by mail order or internet (excluding export, import, and distribution of goods on the List of goods that foreign-invested economic organizations are prohibited from exporting, importing, or distributing according to the law).	4791
5.	Repairing computers and peripherals.	9511
6.	Repair communication equipment	9512
7.	Retail sale of games and toys in specialized stores.	4764
8.	Other specialized wholesale not classified elsewhere Details: Agents selling various types of cards	4669
9.	Retail sale of computers, peripherals, software, and telecommunications equipment in specialized stores (excluding the export, import, and distribution of goods listed in the Catalogue of Goods that foreign-invested economic organizations are prohibited from exporting, importing, or distributing according to legal regulations).	4741
10.	Software publishing	5820
11.	Maintenance and repair of automobiles and other motor vehicles.	4520
12.	Selling spare parts and accessories for automobiles and other motor vehicles.	4530
13.	Computer programming	6201
14.	Computer consulting and computer system administration	6202
15.	Information technology services and other services related to computers.	6209
16.	Data processing, leasing, and related activities.	6311
17.	Other information services not otherwise classified	6399
18.	Other monetary intermediary activities Details: - Services supporting payment services, including: Collection and disbursement support services; Electronic money transfer support services; Electronic wallet services - Postal money transfer services - Payment services (excluding financial leasing activities). (Article 15, Decree 101/2012/ND-CP)	6419
19.	Production of non-alcoholic beverages and mineral water.	1104
20.	Retail sales of food, beverages, tobacco, and snuff account for a large proportion of sales in general merchandise stores	4711

	(excluding rice, tobacco, snuff, and goods on the list of goods that foreign-invested economic organizations are not allowed to export, import, or distribute according to legal regulations).	
21.	Retail sale of food in specialized stores. Details: Retail sale of vegetables and fruits in specialized stores.	4722
22.	Retail sale of books, newspapers, magazines and stationery in specialized stores. Details: Retail sale of stationery; Wholesale of suitcases, briefcases, bags, wallets, leather and imitation leather goods; Wholesale of perfumes, cosmetics and hygiene products; Wholesale of ceramics, porcelain and glass; Wholesale of household electrical appliances, lamps and lighting fixtures; Wholesale of beds, wardrobes, tables, chairs and similar furniture; Wholesale of fitness and sports equipment.	4761
23.	Repair of machinery and equipment (including items the company sells)	3312
24.	Other financial services activities not elsewhere classified (excluding insurance and social security) Details: Foreign currency payment agents	6499
25.	Wholesale trade of rice, wheat, other grains, and flour (excluding wholesale trade of rice and goods on the List of goods that foreign-invested economic organizations are not allowed to export, import, or distribute according to the law).	4631
26.	Wholesale of computers, peripherals and software (excluding the export, import and distribution of goods on the List of goods that foreign-invested economic organizations are not allowed to export, import and distribute according to the law).	4651
27.	Management consulting activities	7020
28.	Other retail sales in general merchandise stores (excluding the export, import, and distribution of goods on the List of goods that foreign-invested economic organizations are not allowed to export, import, or distribute according to the law).	4719
29.	Retail sale of food in specialized stores (excluding the export, import, and distribution of goods included in the List of goods that foreign-invested economic organizations are not allowed to export, import, or distribute according to the law).	4721
30.	Retail sale of beverages in specialized stores.	4723
31.	Retail sale of used goods in specialized stores (excluding the export, import, and distribution of goods included in the List of goods that foreign-invested economic organizations are not allowed to export, import, or distribute according to the law).	4774
32.	Activities related to the production of motion pictures, video films, and television programs (excluding broadcasting activities).	5911
33.	Post-production	5912
34.	Retail sale of fabrics, wool, yarn, sewing thread and other textiles in specialized stores.	4751
35.	Retail sale of carpets, rugs, blankets, curtains, blinds, wall and floor coverings in specialized stores.	4753
36.	Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting fixtures, and other household goods not classified elsewhere in specialized stores	4759

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	(excluding the export, import, and distribution of goods on the List of goods that foreign-invested economic organizations are not allowed to export, import, or distribute according to the law).	
37.	Retail sale of fitness and sports equipment and supplies in specialized stores.	4763
38.	Retail sale of clothing, footwear, leather and imitation leather goods in specialized stores.	4771

➔ **Reason:** These industry codes have been deleted, or the codes and content of the industries and occupations are no longer appropriate according to Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister on the promulgation of the Vietnamese economic sector classification system.

2. Add the following business lines/activities:

TT	Name of industry/business	Industry code
1.	Provision of temporary labor (excluding services for sending workers abroad under contract)	7821
2.	Other human resource provision (excluding services for sending workers abroad under contract)	7822
3.	Retail intermediary services (excluding the export, import, and distribution of goods included in the List of goods that foreign-invested economic organizations are prohibited from exporting, importing, or distributing according to the law).	4790
4.	Repair and maintenance of computers, information and communication equipment.	9510
5.	Retail sale of games and toys	4763
6.	Other specialized wholesale not classified elsewhere Details: Agents selling various types of cards	4679
7.	Retail sale of information and communication technology equipment (excluding the export, import, and distribution of goods listed in the Catalogue of goods that foreign-invested economic organizations are prohibited from exporting, importing, or distributing according to legal regulations).	4740
8.	Publishing video games	5821
9.	Publish other software	5829
10.	Repair and maintenance of automobiles and other motor vehicles.	9531
11.	Wholesale of spare parts and accessories for automobiles and other motor vehicles.	4662
12.	Retail sale of parts and accessories for automobiles and other motor vehicles.	4782
13.	Development of video games, video game software, and video game software tools.	6211
14.	Other computer programming	6219
15.	Computer consulting and computer infrastructure management.	6220
16.	Other computer and information technology services	6290

17.	Information technology infrastructure, data processing, storage, and related operations.	6310
18.	Web search portal operations and other information services	6390
19.	Other Monetary Intermediation Activities Details: - Payment intermediary services include: e-wallet services, collection and disbursement support services, and electronic payment gateway services. The provision of payment intermediary services is carried out in accordance with the regulations of the State Bank of Vietnam. - Postal money transfer services.	6419
20.	Financial services support activities not otherwise classified. Details: Payment services	6619
21.	Production of non-alcoholic beverages and mineral water.	1105
22.	General retail, including food, beverages, tobacco, and snuff, accounts for a large proportion of the market.	4711
23.	Food Retail Details: Retail sale of vegetables and fruits	4722
24.	Retail sale of books, newspapers, magazines, and stationery (excluding the export, import, and distribution of goods included in the List of goods that foreign-invested economic organizations are prohibited from exporting, importing, or distributing according to the law).	4761
25.	Repair and maintenance of machinery and equipment (including items the company sells)	3312
26.	Other financial services activities not elsewhere classified (excluding insurance and pension fund activities) Details: Foreign currency payment agents	6499
27.	Wholesale trade of rice, wheat, other cereal products, and flour (excluding wholesale trade of rice and goods on the List of goods that foreign-invested economic organizations are not allowed to export, import, or distribute according to the law).	4631
28.	Wholesale of computers, peripherals and software (excluding the export, import and distribution of goods on the List of goods that foreign-invested economic organizations are not allowed to export, import and distribute according to the law).	4651
29.	Business management consulting and other management consulting activities	7020
30.	Other general retail (excluding the export, import, and distribution of goods on the List of goods that foreign-invested economic organizations are not allowed to export, import, or distribute according to the law).	4719
31.	Retail sale of food (excluding the export, import, and distribution of goods included in the List of goods that foreign-invested economic organizations are prohibited from exporting, importing, or distributing according to the law).	4721
32.	Beverage retail	4723
33.	Retail sale of used goods (excluding the export, import, and distribution of goods included in the List of goods that foreign-invested economic organizations are prohibited from exporting, importing, or distributing according to the law).	4774
34.	Activities related to the production of motion pictures, videos, and television programs (excluding broadcasting activities).	5911

35.	Post-production activities for motion pictures, videos, and television programs.	5912
36.	Retail sale of fabrics, wool, yarn, sewing thread and other textiles.	4751
37.	Retail sale of carpets, rugs, blankets, curtains, blinds, wall and floor coverings.	4753
38.	Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting fixtures, and other household goods not classified elsewhere (excluding the export, import, and distribution of goods on the List of goods that foreign-invested economic organizations are not allowed to export, import, or distribute according to the law).	4759
39.	Retail sale of fitness and sports equipment and supplies.	4762
40.	Retail sale of clothing, footwear, leather and imitation leather goods.	4771

➔ **Reason:** To update the industry and occupation codes in item 2 above in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister on the promulgation of the Vietnamese economic sector classification system.

VIETTEL GROUP
VIETTEL POST JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 107 /BC-BĐH

Hanoi, Apr 02, 2026

REPORT OF THE EXECUTIVE BOARD

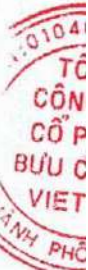
Regarding the business performance results for 2025 and the plan for 2026.

To: The General Meeting of Shareholders of Viettel Post Corporation.

A. RESULTS OF IMPLEMENTATION IN 2025

I. Characteristics of the situation

1. **The economy is growing well, and imports and exports are experiencing strong growth.** GDP in 2025 is projected to reach \$514 billion, representing an 8.02% increase compared to 2024. Foreign direct investment (FDI) in Vietnam continues to grow positively, reaching US\$27.62 billion in 2025, a 9.0% increase compared to 2024. Vietnam's total import and export turnover in 2025 is projected to reach US\$930 billion, an increase of 18.2% compared to 2024 .
2. **mergers and successful Party congresses at all levels .** This is an important driving force for provinces to re-plan their sectors and new economic zones, and to promote the development of logistics infrastructure.
3. **Year In 2025, 21 storms and depressions will directly affect Vietnam.** *(According to the Department of Meteorology and Hydrology)* , the highest rainfall in the last 30 years caused prolonged heavy rain and widespread flooding in the North and Central regions, seriously affecting people's lives and the business operations of VTPost (resulting in a 200 billion VND reduction in revenue and a 25 billion VND reduction in profit).
4. **The delivery market is experiencing slow growth and fierce competition.**
 - The delivery market is strongly impacted by government policies and stricter inspections by agencies, resulting in slow market growth : Revenue increased by 13.1%, and output increased by 20.6% *(Source: Ministry of Science and Technology)*.
 - The e-commerce market grew by 28% (\$32 billion), continuing to be the main growth driver for the delivery sector.
 - competition in the market is becoming increasingly fierce, with the average unit price per order decreasing by 8% compared to 2024 , putting significant



pressure on the revenue and profit margins of businesses in the industry.

II. Business results

Adhering closely to the direction of the Resolution At the 2025 Annual General Meeting of Shareholders , under the direction and management of the Board of Directors and the Executive Board of Viettel Post Joint Stock Company , many flexible solutions were implemented to promote business .

The results obtained are as follows:

TT	Target	Unit	TH 2024	Plan 2025	TH 2025	Proportion
CONSOLIDATED DATA						
1	Total revenue & other income	Billion VND	20,825.96	21,028.15	20,684.27	98.36%
2	Profit before tax	Billion VND	483.33	506.10	514.57	101.67%
3	Net profit after tax	Billion VND	383.09	404.88	404.89	100.00%
4	ROE	%	24.28%	18.78%	23.70%	126.22%
PARENT COMPANY DATA						
1	Total revenue & other income	Billion VND	19,117.86	19,252.10	16,321.66	84.78%
2	Profit before tax	Billion VND	457.02	475.73	475.41	99.93%
3	Net profit after tax	Billion VND	377.68	380.59	400.31	105.18%
4	ROE	%	24.31 %	17.77 %	23.86%	134.24%
5	Cash dividends	%	10.81%	10-15%	Proposal to pay dividends in shares	

(The sale of paper scratch cards, which have low profit margins and contribute little to overall profits, has been reduced. Core business areas such as delivery, warehousing, transportation, and trade services have experienced high growth of 33.4%, serving as the main driving force for VTPost's long-term, sustainable development .)

III. Results of the Executive Board's key tasks:

- 1. Providing a complete solution for cross-border logistics:** Lang Son Park has commenced operations and is receiving many positive signals from business activities, as well as favorable conditions :

- During peak periods, the company served up to 50% of exported vehicles and 24% of imported vehicles, and by October, revenue had already covered costs.
 - infrastructure has been expanded: 13.4 hectares have been handed over for business purposes, including the addition of a covered loading area and a telepics loading area...
 - Promote the application of IT systems for electronic payments, automated control systems, and smart gate systems, ensuring that the KPI for vehicle entry is less than 3 hours/trip and vehicle exit is less than 30 minutes/trip.
 - The project provides a full range of services, supplemented with auxiliary services such as agricultural product cleaning, vehicle repair, and cooperation in fuel supply. The park has been recognized as a location for the collection, inspection, and monitoring of export and import goods . The bonded warehouse licensing will be completed by November 2025.
- 2. Investment will be targeted and focused on the items identified in the Corporation's development strategy.**
- Increase capital for DVTM companies (29.5 billion) to expand business scale.
 - Investing in an expanded sorting system at Operation Center 3 (Ho Chi Minh City).
 - Construction will begin on a logistics center in Da Nang with an area of 8.6 hectares (October 2025).
 - Invest in 1,000 Smartbox cabinets to popularize postal services.
- 3. Boosting investment promotion activities in foreign markets:**
Strengthening cooperation with VTG in expanding delivery services to foreign markets.
- Laos Market: VTP Laos and Unitel collaborate to launch a delivery service under the Unitel Logistics brand. Revenue reached 79 billion VND, achieving 101% of the target.
 - Cambodia and Myanmar markets: Standardizing the model, finalizing procedures, and planning to launch services in Q2/2026.
 - China market: the company is expected to commence operations in Q2/2026.
- 4. Introducing the B2B e-commerce platform ViPo into business.**
- Transitioning from a purchasing agent platform model to a cross-border e-commerce model, the initial results are relatively promising, reaching 25.5 billion VND, approximately 0.68% of total Delta, and 8.6% of trade Delta.



The goal is to achieve an average daily sales of at least 1 billion VND/day by 2026.

5. Promoting the application of technology in the logistics sector, owned and produced by VTPost.

- Complete the development of core logistics platforms such as: TMS, WMS, and delivery services.
- Developing new platforms: Fast Delivery Market, Vipo, Smart Box, transportation platform.
- Pioneering research and development of new technological solutions in the logistics field: drones, autonomous vehicles, AGV robots.

6. Strengthening training and improving the quality of human resources:

Organizing 2 training courses for management personnel and 4 training courses for Post Office Managers with 146 trainees; providing in-depth training on professional skills and business skills in the logistics field for the Board of Directors of Branches and Companies, and management staff of the Corporation; training in AI and Power BI application skills for branch and post office managers to improve labor productivity.

B. IMPLEMENTATION PLAN FOR 2026

Based on market conditions and existing capabilities, the Board of Directors proposes that the General Meeting of Shareholders consider and approve the business plan for 2025 as follows:

I. Characteristics of the situation

- **The delivery market is experiencing slower growth , projected at 12-15%;** e-commerce (worth \$40 billion, up 26%) continues to be the main growth driver; the amended E-commerce Law creates a level playing field for delivery businesses; the delivery market remains fiercely competitive: major e-commerce platforms prioritize partner delivery companies, and the price war continues, especially in the corporate customer segment.
- **The warehousing market is entering a rapid growth phase,** with the outsourcing rate for logistics projected to reach approximately 40% (an increase of ~5% compared to 2025). This is driven by the trend of businesses reducing in-house operations in the context of fragmented warehouse infrastructure and low levels of automation, leading to a shift towards professional, integrated logistics service providers.
- **The transportation market continues to be the largest segment in the logistics chain in Vietnam,** estimated at approximately US\$27.95 billion and

projected to grow at a CAGR of ~6.4% between 2026 and 2030 (according to Mordor Intelligence). The main driving force comes from the growth of exports and imports, with trade turnover expected to reach approximately US\$1 trillion by 2026, an increase of ~9%.

- **Service trade:** Logistics businesses tend to expand their role, participating more deeply in the supply chain, not only in transportation but also providing commercial services, distribution, and even directly participating in goods transactions through modern trade models such as F2C, W2C, and cross-border e-commerce; in which the market for logistics raw materials is large, at approximately US\$3.15 billion, increasing by 7.2%, and is a complementary product that adds value to the logistics service ecosystem.

II. Business targets for 2026 :

TT	Target	Unit	TH 2025	KH 2026
CONSOLIDATED DATA				
1	Total revenue & other income	Billion VND	20,684.27	19,519.77
2	Profit before tax	Billion VND	514.57	515.03
3	Net profit after tax	Billion VND	404.89	399.77
4	ROE	%	23.70%	18.7 %
PARENT COMPANY DATA				
1	Total revenue & other income	Billion VND	16,321.66	15,884.69
2	Profit before tax	Billion VND	475.41	460.82
3	Net profit after tax	Billion VND	400.31	384.75
4	ROE	%	23.86%	18.7%
5	Dividends	%	24.53%	10-15%

VTPost continues to reduce its paper scratch card business, and online sales revenue decreased by 44% (~1,300 billion VND) due to a partner changing its operating model.

III. Key tasks for 2026

- (1) Focus intensely on investing in and expanding infrastructure according to the plan from the beginning of the year: logistics centers, transportation vehicles, operational centers, post offices, delivery agents, and delivery points.

Research and test M&A models for logistics businesses within the ViettelPost ecosystem. (Transportation companies with more than 100 vehicles, raw materials companies, etc.)

- (2) Organize a comprehensive and specialized sales network (B2B, B2C, C2C) linked to product development that fully leverages the strengths of Viettel's extensive business network infrastructure and ecosystem to create a breakthrough in market share.
- (3) Persistently and consistently build the company and its branches into autonomous business units, strengthen decentralization and delegation of authority, and ensure comprehensive and effective governance. Encourage units to make breakthroughs in infrastructure development and innovation in business.
- (4) Invest quickly and decisively in technology projects, build a mechanism that considers investment in technology as the most effective investment, and be a pioneer in applying green and smart technologies.
- (5) Strengthening the development and training of management, business, and technical staff (both internal and external recruitment) with high professional competence, ambition, vision, the courage to think big and act big, capable of undertaking assigned tasks and powers, and keeping pace with the growth needs of the Corporation.
- (6) Develop a detailed plan and roadmap to become a globally standardized 3PL Strategic company, aiming for 4PL N2027 status according to international standards, and a professional operator for major partners in Vietnam.
- (7) Implement effectively the P75 salary policy to attract talent in the industry, and the policy to attract and retain 20-25% of key personnel based on increasing labor productivity by 5-8% and a comprehensive performance-based compensation mechanism.
- (8) Strengthen discipline and order in the implementation of policies, resolutions, procedures, regulations, tasks, and plans that have been issued. Communicate and educate employees to instill Viettel culture and VTPost traditions, transforming culture and traditions into competitive strengths, ready to undertake difficult and challenging tasks.

IV. Business solutions

Based on the revenue and profit targets for 2026, the Management Board proposes several solutions to strive for the successful completion of the business plan for the year, specifically as follows:

1. Delivery services sector :

- **Regarding the product:** popularizing technology-based postal services and developing the VTMan app into a digital platform to accelerate the socialization of resources.
- + Reorganizing operations into four distinct product lines, the goal is to become the number one company in terms of service quality in the market by Q1/26.
- + Innovative new service offerings: Epacket, VIPO Trade, Tomato Box, international return flights, and same-day delivery within the province.

2. Logistics sector:

- **Regarding infrastructure:** Expand business infrastructure. Target: Double warehouse area to approximately 1,000,000 m². Develop specialized warehouse infrastructure to serve special goods: refrigerated goods, goods for the military, etc.
- **About the product:** Mastering modern warehouse operation and management technology, by the end of 2026, the company aims to reach a technological level comparable to leading warehousing and logistics businesses in the ASEAN region. It will also increase transportation and delivery services for customers using its warehouse services, targeting 35% of warehouse revenue.

3. Transportation sector:

- **Regarding products:** Launching the Transport Platform; developing cross-border transport routes connecting ASEAN and China, and high-quality North-South trunk routes; expanding inland waterway, sea, and air transport business.
- **Regarding infrastructure:** Investing in container trucks to support transportation business. Strategic cooperation with major corporations and groups operating in the logistics infrastructure sector to create a comprehensive service ecosystem (Saigon Newport Corporation, Vietnam Railways Corporation, Vietnam Airlines Corporation).

- 4. Service and Trade Sector:** Develop the supply of raw materials and equipment for logistics into a strategic business area for the Service and Trade sector; experiment with the distribution of some fast-moving consumer goods; agricultural products and fruits for export; smart terminal products, and digital services.

5. Lang Son Park

- Introducing new services: agricultural product testing, bonded warehouses, exhibition areas for agricultural products, fruits, and specialties; duty-free products, and supporting services.



- Completing business infrastructure: Fulfillment warehouse to serve inbound e-commerce shipments; Expanding the park's infrastructure in phase 2; Investing in vehicles, machinery and equipment (grab cranes, wire cranes, gantry cranes, forklifts, etc.) to ensure self-sufficiency in loading and unloading operations; Investing in container trucks to serve transportation business within the park.
- Legal aspects: Applying for a business license for express delivery services, a logistics permit, and expanding cargo handling operations beyond border checkpoints.

6. Overseas markets:

- Effectively operate the cooperation model between VTG and VTPost in overseas markets.
- Building cross-border international corridors will promote trade between Vietnam, ASEAN, and China.

The above is the Executive Board's report on business performance in 2025 and business plan for 2026, submitted to the General Meeting of Shareholders for consideration and approval.

Thank you very much.

**GENERAL
MANAGER**

(Signed)

PHUNG VAN CUONG

VIETTEL POST JOINT STOCK CORPORATION
BOARD OF DIRECTORS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 108 /TTr-HĐQT

Hanoi, Apr 02, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING
(Regarding the approval of contracts and transactions with Viettel Group)

To: The General Meeting of Shareholders of Viettel Post Corporation.

Article 167 of the 2020 Enterprise Law, Article 293 of Decree 155/2020/ND-CP, and their amendments stipulate that: *The General Meeting of Shareholders approves contracts and transactions with a value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statement, between VTPost and shareholders owning more than 10% of the total common shares of VTPost and their related parties.*

Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the policy of signing contracts and transactions with the Viettel Group and related organizations under the control of Viettel Group (details attached).

1. Basis for the proposal:

Viettel Post Joint Stock Company (VTPost) and its partners and customers within the Viettel Group (including its subsidiaries, academies, research institutes; Viettel Group's subsidiaries, and other units) regularly engage in contracts and transactions in many core areas related to VTPost's main business activities:

- **Regarding VTPost's service provision:** Viettel Group is a customer with a very large and continuous demand for delivery, warehousing, and operational management services, ensuring a stable source of work for VTPost. Providing services to Viettel Group is based on the principle of ensuring business efficiency, generating profits for VTPost, and aligning with VTPost's business activities. Total revenue generated in 2025 from the services provided is VND 3,765 billion, accounting for 18.3 % of total revenue, including:

- Delivery services: VND 294.41 billion, accounting for 2.24 % of VTPost's delivery revenue;
- Warehousing and logistics: VND 119.1 billion, accounting for 28.89 % of VTPost's warehousing and logistics revenue;
- Managing the operation of telecommunications channels and other services and goods: VND 3,352.3 billion, accounting for 16% of VTPost's total revenue.

- **Regarding VTPost's purchase of products and services:** The products and services provided by Viettel Group are specialized products that serve the specific operations of the telecommunications sales channels that VTPost manages and operates. Furthermore, the products / services related to information technology and digital services are high-quality and competitive in the market.



The purchase of products and services from Viettel Group and its subsidiaries complies with all applicable laws and regulations, as well as VTPost's procurement policies, ensuring quality and economic efficiency for VTPost.

The signing of contracts and transactions complies with regulations on investment and procurement of assets and goods. Contract terms are subject to review by specialized agencies for legal, financial, business, and operational aspects. Simultaneously, the principle of independent transactions is ensured, preventing any reduction in payments to the state budget.

2. Proposal details:

Based on an assessment of the results of contracts and transactions with Viettel Group over the past period, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the principle of signing the following contracts and transactions:

- **Regarding the entities:** Viettel Group, its branches, and companies whose operations Viettel Group has the ability to control through share ownership, capital contributions, or through the company's decision-making power.

- **The main content of the contracts and transactions includes:** delivery; transportation; warehousing, commercial services; sorting and handling of goods; information technology; buying and selling telecommunications equipment; financial services and real estate business.

- **Value of each contract/transaction:** contracts/transactions with a value of 35% or more, or transactions resulting in a total transaction value of 35% or more of the total asset value recorded in VTPost's most recent financial statement, generated within 12 months from the date of the first transaction.

- **Implementation period:** From the date of issuance of the 2026 Annual General Meeting Resolution to the date of the 2027 Annual General Meeting.

- **Implementation principle:** The execution and performance of contracts and transactions must comply with applicable laws and VTPost's internal regulations; goods and services involved in such transactions must align with the annual business plan, ensuring progress, quality, and efficiency.

3. Implementation:

We respectfully request that the General Meeting of Shareholders approve the authorization for the legal representative of VTPost to proactively decide on and implement the signing of contracts and transactions between VTPost and the aforementioned related parties in accordance with regulations, and to periodically report to the Board of Directors and the Supervisory Board every six months.

The Board of Directors is responsible for reporting the results of implementation at the 2027 Annual General Meeting of Shareholders.

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Save: Vice Chairman of the Board, Phu (02).

**On behalf of the Board of Directors
CHAIRPERSON**

(Signed)

NGUYEN VIET DUNG

LIST OF PERSONS RELATED TO THE VIETTEL GROUP

(Business registration number 0100109106 issued by the Hanoi Department of Planning and Investment, first registered on July 13, 2010; Head office address: Lot D26, Cau Giay New Urban Area, Cau Giay Ward, Hanoi City)

TT	Organization name	License number, date of issue, place of issue	Head office/contact address	Relationship with Viettel Group
1.	Viettel Group's branches in provinces and centrally-administered cities; Viettel's dependent accounting units, including General Corporations, Companies, Centers, Academies, and Research Institutes; and Viettel Group's branches and representative offices abroad.			Branches and Representative Offices
2.	Viettel Technology Investment Company Limited	License No. 2801045888 issued by the Thanh Hoa Department of Finance on May 11, 2009	South of Le Loi Avenue, Hac Thanh Ward, Thanh Hoa Province	Subsidiary company
3.	Viettel Equipment Manufacturing Corporation Limited	License number 0500141369 issued by the Hanoi Department of Finance on August 20, 1998.	An Binh Village, An Khanh Commune, Hanoi City	Subsidiary company
4.	Viettel Trading and Import-Export Company Limited	License number 0104831030 issued by the Hanoi Department of Finance on July 27, 2010.	No. 1 Giang Van Minh Street, Giang Vo Ward, Hanoi City	Subsidiary company
5.	Viettel America Company	Certificate of Overseas Investment No. 620 issued by the Ministry of Finance	1551 MCCARTHY BLVD STE 210, Milpitas, CA, 95035, US	Subsidiary company
6.	VTE Technologies SARL	Certificate of Overseas Investment No. 201500006 issued by the Ministry of Finance	13 Taitout Street, 75009 Paris, France	Subsidiary company
7.	Viettel International Investment Corporation	License number 0102409426 issued by the Hanoi Department of Finance on October 24, 2007.	Floors 39 & 40, Keangnam Hanoi Landmark Tower, E6 Area, Cau Giay New Urban Area, Yen Hoa Ward, Hanoi City, Vietnam	Subsidiary company
8.	Viettel Construction Joint Stock Company	License number 0104753865 issued by the Hanoi Department of Finance on June 10, 2010.	No. 1 Giang Van Minh Street, Giang Vo Ward, Hanoi City, Vietnam	Subsidiary company
9.	Viettel Consulting and Services Joint Stock Company	License number 0100109106-075 issued by the Hanoi Department of Finance. April 7, 2006	No. 1 Giang Van Minh Street, Giang Vo Ward, Hanoi City, Vietnam	Subsidiary company

10.	Cam Pha Cement Joint Stock Company	License number 5700804196 issued by the Quang Ninh Department of Finance on April 8, 2008.	Km 6, National Highway 18A, Quang Hanh Ward, Quang Ninh Province	Subsidiary company
11.	Vietnam Digital Transportation Joint Stock Company	License number 0109266456 issued by the Hanoi Department of Finance. July 14, 2020	No. 01 Tran Huu Duc Street, Tu Liem Ward, Hanoi City	Subsidiary company
12.	Viettel - CHT Company Limited	License number 0500589150 issued by the Hanoi Department of Finance on April 11, 2008.	Hoa Lac High-Tech Park, Km29, Thang Long Boulevard, Hoa Lac Commune, Hanoi City	Subsidiary company
13.	Viettel Sports Co., Ltd.	License number 0110602871 issued by the Hanoi Department of Finance on January 15, 2024.	No. 01 Tran Huu Duc Street, Tu Liem Ward, Hanoi City	
14.	Viettel Customer Service Co., Ltd.	License number 0110917293 issued by the Hanoi Department of Finance on December 18, 2024.	No. 1 Giang Van Minh Street, Giang Vo Ward, Hanoi City, Vietnam	
15.	Viettel Media Company Limited	License number 0111013646 issued by the Hanoi Department of Finance. April 2, 2025	4th Floor, The Light Building, Dai Mo Ward, Hanoi City	
16.	Viettel Cyber Security Company Limited	License number 0110939642 issued by the Hanoi Department of Finance on January 17, 2025.	Floors 41-43, Keangnam Landmark 72 Building, Pham Hung Street, Tu Liem Ward, Hanoi City	
17.	Viettel Digital Financial Services Corporation Limited	License number 0111332321 issued by the Hanoi Department of Finance on January 5, 2026.	Floors 44-45, Keangnam Hanoi Landmark Tower, E6 Area, Cau Giay New Urban Area, Yen Hoa Ward, Hanoi City	
18.	Viettel Peru	Certificate of Overseas Investment No. 433 issued by the Ministry of Finance	Lima City, Lima Province, Republic of Peru	Subsidiary company
19.	Viettel Russia	Certificate of Overseas Investment No. 201700343 issued by the Ministry of Finance	Rooms 11-13, Block I, 2nd floor, Building B, House 11 Masha Poryvayeva, Moscow, Russian Federation, 107996	Subsidiary company
20.	GIS services (Cambodia) Co.,Ltd	Certificate of Overseas Investment No. 201500053 issued by the Ministry of Finance on May 7, 2015.	22D ChroKThmay Street, VeangVong Ward, District 7 Makara, Phnom Penh, Cambodia	A subsidiary of Viettel
21.	Viettel Construction Myanmar Co.,Ltd	Certificate of Overseas Investment No. 201500034 issued by the Ministry of Finance on June 30, 2015.	No. (39), Inya Myaing Road, Golden Valley (1) Ward, Bahan District, Yangon, Myanmar	Construction Joint Stock Company is considered an affiliated party of

				Viettel Group according to point c, clause 46, Article 4 of the Securities Law of 2019.
22.	Viettel Timor Leste, LDA	Certificate of Overseas Investment No. 556/BKHĐT-ĐTRNN issued by the Ministry of Finance on June 4, 2011	CBD Plaza II, Rua Presidente, Nicolau Lobato, Com, East Timor	A subsidiary of Viettel International Investment Corporation is considered an affiliated party of Viettel Group according to point c, clause 46, Article 4 of the Securities Law of 2019.
23.	Viettel Cambodia Pte.Ltd	Certificate of Overseas Investment No. 730/BKHĐT-ĐTRNN issued by the Ministry of Finance	No. 42, 242nd Street, Chaktumuk Ward, Daun Penh District, Phnom Penh, Cambodia	
24.	Movitel SA	Certificate of Overseas Investment No. 404/BKHĐT-ĐTRNN issued by the Ministry of Finance on November 11, 2010	Bairro da Sommerchild, No. 6 Dr. Francisco Barreto Street, Maputo City, Mozambique	
25.	Viettel Cameroon SA	Certificate of Overseas Investment No. 585/BKHĐT-ĐTRNN issued by the Ministry of Finance on January 18, 2013	Yaounde, the capital of Cameroon.	
26.	Viettel Burundi SA	Certificate of Overseas Investment No. 690/BKHĐT-ĐTRNN issued by the Ministry of Finance on March 26, 2014	No. 24, Avenue de L'Oua, Quartier Industriel, Ngagara, Bujumbura-Marie, Republic of Burundi	
27.	Viettel Tanzania	Certificate of Overseas Investment No. 689/BKHĐT-ĐTRNN issued by the Ministry of Finance on March 24, 2014	Plot No. 145, Regent Estate, Migombani Street, Mikocheni, Post Box 110230, Dar es Salaam, United Republic of Tanzania	As an affiliated party of Viettel Group according to point c, clause 46, Article 4 of the Securities Law of 2019
28.	National Telecom SA	Certificate of Overseas Investment No. 377 issued by the Ministry of Finance.	Corner of Fernand and Ave Martin Luther King Street (Pont Morin), Port Au Prince, Haiti	
29.	Viettel Logistics Co., Ltd.	License number 0310783329 issued by the Department of Planning and Investment of Ho Chi Minh City on April 18, 2011.	No. 2 Bis, Z11 Area, National Highway 1A, Quarter 2, Trung My Tay Ward, Ho Chi Minh City, Vietnam	
30.	Viettelpost Service and Trading Company Limited	License number 0105269946 issued by the Department of Planning and Investment of Hanoi City on April 20, 2011.	Building N2, Kilometer 2, Thang Long Avenue, Dai Mo Ward, Hanoi City, Vietnam	



31.	Viettel Logistics Services Co., Ltd.	0105299429 issued by the Department of Planning and Investment of Hanoi City	No. 1, Giang Van Minh Street, Giang Vo Ward, Hanoi City
32.	VTP Myanmar Limited Liability Company	Certificate of Overseas Investment No. 201700342 issued on June 20, 2017	Level 5, No. 100-104, 48th Street, Botahtaung, Yangon, Myanmar
33.	Viettel Logistics Cambodia Co., Ltd.	Certificate of Overseas Investment No. 264 issued by the Ministry of Finance on June 1, 2010	No. 38, Charak Thmey, Sangkat Veal Vong, Khan 7 Makara, Phnom Penh, Cambodia
34.	Viettel Post Laos Co., Ltd.	Certificate of Overseas Investment No. 202401349 issued by the Ministry of Finance on 13/11/2024	Phonsinun Village, Tad Mai Road, Sisattanak District, Vientiane City, Lao People's Democratic Republic
35.	Viettel Post Logistics and Trading Company Limited (Guangxi)	Certificate of Overseas Investment No. 202501432 issued by the Ministry of Finance on April 22, 2025.	Room 409, South Office Building – Nanning Huarun Center, No. 136-5 Nationalities Avenue, Qingxiu District, Nanning City, Guangxi Zhuang Autonomous Region, China
36.	Other legal entities belonging to Viettel Group established after the issuance of this Resolution.		

VIETTEL GROUP
VIETTEL POST JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 109 /TTr-HĐQT

Hanoi, Apr 02, 2026



REPORT TO THE GENERAL SHAREHOLDER MEETING
(Regarding the approval of the consolidated financial statements and
(Parent company in 2025 has been audited)

To: The General Meeting of Shareholders of Viettel Post Corporation.

Based on the Enterprise Law of 2020;

Based on the Charter of Organization and Operation of Viettel Post Joint Stock Company;

Based on the consolidated and parent company financial statements for 2025, audited by Deloitte Vietnam Co., Ltd.,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Financial Report for 2025 with the following key indicators:

Unit: VND

TT	Target	Consolidated figures	Parent Company Data
1	Total assets	7,518,675,499,825	5,808,409,909,846
2	Liabilities	5,750,465,769,030	4,067,736,309,700
	- Loans:	1,850,829,884,735	1,847,680,655,661
3	Equity	1,768,209,730,795	1,740,673,600,146
4	Total revenue & other income	20,684,270,118,654	16,321,659,101,541
5	Total cost	20,169,703,675,305	15,846,251,223,923
6	Profit before tax	514,566,443,349	475,407,877,618
7	Corporate Income Tax	109,672,153,853	75,098,489,400
8	Net profit after corporate income tax	404,894,289,496	400,309,388,218

(Please scan the QR code to view the detailed content)

The financial report has been released.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Recipient :

- As above;
- Board of Directors. Supervisory Board;
- Save: VP . Board of Directors. Phu (02).

TM. BOARD OF DIRECTORS
CHAIRPERSON

(Signed)

NGUYEN VIET DUNG

REPORT TO THE GENERAL SHAREHOLDER MEETING
(Regarding the approval of the profit distribution plan, fund allocation, and increase in the charter capital of the Corporation)

To: The General Meeting of Shareholders of Viettel Post Corporation.

Based on the Enterprise Law of 2020;

Based on the Charter of Organization and Operation of Viettel Post Joint Stock Company;

Based on the 2025 financial statements audited by Deloitte Vietnam Co., Ltd.,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the plan for profit distribution in 2025, allocation of funds, and increase of charter capital through the issuance of shares to pay dividends in 2025 as follows:

I. Profit Distribution Plan for 2025 and allocate funds as follows:

Unit: VND

No.	Target	Value	Proportion
1	Registered capital as of December 31, 2025	1,217,830,420,000	
2	Undistributed net profit from the previous year	0	
3	LNST Parent Company	400,309,388,218	
4	LNST distribution this year	400,309,388,218	
-	Allocation from the reward and welfare fund.	101,577,347,054	25.37% Net Profit
-	Dividend payment in shares	298,732,041,164	74.63% Net Profit
	Dividend yield/Charter capital ratio (December 31, 2025)	24.53%	
	Dividend yield/Charter capital (after offering 51 million shares, the projected charter capital is VND 1,729,319,200,000)	17.27%	
7	Net profit for the remaining year	0	
8	Undistributed accumulated net profit	0	

1. Allocation from the reward and welfare fund (KTPL):

- Proposed allocation for 2025: Allocation to the Corporate Social Responsibility Fund from realized net profit at a rate of **25.37%/realized net profit**, equivalent to VND 101.57 billion (~0.77 months' actual salary).

- The General Director is responsible for allocating funds according to actual expenditure needs, ensuring that spending complies with legal regulations and VTPost's regulations.

- To ensure funding for the bonus and welfare fund in 2026, based on business results reflected in the financial statements, VTPost proposes to make quarterly provisional appropriations to the bonus and welfare fund from realized profit after tax (PAT) at a rate not exceeding 25% of PAT.

2. Dividend payments to shareholders:

- Dividend payment in shares: **VND 298.73 billion**, equivalent to **24.53%** of charter capital as of December 31, 2025, and **an expected 17.27%** of charter capital after the offering, as per Resolution No. 46/NQ-ĐHĐCĐ dated February 6, 2026, of the General Meeting of Shareholders.

II. Option to increase charter capital by issuing shares to pay dividends in 2025:

1. Release plan:

- Type of shares issued: Common shares.
- Par value of shares: 10,000 VND/share.
- The number of shares issued to pay dividends is 29,873,204 shares.
- Exercisable Shares Ratio: Currently, VTPost is conducting a public offering of additional shares to existing shareholders in accordance with Resolution No. 46/NQ-ĐHĐCĐ dated February 6, 2026, of the General Meeting of Shareholders, with a maximum of 51,148,878 additional shares offered, corresponding to an expected charter capital after the offering of VND 1,729,319,200,000. Therefore, based on the actual offering situation, it is proposed that the General Meeting of Shareholders authorize the Board of Directors to decide on the share issuance ratio for dividend payment based on the charter capital at the time of implementation.

- Source of issuance: From undistributed net profit as of December 31, 2025 at the parent company.

- Eligible recipients: Existing shareholders whose names are on the shareholder list at the time of the record date are entitled to receive dividends.

- Record date for shareholders entitled to receive rights: The General Meeting of Shareholders authorizes the Board of Directors to select an appropriate time, based on market conditions and the Corporation's operations, ensuring compliance with current legal regulations.

- Method: Shareholders whose names are on the list as of the record date will receive a number of new shares corresponding to the issuance ratio.

- Method for handling fractional shares: The number of shares shareholders receive will be rounded down to the nearest whole number. Any fractional shares (if any) arising after the stock dividend payment will be canceled and recorded as an additional amount in undistributed profits, carried over to the following year.

- Expected issuance time: During 2026 (after the issuance plan is approved by the State Securities Commission).

2. Implementation organization:

The General Shareholders' Meeting authorizes the Board of Directors of the Corporation to decide and organize the implementation of the following matters:

- The decision on the dividend payout ratio in shares for 2025 will be based on the results of the additional share offering to existing shareholders as per Resolution No. 46/NQ-ĐHĐCĐ dated February 6, 2026.

- Carry out the necessary procedures as prescribed by law to issue shares to pay dividends for the year 2025 and decide on the handling of any fractional shares arising.

- Complete the procedures to amend the Business Registration Certificate at the Hanoi City Department of Finance ; amend the Securities Registration Certificate at the Vietnam Securities Depository and Clearing Corporation; and register for supplementary listing at the Ho Chi Minh City Stock Exchange for the successfully issued shares .

- Amend and supplement the Charter on the organization and operation of the Corporation to reflect the increased charter capital.

The above is a proposal regarding the distribution of profits, allocation of funds, and increase of charter capital through the issuance of shares to pay dividends for 2025. We respectfully submit this to the Congress for consideration and approval.

Recipient :

- As above;
- Board of Directors, Supervisory Board;
- Save: Board of Directors Office. Phu (02).

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

(Signed)

NGUYEN VIET DUNG

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: The General Meeting of Shareholders of Viettel Post Corporation.

Based on the current Enterprise Law and related guiding documents.

Based on the Charter of Organization and Operation of Viettel Post Corporation;

The Supervisory Board of Viettel Post Joint Stock Company (the Corporation) respectfully reports to the General Meeting of Shareholders ("GS") on the results of the Supervisory Board's operations in 2025 and the operational plan for 2026 as follows:

I. RESULTS OF THE SUPERVISORY BOARD'S ACTIVITIES IN 2025

1. Summary of the Supervisory Board's activities in 2025

- In 2025, the Supervisory Board held 20 meetings, with issues discussed and voted on at these meetings, strictly adhering to the regulations on the operation of the Supervisory Board as approved by the Annual General Meeting of Shareholders on April 27, 2021;

- Some important items approved by the Supervisory Board include: Approval of the Supervisory Board's 2025 operational plan; Meeting to approve the contents to be presented at the 2025 Annual General Meeting; Meeting to approve specialized monitoring reports and projects; Meeting to approve the set of criteria for evaluating the quality of independent audit activities at VTpost;

- The Supervisory Board's oversight activities have focused on strengthening thematic supervision of large projects, subsidiaries, branches, etc.

- The Supervisory Board has placed greater emphasis on training to enhance professional knowledge and update specialized knowledge and industry development trends for its members.

- The payment of remuneration to the Supervisory Board in 2025: details have been outlined in the Board of Directors and Supervisory Board's remuneration proposal submitted to the General Meeting.

- Some of the monitoring activities that the Supervisory Board has implemented in 2025 include:

- Monitoring the implementation of resolutions of the General Meeting of Shareholders, and the work of the Board of Directors in meetings and resolution-making;

- Supervising the operational work of the Board of Directors (“**BOD**”): evaluating the implementation of production and business plan targets assigned by the General Meeting of Shareholders/Board of Directors, evaluating the implementation of solutions and action plans to carry out key tasks, and the disclosure of information as required;
- Supervising the application of accounting principles and policies at the Corporation; evaluating the preparation and presentation of periodic financial statements according to current regulations and procedures; reviewing financial statements every six months after receiving the results of reviews/audits from independent auditing firms;
- Monitoring the execution of transactions between the Corporation and related parties;
- Supervising the organization and implementation of major, key projects of the Corporation (Lang Son Logistics Park Project, Long Binh-Tien Nga Warehouse Project, Da Nang Logistics Center Project), as well as organizing production and business activities at member companies (Viettel Logistics Company, VTP Myanmar Company) and some major branches (HNI, PTO, QNH);
- Thematic monitoring according to the annual plan includes: (i) Evaluating the financial performance of the Corporation; (ii) Evaluating the Corporation's labor outsourcing activities; (iii) Evaluating the Corporation's investment and procurement activities; (iv) Evaluating the implementation of the bidding process for providing telecommunications operation services to the Vietnam Telecommunications Corporation by the Trading and Service Company; (v) Reporting on the assessment of the selection of an independent auditing firm;
- A set of criteria for evaluating the quality of independent audit activities has been developed and issued – serving as a basis for assessing and monitoring the quality of independent audit services in accordance with best practices, and enhancing the corporation's governance capacity in selecting and appointing audit firms annually.

2. Results of monitoring the management and operation of the Board of Directors.

- During the term, the Board of Directors held 5 meetings and solicited opinions in writing 15 times, issuing 30 resolutions ensuring compliance with current legal regulations, the Corporation's Charter, the Internal Governance Regulations, and the Board of Directors' Operating Regulations;

- The Board members have fulfilled their responsibilities and obligations seriously and carefully, effectively carrying out supervisory and guidance activities in their assigned areas, ensuring the interests of the Corporation and shareholders;

- The Board of Directors maintains unity in directing and managing the operations of the Corporation;

- The Board of Directors has established a dedicated Board Office and an Internal Audit department, helping to professionalize operations and enhance the supervisory role of the General Director and members of the Executive Board in implementing the Corporation's strategic directions and objectives approved by the General Meeting of Shareholders;

- The resolutions and documents of the Board of Directors comply with the Enterprise Law, the Corporation's Charter, and the procedures and regulations issued by the Board of Directors;

- Opinion on the Board of Directors' Report to the General Meeting of Shareholders : In the opinion of the Supervisory Board, the Board of Directors' Report to the General Meeting of Shareholders accurately, truthfully, and fully reflects the management information of the Corporation's production and business activities in 2025.

3. Results of monitoring the management work of the Executive Board

- The Board of Directors has maintained monthly, quarterly, and annual executive meetings; has complied with all rights and obligations as stipulated by law and the Corporation's Charter, ensuring the interests of the Corporation and its shareholders;

- The General Director has aggressively implemented investment and procurement activities to further enhance network infrastructure capacity, ensuring effective management and operation of core delivery services for long-term growth, and creating the necessary foundation for the deployment of new business areas.

- The resolutions of the Board of Directors have been implemented and completed;

- For the Board of Directors, the Executive Board has always promptly reported to the Board of Directors of the Corporation to provide guidance, supplement, and flexibly adjust the business strategy to develop and increase efficiency;

- Regarding the Supervisory Board, the Executive Board has provided support and favorable conditions for the Supervisory Board to fulfill its functions and duties. The opinions and recommendations of the Supervisory Board have been received by the Executive Board, and directives and plans for rectification have been fully and seriously assigned to relevant departments and units.

- Assessment of the Board of Directors' Report to the General Meeting of Shareholders : In the view of the Supervisory Board, the Board of Directors' report

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truthfully and reasonably reflects the results of production and business activities and the organizational and operational situation of the Corporation in 2025.

4. Transactions between VTPost, its subsidiaries, and related parties of the company; or between the company and major shareholders, insiders, or related parties of insiders .

- Based on Article 290, Clause 4 of Decree 155/2020/ND-CP regulating the monitoring of transaction reports between the company and related parties, the Supervisory Board periodically receives transaction monitoring reports from the Board of Directors' Office. Details of the transactions are included in the Corporate Governance Report for the period from January 1, 2025 to December 31, 2025, which VTPost has published.

- Related parties transactions are transactions between VTpost and Viettel Group. These are normal service and goods exchange operations such as: scratch cards, warehousing services, delivery services, etc., which have been approved by the Board of Directors and disclosed in accordance with regulations. Transactions with Viettel Group have brought stable revenue and good profits to VTPost in 2025;

- During the year, the Supervisory Board did not record any transactions between the company and companies where related parties of Board of Directors members, Supervisory Board members, or the General Director were members of the Board of Directors or the CEO in violation of regulations;

- **the Supervisory Board 's assessment** : In 2025, no other transactions of the company were identified that could bring material or non-material benefits to the members of the Board of Directors, members of the Supervisory Board, and the General Director.

5. Coordination of activities between the Supervisory Board, the Board of Directors, the Management Board, and shareholders.

- The Supervisory Board has coordinated well with the Board of Directors and the General Director in performing its functions and duties. Specifically: the Supervisory Board has fully participated in all meetings of the Board of Directors and regular meetings of the Executive Board to ensure timely and complete information gathering; the Board of Directors' Office and relevant specialized agencies have provided information in accordance with regulations when requested by the Supervisory Board; the recommendations of the Supervisory Board have been accepted by the Board of Directors and the General Director, and relevant units have been assigned to seriously and fully explain and rectify the issues;

- The Supervisory Board has received all resolutions and decisions of the Board of Directors, as well as documents regarding the production and business situation of the Corporation;

- Monitoring of shareholder requests: Since the 2025 Annual General Meeting, the Supervisory Board has not received any requests from shareholders regarding matters concerning the Board of Directors, the Executive Board, or other issues.

6. Review of the 2025 Financial Statements

a. Preparation and auditing of financial statements :

- The consolidated financial statements for 2025 of the Corporation are prepared in accordance with the regulations in Circular No. 202/2014/TT-BTC dated December 22, 2014 of the Ministry of Finance on guiding the preparation and presentation of consolidated financial statements;

- TCT has reported and disclosed information in accordance with Circular No. 96/2020/TT-BTC dated November 16, 2020, of the Ministry of Finance guiding the disclosure of information on the securities market. The information was published on March 31, 2026, on the website: <https://viettelpost.com.vn>.

- The separate and consolidated financial statements of the Corporation for 2025 were audited by Deloitte Limited. This is one of the seven auditing firms approved by the General Meeting of Shareholders on April 23, 2025. The separate and consolidated financial statements were fully accepted by the auditors.

- Opinion of the Supervisory Board: The separate and consolidated financial statements for 2025 accurately and fairly reflect, in all material respects, the financial position of the Corporation as of December 31, 2025, in accordance with current accounting standards and corporate accounting regulations.

b. Regarding the achievement of business targets - finance :

TT	CONTENT	IMPLEMENTATION N2024	2025		RATIO (%)	
			ANNUAL PLAN	IMPLEMENTATION OF N2025	N2025/ N2024	TH N2025/ KH 2025
A	Parent company figures					
1	Total revenue and other income	19,117.86	19,252.10	16,321.66	85.37%	84.78%
2	Profit before tax	457.02	475,734	475.41	104.02%	99.93%
3	Net profit after tax	377.68	380,588	400.31	105.99%	105.18%
4	Return on Equity (ROE)	24.31%	17.77%	23.86%	98.15%	134.24%
5	Return on Assets (ROA)	6.34%	6.2%	6.89%	108.76%	111.41%
B	Consolidated number					
I	Business targets					

TT	CONTENT	IMPLEMENTATION N2024	2025		RATIO (%)	
			ANNUAL PLAN	IMPLEMENTATION OF N2025	N2025/ N2024	TH N2025/ KH 2025
1	Total revenue and other income	20,825.96	21,028.15	20,684.27	99.32%	98.36%
2	Total cost	20,342.63	20,522.05	20,169.70	99.15%	98.28%
3	Profit before tax	483.33	506,101	514.57	106.46%	101.67%
4	Net profit after tax	383.09	404,881	404.89	105.69%	100.00%
II	Financial indicators					
1	Current assets/Total assets	74.31%		75.55%	101.67%	
2	Long-term assets/Total assets	25.69%		24.45%	95.17%	
3	Liabilities/Total Capital	75.04%		76.48%	101.92%	
4	Equity/Total Capital	24.96%		23.52%	94.21%	
5	Quick Ratio (times)	0.08		0.07	80.57%	
6	Current ratio (times)	1.01		1.09	107.78%	
7	Return on Equity (ROE)	24.28%	18.78%	23.70%	97.63%	126.22%
8	Return on Assets (ROA)	5.92%	6.08%	5.90%	99.60%	
9	EPS	2,370		2,862	120.76%	

c. Overall financial overview of the entire corporation

- Consolidated total assets as of December 31, 2025 reached VND 7,587 billion, an increase of VND 1,155 billion, or approximately 18.15%, compared to the beginning of the year. This represents a very significant increase in asset size.

- Regarding asset structure: Current assets increased sharply from VND 4,728 billion to VND 5,680 billion (an increase of VND 951 billion, or 20.12%). This was due to an increase in short-term financial investments (an increase of VND 662 billion, or 46.28%) and accounts receivable from customers (an increase of VND 486 billion, or 22%). By December 31, 2025, the total balance of cash, cash equivalents, and short-term financial investments of VTPost reached VND 2,442 billion - this is the year with the highest cash and short-term financial investment balance in VTPost's history. Long-term assets increased from VND 1,635 billion to VND 1,838 billion (or 12%).

- Regarding Liabilities: Total liabilities at the end of 2025 amounted to VND 5,750 billion, an increase of VND 975 billion (approximately 20.43%) compared to the beginning of the year. Short-term liabilities accounted for the largest proportion, increasing from VND 4,676 billion to VND 5,211 billion (11.45%). Long-term liabilities increased from VND 98 billion to VND 538 billion (approximately 444%). The Corporation has made a positive shift in its debt structure (increasing the proportion of long-term debt from 5% to 27% to align with the Corporation's medium and long-term investment strategies). The increase in liabilities was mainly due to an increase in employee payables (VND 364 billion) and an increase in long-term loans (VND 430 billion).

- Regarding equity capital: it increased from VND 1,588 billion to VND 1,768 billion, approximately VND 179 billion (approximately 11%). This increase was mainly due to achieving the planned target for net profit during the period.

- Performance indicators: In 2025, ROA and ROE will reach 5.90% and 23.7% respectively, equivalent to the same period in 2024 (5.92% and 24.28%). EBITDA margin will also reach 3.81%, an increase compared to 2024 (3.25%).

- Capital safety indicators: Due to increased liabilities, the Debt/Total Assets ratio increased slightly from 75.2% to 76.5%. However, the Corporation's current and quick ratios at the end of 2025 remain at safe levels, reaching 1.09 times and 0.07 times respectively, equivalent to the same period in 2024 (1.01 times and 0.08 times).

7. Monitoring the implementation results of the contents approved by the 2025 Annual General Meeting of Shareholders:

- Achieve key production and business targets: Complete the profit plan targets (consolidated achieved 100%, parent company achieved 105.18%) as approved by the Annual General Meeting of Shareholders;

- Regarding the selection of an independent auditing firm: The Corporation conducted a bidding process in accordance with internal regulations on the selection of service providers; the procurement process ensured compliance with the regulations of the Corporation's Regular Procurement Regulations. The Corporation signed audit contract No. 0158/VN1A-HN-HĐ dated July 29, 2025 with Deloitte Vietnam Co., Ltd.

- Regarding profit distribution and fund allocation: Distribution of net profit after tax in 2024 (allocation to the Investment and Development Fund of VND 114.2 billion, the Corporate Governance Fund of VND 38.9 billion, and the Management Bonus Fund of VND 1.5 billion); Provisional allocation to the Corporate Governance Fund from net profit after tax in 2025 according to Resolution No. 66/NQ-ĐHĐCĐ dated April 23, 2025, amounting to VND 56.3 billion.

- Regarding cash dividend payments: The Corporation paid cash dividends in accordance with Resolution No. 181/NQ-HĐQT dated September 11, 2025, with a total payout of VND 131 billion, which was completed in Q4/2025.

- Regarding information disclosure: The Corporation has basically complied with the regulations on information disclosure as prescribed by law for public companies and the regulations of the Ho Chi Minh City Stock Exchange.

- Payment of remuneration, operating expenses, and other benefits to the Board of Directors and the Supervisory Board: specifically as stated in the remuneration proposal of the Board of Directors and the Supervisory Board submitted to the General Meeting of Shareholders.

II. ACTIVITY PLAN OF THE SUPERVISORY BOARD FOR 2026

1. Key operational plan of the Supervisory Board

Based on the results achieved in 2025 and the 2026 monitoring orientation of Viettel Group, along with the groundbreaking vision and challenging strategic goals of Viettelpost, the Supervisory Board will continue to comprehensively monitor the Corporation's production and business activities according to risk management orientation, monitor the operation of the internal control system, risk management and early warning of the Corporation. The key monitoring activities of the Supervisory Board in 2026 are as follows:

- Supervision is carried out according to the functions and duties that the Supervisory Board must perform in accordance with the provisions of the Law, the Corporation's Charter, and the Supervisory Board's operating regulations .

- Focus on monitoring key work areas such as: (i) Monitoring the operation of production and business activities; (ii) Monitoring compliance: Monitoring the review and issuance of internal regulations; monitoring the disclosure of information and transactions with related parties in accordance with corporate and securities laws; (iii) Monitoring the business performance of key units and projects; (iv) Monitoring the organization and implementation of risk management activities at the Corporation; (v) Monitoring investment, procurement and asset management; (vi) Monitoring labor and wage matters; (vii) Monitoring other specific activities .

- Conduct direct monitoring of 1-2 overseas markets; Monitor the operations of domestic subsidiaries/branches .

- Perform other tasks as requested or required by shareholders, the Board of Directors of the Corporation, and competent state management agencies .

- Developing the capacity of the Supervisory Board: Ensuring that comprehensive training and professional development for all members of the Supervisory Board are maintained regularly and rigorously. Target: a minimum of 30 training hours per person per year.

- The projected budget for the Supervisory Board's operations in 2026 is 0.43 billion VND. This includes travel expenses, training costs, consulting fees,

stationery, equipment and tools, meeting organization, and other activities of the Supervisory Board.

2. Some opinions and recommendations of the Supervisory Board

The year 2025 can be considered a successful year for the Corporation in many areas, from managing a multi-service organizational structure in a "lean, efficient, and strong" direction; successfully merging provincial branches; ensuring stable production and business operations; guaranteeing jobs for employees; comprehensive organizational management prioritizing business efficiency to create a foundation for rapid and sustainable development; managing and operating production and business concentrated in 5 areas: delivery, warehousing, transportation, trade services, and international investment; to financial and accounting management.

Through its monitoring activities, the Supervisory Board has made several recommendations:

- Regarding Risk Management : Building and developing risk management activities within the Corporation according to international standards such as COSO ERM/ISO 31000 to proactively prevent risks and enhance the feasibility of achieving objectives set out in production and business plans, specifically: Establishing a dedicated risk management department; Developing an enterprise risk management framework (Risk Management Regulations/Policies, Risk Appetite and Acceptance Statement; Measurement Toolkit; Identification, Analysis and Evaluation Process); Integrating risk management into key areas : strategy development, production and business planning, investment planning, and business strategies .

- For investment projects and business plans: Establish and maintain a risk response plan as identified in the documentation. Periodically compare and evaluate the implementation status against the initial plan, and propose adjustments and additions. Strengthen post-audit and monitoring activities.

- Regarding effective control mechanisms : The strategy of investing in large-scale infrastructure development across all delivery, warehousing, and transportation sectors ensures rapid growth, but this also entails risks related to cash flow, operating costs, investment efficiency, and financial security. The Corporation needs to build a rigorous and effective control mechanism to ensure risk management.

Furthermore, the Corporation needs to establish a flexible operating mechanism based on a risk management system for key macroeconomic factors, especially input costs such as fuel prices; specifically: **Developing risk metrics :** Monitoring indicators such as fuel price fluctuations, the ratio of fuel costs to revenue, and the impact on profit margins. **Establishing risk thresholds ; Early warning mechanisms ; Implementation and response mechanisms ,** ensuring rapid response and minimizing adverse impacts on production and business efficiency.

The Board of Directors and the General Director of the Corporation recommend that they continue to develop action plans and organize resources effectively to address and mitigate the risks and hazards that the Supervisory Board has recommended.

The above is the report of the Supervisory Board submitted to the Annual General Meeting of Shareholders in 2026. The Supervisory Board sincerely thanks the Board of Directors and the General Management Board of the Corporation for creating favorable conditions for us to fulfill our nhiệm vụ.

Thank you very much.

**On behalf of the Supervisory Board
PREFECT**

(Signed)

LE THI THANH THOANG

VIETTEL POST JOINT STOCK CORPORATION
SUPERVISORY BOARD

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 09 / TTr-BKS

Hanoi, Apr 02, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING
(Regarding the selection of an auditing firm for
the 2026 financial statements)

To: The General Meeting of Shareholders of Viettel Post Corporation.

- Based on the Enterprise Law of 2020;
- Based on the Charter of Organization and Operation of VTPost,

The Supervisory Board respectfully submits to the General Meeting of Shareholders the selection of the auditing firm for the 2026 financial statements as follows:

1. Requirements for the auditing firm:

But The selected auditing firm must meet criteria regarding reputation, quality, and appropriate service fees.

- We are an auditing firm approved by the State Securities Commission to audit public companies.

2. Proposal from the Supervisory Board:

Based on the above criteria, the Supervisory Board proposes the following list of auditing firms:

- Deloitte Vietnam Co., Ltd.
- KPMG Limited ;
- PwC Vietnam Co. , Ltd.
- Ernst & Young Vietnam Co., Ltd.
- AASC Auditing Firm Co. , Ltd.
- Vietnam Auditing and Valuation Company Limited ;

We respectfully request that the General Meeting of Shareholders authorize the Board of Directors to decide on the selection of an auditing firm from the list of firms mentioned above and authorize the General Director to sign an audit service contract with the selected auditing firm to perform the audit or review of VTPost 's quarterly financial statements, semi-annual financial statements, and annual financial statements for 2026 in accordance with the law and VTPost 's regulations .

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Best regards!

Recipient :

- As above;
- Board of Directors , Supervisory Board;
- Save : License plate number , Thoangltt (02).

TM. BOARD OF SUPERVISORS
PREFECT

(Signed)

LE THI THANH THOANG

VIETTEL POST JOINT STOCK CORPORATION
BOARD OF DIRECTORS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 111 /TTr-HĐQT

Hanoi, Apr 02, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING
(Regarding the dismissal and election of additional members)
Supervisory Board (term 2024 - 2029)

To: The General Meeting of Shareholders of Viettel Post Corporation.

Based on the 2020 Enterprise Law;

Based on the Charter of Organization and Operation of Viettel Post Joint Stock Company;

Based on the resignation letters of members of the Supervisory Board, Ms. Le Thi Thanh Thoang and Mr. Le Quang Tiep;

Based on the Board of Directors' announcement and the nomination by shareholders of the Military Industry and Telecommunications Group,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the dismissal and election of additional members of the Supervisory Board for the term 2024 – 2029 as follows:

1. Through the dismissal of Ms. Le Thi Thanh Thoang and Mr. Le Quang Tiep from their positions as members of the Supervisory Board for the 2024-2029 term.

2. Election of additional members to the Supervisory Board for the 2024-2029 term: **Number of members: 2.**

3. The list of candidates nominated by shareholders for election to the Supervisory Board, as stipulated in the General Corporation's Charter, is as follows: *(The resumes of the candidates have been posted on the website).*

- Mr. Nguyen Manh Cuong.
- Ms. Nguyen Thi Thu Trang.

the above-mentioned contents to the General Meeting of Shareholders for consideration and approval .

Recipient:

- As above;
- Board of Directors, Supervisory Board ;
- Save : Vice Chairman of the Board of Directors . Phu (02).

TM. BOARD OF DIRECTORS
CHAIRPERSON

(Signed)

NGUYEN VIET DUNG

No: 112 / TTr-HĐQT

Hanoi, Apr 02, 2026

REPORT TO THE GENERAL SHAREHOLDER MEETING
(Regarding the approval of the regulations for the supplementary election
of members Supervisory Board term 2024 - 2029)

Based on the Enterprise Law of 2020;

Based on the Charter of Organization and Operation of Viettel Post Joint
Stock Company,

In order to conduct the by-election for additional members of the
Supervisory Board for the 2024-2029 term at the 2026 Annual General Meeting
of Shareholders smoothly and unanimously, the Board of Directors respectfully
submits to the General Meeting of Shareholders for approval the Election
Regulations.

The draft regulations are attached to this submission.

Thank you very much.

Recipient:

- As above;
- Members of the Board of Directors and
Supervisory Board;
- Save: Vice Chairman of the Board, Phu (02).

TM. BOARD OF DIRECTORS
CHAIRPERSON

(Signed)

NGUYEN VIET DUNG

Hanoi, Apr 02, 2026

**REGULATIONS
ADDITIONAL MEMBER ELECTION
BOARD OF SUPERVISORS FOR THE TERM 2024 – 2029**

**CHAPTER I.
GENERAL REGULATIONS**

Article 1. Scope and subjects of application.

- This regulation applies to the supplementary election of members of the Supervisory Board for the term 2024-2029 at the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting") of Viettel Post Joint Stock Company.
- This regulation specifies the application and nomination documents, principles, and procedures for electing members of the Supervisory Board at the General Assembly.

Article 2. Objectives of issuing the Regulations.

- Ensure that the election process complies with the law and the company's charter.
- Ensuring the principles of transparency, fairness, democracy, and protecting the legitimate rights of all shareholders.

CHAPTER II.

REGULATIONS ON CANDIDATES FOR THE SUPERVISION BOARD

Article 3. General regulations on candidacy and nomination of Supervisory Board members

- 1. Number of Supervisory Board members to be elected: 2 full-time members.**
- 2. Standards and conditions for Supervisory Board members:** Must fully meet the following requirements :
 - Not subject to the provisions of Clause 2, Article 17 of the 2020 Enterprise Law;
 - Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the Corporation's business operations ;
 - Not a family member of a member of the Board of Directors, the CEO , or other managers ;

- Not a company manager ; not necessarily a shareholder or employee of the Corporation ;
- They must not be related to the business managers of the Military Industry and Telecommunications Group; the representatives of state capital in the Military Industry and Telecommunications Group ; or the representatives of the Military Industry and Telecommunications Group 's capital in the Corporation.
- Not applicable in the following cases :
 - ✓ Working in the accounting and finance department of the Corporation;
 - ✓ Being a member or employee of an audit organization approved to audit the Corporation's financial statements for the three consecutive years prior to that ;

Article 4. Nomination and candidacy of Supervisory Board members

1. Principles for nominating and electing members of the Supervisory Board:

Shareholders or groups of shareholders holding at least 10% of the voting shares as listed in the shareholder list for the 2026 Annual General Meeting (closing date: March 24, 2026) have the right to nominate candidates. Shareholders may nominate candidates individually or form groups to nominate candidates for the Supervisory Board, with the following number details:

- Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate;
- From 20% to under 30%, a maximum of two (02) candidates can be nominated;
- From 30% to under 40%, a maximum of three (03) candidates can be nominated;
- From 40% to under 50%, a maximum of four (04) candidates can be nominated;
- From 50% to under 60%, a maximum of five (05) candidates are nominated;
- From 60% to under 70%, a maximum of (06) candidates are nominated;
- From 70% to under 80%, a maximum of seven (07) candidates can be nominated;
- From 80% to under 90%, a maximum of eight (08) candidates are nominated,

If the number of candidates for the Supervisory Board nominated through application and candidacy is still insufficient, the incumbent Supervisory Board may nominate additional candidates in accordance with the Corporation's Charter.

2. Application and nomination documents .

- Candidate application form, candidate nomination form for individual shareholders (forms 01 and 02).

- Minutes of the shareholder group nominating candidates (Form 03);
- Notice of nomination of candidates by the group of shareholders (Form 04);
- Candidate nomination form for institutional shareholders (Form 05);
- Original candidate's personal information form (Form 06);
- Certified copies of diplomas, professional certificates, educational qualifications, experience and skills, personal identification documents of the applicant, and personal or legal identification documents of the shareholders;
- Original Information Disclosure Statement (Form Appendix III issued with Circular No. 96/2020/TT-BTC dated November 16, 2020).

Nomination and candidacy documents must be submitted in person or by registered mail to the following address: Board of Directors Office, Viettel Post Joint Stock Company, No. 2, Lane 15, Duy Tan Street, Cau Giay Ward, Hanoi (phone number 0962.683.130, email hoidongquantri@viettelpost.com.vn) Before 5:30 PM on April 17, 2026.

Only those applications that meet the eligibility requirements for nomination and those candidates who meet the criteria for a Supervisory Board member will be included in the list of candidates announced at the General Meeting of Shareholders.

CHAPTER III.

REGULATIONS ON ELECTING MEMBERS OF THE SUPERVISION BOARD

Article 5. General regulations on the election of Supervisory Board members

1. The Congress assigned the task of organizing the election to the Vote Counting Committee.
2. The specific tasks of the Vote Counting Committee include:
 - Review and publish the list of candidates for the Supervisory Board;
 - Instruct shareholders to vote in accordance with the Election Regulations and the Rules of Procedure of the General Meeting;
 - Monitoring the election process;
 - Vote counting is underway;
 - Prepare a vote counting report and announce the vote counting results before the Congress;
 - Together with the Chairperson of the session, review and resolve complaints and denunciations regarding candidates as well as election results (if any) and report to the Congress for decision.
3. Principles of elections:

- Ensuring compliance with legal regulations and the Corporation's Charter, guaranteeing democracy, fairness, and stability in the organization of the General Meeting;
 - The election of Supervisory Board members was conducted by electronic voting at the General Meeting using a cumulative voting method. Specifically, the procedure is as follows:
 - Each shareholder has a total number of votes equal to the number of voting rights they own multiplied by (X) the number of Supervisory Board members to be elected (specifically, 02 members to be elected).
 - Each ballot allows for the election of a maximum of two candidates and a minimum of one candidate; shareholders may not cast all their ballots.
 - Shareholders may: (1) Concentrate their total number of votes on one candidate, or (2) Divide their votes equally among a maximum of two candidates, or (3) Vote with different numbers of votes for the candidates, in which case the shareholder may not vote for all of the votes (however, they must still ensure that they vote for a maximum of two candidates).
 - Shareholders should use a smartphone (or similar electronic device such as a laptop or tablet) to log into the system as instructed in Section 3, Article 10 of the Rules of Procedure for the 2026 Annual General Meeting of Shareholders.
4. Shareholders should cast their votes according to the above instructions and click **SUBMIT** to complete the voting process.

Article 6. Vote Counting.

The vote counting was conducted in accordance with the Rules of Procedure of the Annual General Meeting of Shareholders 2026 .

Article 7. Election of Supervisory Board members.

- The elected members of the Supervisory Board are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of Supervisory Board members approved by the General Assembly is reached.
- If the number of candidates who received valid votes according to the above principle exceeds the number of Supervisory Board members to be elected as decided by the General Assembly, due to multiple candidates receiving the same lowest number of votes, the General Assembly will conduct a re-election among those candidates with the equal number of votes to select the candidate with the higher number of votes.

CHAPTER IV.

EFFECTIVE DATE**Article 8. Effective Date**

1. The regulations consist of 4 chapters and 8 articles and will take effect immediately after being approved by the General Meeting. They only apply to the nomination, candidacy, and supplementary election of members of the Supervisory Board for the 2024-2029 term at the 2026 Annual General Meeting of Shareholders.
2. Shareholders and related parties are responsible for complying with the provisions of this Regulation.

Recipient:

- As above;
- Board of Directors, Supervisory Board
- Save: Vice Chairman of the Board of Directors.
Phu (02).

**TM. GENERAL MEETING OF
SHAREHOLDERS
PRESIDENT**