



SOCIALIST REPUBLIC OF VIETNAM

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Hanoi, date.....month.....year 2026

WORKING REGULATIONS

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

COKYVINA JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, effective from January 1, 2021;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, effective from January 1, 2021;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;
- Pursuant to the Charter of Cokyvina Joint Stock Company approved by the Annual General Meeting of Shareholders in 2021.

In order to facilitate the preparation and organization of a successful Annual General Meeting of Shareholders, Cokyvina Joint Stock Company respectfully submits for approval the Working Regulations for the Annual General Meeting of Shareholders 2026, as follows:

ARTICLE I. Objectives:

- Ensure compliance with the provisions of the Law and the Company's Charter;
- Ensure the principles of transparency, democracy, and the legitimate rights of all shareholders;
- Ensure the concentration and stability of the organization of the Annual General Meeting of Shareholders.

ARTICLE II. Rights and Obligations of Shareholders Attending the General Meeting:

1. Conditions for Attending the Meeting:

- Shareholders who are legal entities, individuals, or authorized representatives, as well as groups of shareholders holding voting shares of the Company on the final registration date of May 26, 2026, are entitled to attend the annual general meeting of shareholders in 2026.

2. Rights of Shareholders Attending the Meeting:

- Each shareholder or authorized representative attending the meeting must bring their identification card or passport and the invitation letter to present to the representative verification committee.



- Shareholders and authorized representatives attending the general meeting must strictly comply with the working regulations of the General Shareholders' Meeting. If shareholders or authorized representatives violate these regulations, the Chairman will consider the specific level of the violation and take appropriate action as stipulated by the provisions of the Enterprise Law, or may ask them to leave the hall if they engage in behavior that disrupts the security and order of the meeting;
- Shareholders and authorized representatives attending the meeting late (no more than 15 minutes) have the right to register immediately, and then have the right to participate and vote at the meeting; however, the Presidium is not responsible for pausing the meeting to allow them to register, and the validity of the votes already conducted will not be affected.
- Shareholders and authorized representatives attending the general meeting will discuss and vote on each item after hearing the reports on the matters to be approved.
- Shareholders may only exercise their rights in accordance with the law and the Company's Charter.

3.Obligations of shareholders and authorized representatives when attending the meeting:

- Participate or authorize participation in the General Shareholders' Meeting according to the Company's Charter.
- Comply with the regulations in this Working Regulation.
- Complete the registration procedures to attend the Meeting with the Organizing Committee and register to speak or discuss according to the format of the Working Regulation for the Secretariat of the Meeting.
- Strictly adhere to security, order, and regulations during the General Shareholders' Meeting, respecting the management of the Presidium and the outcomes of the Meeting.
- When speaking or discussing, prior registration of the content with the Presidium is required, and a civil and polite attitude must be maintained, avoiding any language that may offend individuals or groups.
- The Chairman of the Presidium may revoke the right to attend the Meeting for those who disrupt security and order or do not follow the discussion procedures outlined in the Working Regulation.

ARTICLE III. Authorization to attend the General Meeting of Shareholders:

1. Shareholders may authorize their representatives to participate in the Company's matters within the scope of their authority. The authorized person does not necessarily have to be a shareholder of the Company. The authorized person may exercise rights within the limits of the authorization in accordance with the provisions of the Law and the Company's Charter. The authorized person may not further delegate the authorization to a third party.

2. The appointment of representatives, authorization, changes in representatives, and authorized persons must be carried out in original written form in accordance with the following regulations:
- In the case of an individual shareholder, the original authorization document must be signed in person with the direct signature of the shareholder.
 - In the case of shareholders being legal entities/organizations, the original Power of Attorney document must be signed, sealed, and accompanied by documents proving that the signer has the authority to represent that legal entity/organization, in accordance with the laws of Vietnam. In the case of foreign legal entity/organization shareholders, the original Power of Attorney document must be signed, sealed, and certified by the representative office of the legal rights of the country of which the legal entity/organization holds citizenship in Vietnam (Embassy/Consulate...).

ARTICLE IV. Voting on issues at the General Assembly:

1. Principle:

All issues on the agenda of the General Assembly are approved through a public voting process by all shareholders using ballots based on their owned and authorized shares. Issues requiring a vote at the General Assembly are approved when they receive more than 50% of the total voting shares present at the Assembly, unless otherwise stipulated by law.

2. Voting procedure:

- Shareholders or authorized representatives shall vote to agree, disagree, or express other opinions on an issue to be approved at the meeting by raising their voting cards.
- When voting, the front side of the voting card must be raised facing the Presidium.
- The results of the votes from shareholders and authorized representatives shall be recorded by the Vote Counting Committee and the Secretary's Office.

3. Through the decision of the General Meeting of Shareholders:

3.1 Issues that require a vote at the General Meeting are approved when the voting agreement rate exceeds 50% of the total shares with voting rights attending the meeting, including:

- a. The report of the Board of Directors for 2025 and the direction and tasks for 2026, along with the vote.
- b. The report on the results of production and business activities for 2025 and the production and business plan for 2026, along with the vote.
- c. The report of the Supervisory Board at the annual General Meeting of Shareholders for 2025, along with the vote.
- d. The audited condensed financial report for 2025.



e. The proposal for the profit distribution plan for 2025, the establishment of funds, and the remuneration for the Board of Directors and the Supervisory Board for 2025, along with the vote.

f. The proposal for selecting the auditing unit for 2026, along with the vote.

g. The proposal for selecting the internal auditing unit for 2026, along with the vote.

h. The proposal for Charter amendment, along with the vote.

i. The proposal for Company Production strategy during the 2026-2029 period, along with vote.

3.2 The congress will conduct the election of members of the Board of Directors and vote on the results of the election of members of the Board of Directors.

3.3 Issues that require a vote at the General Meeting are approved when achieving a consent voting rate of 65% of the total voting shares attending the meeting, including:

h. Approval of documents related to the addition and amendment of business sectors, in accordance with legal regulations presented at the General Shareholders' Meeting, including: Resolutions, Minutes of the General Shareholders' Meeting specifically regarding this content, and voting.

ARTICLE V. Speaking at the General Meeting:

1. Principles:

Shareholders attending the meeting who wish to express their opinions must register their speaking points with the Presidium (through the Secretariat of the meeting and using the attached form) and receive approval from the Presidium.

2. Method of speaking:

Shareholders should speak briefly, civilly, politely, and respectfully, avoiding repetition and focusing on the key issues that need to be discussed, in accordance with the approved agenda of the meeting. The Presidium will arrange for shareholders to speak in the order of registration and will respond to shareholders' inquiries in writing after the time is no longer sufficient.

ARTICLE VI. Responsibilities of the Presidium:

- To manage the activities of the General Meeting of Shareholders according to the proposed agenda approved by the General Meeting of Shareholders.
- To guide delegates and shareholders in discussions according to the working regulations and maintain order.
- To present drafts and conclude necessary issues for the General Meeting of Shareholders to vote on.
- The Presidium operates on the principles of collective decision-making and democratic centralism, conducting the meeting in a valid manner, ensuring security and order at the General Meeting; the Chairperson of the Presidium has the authority to invite individuals or organizations that do not comply with these working regulations or disrupt security and order to leave the venue of the General Meeting.

ARTICLE VII. Responsibilities of the General Meeting Secretary:

The Secretary of the General Meeting, introduced by the Presidium at the meeting, is responsible for:

- Accurately recording the content and proceedings of the meeting, as well as the issues approved by the General Shareholders' Meeting or noted by the meeting.
- Assisting the Presidium in announcing the draft minutes and resolutions of the meeting.

The organizational regulations of the General Shareholders' Meeting of Cokyvina Joint Stock Company are presented at the meeting and approved by over 50% of the voting shareholders attending the meeting.

These regulations take effect from the moment they are approved by the Annual General Shareholders' Meeting of Cokyvina Joint Stock Company in 2026 and will cease to be effective after the conclusion of the meeting.

Respectfully submit for the Assembly's approval.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman

(Signed and stamped)

Pham Viet Huy



No: 02/Report-CKV- BoD

Hanoi, date...19...month.05...year 2026

REPORT OF THE BOARD OF DIRECTORS FOR 2025 AND THE DIRECTION AND TASKS FOR 2026

Dear: GENERAL MEETING OF SHAREHOLDERS

In 2025, the Board of Directors (BOD) of Cokyvina Joint Stock Company carried out its functions and duties in accordance with the provisions of the law and the company's charter. The BOD has managed, directed business strategies, and supervised the executive operations of the General Director. The BOD has organized the annual general meeting of shareholders for 2026 and would like to report to all shareholders on the activities of the BOD in 2025. The specific content is as follows:

A. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

I. Results of business production activities in 2025

Cokyvina Joint Stock Company has achieved and exceeded the set targets for 2025, with all business indicators reaching 100% or surpass the quota, demonstrating that the Company has had an effective year of operation despite many challenges in the market. Total revenue exceeded the plan by 10%, while net profit after tax surpasses the plan by 2%, resulting from an effective sales strategy, good utilization of opportunities, and market expansion, reaffirming that the Company has implemented adequate policies for controlling production and financial costs, and operating expenses.

The data on the business operation results of the company for the year 2025:

Unit of measurement: million VND./.

No.	Indicator	Plan assigned for 2025	Execute in 2025	Completion rate
1	Total revenue (Sales revenue, Financial revenue, other income)	178.153	197.135 ¹	110%
2	Net profit after tax	3.000	3.061	102%
3	Return on equity ²	6,1%	6,23%	102%
4	Dividend payout ratio	6,27%	6,4%	102%

¹ Note: The total revenue realized in 2025 is revenue after deducting the revenue collected on behalf of and payments made on behalf of salaries and salary-related deductions for the labor leasing activities from the last months of 2024, but reconciled and invoiced in the first months of 2025, the amount is 63,507 million VND,

² The equity is determined by the charter capital + development investment fund, which amounts to 49.142 million VND.



II. The situation of the Board of Directors' activities

In 2025, members of the BOD actively coordinated their efforts in the management of business operations. The BOD successfully organized the annual general meeting of shareholders for 2025, outlining direction, operational plans, and instructing Executive Committee to carry out the management of business operations. The tasks BOD accomplished in 2025 include:

1. Following the wise policies and directions of the Board of Directors, the company has overcome all difficulties, resolved many obstacles encountered in the production and business process, and has achieved the set targets and plans.
2. Organizes regular meetings; constantly solicits the opinions of Board members in writing, and issues resolutions to determine crucial affairs on business operations, finance, organizational structure, etc. within its authority.
3. Prepares and discloses its reports, including annual and other periodic reports in strict adherence to the regulations of the State Securities Commission, Hanoi Stock Exchange, and other relevant state authorities.
4. Closely monitors the management and overall operations of the Company to identify existing limitations and shortcomings, while also proposing specific corrective measures for the General Director to implement.
5. Direct the Executive Committee to prioritize financial management, cost savings, and debt collection measures for the entire Company.
6. Direct the Executive Committee to focus on promoting human resource development plan that ensures quality and consistency, laid down the foundation for the company's strong and sustainable growth.

III. Coordinate activities with the Executive Committee and the Supervisory Board.

1. The Board of Directors always closely monitors and provides timely, necessary, and effective guidance to the Executive Board and other management staff in executing the assigned tasks and objectives, offering useful guidance to assist the Executive Board to operate Company's activities effectively.
2. Through supervision and inspection, the Board of Directors highly appreciates the efforts made to correctly implement the directives of the Executive Committee regarding the tasks and directions of the Board of Directors, in accordance with the Company's regulations and legal provisions.
3. The proposals from the General Director to the Executive Committee are thoroughly studied, discussed, and receive timely and effective guidance.

C. Directions, tasks, and solutions for implementation in 2026.

I. The targets and projected business plan for 2026 of the Company:

Unit of measurement: million VND./.

No	Indicator	Measurement	Quotas in 2026
1	Total revenue	Million VND	216.663
2	Net profit after tax	Million VND	3.944
3	Return on equity	%	8,03
4	Dividend payout ratio	%	8,24

II. The operational direction of the Board of Directors for 2026 is as follows:

The Board of Directors of the company has proposed the plan and direction for operations in 2026 as follows:

1. Organize regular quarterly meetings. At these meetings, the Board of Directors will hear reports, operational directions, and recommendations from the General Director, discuss and approve reports, and provide operational directions to address existing difficulties of the company.
2. Organize extraordinary meetings to address any task arising within the authority of the Board of Directors, if necessary.
3. Instruct the Company to continue leveraging its established business strengths and to capitalize on all opportunities for market exploration and expansion. Thereby ensuring economic efficiency in production and business operations and achieving the planned performance targets
4. Supervise and direct the Company to operate in compliance with state legal regulations, fully fulfill tax obligations to the state budget as required, ensure the full payment of health insurance, social insurance, and unemployment insurance for employees as stipulated, and ensure that employees' income and jobs are consistently stable and gradually increasing, creating trust and peace of mind for employees when working at the Company.

The Board of Directors, with its functions and responsibilities, represents the shareholders in determining strategic directions and developing a comprehensive plan. It commits to continuing its efforts to comprehensively and closely oversee all business operations of the Company to ensure capital preservation, return on equity, dividends, shareholder rights, and all business plan targets for the year 2026 that have been approved.

On behalf of the Board of Directors of Cokyvina Joint Stock Company, I would like to sincerely thank the distinguished delegates for their attendance and the trust that the shareholders have placed in the Board of Directors.



Wishing good health to our esteemed shareholders and sincere thanks./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed and stamped)

Pham Viet Huy



COKYVINA
JOINT STOCK COMPANY

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COKYVINA JOINT STOCK COMPANY

No: 03/BC-CKV-TGD

Hanoi, date 19 month 05 year 2026

**REPORT OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS ON
THE RESULTS OF BUSINESS OPERATIONS IN 2025
AND THE BUSINESS PLAN FOR 2026**

Dear Shareholders,

In 2025, despite the telecommunications and IT market facing significant challenges and fierce competition, Cokyvina Joint Stock Company had a successful year with consistent growth in both revenue and profit. The company maintained its production and business activities, stabilized employment, and increased income for its employees, ensuring a dividend payout ratio and exceeding the targets set for 2025 by the General Shareholders Meeting. This achievement is attributed to the high determination to overcome all difficulties, along with the collective effort and unity of the leadership team and all employees.

On behalf of the Executive Committee, I would like to report to the General Meeting of Shareholders the results of business operations for the year 2025 and the plans and tasks for 2026 as follows:

A- BUSINESS PRODUCTION ACTIVITIES:

I. The business performance results of the company in 2025:

Unit of measurement: million VND./.

No	Indicator	The plan assigned for 2025	Execute in 2025	Completion rate
1	Total revenue (Sales revenue, Financial revenue, Other income)	178.153	197.135 ¹	110%
2	Net profit after tax	3.000	3.061	102%
4	Return on equity ²	6,1%	6,23%	102%
5	Dividend payout ratio	6,27%	6,4%	102%

¹ Note: The total revenue realized in 2025 is revenue after deducting the revenue collected on behalf of and payments made on behalf of salaries and salary-related deductions for the labor leasing activities from the last months of 2024, but reconciled and invoiced in the first months of 2025, the amount is 63,507 million VND,

² The equity is determined by the charter capital + development investment fund, which amounts to 49.142 million VND.

II. Summary of revenue within and outside the VNPT Group for the period 2024-2025

Unit of measurement: VND./.

Indicator	2024	2025
Revenue in VNPT	839.028	148.852 ³
Proportion of revenue in VNPT/Total revenue (%)	92,4	75,51
Revenue outside of VNPT	69.218	47.008
Proportion of revenue outside of VNPT/Total revenue (%)	7,6	23,85
In that, IT service revenue	17.406	32.155
Proportion of IT Service Revenue/Total Revenue (%)	1,92	16,31
Total Revenue	908.246	197.135

III. Evaluation of the results of activities in 2025:

1. Business Operations:

Cokyvina Joint Stock Company has achieved and exceeded the set quotas for 2025, with all business indicators reaching 100% or more, demonstrating that the Company has had an effective year of operation despite various challenges in the market. Total revenue exceeded the plan by 10%, and net profit after tax exceeded the plan by 2%, resulting from an effective sales strategy, good utilization of opportunities, and market expansion, reaffirming that the Company has implemented adequate policies for controlling production and financial costs, and operating expenses.

Specifically, each area of the Company's operations is as follows:

a. Entrusted Import Service Business:

In 2025, the entrusted import service business achieved favorable results, with revenue reaching VND 3,051,374,072 (equivalent to 100.2% compared to 2024). Net profit assigned was VND 2,500,000,000, while actual net profit realized amounted to VND 2,976,274,072 (119.1% of the assigned target).

In 2025, this field faced several difficulties such as:

1. Intense market competition required price reductions and/or provision of free services, leading to a decline in profit margins.
2. Contract execution periods were lengthy, demanding significant time and human resources.

³ Note: The total revenue realized in 2025 is revenue after deducting the revenue collected on behalf of and payments made on behalf of salaries and salary-related deductions for the labor leasing activities from the last months of 2024, but reconciled and invoiced in the first months of 2025, the amount is 63,507 million VND,

3. Constant changes in government decrees, circulars, and regulatory requirements, including an increase in licensing categories and recent restructuring of regulatory ministries, caused delays in obtaining permits and completing legal procedures. These factors also resulted in pressure from investors regarding delivery schedules and heightened risks of incurring additional warehousing costs.
4. The growth potential of the entrusted import–export business has closed to its limits. Accordingly, to increase revenue in the import–export sector, the Company must consider transitioning to alternative models such as direct import–export trading or acting as a representative for foreign suppliers in domestic tenders.

b. Logistics service business:

- In 2025, the Company continued to operate its car rental services with a fleet of 54 vehicles of various types, including 5-seat, 7-seat, and 16-seat models. Target revenue for the year 2025 was VND 9,750,000,000, while actual revenue achieved amounted to VND 8,720,511,124, representing 89.4% of the assigned plan and 98.3% compared to the same period in 2024. Gross profit reached VND 3,852,407,169. Despite facing challenges arising from investors' restructuring initiatives and cost-saving measures, the Company successfully expanded its market presence and secured multiple new contracts.
- In parallel, the Company pursued a disciplined and professional investment strategy in warehouse operations, ensuring readiness to meet diverse warehousing and transportation needs while actively seeking new customers. As a result, nearly all available space at the Yên Viên warehouse in Gia Lâm, Hà Nội was leased, with total contracted area reaching 3,355 m², equivalent to 99% of available capacity. Warehouse operations generated a profit of VND 2,656,643,333, achieving 107% of the assigned plan and reflecting a growth rate of 108.8% compared to 2024. Vacancy time upon contract termination was limited to only 1% per year, and all contracts signed were long-term agreements of one year or more, underscoring the Company's stability and sustainable growth in this segment.

c. The field of value-added service business:

In 2025, the Company's value-added services and information technology segment demonstrated effective cost management, with profits increasing despite a decline in revenue compared to the previous year. Target revenue was VND 100,000,000,000, while actual revenue achieved amounted to VND

91,733,648,286, representing 91.7% of the planned target and 82% compared to 2024. Gross profit, however, exceeded expectations, with VND 4,405,233,270 realized against a target profit of VND 4,000,000,000, equivalent to 110% of the plan and a growth rate of 127% year-on-year. Notably, revenue from information technology services witnessed significant growth, accounting for 16.31% of the Company's total revenue in 2025 compared to 12.4% in 2024.

During this period, the Company implemented a wide range of projects across this segment. These include the chip-based ID card authentication service in cooperation with the Ministry of Public Security's C06 Department; fixed terrestrial telecommunications services such as data transmission, leased lines, Internet connectivity, virtual private networks, video conferencing, email services, and broadband Internet access; and the provision of HN212 devices for reading chip-based ID cards, positioning the Company as a full-service provider of authentication solutions in Vietnam. The Company also partnered with Vinaphone to deliver transmission channel projects, completed an upgraded ID card authentication system with enhanced processing capacity and security, and expanded the authentication service to reach approximately three million requests in 2025, generating nearly VND 10 billion in revenue.

Additional initiatives included supplying MF360 card readers to HB Bank and HN212 devices to VNPT provincial branches, researching and delivering Telescopic retractable conveyor systems with automation for VNPost, and deploying facial recognition, license plate identification, and access control/security monitoring systems for the Hanoi Police Headquarters. Furthermore, the Company collaborated with Media and Vinaphone to implement the Vinacloud personal storage service project. These achievements underscore the Company's strategic focus on innovation, diversification, and strengthening its position in the information technology and value-added services market.

d. Labor leasing service business center:

In 2025, the Center achieved strong performance results, with target revenue set at VND 58,000,000,000 and actual revenue realized at VND 58,256,245,047, equivalent to 100.4% of the plan. Target gross profit was VND 15,000,000,000, while actual gross profit reached VND 15,518,202,021, completing 103.5% of the plan. Although the Company signed contracts with units requiring significantly fewer outsourced labor resources compared to 2024, the continued support of the Group's leadership enabled the Company to expand its market presence and increase labor outsourcing volume over the years, thereby meeting and exceeding planned targets.

The Company consistently maintained close coordination with contracting units, ensuring timely participation in bidding and competitive offerings in accordance with regulatory deadlines, while also implementing insurance and salary policies for employees promptly and accurately. In 2025, the Company advanced its digital transformation efforts in the labor outsourcing segment by developing proprietary software to manage operations, thereby enhancing productivity and minimizing errors.

e. Telecommunications service business sector:

- In 2025, the Company achieved notable results, with target revenue set at VND 50,000,000,000 and actual revenue realized at VND 54,056,372,342, equivalent to 108.1% of the plan. Target net profit was VND 4,300,000,000, while actual net profit reached VND 4,410,124,022, completing 102.6% of the plan. The Company continued to maintain strong communication with provincial and municipal business centers, ensuring timely coordination and remote support to optimize operations at authorized VNPT service points and telecommunications service outlets under Cokyvina's management.
- In addition, the Company worked closely with VNPT Media and 32 provincial and municipal business centers to actively implement contracts for the provision of Mobile Money – VNPT Pay services. Once stabilized and fully operational, this service is expected to become a sustainable source of revenue for the Company. The Company also collaborated with local business centers to expand information technology services through IT service points, authorized telecommunications outlets, and VNPT service branches across provinces and cities. Collaborate with provincial/city business units to deploy Information Technology (IT) services through IT Points, authorized telecommunications service provision points, and VNPT service provision points belonging to the telecommunications service branches in the provinces/cities.
- Furthermore, the Company successfully signed contracts for the supply and installation of power generators and related equipment, including a 250 KVA (2000 KWh) generator set, a 12 KVA generator for Vinaphone BTS stations in Quảng Ninh, a 2,500 KVA generator for VNPT Net 2, and materials for the overhaul of a 600 KVA generator for the Aviation Operations Center under the Vietnam Air Traffic Management Corporation. Additional contracts included the supply of generators for VNPT Lạng Sơn, Hanoi Power Corporation, and Hanoi Technical Development Investment Joint Stock Company. The total estimated value of these generator contracts amounted to VND 25.34 billion, further diversifying the Company's revenue streams and reinforcing //market presence.

g. The business operations of the branches under the company.

- **Establish Thang Long branch:**

Following Thang Long branch's establishment, the branch quickly commenced operations and generated initial profits for the Company, with real revenue reaching VND 1,712,811,927 and net profit amounting to VND 935,584.

- **Danang branch:**

- In 2025, the branch recorded target revenue of VND 1,527,452,333, while real profit reached VND 1,115,893,943, equivalent to 73.1% of the plan. Despite this shortfall, the branch continued to sign labor outsourcing contracts with provincial telecommunications units and VNPT business centers across the Central and Central Highlands regions, as well as with authorized service points and telecommunications service partners. In addition, the branch pursued agency services to promote and introduce digital government software, digital healthcare solutions, and other offerings, thereby diversifying revenue streams and contributing to stable and effective profit generation.
- The branch also made concerted efforts to overcome operational challenges, striving to stabilize business activities, maintain market presence, and strengthen marketing initiatives both within and beyond the telecommunications sector. Key focus areas included hospitals under the Ministry of Public Security—such as Hospital 199 in Đà Nẵng, the Traditional Medicine Hospital in Hà Nội, and Hospital 30-4 in Hồ Chí Minh City—as well as the General Department of Customs and other strategic partners. These initiatives reflect the branch's commitment to resilience, market expansion, and sustainable growth.

- **Ho Chi Minh Branch:**

The profit of the Ho Chi Minh City Branch in 2025 was VND 608,510,260 (achieving 93% of the assigned plan). The branch's revenue in 2025 mainly came from labor outsourcing and telecommunications services. In addition, the branch has also started to develop IT product supply services within VNPT provinces and cities. Moreover, the branch is closely following several non-industry customers providing engine and gearbox equipment to expand the market and increase revenue growth.

- **Hung Yen Branch:**

The year 2025 proved to be a challenging period for the Hung Yen Branch, marked by a significant decline in both revenue and profit.

- Revenue: VND 9,228,393,848, equivalent to 71% of the planned target and 78.7% compared to the same period in 2024.

- Profit: VND 104,012,452, achieving only 45% of the plan and representing a 48% decrease year-on-year.

Despite these difficulties, the branch has been entrusted with exploring and implementing several new business initiatives aimed at diversifying operations and driving future growth:

Serve as general distributor for specialized SIM cards and mobile service scratch cards under Vinaphone (Vietnam Telecommunications Services Corporation).

Expanding the supply of smart public loudspeaker systems to provincial markets.

Launching an AI-powered camera solution under the brand name Vinasmartcam.

Taking ownership of new collaborative products, including kiosks, GPS tracking solutions, and BTS station management systems.

2. Organizational Structure and Human Resources Development:

- The company always focused on selecting and training personnel, building a team of qualified management staff with management experience, along with a young, dynamic team that meets the required standards to gradually enhance the quality of human resources, contributing to the company's solid development in the present and future.
- The company prioritizes the well-being of its employees, ensuring that all staff members have a stable income, a good working environment, and fostering a strong corporate culture to create a sustainable bond between the company and its workers.
- Units are assigned plans linked to specific targets, using KPI and BSC methods to evaluate the level of completion of assigned tasks. The units are established based on their functions and responsibilities, or clearly defined territorial divisions, maximizing local advantages as well as the unique strengths of each unit.

3. Review on employees' income and corporate benefits:

- In 2025, the average monthly income of employees increased from VND 16.3 million to VND 17.0 million, reflecting a 4.3% growth rate. This improvement demonstrates the Company's commitment to enhancing employee compensation as business performance indicators achieved positive results.
- Importantly, the average income of employees has shown consistent growth year after year, with no periods of decline. This resilience was maintained despite

numerous challenges, including the impacts of the Covid-19 pandemic, unfavorable external conditions, and intense market competition both within and outside the industry.

- Such achievements are the result of the dedicated efforts of the Company's leadership, who have consistently prioritized policies to ensure job stability while gradually improving employee income and overall living standards.

Summary of the average income of employee for the period 2024-2025.

No.	Year	Average income (million VND/month)	Growth rate compared to the previous year (%)
1	2024	16,3	-
2	2025	17,0	4,3

- Every year, the company organizes periodic sightseeing and vacation activities for all employees associated with dates such as March 8, October 20, August 15, etc. The company ensures that all employee benefits related to illness, maternity, and more are in accordance with and exceed the regulations of the Labor Law.

4. The task of financial accounting:

- The company remains committed to closely monitoring and actively recovering accounts receivable generated during the business period in accordance with the deadlines. The accounts payable to suppliers, aside from those that correspond to the amounts the company is to collect from buyers before payment is made, currently do not include any long-standing or delayed accounts payable to suppliers during the business operation period.
- The Accounting Department of the Company strives to enhance its professional skills and expertise. The Company also continues to focus on investing in and updating the latest financial management software to ensure that the implementation of financial accounting tasks is professional, effective, compliant with the law, and in accordance with the Company's policies and regulations, thereby avoiding unnecessary risks and errors.
- The company has successfully completed the tax finalization for the years 2020, 2021, 2022, and 2023, receiving very positive evaluations from the state management authorities.

5. Community programs

The Trade Union and the Youth Union of the Company have consistently maintained a positive spirit in participating in activities initiated by the Vietnam

Postal Trade Union, the Youth Union of BCVTVN Group, and local authorities throughout their operational history. These activities include humanitarian blood donation programs, charitable programs in local areas, regular support and donations to social organizations in the region, and adopting several mothers of fallen soldiers and Vietnamese heroic mothers.

6. Remaining difficulties:

- Operational regulations for business production activities have many shortcomings, failing to keep pace with reality, and many provisions are still overlapping and outdated.
- Sources of product business are still limited, and there are not many specialized business products for internal units to sell.
- Salary mechanism is not yet linked to the effectiveness of the business production activities of the units and individual employees.
- Business production and sales marketing activities still heavily depend on the company's leadership, and the business mechanism has not stimulated individual employees to directly sell.
- Internal digital transformation is still slow, not widely and uniformly applied across the entire system.

B- DIRECTION, BUSINESS PLAN FOR 2026

I. Proposed business production plan for the year 2026:

Based on the business production results of 2025 and the market for business services in 2026, COKYVINA Joint Stock Company presents to the General Meeting of Shareholders the proposal, tasks, and production and business plan for 2026 as follows:

Unit of measurement: million VND./.

ON	Indicator	Unit of measurement	Plan for 2026
1	Total Revenue	Million VND	216.663
2	Net profit after tax	Million VND	3.944
3	Return on equity	%	8,03
4	Dividend payout ratio	%	8,24

II. Directions, strategies, and implementation plans for 2026 and the coming years:

COKYVINA has established strategic directions, focusing on enhancing business efficiency and expanding the market. Below are some key highlights in the company's development orientation:

1. **Market development:** *COKYVINA aims to place greater emphasis on market research both within and outside the industry, particularly in external markets, in order to achieve revenue growth (targeting 15% per year), expand business operations, and become one of the top 5 trading and service companies in the joint-stock sector.*
2. **Labor structure and personnel quality:** *COKYVINA continues to invest in high-quality human resources (especially increasing the proportion of business and technical personnel in the IT sector) with over 90% of employees holding a university degree or higher, focusing on in-depth training for the staff.*
3. **Adjust the salary mechanism:** *Set income targets for each employee, linked to business production efficiency and maximizing employee motivation.*
4. **Business development orientation:** The company aims to develop during the period of 2026 - 2029 with a model focused on maximizing the development of services (especially those related to digital transformation) for both domestic and international markets of VNPT:
 - Maintain, continue to develop, and aim to be a leading unit in established service business areas such as: import-export agency services, labor leasing services; telecommunications service agency, VNPT service provision points, logistics services: car rental, warehousing, office...
 - Strengthen and expand service products in the field of digital transformation, closely collaborate with VNPT to provide IT services to customers outside the industry; stabilize and develop products: CCCD authentication service, smart broadcasting solution, integrated camera solutions in various fields, voice brand name, various smart kiosk product, Vinacloud products, etc. Strive for the year 2030 for the proportion of business from digital transformation and IT service products to account for 40% of COKYVINA's total revenue.
 - Develop agents to promote the products of VNPT (VNPT-Igate, Ioffice, Ecabinet, Portal, IOC), digital health software (His, Hira, Lis).
 - Sales representative for suppliers of postal, telecommunications, and IT equipment in Vietnam to provide to network operators such as: VNPT, Viettel, Mobifone, Gtel, Vnpost, Viettel post.
 - Complete the development of the small generator product under the COKYVINA brand for the stations.

- The strategic orientation toward developing the training and skills development sector represents a revenue expansion activity beyond VNPT. This is not merely an ancillary business line, but is poised to become a "new growth driver" for COKYVINA — enhancing its competitive advantage, consolidating its role within the VNPT Group, expanding into high-value knowledge-based services, and positioning COKYVINA as a "Comprehensive Solutions Provider in Digital Transformation & Human Resource Development".
5. **Expanding cooperation and investment:** In the context of a fluctuating economy, especially with the trend of digital transformation, COKYVINA will enhance its search for cooperation opportunities with reputable product and service providers to expand its operational scale.
 6. **Enhance internal digital transformation:** digital office, digitization of labor leasing operations, financial accounting, import and export, ...

Above is the complete report on the production and business activities for the year 2025 and the direction and business plan for 2026 of Cokyvina Joint Stock Company presented to the General Assembly. The General Director, the Executive Board, and all employees hope that Cokyvina Joint Stock Company, with a spirit of solidarity, high effort, and determination in facing challenges, along with flexibility in finding new directions, will have a more positive year in 2026 and will successfully achieve the goals and plans set forth.

Respectfully thank the Assembly./.

GENERAL DIRECTOR
(Signed and stamped)

LY CHI DUC





COKYVINA JOINT STOCK COMPANY

No: .05.../ TTr-HDQT-KTTC

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Hanoi, date..29...month.05...year 2026



PROPOSAL

Regarding: Profit distribution, fund allocation and remuneration for the Board of Directors and the Supervisory Board in 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Company's Charter of Organization and Operation approved by the General Meeting of Shareholders;
- Pursuant to the Operating Regulations of the Board of Directors of Cokyvina Joint Stock Company;
- Pursuant to the 2025 Financial Statements audited by CPA Vietnam Auditing Company Limited;

The Board of Directors respectfully submits to the General Meeting of Shareholders the plan for profit distribution, fund allocation and remuneration plan for the Board of Directors and the Supervisory Board of the Company in 2025 as follows:

I. Report on profit distribution and fund allocation.

(Unit: VND)

TT	Target	Implementation in 2025
1	Total accounting profit before tax	3.732.002.286
2	Corporate income tax	670.484.202
3	Profit after corporate income tax (3) = (1) – (2)	3.061.518.084
4	Bonus and welfare fund allocation in 2025	492.394.159
5	Undistributed profit after tax	5.492.061.271
6	Dividend payment: 5,8%	2.515.524.000
7	Dividend payment time: Authorize the Company's Board of Directors to decide the appropriate time to pay dividends in 2025 but not later than September 30, 2026	

II. Board of Directors and Board of Supervisors.

1. Remuneration of the Board of Directors and Board of Supervisors in 2025:

- Remuneration of the Board of Directors and Board of Supervisors in 2025: VND 169.400.000. Of which:

Remuneration of the Board of Directors and Board of Supervisors for full-time members: VND 104.954.348.

Remuneration of the Board of Directors and Board of Supervisors for part-time members: VND 64.445.652.

• The Board of Directors proposes the remuneration of the Board of Directors and Board of Supervisors in 2025 for full-time and part-time members to be **VND 183.300.000**.

2. Remuneration plan of the Board of Directors and Board of Supervisors for the fiscal year 2025:

- In case of completing (equal to the assigned plan) the target of after-tax profit in 2025, the remuneration of the Board of Directors and Board of Supervisors will be **VND 183.300.000**.

- Remuneration of the Board of Directors & Supervisory Board in case the actual after-tax profit is greater than the assigned plan, for every 1% of after-tax profit exceeding the plan, it will be increased by a maximum of 02%.; The total remuneration fund implemented by the Board of Directors & Supervisory Board must not exceed 20% of the salary of the full-time Manager in 2025 (including full-time members of the Board of Directors, General Director, Deputy General Director, Chief Accountant, full-time members of the Supervisory Board).

- Remuneration of the Board of Directors & Supervisory Board in case the actual after-tax profit is less than the assigned plan, for every 1% of after-tax profit decreasing compared to the plan, it will be reduced by 01% compared to the plan completion level.

- In case the Company makes a loss: no remuneration will be paid.

Regards, the General Meeting of Shareholders is requested to consider and approve./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed and sealed)**

PHAM VIET HUY



DRAFT

BUSINESS PRODUCTION STRATEGY 2026 – 2029 OF COKYVINA JOINT STOCK COMPANY

May 2026

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1. FACTORS AFFECTING THE DEVELOPMENT STRATEGY OF COKYVINA JOINT STOCK COMPANY FOR THE 2026–2029 PERIOD

1.1. Global Economic and Technological Development Trends

The 2026–2029 period is projected to be an era of continued complex global economic volatility, impacted by unpredictable factors such as geopolitical conflicts, trade tensions among major economies, tightened monetary and fiscal policies, alongside growing trends of protectionism and technological self-reliance.

Simultaneously, global digital transformation continues at an accelerated pace, driven by the proliferation of Artificial Intelligence (AI), the Internet of Things (IoT), Cloud Computing, and digital transformation across industries. These factors are fueling demand for the development of technology-integrated products and services requiring continuous innovation and investment.

1.2. Domestic Market Trends

Vietnam is clearly benefiting from the global trend of investment relocation and international supply chain shifts, particularly in the high-technology, telecommunications, and electronic equipment manufacturing sectors. Together with the Government's strong push for Digital Government, Digital Economy, and Digital Society, demand for telecommunications and technology services is rising — especially as enterprises, banks, and government agencies increase investment in digital identification and authentication systems, data transmission security, and digital infrastructure.

Furthermore, the deployment of digital infrastructure is advancing national digital transformation programs, and the growing participation of the private sector in the information and communications technology (ICT) field is opening a dynamic and diversified development market.

Competitive pressures from domestic service providers mean COKYVINA will face intensified competition on price, product/service quality, and delivery timelines, directly impacting profit margins and competitiveness in the domestic market.

1.3. Trends in the Telecommunications Commercial Services Industry

The global and Vietnamese telecommunications industry is entering a new growth phase driven by digital technology, characterized by the following prominent trends:

- AI-driven network automation and network operations management.
- Transition to cloud-based network architecture, open APIs, and OSS/BSS (Operations/Business Support Systems) transformation.
- Integration of 5G networks, preparation for 6G, large-scale IoT deployment, and enhanced connectivity and speeds.

These trends simultaneously pose challenges — requiring enterprises to innovate technologically, invest deeply, and restructure operations — and present significant opportunities for telecommunications companies, including COKYVINA, to expand market share, develop new products, and integrate more deeply into the industry's value chain.

1.4. VNPT Group and COKYVINA's Development Orientations

The global economy is undergoing a powerful structural transformation, accelerating digitalization. Vietnam's telecommunications and ICT industry is entering a new era of strategic competition — simultaneously a challenge and an opportunity for enterprises to proactively transform their growth models, anticipate market trends, and consolidate their position in the digital value chain.

For VNPT Group and COKYVINA, the 2026–2029 period is defined as the phase of accelerated comprehensive transformation from a traditional telecommunications enterprise to Vietnam's leading digital service provider, building the foundation to become a Digital Hub for the Asia region.

In alignment with the Group's overarching strategy, COKYVINA identifies 2026–2029 as the breakthrough period to restructure its business model, enhance technological capabilities, and expand markets beyond VNPT. Despite an increasingly competitive environment, rising input costs, and competitive service price reduction trends, the Company has substantial growth potential owing to:

- Strong demand in digital transformation, electronic authentication, data storage, and next-generation telecommunications infrastructure.
- Government localization and technological self-reliance policies that incentivize domestic enterprises to develop "Make in Vietnam" products.
- The global supply chain shift to Vietnam, providing COKYVINA with enhanced opportunities for partnership and digital transformation technology transfer.

2. VISION, ORIENTATION AND STRATEGIC OBJECTIVES

2.1. Vision and Development Orientation to 2029

Under the leadership of the Company's Party Committee and strategic direction from the Vietnam Posts and Telecommunications Group (VNPT), COKYVINA establishes its development strategy based on close alignment with VNPT Group's overall strategy, ensuring a balance between economic efficiency and social responsibility, progressively affirming COKYVINA's brand as a pioneer in digital technology, telecommunications, and integrated commercial services.

During 2026–2029, the Company deploys its development strategy on three main pillars:

Pillar 1: Consolidation and Expansion of Traditional Markets

- Improving the quality of commercial services and telecommunications equipment supply.
- Strengthening human resource capabilities, particularly in sales, technical support, customer service, technology, and telecommunications.
- Maintaining market share within the VNPT ecosystem while expanding to state-owned enterprises, financial institutions, banks, and local governments.

Pillar 2: Development of Technology Products and Digital Services

- Focusing on digital transformation solutions, national ID card (CCCD) chip authentication, cloud computing services, data storage, and management software.
- Accelerating Research & Development (R&D) to create specialized postal, telecommunications, and ICT equipment products, next-generation digital transformation solutions addressing 5G infrastructure, smart cities, and digital security.

No.	Item	2026	2027	2028	2029	Total 2026–2029	Compared to 2022– 2025
1	Net Revenue	195,225	204,986	215,235	225,997	841,443	138%
2	Net Profit After Tax	3,944	4,141	4,348	4,565	16,998	162%
3	ROE (equity: VND 49,142M)	8.03%	8.43%	8.85%	9.29%	—	—
4	Dividend Payout (%)	6%	7%	8%	9%	—	—

Note: Total net revenue for 2022–2025 has been adjusted to exclude reimbursable salary collections and statutory payroll deductions from labor leasing activities (VND 609,074 million). Total net profit after tax for 2022–2025 was VND 10,464 million.

Note: Equity is defined as Charter Capital + Development Investment Fund = VND 49,142 million.

According to the plan, total net revenue for 2026–2029 is projected at VND 841,443 million, an increase of 38% compared to the net revenue (excluding salary, social insurance, and trade union fee revenues from labor leasing activities) of the 2022–2025 period. Revenue is expected to grow steadily from VND 195,225 million in 2026 to VND 225,997 million in 2029, at an average growth rate of approximately 5% per annum.

Total net profit after tax for 2026–2029 is projected at VND 16,998 million, a 62% increase from VND 10,464 million in 2022–2025. Return on Equity (ROE) is planned to maintain a positive upward trajectory, from 8.03% in 2026 to 9.29% in 2029 — a higher average than the approximately 5.3% per annum recorded in the preceding period.

Dividend payout is expected to increase steadily from 6% in 2026 to 9% in 2029.

The establishment of the above vision, orientation, and strategic objectives reflects the strong political commitment of the Party Committee, Management, and all employees of COKYVINA to build the Company into a stable, sustainable enterprise, making positive contributions to VNPT Group's development strategy and the national digital transformation goals set by the Party and Government.

3. STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS (SWOT ANALYSIS)

Through the SWOT model, COKYVINA Joint Stock Company conducts a comprehensive and holistic assessment of its internal situation and external market context to ensure effective implementation of strategic objectives for 2026–2029, enabling the enterprise to accurately identify its competitive advantages, limitations to be addressed, as well as growth opportunities and potential risks in the business environment.

The following SWOT analysis was conducted under the direction of the Company's Party Committee in the spirit of honest, objective evaluation, aiming to leverage strengths, overcome weaknesses, seize opportunities, and proactively address challenges — contributing to COKYVINA's stable, sustainable, and efficient development.

SWOT	Strengths (S)	Weaknesses (W)
SWOT	<p>S1: COKYVINA brand is associated with VNPT Group's reputation, holding a recognized position in the domestic market and building trust with enterprise and government clients.</p> <p>S2: VNPT Group holds 49% equity stake, providing strategic support and development guidance, advantages in accessing government clients, public projects, and telecommunications and digital transformation tenders.</p> <p>S3: Multi-sector commercial service operations (import-export agency, labor leasing, telecommunications, cloud, digital transformation equipment, logistics, etc.) generate diversified revenue streams, reducing single-sector dependency risk.</p>	<p>W1: Shortage of specialized human resources in digital technology and marketing, unable to keep pace with the technology market development rate.</p> <p>W2: State capital structure (VNPT) leads to slow, inflexible investment approval processes.</p> <p>W3: Financial capacity remains limited compared to large private conglomerates (FPT, Viettel, SunGroup, etc.).</p> <p>W4: No dedicated R&D system established to create proprietary technology products.</p> <p>W5: Heavy dependence on foreign supply chains for power generator equipment and production lines.</p> <p>W6: Capital mobilization and non-Group investment cooperation mechanisms remain limited; insufficient flexibility in accessing socialized capital sources.</p> <p>W7: Multi-sector governance not yet optimized, prone to resource dispersion and lack of strategic focus.</p>
Opportunities (O)	<p>O1: Government is accelerating the national digital transformation and digital economy programs to 2029.</p> <p>O2: Rapidly growing demand for cloud services, digital citizen authentication, data security, telecommunications, and 5G services.</p> <p>O3: Outsourcing and BPO (Business Process Outsourcing) trends are favored by enterprises for cost reduction.</p> <p>O4: Global supply chain shift to Vietnam creates</p>	<p>SO1: Leverage digital transformation trends and brand reputation to expand the company's commercial service activities.</p> <p>SO2: Combine telecommunications-commercial strengths with technical training, logistics, and import-export agency capabilities to form an integrated service ecosystem.</p> <p>SO3: Intensify application of available new technologies for effective corporate governance and to create an innovation-driven development environment.</p>
		<p>WO1: Enhance financial cooperation and seek strategic partners, joint ventures, or investment alliances to supplement capital, modernize equipment, develop digital products, create new services, and expand revenue.</p> <p>WO2: Strengthen training, attract experts and high-caliber personnel, and enhance managerial and technical capabilities to meet high-tech product development requirements.</p> <p>WO3: Invest in personnel training; attract high-quality</p>

opportunities in the equipment import segment.

O5: VNPT's orientation to assign additional tasks to member companies creates opportunities to expand internal market share.

O6: Foreign investment incentive policies prioritizing technology, digital transformation, and green industry sectors.

talent in telecommunications commercial services, ICT, data, and cybersecurity.

Threats (T)

T1: Intense competition from major technology conglomerates in the digital transformation sector (FPT, Viettel, CMC, etc.) and agile private enterprises.

T2: Global economic volatility, inflation, and exchange rate fluctuations increase equipment import costs.

T3: Legal and compliance risks in sensitive areas such as citizen data and cloud computing.

T4: Automation and AI trends may reduce demand for traditional labor leasing.

T5: High governance capability requirements when expanding into multiple sectors — risk of strategic fragmentation and capital dispersion.

T6: Revenue still concentrated in traditional product segments.

T7: High technical requirements and data security standards in high-tech services.

T8: Build raw material and exchange rate risk management mechanisms; apply market volatility preventive measures.

T9: Develop niche product lines (training, electronic authentication, technical

ST1: Leverage VNPT's support, diversify services, invest in human capital and technology.

ST2: Capitalize on COKYVINA's credible brand reputation with major partners to build trust with other partners inside and outside the industry.

WT1: Enhance digital technology workforce capability.

WT2: Restructure and diversify the industry and customer portfolio outside VNPT with targeted focus.

support services) to avoid direct competition with major enterprises.

Based on the SWOT analysis results, the Company's Party Committee and Management have clearly identified orientations and priority actions for the upcoming period:

- Strengths combined with emerging market opportunities create favorable conditions for the Company to accelerate technological innovation, develop a new product portfolio, and expand its market presence — affirming a pioneering role in telecommunications and digital technology.
- Internal weaknesses and competitive environmental challenges create an urgent requirement to strengthen internal capacity, particularly in financial governance, technology investment, and high-quality human resource development — serving as the prerequisite for transitioning the growth model toward sustainability, from extensive to intensive development.

On this basis, COKYVINA builds a strategic solution system for 2026–2029 to strengthen competitive capacity, maintain stable development momentum, and continue to affirm its position as a key enterprise of VNPT Group in domestic telecommunications equipment manufacturing and infrastructure.

4. STRATEGIC IMPLEMENTATION TASKS FOR 2026–2029

4.1. Assessment of the 2022–2025 Context

Amid numerous adverse developments in the domestic and global economy, COKYVINA strived to maintain business production operations. Key performance indicators for 2022–2025 are as follows:

- Total revenue for 2022–2025 reached VND 609,074 million (net of reimbursable salary collections and statutory payroll deductions from labor leasing activities, which were not recognized as revenue per applicable regulations).
- Net profit after tax for 2022–2025 reached VND 10,464 million, with an average Return on Equity (ROE) of approximately 5.3% per annum.
- Cumulative dividend payout rate for the period was 8.5%.

Annual Performance Summary:

- Year 2022: Total net revenue reached VND 556,947 million (110% of plan) (net of VND 103,051 million in reimbursable salary collections from labor leasing); net profit after tax was VND 2,156 million; dividend payout rate was 11%. Despite ongoing challenges from the COVID-19 pandemic aftermath and intense competition across nearly all service segments, the Company maintained business operations, ensured stable employment and income for employees, delivered profitability, and guaranteed dividends for shareholders.
- Year 2023: Total net revenue reached VND 814,884 million (137% of plan) (net of VND 143,259 million in reimbursable salary collections from labor leasing); net profit after tax

was VND 2,472 million (over 100% of plan); dividend payout rate was 11% (100% of plan). Despite continued challenges and intensifying competition across business segments, the Company exceeded its business targets, maintained operations, ensured stable employment and income for employees, and secured profitability and dividends for shareholders.

- Year 2024: The Company met and exceeded all 2024 targets, with all key performance indicators at 100% or above, demonstrating an effective year despite a challenging market. Total net revenue reached VND 909,725 million (5.8% above plan, net of VND 165,627 million in reimbursable salary collections from labor leasing). Net profit after tax was VND 2,773 million (2% above plan) — a result attributable to effective sales strategies, capitalizing on opportunities, and market expansion, affirming the Company's effective control of production costs, financial costs, and operating expenses. Dividend payout rate was 5.8%.
- Year 2025: The Company met and exceeded all 2025 targets, with all key performance indicators at 100% or above. Total net revenue reached VND 197,135 million (10.8% above plan, net of VND 63,507 million in reimbursable salary collections from labor leasing). Net profit after tax was VND 3,061 million (2% above plan) — a result from effective sales strategies, market opportunity capitalization, and expansion, confirming effective control of production costs, financial costs, and operating expenses. Dividend payout rate was 6.27%.

Despite the challenges, the Company proactively implemented internal measures: consolidated traditional revenue sources; tightened accounts receivable management; and enhanced commercial service quality to meet market requirements and delivery timelines.

The 2022–2025 period was an era full of challenges amid post-COVID-19 economic shifts — both domestically and globally — yet yielded valuable lessons: retain strategic customers, accelerate product diversification, control costs, and strengthen internal capacity, forming the foundation for the 2026–2029 strategy.

4.2. Action Plan for 2026–2029

COKYVINA implements key actions to achieve revenue targets for 2026–2029:

4.2.1. Maintaining Stability and Developing Traditional Markets

Traditional Customers

Within the Group:

- VNPT: COKYVINA participates in labor supply through labor leasing (staff outsourcing); provides commercial services including vehicle leasing, logistics services, and import-export agency; and serves as a distribution agent for telecommunications equipment and technology products. The Company coordinates closely with VNPT Net and provincial/city VNPT centers on equipment supply, project deployment, and local demand development.
- VNPT IT: Collaborates on deploying digital transformation solutions, chip-embedded national ID card (CCCD) authentication services, ICT projects, and digital platforms.
- VNPT Net: Handles import-export agency for telecommunications equipment, power generators, and specialized equipment.

- VNPT VinaPhone: Supplies transmission channels, telecommunications equipment, human resource solutions, and support services for distribution system operations (retail kiosks).
- VNPT Media: Deploys personal and enterprise data storage services via the Vinacloud platform.

Non-Group Customers and Partners:

- Ministries and Central Government Agencies: Transmission channels, broadcasting equipment, and ICT solutions.
- Ministry of Public Security (Department C06): Deploys chip-embedded CCCD authentication services and citizen data management solutions.
- Vietnam Social Security: Provides transmission channels and ICT solutions.
- General Department of Taxation: Transmission channels, digital broadcasting, and ICT solutions.
- General Statistics Office: Provides telecommunications infrastructure and transmission channel services for national data collection and processing.
- Provincial People's Committees: Supply of fully integrated kiosk terminals (Kiot toan trinh) and public administrative service solutions.
- Hanoi City Police: Provides digital transformation systems, facial recognition solutions, license plate recognition, access control, and intelligent security management.
- HD Bank and other banking institutions: Distributes CCCD chip card readers for customer identification in digital banking operations.
- Vietnam Post (VN Post): Supply of conveyor belt systems.
- VN Pay: Provides electronic CCCD authentication services.
- State Capital Investment Corporation (SCIC): Supply of Internet transmission channels.
- Vietnam Air Traffic Management Corporation: Supply of power generators.
- Hanel Electronics Service Joint Stock Company: Provides ID check services.
- Gtel Mobile Global Mobile Technology JSC (Gmobile): 4G transceiver equipment.
- Postef Postal Equipment JSC: Supply of conveyors and compressors.

Maintaining and Expanding Traditional Markets:

Import-Export Agency Services:

- Maintain current market share; expand to new customers inside and outside VNPT; increase annual contract volumes.
- Strengthen coordination with VNPT Net, VNPT IT, and key operating units to ensure stable customer sourcing and expand non-VNPT markets.
- Given limited remaining growth capacity in the import-export agency (IE Agency) sector, the Company needs to transition to alternative models such as direct import-purchase trading and representing foreign suppliers in domestic tenders to increase IE revenue.

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Labor Leasing (Staff Outsourcing) Services:

- Maintain market within VNPT; aggressively develop the non-VNPT customer segment including banks, logistics enterprises, technology companies, and industrial zones.
- Establish satellite human resource centers in provinces/cities with high demand.
- Build an online human resource database (HR Digital Platform) to manage, connect, and allocate labor according to actual requirements.
- Conduct skills-based pre-placement training to supply high-quality labor to partner enterprises, improving service quality and increasing contract value.
- Apply flexible contract models (project-based, position-based, seasonal) to meet diverse customer needs.

Logistics Services:

- Maximize warehouse, vehicle, and enterprise location assets to create an integrated logistics service chain. On January 7, 2025, Hanoi City People's Committee issued Decision No. 78/QD-UBND approving the policy for signing a land lease agreement and issuing a Land Use Right Certificate to COKYVINA for a 9,545.3 m² plot at Yen Vien, Phu Dong Commune, Hanoi. Upon receipt of the Land Use Right Certificate, COKYVINA will be well-positioned to expand investment in upgrading infrastructure on the remaining land area, supporting more diversified activities including high-quality office and factory leasing for stable, sustainable revenue growth.
- Continue maintaining and developing services: vehicle leasing, warehouse/office space leasing, goods warehousing for VNPT and non-VNPT customers — while strengthening the application of digital technology in logistics management (GPS, IoT, inventory management software, transport management systems).
- To optimize available land assets in Da Nang — one of Central Vietnam's most developed tourism, administrative, and economic centers — and leveraging existing land assets, COKYVINA is orienting toward attracting domestic and foreign enterprise investment to develop hotel-tourism, office leasing, and accommodation service complexes. This is a revenue-generating model given the strategic central location with development advantages for accommodation and office leasing services.

Telecommunications Services:

- The Company continues to maintain close coordination with provincial/city Business Centers to provide timely on-site and remote support to ensure effective operations at authorized telecommunications service points and VNPT service points managed by COKYVINA.
- Coordinate with VNPT Media and 32 Business Centers to deploy the Mobile Money — VNPT Pay service, expected to become a stable revenue source once operationally stable.
- Accelerate the deployment of ICT services at service points, leveraging ICT points and authorized telecommunications points to expand the digital technology market share across provinces/cities.

- In addition to supplying power generators for Vinaphone BTS stations, the Company has signed supply contracts with the Air Navigation Center under the Vietnam Air Traffic Management Corporation and continues to expand non-VNPT partner markets.

4.2.2. Development of New Products

In the context of a strongly shifting digital economy and the gradual saturation of traditional business models, product diversification and expansion into new operating areas have become an imperative for enterprises seeking to maintain sustainable growth. Recognizing this trend, COKYVINA Joint Stock Company formulates a plan to develop new products and services built on digital technology platforms and the Company's existing internal strengths, aiming for a revenue and growth model breakthrough in 2026–2029.

4.2.2.1. Value-Added Service Business Activities

- Partner with counterparts in chip-embedded CCCD (National ID Card) authentication services to ensure legal compliance, security, and standardized digital citizen identification system connectivity.
- Further enhance the chip-embedded CCCD authentication system with higher processing capacity and improved security compared to legacy systems. Continue to develop chip-embedded CCCD authentication services — with 2024 volume reaching approximately 3 million requests, equivalent to nearly VND 10 billion in revenue.
- Fixed terrestrial telecommunications services include: data transmission services, dedicated leased line services, Internet connectivity services, Virtual Private Network (VPN) services, videoconferencing services, email services, and broadband Internet access services with download speeds of 256 kbps and above.
- Supply HN212 device terminals — chip-embedded CCCD card readers — to become a full-service provider of chip-embedded CCCD authentication services in Vietnam.
- Partner with VinaPhone to execute transmission channel supply projects.
- Supply MF360 national ID card readers to the market.
- Research, develop, and supply Telescopic Retractable Conveyor Belt products integrated with automated production lines.
- Implement improvements to facial recognition, license plate recognition, access control/security monitoring systems for dedicated government agencies.
- Collaborate on and implement the Vinacloud Personal Data Storage Service Project.
- Services related to chip-embedded CCCD authentication, software business, security, data storage, and specialized postal, telecommunications, and ICT equipment — with a focus on researching new products and services, particularly ICT services.
- Collaborate on identity recognition, security, and data projects as well as local digital transformation programs.
- Expand products and services in the digital transformation sector; closely cooperate with VNPT to provide ICT services to external customers; stabilize and develop products including: CCCD authentication services, smart public address speaker solutions, integrated camera solutions across sectors, voice brandname, smart kiosk products such as public administration kiosks, health kiosks, AI public service kiosks, and Vinacloud

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products. Target: by 2029, digital transformation and ICT products/services account for 40% of COKYVINA's total revenue.

Furthermore, to leverage existing legal, brand reputation, and VNPT Group connectivity advantages, COKYVINA also orients toward expanding commercial representation activities combined with distributing ICT solutions and digital transformation services nationwide. The objective of this orientation is not only to function as a product distributor but also to become a total solution consulting and implementation entity, meeting the growing market demand for digital infrastructure, electronic identification, data security, cloud computing, and value-added services.

Information technology is a key sector in the national strategy to 2030, identified by VNPT as a spearhead development area. This sector will transform COKYVINA's role from a traditional service provider to a high-technology enterprise deeply integrated into the national digital value chain. The Company has established a Technical Center to strengthen technical capacity, serving as the implementation, monitoring, and technical support unit for business departments in the areas of technical engineering, ICT, and value-added business services — focusing on researching new products and services, particularly ICT services, digital transformation, and targeting external customers in the power, healthcare, banking, and postal sectors.

4.2.2.2. Skills Training and Development Activities

COKYVINA Company orients the development of training and skills enhancement as a strategic activity to expand non-VNPT revenue. This is not merely a supplementary function but will become a "new growth driver" for COKYVINA, strengthening competitive advantage, consolidating its role within VNPT Group, expanding into high-value knowledge services, and positioning COKYVINA as a "Total Solution Provider in Digital Transformation & Human Resource Development." Specifically:

- Soft skills, marketing, sales, and corporate governance training and development.
- Target customer groups: VinaPhone, enterprises inside and outside the industry.
- Develop standardized training programs and materials tailored to practical needs of learners and enterprises.
- Organize short-term training courses with certificate issuance.
- Partner and collaborate with major universities and experienced faculty with high expertise and skills.

The Company is currently providing soft skills training services for numerous internal employees and external enterprise personnel, simultaneously generating non-VNPT revenue and knowledge and skill value for learners.

To expand and stabilize training revenue, the Company plans to apply for an ICT Training and Certificate Issuance License.

4.3. Financial Management, Cost Control and Capital Development

Amid a globally volatile economy with continued pressure from interest rates, cost of capital, and exchange rate fluctuations, it is necessary to simultaneously optimize costs and invest in innovation to sustain profit margins and achieve sustainable growth. The action plan is as follows:

4.3.1. Maintaining and Ensuring Financial Resources

- Maintain credit facilities to support commercial, service, and new investment activities.
- Establish a comprehensive financial risk management system (covering input goods/services, slow-paying customers, interest rate and exchange rate fluctuations).
- Mobilize from bank credit, import guarantee credit lines, and customer advance payments.
- Build a customer debt management mechanism by customer group: classify customers by project progress and monthly/quarterly milestones; require bank deposits or bank guarantees.
- Tightly control accounts receivable; shorten capital recovery cycle; maintain debt-to-equity ratio ≤ 1.0 .

4.3.2. Input Cost Management

- Establish a supplier evaluation system based on price, quality, and delivery time.
- Negotiate long-term contracts to obtain preferential pricing.
- Apply cost management technology to track goods and service inputs.
- Identify stable goods and service suppliers; apply inventory management models; synchronize supply-demand information to avoid excess stockpiling.
- Use ROA and ROE metrics to evaluate capital efficiency.

4.3.3. Revenue and Cost Management

- Diversify products and value-added services.
- Apply break-even analysis to determine minimum revenue thresholds.
- Control marketing costs, warehousing, logistics, and personnel costs.
- Optimize pricing and smart service packages by customer segment.
- Reduce network investment costs through infrastructure sharing and outsourcing.

4.4. Digital Technology Application and Enhanced Cooperation

As the market increasingly advances toward technology product application and competition intensifies, opportunities arise alongside requirements to improve commercial products and services, high-quality human resources, and innovative cooperation models.

- Apply technologies such as AI, Big Data, Blockchain, IoT, and Cloud to improve products and services.
- Develop digital platforms to optimize governance processes, customer care, and product distribution.
- Proactively expand strategic cooperative relationships with partners to access advanced technology, upgrade technical expertise, and improve management efficiency.
- Intensify cooperation not only to absorb new technologies but also to exploit new markets.
- Form joint ventures and business alliances with manufacturing-commercial service enterprises in the same sector to execute large-scale projects, optimize resources, distribute risks, and consolidate long-term competitive advantages.



- Cooperate with technology and commercial partners to develop a more diverse product portfolio, meeting market demands and enhancing enterprise value-added.

4.5. Organization and Human Resources

4.5.1. Improving Organizational Structure and Management Efficiency

- Build an organizational model oriented toward flexibility, streamlining, and efficiency — aligned with modern business strategy.
- Review and clearly delineate functions, duties, and authorities of each department to avoid duplication.
- Apply Management by Objectives (MBO) and Data-driven Management to enhance decision-making efficiency.
- Strengthen automation in governance processes through ERP (Enterprise Resource Planning), CRM (Customer Relationship Management), and HRM (Human Resource Management) systems.
- Strengthen internal digital transformation: office administration, digitalization of labor leasing operations, financial accounting, import-export management, etc. — to improve management efficiency and data integration.
- Revise and supplement management regulations and policies to suit operational realities and optimize enterprise administration efficiency.
- Improve governance and working environment: apply the Open Innovation model to encourage idea sharing from employees, customers, and partners.

4.5.2. Improving Human Resource Quality

- Reform policies to attract high-quality human resources, technology experts, engineers, and skilled professionals.
- Build continuous training policies: in-depth technical training, soft skills, digital transformation, and innovative thinking.
- Apply Leadership Pipeline development programs to prepare long-term management teams.
- Build effective remuneration and incentive policies; build corporate culture promoting innovation, improvement, development, and a dynamic digital transformation mindset.
- Train and develop human resources and participate in telecommunications-ICT industry talent alliances to share expert resources and technical training.

With the above system of tasks, the Party Committee, Management, and all employees of COKYVINA are committed to implementing synchronously, with discipline and effectiveness, the solution groups aimed at enhancing competitive capacity, ensuring sustainable growth, and making positive contributions to the digital transformation process and VNPT Group's development objectives in 2026–2029.

5. CORE ACTION PRINCIPLES

To materialize the strategic vision for 2026–2029 under the guidance of the Company's Party Committee and VNPT Group's directives, COKYVINA Joint Stock Company establishes the following foundational action principles:

Principle 1: Stability — Cooperative Sustainable Development

The Company resolutely maintains stability in commercial service business operations and governance, while maximizing investment efficiency and business effectiveness. All activities are directed toward stable growth, preservation of financial resources, protection of employee rights and employment, and creation of a foundation for long-term development.

Principle 2: Innovate to Lead — Collaborate to Succeed

COKYVINA commits to accelerating digital transformation, applying modern technologies across all operational areas. From production, commerce, and service delivery to governance and product development, the Company emphasizes a spirit of creativity and proactive innovation to enhance competitiveness and keep pace with Industry 4.0 trends — continuously innovating to create diverse products inside and outside VNPT.

Principle 3: Strategic Cooperation to Increase Value and Extend Influence

The Company actively develops a domestic strategic partner network, promotes supply chain connectivity, expands markets beyond VNPT, and participates deeply in the global value chain to elevate brand position in the market.

By steadfastly implementing the above action principles, COKYVINA will not only affirm its position in the domestic market but also strengthen its influence in the regional market; contributing to VNPT Group's overall development objectives and building a solid foundation for the post-2029 period.

**COKYVINA JOINT STOCK COMPANY
CHIEF EXECUTIVE OFFICER**

(signed and sealed)

Ly Chi Duc

Business Production Strategy Report 2026–2029





**COKYVINA JOINT STOCK
COMPANY**

SUPERVISORY BOARD

No.: 04../BC-CKV-BKS

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, dated...19 ... month...05... 2026

**REPORT OF THE SUPERVISORY BOARD
presented at the Annual General Meeting of Shareholders 2026**

Pursuant to the functions and duties of the Supervisory Board as stipulated in the Enterprise Law and the Charter of Organization and Operation of COKYVINA Joint Stock Company.

Pursuant to the Financial Statements for the fiscal year 2025, which have been audited by CPA VIETNAM Auditing Co., Ltd.

The Supervisory Board hereby submits to the General Meeting of Shareholders the results of its inspection and supervision of the Company’s operational activities throughout the fiscal year 2025, as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025:

1. Tasks Accomplished in 2025:

- Throughout 2025, the Supervisory Board diligently and conscientiously fulfilled all duties and responsibilities assigned by the General Meeting of Shareholders, acting with honesty and due care in the best interests of the Company and its shareholders. The Supervisory Board dispatched representatives to attend all meetings of the Board of Directors.
- The Supervisory Board maintained regular communication with the Board of Directors and the General Director’s Board with respect to business operations, overseeing all activities to ensure the Company’s development remained aligned with its strategic direction and in full compliance with applicable laws and regulations.



- Examined, analyzed, and assessed the Company's financial position, as well as its compliance with State-prescribed financial management principles, regulations, and statistical reporting requirements.
- Monitored the Company's compliance with information disclosure requirements in accordance with prevailing legal regulations.

2. Assessment of Business Performance for the Fiscal Year 2025:

Unit: VND Million

No.	Indicator	Assigned Plan for 2025	Actual Performance 2025	Achievement Rate
1	Total Revenue (Sales Revenue, Financial Revenue, Other Income)	178.153	197.135 ¹	110%
2	Net Profit After Tax	3.000	3.061	102%
4	Return on Equity (ROE)	6,1%	6,23%	102%
5	Dividend Payout Ratio	6,27%	6,4%	102%

- Total revenue achieved 110% of the assigned plan.
- Net profit reached 102% of the assigned plan.
- The aforementioned revenue results were made possible through the dedicated efforts of the Company's Management Board, the leadership of the branches and centers, and the entire workforce. However, post-audit figures from the business results report indicate that selling expenses and general administrative expenses remain elevated. The Supervisory Board recommends that the General Director implement strengthened measures to control the cost of goods sold, selling expenses, and general administrative expenses, with a view to enhancing overall operational efficiency.

¹ Note: The total revenue realized in 2025 is revenue after deducting the revenue collected on behalf of and payments made on behalf of salaries and salary-related deductions for the labor leasing activities from the last months of 2024, but reconciled and invoiced in the first months of 2025, the amount is 63,507 million VND,

3. Assessment by the Supervisory Board of the Governance and Management Conduct of the Board of Directors and General Director's Board:

- Corporate governance was conducted in full compliance with applicable laws, regulations governing the operations of listed companies, the Company's Charter of Organization and Operation, and the Resolutions of the General Meeting of Shareholders.
- Governance and management activities were conducted with transparency, with a focus on the Company's business strategy and an orientation toward achieving operational efficiency.
- The Board of Directors convened periodic meetings in strict accordance with applicable regulations. Each meeting was conducted with a specific agenda, duly recorded in official minutes, and followed by the issuance of Resolutions for implementation.
- The Board of Directors and the General Director's Board fulfilled all their functions and responsibilities in the management and operation of the Company.
- The General Director's Board conscientiously implemented all Resolutions of the General Meeting of Shareholders, effectively addressed shareholder recommendations raised at General Meetings, and faithfully executed the Resolutions of the Board of Directors. The Company's Financial Statements were completed within the deadlines prescribed by the State and were audited and certified by CPA HÂN VINA VIETNAM Auditing Co., Ltd. as being in conformity with Vietnamese enterprise accounting standards and prevailing regulations.
- In 2025, the Board of Directors and the General Director's Board effectively managed the Company's production and business operations, achieving commendable results. The projected dividend payout ratio is 6,27%. Capital, assets, and human resources were utilized and developed effectively. The Company fulfilled all obligations to the State and to its shareholders, and actively attended to the welfare of its officers and employees, with employee salaries increased compared to 2024. All information disclosure requirements were duly observed.

II. ORIENTATION PLAN OF THE SUPERVISORY BOARD FOR 2026:

- To continue conducting inspection and supervisory activities in accordance with the functions and duties of the Supervisory Board as prescribed by the Enterprise Law and the Company's Charter.



- To concentrate on carrying out inspections and audits pertaining to all aspects of the Company's operations.
- To monitor the implementation progress and outcomes of the 2026 General Meeting of Shareholders' Resolutions by the Board of Directors and the General Director's Board.
- To carry out other duties in accordance with the functions and responsibilities of the Supervisory Board.

III. RECOMMENDATIONS OF THE SUPERVISORY BOARD:

In order to enhance the operational efficiency of the Company's production and business activities in 2026, the Supervisory Board hereby puts forward the following recommendations:

1. Develop a time-bound plan and promptly initiate the recovery of outstanding **accounts payable** and **accounts receivable** that have been overdue for an extended period, and report on the progress to the Board of Directors at Board meetings.
2. Review and revise internal regulations that are no longer applicable, and supplement them to ensure full compliance with prescribed rules and procedures, with public disclosure in accordance with the Board of Directors' Resolutions.
3. Intensify efforts to identify new business markets and product lines.
4. Rigorously inspect and oversee business management and operational performance. Monitor and supervise revenue, and exercise strict control over selling expenses, administrative expenses, and the cost of goods sold for commercial services across all departments, centers, and branches within the Company, in order to improve overall business efficiency.
5. Analyze, evaluate, and propose business plans for various projects with the objective of generating returns for shareholders and the Company.
6. Review and restructure the operations of underperforming (loss-making) units so as to mitigate any adverse impact on shareholders, the Company, and its employees.
7. When assigning plans to departments, branches, and centers, a system of rewards and penalties must be established for units that meet or fail to meet their assigned targets, as this is essential for the sustainable development of the Company's production and business activities.
8. Monitor and ensure strict adherence to the assigned revenue and profit targets for each center and branch for the fiscal year 2026.

The foregoing constitutes the Supervisory Board's Annual Report for the fiscal year 2025 of COKYVINA Joint Stock Company. The Supervisory Board extends its sincere appreciation to the esteemed shareholders, members of the Board of Directors, the Executive Management Board, the leadership of the Accounting Department, and the leadership of all centers and branches within the Company for their cooperation and support in enabling the Supervisory Board to fulfill the duties entrusted to it by the General Meeting of Shareholders in accordance with the provisions of the law and the Company's Charter of Organization and Operation.

Respectfully submitted.

**ON BEHALF OF THE SUPERVISORY
BOARD
CHAIRMAN**
(signed and sealed)

TA QUANG HIEP





COKYVINA JOINT STOCK COMPANY
AUDITED SUMMARIZED FINANCIAL STATEMENTS
For the year ended 31/12/2025



SUMMARIZED BALANCE SHEET
As at 31st December 2025

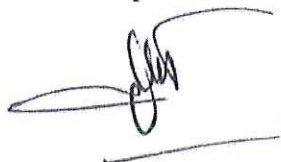
ASSETS	Code	Note	31/12/2025	01/01/2025
			VND	VND
A - CURRENT ASSETS (100=110+120+130+140+150)	100		114,880,952,695	150,031,762,168
I. Cash and cash equivalents	110	5.1	38,009,288,488	30,399,687,567
1. Cash	111		29,009,288,488	29,399,687,567
2. Cash equivalents	112		9,000,000,000	1,000,000,000
II. Short-term financial investments	120		-	-
III. Short-term receivables	130		67,980,716,549	80,621,733,185
1. Short-term receivables from customers	131	5.2	48,468,865,805	63,811,152,904
2. Short-term repayments to suppliers	132	5.3	4,991,890,114	5,251,617,131
6. Other short-term receivables	136	5.4	21,969,153,893	19,067,523,228
7. Short-term allowances for doubtful debts	137	5.5	(7,449,193,263)	(7,508,560,078)
IV. Inventories	140		7,210,048,627	38,100,431,555
1. Inventories	141	5.6	7,310,633,933	38,201,016,861
2. Allowances for devaluation of inventories	149	5.6	(100,585,306)	(100,585,306)
V. Other current assets	150		1,680,899,031	909,909,861
1. Short-term prepaid expenses	151	5.7	1,456,142,373	879,859,658
2. Deductible VAT	152		198,632,631	16,600,508
3. Taxes and other receivables from the State Budget	153	5.8	26,124,027	13,449,695
B - NON-CURRENT ASSETS (200=210+220+230+240+250+260)	200		48,015,682,022	48,929,788,656
I. Long - terms receivables	210		2,000,000,000	2,000,000,000
6. Other long-term receivables	216	5.4	2,000,000,000	2,000,000,000
II. Fixed assets	220		28,016,911,890	29,732,277,825
1. Tangible fixed assets	221	5.9	19,813,460,640	21,528,826,575
- <i>Historical costs</i>	222		102,531,183,434	98,671,669,161
- <i>Accumulated depreciation</i>	223		(82,717,722,794)	(77,142,842,586)
3. Intangible fixed assets	227	5.10	8,203,451,250	8,203,451,250
- <i>Historical costs</i>	228		8,203,451,250	8,203,451,250
III. Investment properties	230		-	-
IV. Long-term assets in progress	240		-	-
V. Long-term financial investments	250		13,998,532,086	14,016,590,652
3. Investments in equity of other entities	253	5.11	24,188,455,000	24,188,455,000
4. Allowances for long-term investments	254	5.11	(10,189,922,914)	(10,171,864,348)
VI. Other long-term assets	260		4,000,238,046	3,180,920,179
1. Long-term prepaid expenses	261	5.7	3,245,714,169	2,458,226,175
2. Defferred income tax assets	262	5.12	754,523,877	722,694,004
TOTAL ASSETS (270 = 100+200)	270		162,896,634,717	198,961,550,824

SUMMARIZED BALANCE SHEET (CONTINUED)

As at 31st December 2025

RESOURCES	Code	Note	31/12/2025	01/01/2025
			VND	VND
C- LIABILITIES (300=310+330)	300		85,480,745,415	121,834,183,430
I. Short-term liabilities	310		79,643,653,445	113,034,183,430
1. Short-term trade payables	311	5.13	28,959,392,142	43,892,432,675
2. Short-term prepayments from customers	312	5.14	4,633,173,047	6,981,718,689
3. Taxes and other payables to the State Budget	313	5.8	5,367,484,230	10,200,736,235
4. Short-term payables to employees	314		4,142,382,438	4,383,067,882
5. Short-term accrued expenses	315	5.15	4,490,676,288	4,918,465,850
8. Short-term unearned revenues	318	5.16	893,257,301	6,413,590,511
9. Other short-term payables	319	5.17	29,436,715,003	30,940,596,846
10. Short-term borrowings and finance lease liabilities	320	5.18	-	3,465,638,599
11. Short-term provisions	321	5.19	1,186,636,410	1,379,952,400
12. Bonus and welfare fund	322		533,936,586	457,983,743
II. Long - term liabilities	330		5,837,091,970	8,800,000,000
6. Long-term unearned revenues	336	5.16	1,715,640,000	-
8. Long-term borrowings and finance lease liabilities	338	5.18	2,950,000,000	8,800,000,000
12. Provision for long-term payables	342	5.19	1,171,451,970	-
D- OWNERS' EQUITY (400 = 410+430)	400		77,415,889,302	77,127,367,394
I- Owners' equity	410	5.20	77,415,889,302	77,127,367,394
1. Contributed capital	411		40,500,000,000	40,500,000,000
- Ordinary shares with voting rights	411a		40,500,000,000	40,500,000,000
2. Share premiums	412		20,354,652,347	20,354,652,347
4. Other capital	414		3,000,000,000	3,000,000,000
5. Treasury shares	415		(573,800,000)	(573,800,000)
8. Development and investment funds	418		8,642,975,684	8,642,975,684
11. Undistributed profit after tax	421		5,492,061,271	5,203,539,363
- Undistributed profit after tax brought forward	421a		2,430,543,187	2,429,542,524
- Undistributed profit after tax for the current year	421b		3,061,518,084	2,773,996,839
II- Funding sources and other funds	430		-	-
TOTAL RESOURCES (440 = 300+400)	440		162,896,634,717	198,961,550,824

Preparer



Vu Thi Kim Thoa

In charge of Financial Accounting



Ngo Thi Thanh Loan

Hanoi, February 26, 2026

General Director



Ly Chi Duc

SUMMARIZED INCOME STATEMENT
For the year ended 31 December 2025

ITEMS	Code	Note	Year 2025	Year 2024
			VND	VND
1. Revenues from sales and services rendered	01	6.1	259,367,321,527	908,245,631,120
2. Revenue deductions	02		-	-
3. Net revenues from sales and services rendered (10 = 01-02)	10		259,367,321,527	908,245,631,120
4. Costs of goods sold	11	6.2	213,652,897,164	862,240,328,006
5. Gross revenues from sales and services rendered (20 = 10-11)	20		45,714,424,363	46,005,303,114
6. Financial income	21	6.3	1,106,758,513	762,892,824
7. Financial expenses	22	6.4	517,207,430	305,231,943
<i>In which: interest expenses</i>	23		488,861,523	213,573,306
8. Selling expenses	25	6.5	34,641,613,818	36,538,211,124
9. General and administrative expenses	26	6.5	7,996,294,132	6,239,340,555
10. Net profits from operating activities {30 = 20+(21-22)-(24+25)}	30		3,666,067,496	3,685,412,316
11. Other income	31	6.6	169,435,914	716,842,646
12. Other expenses	32	6.6	103,501,124	775,845,054
13. Other profits (40=31-32)	40	6.6	65,934,790	(59,002,408)
14. Total net profit before tax (50=30+40)	50		3,732,002,286	3,626,409,908
15. Current corporate income tax expenses	51	6.8	702,314,075	949,877,429
16. Deferred corporate income tax expenses	52		(31,829,873)	(97,464,360)
17. Profits after corporate income tax (60=50-51-52)	60		3,061,518,084	2,773,996,839
18. Basic earnings per share	70	6.9	763	580

Preparer



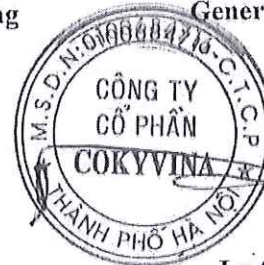
Vu Thi Kim Thoa

In charge of Financial Accounting



Ngo Thi Thanh Loan

Hanoi, February 26, 2026
General Director



Lý Chi Duc

SUMMARIZED CASH FLOW STATEMENT
(Direct method)

For the year ended 31 December 2025

ITEMS	Code	Note	Year 2025	Year 2024
			VND	VND
I. Cash flows from operating activities				
1. Proceeds from sales and services rendered and other revenues	01		433,379,091,914	473,689,653,705
2. Expenditures paid to suppliers	02		(149,691,241,121)	(156,041,276,093)
3. Expenditures paid to employees	03		(205,076,779,027)	(189,335,615,655)
4. Paid interests	04		(488,861,523)	(111,566,660)
5. Paid corporate income tax	05		(931,685,958)	(947,863,589)
6. Other proceeds from operating activities	06		373,737,423,762	207,248,535,963
7. Other expenditures on operating activities	07		(428,471,104,897)	(354,151,365,012)
<i>Net cash flows from operating activities</i>	20		<i>22,456,843,150</i>	<i>(19,649,497,341)</i>
II. Cash flows from investing activities				
1. Expenditures on purchase and construction of fixed assets and long-term assets	21		(4,118,511,273)	(7,018,381,794)
2. Proceeds from disposal, sales of fixed assets and other long-term assets	22		46,000,000	-
3. Expenditures on loans and purchase of debt instruments from other entities	23		(2,000,000,000)	-
4. Proceeds from lending or repurchase of debt instruments from other entities	24		2,000,000,000	13,200,000,000
7. Proceeds from interests, dividends and distributed profits	27		304,958,467	226,395,349
<i>Net cash flows from investing activities</i>	30		<i>(3,767,552,806)</i>	<i>6,408,013,555</i>
III. Cash flows from financial activities				
3. Proceeds from borrowings	33		11,529,283,188	15,830,587,863
4. Repayment of principal	34		(20,844,921,787)	(4,964,949,264)
6. Dividends and profits paid to owners	36		(2,314,650,020)	(4,275,683,821)
<i>Net cash flows from financial activities</i>	40		<i>(11,630,288,619)</i>	<i>6,589,954,778</i>
Net cash flows during the year (50 = 20+30+40)	50		7,059,001,725	(6,651,529,008)
Cash and cash equivalents at the beginning of the year	60		30,399,687,567	37,008,866,555
Effect of exchange rate fluctuations	61		550,599,196	42,350,020
Cash and cash equivalents at the end of the year (70 = 50+60+61)	70	5.1	38,009,288,488	30,399,687,567

Preparer



Vu Thi Kim Thoa

In charge of Financial Accounting





Ngo Thi Thanh Loan

Ly Chi Duc

Hanoi, February 26, 2026

General Director

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

For the year ended 31/12/2025

7.2 Information about related parties (Continued)

c. Remuneration and income of Boards of Management, Supervisors and General Directors

Full name	Position	Year 2025 VND	Year 2024 VND
Remuneration for Board of Management			
Mr. Pham Viet Huy	Chairman	36,826,087	33,478,261
Mr. Ly Chi Duc	Member	25,778,262	23,434,783
Ms. Phan Thi Thanh Sam	Member (Dismissed from 28/6/2024)	12,889,130	23,434,783
Ms. Nguyen Thi Phuong Lieu	Member (Dismissed from 29/4/2025)	25,778,261	23,434,783
Mr. Nong Van Hieu	Member (Appointed from 28/6/2024)	12,889,130	-
Total		114,160,870	103,782,610
Remuneration for Board of Supervisors			
Ms. Nguyen Thi Tam	Head of the Board (Dismissed from 28/6/2024)	-	23,434,783
Mr. Ta Quang Hiep	Head of the Board (Appointed from 28/6/2024)	12,889,130	-
Mr. Pham Le Chau	Member	14,730,435	13,391,304
Ms. Nguyen Thi Chien	Member	14,730,435	13,391,303
Total		42,350,000	50,217,390
Remuneration for Board of General Directors and others			
Mr. Ly Chi Duc	General Director	668,946,988	540,897,423
Ms. Phan Thi Thanh Sam	Deputy General Director (Retired from 15/3/2024)	-	43,663,259
Ms. Nguyen Thi Phuong Lieu	Member of the Board of Management (Dismissed from 29/4/2025)	156,025,092	162,170,817
Ms. Hoang Thi Thu Hien	Deputy General Director (Appointed from 2/7/2025) Chief Accountant (Dismissed from 07/7/2025)	395,796,928	379,043,739
Ms. Ngo Thi Thanh Loan	In charge of Financial Accounting (Appointed from 02/7/2025)	135,812,900	-
Ms. Nguyen Hai Yeu	Administrative Manager (Appointed from 10/10/2025)	10,705,186	-
Total		1,367,287,094	1,125,775,238

7.2 Comparative Information

The comparative information is the Summarized Financial Statements for the year ended 31/12/2024 which has been audited by CPA VIETNAM Auditing Company limited - A Member Firm of INPACT.

Preparer



Vu Thi Kim Thoa

In charge of Financial Accounting



Ngo Thi Thanh Loan



Hanoi, February 26, 2026

General Director



Ly Chi Duc



COKYVINA JOINT STOCK COMPANY

No: .05.../ TTr-HDQT-KTTC

SOCIALIST REPUBLIC OF VIETNAM

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Hanoi, date..29...month.05...year 2026



PROPOSAL

Regarding: Profit distribution, fund allocation and remuneration for the Board of Directors and the Supervisory Board in 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Company's Charter of Organization and Operation approved by the General Meeting of Shareholders;
- Pursuant to the Operating Regulations of the Board of Directors of Cokyvina Joint Stock Company;
- Pursuant to the 2025 Financial Statements audited by CPA Vietnam Auditing Company Limited;

The Board of Directors respectfully submits to the General Meeting of Shareholders the plan for profit distribution, fund allocation and remuneration plan for the Board of Directors and the Supervisory Board of the Company in 2025 as follows:

I. Report on profit distribution and fund allocation.

(Unit: VND)

TT	Target	Implementation in 2025
1	Total accounting profit before tax	3.732.002.286
2	Corporate income tax	670.484.202
3	Profit after corporate income tax (3) = (1) – (2)	3.061.518.084
4	Bonus and welfare fund allocation in 2025	492.394.159
5	Undistributed profit after tax	5.492.061.271
6	Dividend payment: 5,8%	2.515.524.000
7	Dividend payment time: Authorize the Company's Board of Directors to decide the appropriate time to pay dividends in 2025 but not later than September 30, 2026	

II. Board of Directors and Board of Supervisors.

1. Remuneration of the Board of Directors and Board of Supervisors in 2025:

• Remuneration of the Board of Directors and Board of Supervisors in 2025: VND 169.400.000. Of which:

Remuneration of the Board of Directors and Board of Supervisors for full-time members: VND 104.954.348.

Remuneration of the Board of Directors and Board of Supervisors for part-time members: VND 64.445.652.

• The Board of Directors proposes the remuneration of the Board of Directors and Board of Supervisors in 2025 for full-time and part-time members to be **VND 183.300.000**.

2. Remuneration plan of the Board of Directors and Board of Supervisors for the fiscal year 2025:

- In case of completing (equal to the assigned plan) the target of after-tax profit in 2025, the remuneration of the Board of Directors and Board of Supervisors will be **VND 183.300.000**.

- Remuneration of the Board of Directors & Supervisory Board in case the actual after-tax profit is greater than the assigned plan, for every 1% of after-tax profit exceeding the plan, it will be increased by a maximum of 02%.; The total remuneration fund implemented by the Board of Directors & Supervisory Board must not exceed 20% of the salary of the full-time Manager in 2025 (including full-time members of the Board of Directors, General Director, Deputy General Director, Chief Accountant, full-time members of the Supervisory Board).

- Remuneration of the Board of Directors & Supervisory Board in case the actual after-tax profit is less than the assigned plan, for every 1% of after-tax profit decreasing compared to the plan, it will be reduced by 01% compared to the plan completion level.

- In case the Company makes a loss: no remuneration will be paid.

Regards, the General Meeting of Shareholders is requested to consider and approve./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed and sealed)**

PHAM VIET HUY



COKYVINA JOINT STOCK COMPANY

No: .../Proposal-Board of Directors-
Financial Department



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Hanoi, date...29...month...05...year 2026

PROPOSAL

On the selection of an Internal Audit Company in 2026

Respectfully submitted to: GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of the Company's operations approved by the General Meeting of Shareholders;
- Pursuant to the Operating Regulations of the Board of Directors of Cokyvina Joint Stock Company;

The Board of Directors of Cokyvina Joint Stock Company respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors of Cokyvina Joint Stock Company to select an Internal Audit unit in 2026 in accordance with the provisions of current Law.

Respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)**

PHAM VIET HUY



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Hanoi, date 29...month...05...year 2026

COKYVINA JOINT STOCK COMPANY

No. 07.../Proposal-Board of Directors-
Financial Department



PROPOSAL

On the selection of an Auditing Company for the 2026 Financial Statements

Respectfully submitted to: GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Company's Charter of Organization and Operation approved by the General Meeting of Shareholders;
- Pursuant to the Operating Regulations of the Board of Directors of Cokyvina Joint Stock Company;
- Pursuant to the list of independent auditing companies approved by the State Securities Commission to audit listed companies.

The Board of Directors of Cokyvina Joint Stock Company respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors of Cokyvina Joint Stock Company to select an Auditor for the 2026 financial statements in accordance with the provisions of current Law.

Respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed)

PHAM VIET HUY



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REGULATIONS ON NOMINATION - ELECTION - CANDIDACY MEMBERS OF THE BOARD OF DIRECTORS

(ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 OF COKYVINA JOINT
STOCK COMPANY)

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, effective from January 1, 2021;

- Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019, effective from January 1, 2021;

- Based on the Charter of COKYVINA Joint Stock Company approved by the Annual General Meeting of Shareholders in 2021.

This regulation guides the conditions and procedures for nominating, standing for election, and electing members of the Board of Directors and members of the Supervisory Board for the term 2025 – 2029 of Cokyvina Joint Stock Company.

Shareholders participating in the nomination and election of members of the Board of Directors are responsible for complying with the provisions of this regulation.

The content of this regulation includes the following provisions:

A- Regulations on Nominating/Proposing Members of the Board of Directors and Supervisory Board:

ARTICLE 1: Number, Conditions, and Standards for Members of the Board of Directors:

I. Number of Members of the Board of Directors:

The number of members of the Board of Directors is: 5 members, including: 1 independent member of the Board of Directors.

II. Conditions and Standards for Members of the Board of Directors:

1. Not belonging to the subjects specified in Clause 2, Article 17 of the Enterprise Law;
2. Having professional qualifications and experience in business management or in the field, industry, or business sector of the company and does not necessarily have to be a shareholder of the company, unless otherwise provided in the company's charter;
3. Members of the Board of Directors of the company may simultaneously be members of the Board of Directors of another company;
4. Independent members of the Board of Directors must meet the following standards and conditions:



- a) They must not be currently employed by the company, the parent company, or any subsidiary of the company; they must not have worked for the company, the parent company, or any subsidiary of the company for at least the last 3 consecutive years;
- b) They must not be receiving a salary or remuneration from the company, except for allowances that Board members are entitled to according to regulations;
- c) They must not have a spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adoptive child, brother, sister, or sibling who is a major shareholder of the company; or who is a manager of the company or its subsidiaries;
- d) They must not directly or indirectly own at least 1% of the total voting shares of the company;
- đ) They must not have been a member of the Board of Directors or the Supervisory Board of the company for at least the last 5 consecutive years, except in cases of continuous appointment for 2 terms.

III. Nomination and candidacy for members of the Board of Directors:

- a) Shareholders or groups of shareholders holding a total number of common shares corresponding to the following percentages have the right to nominate candidates for the Board of Directors, specifically:
 - Holding from 5% to under 10% can nominate one (01) candidate;
 - Holding from 10% to under 30% can nominate two (02) candidates;
 - Holding from 30% to under 40% can nominate a maximum of four (04) candidates;
 - Holding from 50% to under 60% can nominate a maximum of five (05) candidates;
 - Holding from 60% to under 70% can nominate a maximum of six (06) candidates;
 - Holding from 70% to 80% can nominate a maximum of seven (07) candidates;
 - Holding from 80% to under 90% can nominate a maximum of eight (08) candidates.
- b) In case that the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the current Board of Directors may nominate additional candidates, which must be approved by the General Meeting of Shareholders before proceeding with the election.

ARTICLE 3: Application documents for nomination and candidacy for election to the Board of Directors and Supervisory Board:

1. Document components:

The components of the nomination and candidacy documents include:

- Original application for nomination and candidacy to the Board of Directors and Supervisory Board.
- Original resume of the candidate certified by the unit or local authority where they reside.
- Notarized copy: valid ID card/ citizen identification; diploma and certificates confirming the candidate's qualifications.
- Health check certificate from the last 03 months: original.
- Power of attorney, meeting minutes if the candidate is nominated by a group of shareholders: original.

2. Application deadline:

- Nomination and application documents must be submitted to Cokyvina Joint Stock Company no later than 3:00 PM on June 14th, 2026.

- Address for receiving documents: Mr. Hoang Minh Duc – Company Secretary - Cokyvina Joint Stock Company - No. 178 Trieu Viet Vuong Street - Hai Ba Trung Ward - Hanoi. Mobile: 0816248085.

B- Election of members of the Board of Directors:

ARTICLE 4: Principles and subjects of the election:

1. Principles:

- Ensure compliance with the law, the Company's Charter ("Charter"), and in accordance with this Regulation.
- Ensure the principles of transparency, democracy, and the legitimate rights of all shareholders.

2. Subjects of the election:

Shareholders and authorized representatives (hereinafter referred to as "shareholders") who have voting rights (according to the consolidated list of securities holders as of the final registration date of March 31, 2025, prepared by the Vietnam Securities Depository and Clearing Corporation).

ARTICLE 5: Election Committee, Voting Principles, and Vote Counting:

1. Election Committee:

a. Number and List of Election Committee:

- The Election Committee consists of 03 members, including 01 Chairperson and 02 members.
- The list of the Election Committee is proposed by the Chair and must be approved by the General Meeting of Shareholders.
- Members of the Election Committee must not be individuals listed as candidates and/or nominated for the Board of Directors and the Supervisory Board.

b. Responsibilities of the Election Committee:

- Propose the General Meeting of Shareholders to approve the election regulations;
- Guide the election regulations; organize the voting and vote counting;
- Prepare the vote counting minutes and announce them before the General Meeting of Shareholders.
- Be responsible to the General Meeting of Shareholders and the law in case of violations.
- Ensure honesty, accuracy, objectivity, and confidentiality.

2. Voting and ballot counting principles:

- Voting will be conducted through a direct secret ballot at the General Meeting;
- The voting method will be cumulative voting;
- The Election Committee will check the ballot box in the presence of the General Meeting of Shareholders;
- After the General Meeting of Shareholders approves the list of candidates for the Board of Directors, the Election Committee will distribute 01 ballots for the Board of Directors to each shareholder;
- Shareholders are responsible for checking the information on the ballot; if any errors are found, they must report them immediately to the Election Committee;

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- After the voting concludes, the ballot box will be sealed by the Election Committee in the presence of the shareholders.

- The ballot counting must be conducted immediately after the voting ends.

ARTICLE 6: Principles for the election of members of the Board of Directors:

- The number of elected members of the Board of Directors is determined by the votes received, starting from the candidate with the highest number of votes down to the point where the required number of members as stipulated in this regulation is reached.

- In the event that two or more candidates receive the same number of votes for the last member, a re-election will be held for the candidates with equal votes.

ARTICLE 7: Prepare and announce the ballot counting minutes:

- After counting the votes, the Election Committee must prepare the ballot counting minutes.

- The content of the ballot counting minutes includes: the total number of shareholders participating in the meeting, the total number of shareholders voting, the voting rights ratio of shareholders participating in the vote compared to the total voting rights of shareholders attending the meeting (according to the cumulative voting method), the number and percentage of valid votes, invalid votes, and blank votes; the number and percentage of voting rights for each candidate for the Board of Directors;

- The results of the vote counting must be documented in writing, signed by the members of the Election Committee, and announced by the Head of the Election Committee before the General Meeting.

ARTICLE 8: Resolving complaints regarding the election and vote counting:

- In the event that a shareholder raises a complaint or requests a recount of the election results, the Election Committee will directly verify and report the results to the General Meeting of Shareholders.

- Complaints regarding the election and vote counting will be resolved by the chairperson of the General Meeting of Shareholders and recorded in the minutes of the General Meeting of Shareholders.

ARTICLE 9: Effectiveness:

The regulations take effect immediately after being approved by the General Meeting of Shareholders and apply only to the nomination, election, and voting for the Board of Directors and the Supervisory Board of Cokyvina Joint Stock Company for the term 2025-2029.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed and stamped)

PHAM VIET HUY

APPENDIX 1

GUIDELINES FOR CUMULATIVE VOTING

I- Voting Method:

1- Method and form of voting:

- The election of members of the Board of Directors is conducted through direct secret ballot at the General Meeting using the cumulative voting method;
- Each shareholder or authorized representative attending the meeting (referred to as a shareholder) has a "total number of votes" corresponding to the total number of voting shares multiplied by the number of members to be elected to the Board of Directors;

2- Ballot and how to fill out the ballot:

2.1. Type of ballot:

- Each shareholder/authorized representative (referred to as shareholder) will be issued one ballots:

* Ballot for the Board of Directors member (blue)

- These ballot are referred to as "Ballot," which include the shareholder's name and the total number of votes (voting rights). When shareholders receive their ballots, they are requested to verify the information on the ballot; if there are any errors, they must immediately notify the organizing committee.

2.2. How to fill out the ballot:

- Shareholders write the number of votes they wish to cast in the "Voting Rights" column next to the name of the candidate they intend to vote for.
- If not voting for any candidate, shareholders mark (X) in the "Number of Votes" column next to the name of the candidate they do not intend to vote for.
- Shareholders may allocate all their votes to one candidate or distribute their votes among the selected candidates.
- Shareholders may vote for a maximum of 2 candidates for the Board of Directors.
- In case a shareholder makes a mistake on the ballot but has not yet voted, they are advised to contact the Election Committee to exchange the ballot.

2.3 Voting:

- The Organizing Committee will prepare 01 types of ballots and distribute them to shareholders present at the meeting to elect the Board of Directors.
- Shareholders, when filling out the ballots, should place both the ballots for the Board of Directors into the ballot box that has been checked by the General Meeting.
- Voting ends when the last shareholder present at the meeting completes their vote.

3. Validity of the Ballot:

3.1. A valid ballot is:

- A ballot issued by the Organizing Committee according to the template with the round seal of COKYVINA Joint Stock Company;



- Voting for candidates for the Board of Directors listed in the nomination and candidacy list, and within the number of members to be elected approved by the General Meeting;
- The total number of ballots is less than or equal to the number of votes of the shareholders.
- The ballot is not erased or altered.

3.2. Invalid ballots are:

- Ballots not issued by the organizing committee of the congress;
- Ballots not stamped with the official seal of COKYVINA Joint Stock Company;
- Ballots that are torn, crossed out, erased, corrected, or contain additional content not in accordance with regulations (in case of an error, a new ballot must be issued);
- Ballots with a total number of votes exceeding the total number of votes of shareholders;
- Ballots voting for individuals not on the list approved by the general meeting of shareholders;
- Ballots casting votes exceeding the number of members of the Board of Directors that need to be elected.

II- Cumulative voting method:

Below is an example of how to cast a vote for the Board of Directors:

Suppose the shareholders' meeting votes to elect 2 members of the Board of Directors. Shareholder Nguyen Van A holds 1,000 voting shares (including ownership and proxy shares). Therefore, the total number of votes for shareholder Nguyen Van A is: $(1,000 \times 2) = 2,000$ votes.

Shareholder Nguyen Van A can exercise cumulative voting in the following cases:

1. Case 1.

Shareholder Nguyen Van A evenly distributes his votes among the 2 candidates he has chosen (each candidate receives 1000 votes).

NO	Full name	VOTING BALLOT NUMBER
1.	Candidate 1	1.000
2.	Candidate 2	1.000
3.	Candidate 3	X

2. Case 2.

Shareholder Nguyen Van A casts all of his votes for one candidate (for candidate 4).

NO	Full name	VOTING BALLOT NUMBER
1.	Candidate 1	X
2.	Candidate 2	X
3.	Candidate 3	X
4.	Candidate 4	5.000

- Building technology-based competitive advantages to increase enterprise value-added.

Pillar 3: Expanding Cooperation and Diversifying Business Models

- Establishing strategic partnerships with enterprises inside and outside VNPT to diversify non-VNPT partners and investment cooperation, developing and diversifying new commercial product and service business activities, resource sharing, and broadened market access.
- Effectively leveraging the Company's existing resources, including infrastructure, real estate, and logistics systems, to develop service, commercial, and financial investment activities.
- Strengthening participation in the telecommunications equipment and technology solutions supply chain, progressively expanding market reach.

2.2. Strategic Objectives

2.2.1. Overall Objectives

During 2026–2029, COKYVINA Joint Stock Company aims to firmly consolidate its domestic market position in traditional business areas — including import-export agency, labor leasing (staff outsourcing), logistics, telecommunications services, value-added services, and power generator supply — while proactively expanding operations beyond VNPT to create new growth drivers and enhance long-term competitiveness. Specifically, the Company aims to:

- Maintain and grow domestic market share in traditional commercial services, leveraging brand reputation, existing customer network, and stable service supply capacity.
- Achieve sustainable revenue growth, with a minimum average annual growth rate of 5%; maintain effective cash flow and financial structure management, improve capital utilization efficiency, and enhance Return on Equity (ROE).
- Accelerate development of non-VNPT markets, especially in digital transformation services, workforce training, commercial representation, logistics services, and accommodation/office leasing, to form a diversified business ecosystem, generate stable revenue streams, and reduce dependence on traditional business activities.
- Progressively localize inputs, reduce costs, increase internal value-added ratios, improve competitiveness, and enhance self-reliance against market volatility.
- Intensify the search for investment cooperation opportunities and value chain expansion, aiming for comprehensive development of integrated telecommunications-technology-training commercial products and services.
- Strengthen internal enterprise capacity through high-quality personnel training, promote innovation, apply digital transformation in administration and governance, link income to labor productivity, and create a dynamic and sustainable working environment.

2.2.2. Company Development Targets to 2029

Based on the development orientation of the Company's Party Committee and Management, the VNPT Group's directives, and 2025 business production results, COKYVINA establishes the following specific targets for 2026–2029:

Unit: Million VND

COKYVINA JOINT STOCK COMPANY

No. 178 Trieu Viet Vuong Street, Hai Ba Trung Ward, Hanoi

**LIST OF SHAREHOLDERS ATTENDING THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
(JUNE 23, 2026)**

No.	Shareholder Name	Shares Owned	Authorized Shares	Total Voting Shares	Notes
	Registered Attending Shareholders				
CAPITAL REPRESENTATIVES, BOD MEMBERS		428,800	2,662,420	3,091,220	
1	Pham Viet Huy		214,520	214,520	BOD Chairman
2	Ly Chi Duc	34,500	857,050	891,550	BOD Member - GD
3	Nong Van Hieu		595,350	595,350	BOD Member
4	Nguyen Thi Mui	394,300	400,150	794,450	BOD Member
5	Hoang Thi Thu Hien		595,350	595,350	Deputy GD
MAJOR SHAREHOLDERS, ORGANIZATIONS		260,200		260,200	
6	Nguyen Manh Hai	260,200		260,200	
OTHER SHAREHOLDERS		79,000	10,100	89,100	
7	Pham Ngoc Ninh	50,000		50,000	
8	Phan Thi Thanh Sam	29,000	10,100	39,100	
					voting ratio
Total		768,000	2,672,520	3,440,520	85.76%

Hanoi, June 23, 2026

**ON BEHALF OF THE SHAREHOLDER CREDENTIAL VERIFICATION COMMITTEE
CHAIRPERSON**

(signed and sealed)

TA QUANG HIEP

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**ELECTION MINUTES
ELECTION OF BOARD OF DIRECTORS MEMBERS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
COKYVINA JOINT STOCK COMPANY**

Today, at 10:15 AM, June 23, 2026, at the Meeting Room on Floor 2 – COKYVINA Building, 178 Trieu Viet Vuong, Hanoi, we include:

- | | | |
|------------------------------|---------------------------------------|----------------|
| 1. Mr. Nguyen Huu Phu | - Director of TTCUNNL | - Chairperson. |
| 2. Mr. Phan Nhat Tan | - Deputy Director of TTKD DVVT | - Member. |
| 3. Ms. Nguyen Thi Can Tho | - Officer, Finance & Accounting Dept. | - Member. |
| 4. Mr. Do Xuan Hieu | - Officer, TTKD XNK | - Member. |
| 5. Ms. Nguyen Le Phuong Thao | - Officer, Finance & Accounting Dept. | - Member. |

Elected by the 2026 Annual General Meeting of Shareholders into the Election Committee to conduct elections to supplement members of the Board of Directors (BOD) for the term (2025 – 2029).

- Pursuant to the Enterprise Law of Vietnam
- Pursuant to the Charter of Cokyvina Joint Stock Company
- Pursuant to the functions and duties of the Election Committee

The 2026 Annual General Meeting of Shareholders conducted elections for BOD members of COKYVINA Company for the term 2025 – 2029 by cumulative voting with the number of shares attending as follows:

- Total voting shares: 4,012,000 shares.
- Total voting shares attending the meeting: 3,440,520 shares, representing 85.76% of eligible voting shares.

A/ LIST OF CANDIDATES UNANIMOUSLY APPROVED BY THE GMS, INCLUDING:

I. List of candidates for BOD for the term 2025 – 2029, including:

1. Ms. Hoang Thi Thu Hien
2. Mr. Nguyen Trung Kien

II. Election Results:

No.	CONTENT	BOD
1	Number of ballots issued	8
2	Number of ballots collected	8
3	Number of valid ballots	8
4	Number of invalid ballots	0

B/ ELECTION RESULTS

I. Results of BOD member elections

No.	Full Name	Votes Received	Voting Rate (%) over Total Shares Present at the Meeting
1	Ms. Hoang Thi Thu Hien	4,558,100	132.48%
2	Mr. Nguyen Trung Kien	2,283,140	66.36%

II. Results

Based on current legal regulations, the announced election rules and the election results, the Election Committee hereby announces the election results and determines the BOD members of Cokyvina Joint Stock Company for the term 2025 – 2029, as follows:

1. BOD Members

No.	Full Name	Votes Received	Voting Rate (%) over Total Shares Present at the Meeting
1	Ms. Hoang Thi Thu Hien	4,558,100	132.48%
2	Mr. Nguyen Trung Kien	2,283,140	66.36%

The election was completed at 10:30 AM on the same day. These minutes were drawn up on the spot and unanimously signed by all members of the Election Committee.

These minutes were approved by the 2026 Annual General Meeting of Shareholders on the same day.

The Election Committee hereby returns the Election Minutes to the Presidium.

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ELECTION OF BOARD OF DIRECTORS MEMBERS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
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| 2. Mr. Phan Nhat Tan | - Deputy Director of TTKD DVVT | - Member. |
| 3. Ms. Nguyen Thi Can Tho | - Officer, Finance & Accounting Dept. | - Member. |
| 4. Mr. Do Xuan Hieu | - Officer, TTKD XNK | - Member. |
| 5. Ms. Nguyen Le Phuong Thao | - Officer, Finance & Accounting Dept. | - Member. |

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These minutes were approved by the 2026 Annual General Meeting of Shareholders on the same day.

The Election Committee hereby returns the Election Minutes to the Presidium.

SIGNATURES OF ELECTION COMMITTEE MEMBERS

(signed and sealed)

Nguyen Thi Can Tho

Do Xuan Hieu

Nguyen Le Phuong Thao

Phan Nhat Tan

ELECTION COMMITTEE CHAIRPERSON

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

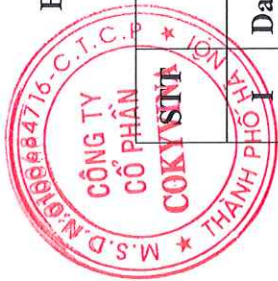
Nguyen Huu Phu

Ly Chi Duc

BẢNG TÓM TẮT SƠ YẾU LÝ LỊCH ỨNG VIÊN BẦU BỔ SỰNG VÀO HỘI ĐỒNG QUẢN TRỊ VÀ BAN KIỂM SOÁT

CÔNG TY CỔ PHẦN COKYVINA NHIỆM KỲ 2025 – 2029

HỌ TÊN	GIỚI TÍNH	NGÀY SINH	SỐ CMND/CCCD	ĐỊA CHỈ	TRÌNH ĐỘ CHUYÊN MÔN	NGHỀ NGHIỆP HIỆN TẠI
Danh sách ứng viên Hội đồng quản trị						
1	Hoàng Thị Thu Hiền	Nữ	18/12/1978	036178015765	Số nhà 39, ngõ 103, Phố 8/3, phường Bạch Mai, TP Hà Nội	Thạc sĩ chuyên ngành Kế toán Phó Tổng giám đốc Công ty Cổ phần Cokyvina
2	Nguyễn Trung Kiên	Nam	22/05/2978	001078023433	Số 30/466/65 Ngõ Gia Tự, tổ 14 cụm Đức Giang, phường Việt Hưng, Thành phố Hà Nội	Kỹ sư chuyên ngành Tự động hóa Nhân viên Tổng công ty quản lý bay Việt Nam





Bộ, Tỉnh: UBQLV NN TẠI DN
Đơn vị trực thuộc: TẬP ĐOÀN VNPT
Đơn vị cơ sở: Công ty CP Cokyvina

Mẫu 2C/TCTW-98

SƠ YẾU LÝ LỊCH

Số hiệu cán bộ, công chức

Nữ

- 1) Họ và tên khai sinh: Hoàng Thị Thu Hiền
2) Các tên gọi khác: Không
3) Cấp ủy hiện tại: Chi bộ Văn phòng Công ty, Cấp ủy kiêm:

Chức vụ (Đảng, đoàn thể, Chính quyền, kể cả chức vụ kiêm nhiệm): Phó Bí thư Đảng ủy

Phụ cấp chức vụ:

4) Sinh ngày: 18 tháng 12 năm 1978

5) Nơi sinh: Tỉnh Ninh Bình.

6) Quê quán (Xã, phường) Xã Phù Đổng (huyện, quận):

(tỉnh, TP): Hà Nội

7) Nơi ở hiện nay (Xã, huyện, tỉnh hoặc số nhà, đường phố, TP): Số nhà 39, ngõ 103, Phố 8/3, Phường Bạch Mai, TP Hà Nội, Điện thoại: 091-8935688

Nơi đăng ký hộ khẩu thường trú (Số nhà, đường phố, thành phố, xóm, thôn, xã, huyện, tỉnh Số nhà 39, ngõ 103, Phố 8/3, Phường Bạch Mai, TP Hà Nội

8) Dân tộc: (Kinh, Tày, Mông, Ê đê...): Kinh

9) Tôn giáo: Không

10) Thành phần gia đình xuất thân: trí thức

(Ghi là công nhân, nông dân, cán bộ, công chức, trí thức, quân nhân, dân nghèo thành thị, tiểu thương, tiểu chủ, tư sản ...)

11) Nghề nghiệp bản thân trước khi được tuyển dụng: Kế toán

(Ghi nghề được đào tạo hoặc công nhân (thợ gì), làm ruộng, buôn bán, học sinh, ...)

12) Ngày được tuyển dụng: 01 / 11 / 2020 Vào cơ quan nào, ở đâu: Công ty CP Cokyvina

13) Ngày vào cơ quan hiện đang công tác: 01/ 11/ 2020

Ngày tham gia cách mạng: / /

14) Ngày vào Đảng Cộng sản Việt Nam: 27/09/2022

Ngày chính thức: 27/09/2023

15) Ngày tham gia các tổ chức chính trị, xã hội:

Ngày vào Đoàn 26/3/1992

(Ngày vào Đoàn TNCSHCM, Công đoàn, Hội)

16) Ngày nhập ngũ: ... / ... / Ngày xuất ngũ: ... / ... / Quân hàm, chức vụ cao nhất (năm):

17) Trình độ học vấn: Giáo dục phổ thông: 12/12 Học hàm, học vị cao nhất: Thạc sĩ

(Lớp mấy) (GS, PGS, TS, PTS, Thạc sĩ, Cử nhân, Kỹ sư ... năm nào, chuyên ngành gì)

- Lý luận chính trị: Sơ cấp

- Ngoại ngữ: Anh C

(Cử nhân, Cao cấp, Trung cấp, Sơ cấp)

(Anh (A/B/C/D) Nga (A/B/C/D) Pháp (A/B/C/D) ...)

18) Công tác chính đang làm: Phó Tổng giám đốc.

19) Ngạch công chức: (mã số:) Bậc lương:, hệ số: từ tháng /.....

20) Danh hiệu được phong (năm nào):

(Anh hùng lao động, anh hùng lực lượng vũ trang, nhà giáo, thầy thuốc, nghệ sĩ nhân dân, ưu tú)

21) Sở trường công tác:

Công việc đã làm lâu nhất: Kế toán

22) Khen thưởng:

(Huân, huy chương, năm nào)

23) Kỷ luật (Đảng, Chính quyền, Đoàn thể, Cấp quyết định, năm nào, lý do, hình thức, ...): Không

24) Tình trạng sức khỏe: Bình Thường Cao: 1m 55, Cân nặng: 55 (kg), Nhóm máu: O (tốt, bình thường, yếu hoặc có bệnh mãn tính gì)



25) Số chứng minh nhân dân: 036178015765

Thương binh loại: Gia đình liệt sĩ:

26) ĐÀO TẠO, BỒI DƯỠNG VỀ CHUYÊN MÔN, NGHIỆP VỤ, LÝ LUẬN CHÍNH TRỊ, NGOẠI NGỮ

Tên trường	Ngành học hoặc tên lớp học	Thời gian học	Hình thức học	Văn bằng, chứng chỉ, trình độ gì
Học viện Ngân Hàng	Kế toán	T6/2021-T10/2023	Chính quy	Thạc sỹ
ĐHDL Phương Đông	Kế toán Kiểm toán	T9/1996-T8/2000	Chính quy	Cử nhân
TT tiếng Anh khoa học Language Link	Tiếng Anh C	T6/2000	Tập trung	Chứng chỉ
Công ty Phát triển tinh học Hà Nội	Tin học VP + Kế toán	T9/2000	Tập trung	Chứng chỉ
Học viện Tài Chính	Kế toán trưởng	T4/2016-T6/2016	Tập trung	Chứng chỉ
Đảng ủy Tập đoàn Bưu chính Viễn thông Việt Nam	Lớp bồi dưỡng nhận thức về Đảng	T4/2021	Tập trung	Giấy chứng nhận
	Lớp bồi dưỡng Đảng viên mới	T12/2022	Tập trung	Giấy chứng nhận

Ghi chú: Hình thức học: Chính quy, tại chức, chuyên tu, bồi dưỡng .../ Văn bằng: Tiến sĩ, Phó tiến sĩ, Thạc sĩ, Cử nhân, Kỹ sư ...

27) TÓM TẮT QUÁ TRÌNH CÔNG TÁC

Từ tháng, năm đến tháng, năm	Chức danh, chức vụ, đơn vị công tác (Đảng, Chính quyền, Đoàn thể)
T9/2000-T11/2002	Kế toán viên - Công ty Micheal manufacture (Công ty 100% vốn của Ý)
T12/2001-T4/2007	Kế toán trưởng – Công ty TNHH ATA (Công ty 100% vốn Việt Nam)
T5/2007- T12/2008	Kế toán trưởng – Công ty CP Đầu tư tài chính Việt Nam (Công ty 100% vốn Việt Nam)
T1/2009-T7/2010	Kế toán trưởng - Công ty CP phát triển doanh nghiệp Việt Nam (Công ty 100% vốn Việt Nam)
T8/2010-31/1/2020	Kế toán trưởng – Công ty TNHH Yamagata Việt Nam (Công ty 100% vốn của Nhật)
T11/2020-1/7/2025	Kế toán trưởng – Công ty CP Cokyvina (Công ty 100% vốn Việt Nam)
2/7/2025 đến nay	Phó Tổng giám đốc- Công ty CP Cokyvina(Công ty 100% vốn Việt Nam)

28) ĐẶC ĐIỂM LỊCH SỬ BẢN THÂN

a) Khai rõ: bị bắt, bị tù (từ ngày tháng năm nào đến ngày tháng năm nào, ở đâu), đã khai báo cho ai, những vấn đề gì: Không có.

b) Bản thân có làm việc trong chế độ cũ (Cơ quan, đơn vị nào, địa điểm, chức danh, chức vụ, thời gian làm việc ...): Không tham có

29) QUAN HỆ VỚI NƯỚC NGOÀI

- Tham gia hoặc có quan hệ với các tổ chức chính trị, kinh tế, xã hội nào ở nước ngoài (làm gì, tổ chức nào, đặt trụ sở ở đâu...?): Không tham gia.

- Có thân nhân (Bố, mẹ, vợ, chồng, con, anh chị em ruột) ở nước ngoài (làm gì, địa chỉ ...)? Không có

30) QUAN HỆ GIA ĐÌNH

a) Về bản thân: **Bố, Mẹ, Vợ (chồng), các con, anh chị em ruột**

Quan hệ	Họ và tên	Năm sinh	Quê quán, nghề nghiệp, chức danh, chức vụ, đơn vị, công tác, học tập, nơi ở (trong, ngoài nước); thành viên các tổ chức chính trị-xã hội ...
Bố đẻ	Hoàng Mạnh Hiếu	1944	Đã mất năm 1996 Quê quán: Xã Phù Đổng, Hà Nội Nghề nghiệp khi còn sống: Bác sỹ, Giảng viên, Trường Đại học Điều dưỡng. Đảng viên Đảng cộng sản Việt Nam
Mẹ đẻ	Nguyễn Thị Chiến	1949	Quê quán: Xã Phù Đổng, Hà Nội Hà Nội Nghề nghiệp: Giảng viên Trường Đại học Điều dưỡng. Hiện nay đã nghỉ hưu
Chồng	Bùi Huy Hải	1974	Quê quán: Phường Trường Thi, Tỉnh Ninh Bình Nghề nghiệp: Giảng viên, PGS. Tiến sĩ Khoa Điện Tử và kỹ thuật máy tính. Trường Đại học Kinh tế Kỹ thuật Công nghiệp. Đảng viên Đảng cộng sản Việt Nam
Các con:	Con gái: Bùi Hoàng Linh	2002	Học viên cao học, trường đại học Liège tại Bỉ
	Con trai: Bùi Huy Khôi	2011	Học sinh trường THCS Trung Vương, Hà Nội
Anh chị em ruột	Anh trai: Hoàng Hải	1971	Quê quán: Xã Phù Đổng, Hà Nội Nghề nghiệp: Bác sỹ, Cục thanh tra y tế- giáo dục, Thanh tra chính phủ. Đảng viên Đảng cộng sản Việt Nam

b) **Bố, Mẹ, anh chị em ruột (bên vợ hoặc chồng):**

Quan hệ	Họ và tên	Năm sinh	Quê quán, nghề nghiệp, chức danh, chức vụ, đơn vị, công tác, học tập, nơi ở (trong, ngoài nước); thành viên các tổ chức chính trị-xã hội ...
Bố chồng	Bùi Huy Ký	1942	Quê quán: Phường Trường Thi, Tỉnh Ninh Bình Nghề nghiệp: Kỹ sư Tổng Công ty Dệt Nam Định. Hiện nay đã nghỉ hưu. Đảng viên Đảng Cộng sản Việt Nam.
Mẹ chồng	Bùi Thị Hằng	1950	Quê quán: Thạch Sơn, Anh Sơn, Nghệ An Nghề nghiệp: Kỹ sư Tổng Công ty Dệt Nam Định. Hiện nay đã mất.
Anh chị em ruột	Em chồng: Bùi Thị Thanh Hương	1978	Quê quán: Phường Trường Thi, Tỉnh Ninh Bình Nghề nghiệp: Giảng viên ngôn ngữ Trường Đại học Quốc Gia, Hà Nội
	Em chồng: Bùi Thị Minh Khuê	1981	Quê quán: Phường Trường Thi, Tỉnh Ninh Bình Nghề nghiệp: Thạc sỹ ngôn ngữ, Phiên dịch tự do

31) HOÀN CẢNH KINH TẾ GIA ĐÌNH

- Quá trình lương của bản thân:

Tháng/năm:	11/2020	5/2022	01/2025	07/2025		
Ngạch/bậc:	3	1	2	2		
Hệ số lương:	1,5	1,78	1,99	2,29		

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc



SƠ YẾU LÝ LỊCH

1. Họ và tên: NGUYỄN TRUNG KIÊN

Nam/nữ: Nam

Bí danh (nếu có):

2. Ngày tháng năm sinh: 22/05/1978

3. Nơi sinh: Xã Phù Đổng, Thành phố Hà Nội

4. Số CCCD/hộ chiếu: 001078025433

Cấp ngày: 18/10/2024 tại: Bộ Công an

5. Quốc tịch: Việt Nam

6. Nơi đăng ký hộ khẩu thường trú: Số 30/466/65 Ngô Gia Tự, tổ 14 cụm Đức Giang, phường Việt Hưng, Thành phố Hà Nội

7. Chỗ ở hiện tại: Số 30/466/65 Ngô Gia Tự, tổ 14 cụm Đức Giang, phường Việt Hưng, Thành phố Hà Nội

8. Địa chỉ liên lạc thường xuyên: Số 30/466/65 Ngô Gia Tự, tổ 14 cụm Đức Giang, phường Việt Hưng, Thành phố Hà Nội

9. Điện thoại liên lạc: 0989065369 Fax : Email: kienmail@gmail.com

10. Đại diện cho pháp nhân (nếu có):

11. Quá trình học tập, đào tạo chuyên môn (có thể sử dụng tài liệu đính kèm)

Thời gian	Tên trường	Chuyên ngành đào tạo	Bằng cấp
1996 - 2001	Đại học Bách khoa Hà Nội	Tự động hóa	Kỹ sư

12. Quá trình công tác (chi tiết về các nghề nghiệp, chức vụ, vị trí công tác đã qua, kết quả công tác tại từng vị trí)

TT	Thời gian	Nơi làm việc	Chức vụ/Vị trí công tác	Khen thưởng	Kỷ luật
1	2001-2002	Cục Lưu trữ - Văn phòng trung ương Đảng	Nhân viên		
2	2002- 2003	Công ty Tư vấn Đầu tư Xây dựng Dầu khí	Nhân viên		

3	2003 – nay	Tổng công ty Quản lý bay Việt Nam	Nhân viên		
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13. Chức vụ hiện nay đang nắm giữ tại các doanh nghiệp bảo hiểm và doanh nghiệp khác, văn phòng đại diện nước ngoài tại Việt Nam.

14. Nhân thân người khai (Quan hệ vợ, chồng, bố, bố nuôi, mẹ, mẹ nuôi, con, anh chị em ruột...)

TT	Mối quan hệ	Họ và tên	Năm sinh	CMND/hộ chiếu	Địa chỉ thường trú	Nghề nghiệp	Đơn vị công tác	Chức vụ
	Vợ	Trịnh Thị Thu Giang	1980	024180010829	Số 30/466/65 Ngô Gia Tự, tổ 14 cụm Đức Giang, phường Việt Hưng, Thành phố Hà Nội	Kỹ sư công nghệ thông tin	Cục Thuế	Nhân viên
	Bố	Nguyễn Văn Căn	1949	001049004122	Số 30/466/65 Ngô Gia Tự, tổ 14 cụm Đức Giang, phường Việt Hưng, Thành phố Hà Nội	Nghỉ chế độ		
	Mẹ	Vũ Thị Thắng	1955	034155015920	Số 30/466/65 Ngô Gia Tự, tổ 14 cụm Đức Giang, phường Việt Hưng, Thành phố Hà Nội	Nghỉ chế độ		

Con	Nguyễn Việt Hoa	2007	001307013298	Số 30/466/65 Ngô Gia Tự, tổ 14 cụm Đức Giang, phường Việt Hưng, Thành phố Hà Nội	Sinh viên	Học viện quân y	
Con	Nguyễn Thị Hà Phương	2013	001313038899	Số 7/66 Ngọc Lâm, phường Bồ Đề, Thành phố Hà Nội	Học sinh	Trường THCS Ái Mộ	
Con	Nguyễn Văn Đăng Giáp	2014	001214031636	Số 7/66 Ngọc Lâm, phường Bồ Đề, Thành phố Hà Nội	Học sinh	Trường THCS Ái Mộ	
Em ruột	Nguyễn Thị Thu Hằng	1980	001180040780	Tổ 6, phường Việt Hưng, Thành phố Hà Nội	Y tá	Công ty Bia Hà Nội	Nhân viên
Em ruột	Nguyễn Trung Dũng	1983	001083003586	Số 30/466/65 Ngô Gia Tự, tổ 14 cụm Đức Giang, phường Việt Hưng, Thành phố Hà Nội	Kỹ sư điện tử	Công ty CP TMLĐ Thái Hà	Giám đốc

15. Cam kết trước pháp luật:

- Tôi xin cam kết sẽ không vi phạm các quy định của pháp luật và Điều lệ của Công ty.

- Tôi xin cam kết những lời khai trên là đúng sự thật. Tôi xin chịu hoàn toàn trách nhiệm đối với bất kỳ thông tin nào không đúng với sự thật tại bản khai này.
- Tôi cam kết sẽ thông báo cho Công ty về bất kỳ thay đổi nào liên quan đến nội dung bản khai trên phát sinh trong thời gian đương nhiệm.

Hà Nội, ngày 08 tháng 05 năm 2026

Xác nhận của cơ quan chức năng

*(Ủy ban nhân dân đối với cá nhân/cơ quan
công tác nếu là đại diện của pháp nhân)*

Người khai



Nguyễn Trung Kiên