



Number: *AH* /CBTT-QTC  
Subject: Publication of the 2025 Annual  
Report.

*Da Nang, April 13, 2026*

**INFORMATION PUBLISHED ON THE ELECTRONIC PORTAL OF THE STATE  
SECURITIES COMMISSION AND THE HANOI STOCK EXCHANGE**

To: - State Securities Commission  
- Hanoi Stock Exchange

Company's trade name: **Construction Investment and Telecommunications  
Infrastructure Development Joint Stock Company**  
Stock code: **QCC**  
Head office address: Phan Boi Chau Street, Ban Thach Ward, Da Nang City,  
Vietnam  
Phone: 0 235.3811811 Fax: 0235.3811999  
Person responsible for disclosing information: Mr. Tran Hoai Thanh  
Position: Deputy General Director  
Type of information to be released:  24h  72h  Requirements  
 Periodic  Abnormalities

**Content of the information published:** Annual Report 2025 of the Construction Investment  
and Telecommunications Infrastructure Development Joint Stock Company.

This information was published on the Company's website on April 13, 2026, at  
<http://www.qtc.com.vn>.

We hereby declare that the information published above is true and accurate, and we assume  
full legal responsibility for its content.

**Recipient:**

- As sent
- Save QTC

**Person responsible for disclosing informatio  
Deputy General Manager**



**Tran Hoai Thanh**





**CONSTRUCTION INVESTMENT AND  
TELECOMMUNICATIONS  
INFRASTRUCTURE DEVELOPMENT  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

Number: *A3* /BC-QTC

Da Nang, April 13, 2026

**REPORT**  
**Annually 2025**

To: - State Securities Commission  
- Hanoi Stock Exchange

**I. GENERAL INFORMATION**

**1. General information:**

- Trade name: Construction Investment and Telecommunications Infrastructure Development Joint Stock Company
- Business registration certificate number: 4000364082, first registered on January 25, 2002, 17th amendment registered on March 6, 2026.
- Registered capital: **15,000,000,000 VND** (Fifteen billion Vietnamese Dong).
- Owner's investment capital: **21,138,914,131 VND** (*Twenty-one billion, one hundred thirty-eight million, nine hundred fourteen thousand, one hundred thirty-one Vietnamese Dong*).
- Address: Phan Boi Chau Street, Ban Thach Ward, Da Nang City, Vietnam.
- Phone number : 0235.3811 811
- Fax number : 0235.3811 999
- Website : <http://www.qtc.com.vn>
- Stock ticker symbol : **QCC**

**\* Formation and development process:**

✚ 2002: On January 25, 2002, Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company (QTC) was established.

✚ 2010: On October 6, 2010, QCC shares of Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company officially began trading on the Hanoi Stock Exchange (HNX) according to Announcement No. 906/TB-SGDHN dated September 29, 2010.

✚ 2014:

✓ On April 29, 2014, the Hanoi Stock Exchange issued Decision No. 212/QD-SGDHN regarding the delisting of QCC shares due to the auditing firm's unfavorable

opinion on the Company's 2013 financial statements, falling under the delisting provisions of Point h, Clause 1, Article 60 of Decree 58/2012/ND-CP dated July 20, 2012.

✓ On May 26, 2014, QCC shares were officially delisted from the Hanoi Stock Exchange.

✓ On May 30, 2014, QCC shares of Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company were approved for trading on the Hanoi Stock Exchange according to Decision No. 286/QĐ-SGDHN.

✓ On June 6, 2014, QCC shares of Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company officially began trading on the Upcom exchange of the Hanoi Stock Exchange, according to Announcement No. 487/TB-SGDHN dated May 30, 2014.

✦ 2016: On April 21, 2016, the company changed its name from Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company to Telecommunications Infrastructure Investment, Construction and Development Joint Stock Company.

\* **Other key events:**

Construction Investment and Telecommunications Infrastructure Development Joint Stock Company (QTC) has made innovative and groundbreaking advancements, contributing significantly to the provision of services for telecommunications networks and other industries. QTC has received numerous accolades from the Quang Nam Provincial People's Committee and VNPT Group: VNPT Group's Emulation Flag (2002; 2003; 2005; 2016; 2017; 2018; 2019; 2022, 2023); Quang Nam Provincial People's Committee's Emulation Flag (2004); Certificates of Merit from the Quang Nam Provincial People's Committee (2002, 2003, 2008, 2009, 2014); Certificates of Merit from VNPT Group (2004, 2006, 2007, 2015); and a Certificate of Merit from the Ministry of Information and Communications for the period 2017-2018.

**2. Business sector and geographical area:**

\* Business sector (*List the business sectors or products/services that accounted for more than 10% of total revenue in the last two years*).

- Construction of telecommunications and communication infrastructure

Details: Construction of telecommunications and communication cable networks and related structures; Construction of radio and television broadcasting stations and related facilities.

- Postal

- Road freight transport

- Other telecommunications activities

Details: Telecommunications testing and measurement services

- Real estate business, land use rights belonging to the owner, user or lessee.

Details: Real estate business, investment, infrastructure business, property.

- Trading in electronic and telecommunication equipment and components.
- Trading in machinery, equipment and other machine parts.  
Details: Buying and selling mechanical, electrical, and refrigeration equipment.
- Rental of machinery, equipment and other tangible goods without operators.  
Details: Leasing of operating assets, leasing of postal, telecommunications, electronic, and information technology products and equipment.
- Construction of other civil engineering works
- Manufacturing of communication equipment
- Manufacture of other electronic components (not operating at the headquarters)
- Road construction
- Construction of power plants
- Manufacture of computers and computer peripherals (not operating at the headquarters)
- Repair and maintenance of other equipment  
Details: Maintenance, servicing, and operational support for postal, telecommunications, mechanical, electrical, refrigeration, and IT equipment.
- Construction of water supply and drainage systems
- Trading in computers, peripherals, and software.
- Construction of other public works
- Hotels and similar accommodation services  
Details: Hotel
- Building a house to live in.
- Publish other software
- Wired, wireless, and satellite telecommunications operations
- Building houses not to live in.
- Other computer and information technology services  
Details: Providing value-added services online.
- Construction of mining facilities
- Construction of processing and manufacturing facilities.
- Web search portal operations and other information services
- Management consulting activities  
Details: Technical consulting, investment project planning, design, verification, and technology transfer in the fields of postal services, telecommunications, electricity, electronics, refrigeration, and information technology (excluding financial and legal consulting).

- Construction of hydraulic structures
- Electrical system installation
- Installation of water supply and drainage systems, heating and air conditioning systems.
- Manufacture of concrete and concrete products, cement and gypsum  
Details: Manufacturing of centrifugal concrete columns and concrete components.
- Architectural and related engineering consulting activities

Details: Design of power lines and substations up to 35KV, power supply systems for civil and industrial buildings, and urban infrastructure projects. Review of construction investment projects. Inspection and certification of structural safety and quality compliance of construction projects; Design of civil and industrial buildings; Survey and design of infrastructure and irrigation projects; Geotechnical surveys; Construction survey supervision; Interior and exterior design of buildings; Architectural design of buildings; Design of road projects, bridge construction projects, and fire protection systems for construction projects; Consulting and supervision of construction projects involving geological, topographical, and hydrological surveys; Consulting and supervision of construction of civil, industrial, bridge, road, infrastructure, transportation, and telecommunications network equipment installation projects. Supervision of construction and completion of power lines and substations up to 500KV; Supervision of topographic surveys for construction projects; Supervision of construction of hydroelectric power plants; Supervision of construction and completion of civil and industrial works; Supervision of construction and completion of irrigation works and rural agricultural infrastructure.

\* Business Area (*List the main business areas accounting for over 10% of total revenue in the last two years*) : Da Nang City and Quang Ngai Province.

### **3. Information on the governance model, business organization, and management structure:**

#### **3.1 Governance Model.**

+ **Board of Directors:** The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company to decide on all matters related to the Company's purpose and interests, except for matters falling under the authority of the General Meeting of Shareholders. The Board of Directors is responsible for supervising the Executive Board and other managers. The rights and obligations of the Board of Directors are stipulated by law, the Company's charter, internal regulations, and resolutions of the General Meeting of Shareholders.

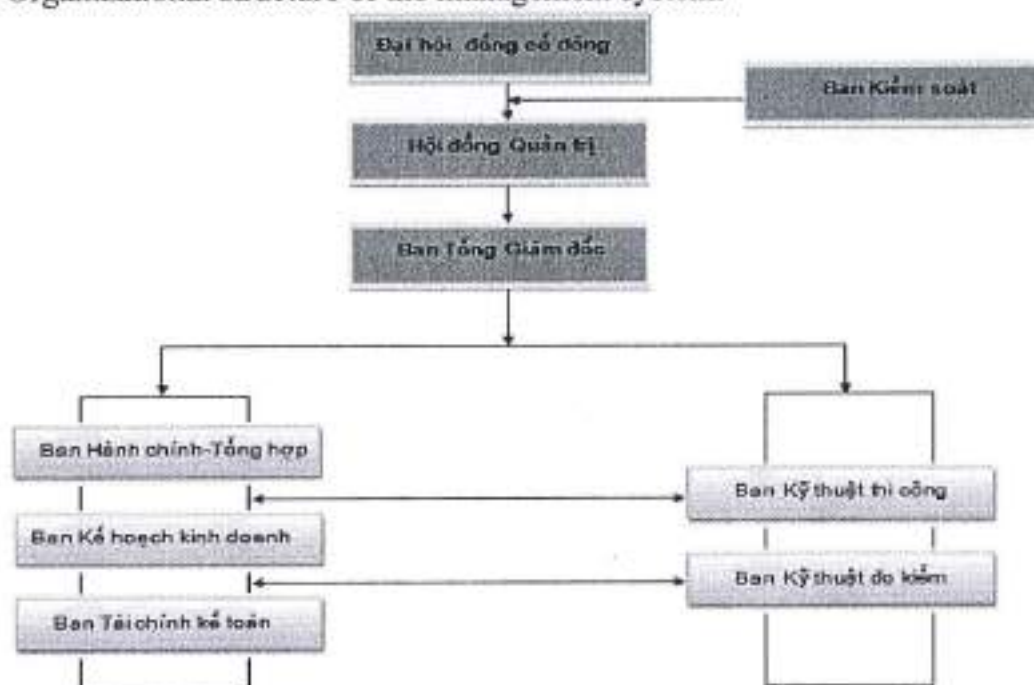
+ **Supervisory Board:** This is an agency directly under the General Meeting of Shareholders, elected by the General Meeting of Shareholders. The Supervisory Board is responsible for examining the reasonableness and legality of the Company's business operations and financial statements. The Supervisory Board operates independently of the Board of Directors and the General Management Board.

+ **General Director:** The General Director of the Company is the legal representative of the Company in managing all production and business activities. The General Director is appointed and dismissed by the Board of Directors. The General Director is responsible to the Board of Directors and the law for the results of the Company's production and business activities.

+ **Deputy General Directors:** The Deputy General Directors assist the General Director in managing all company operations in their assigned and authorized areas, and are accountable to the General Director and the law for their assigned and authorized duties.

+ **Functional Departments:** Established by the Board of Directors based on the proposal of the CEO, these departments are responsible for implementing and advising the CEO on matters within their respective functional scopes, and coordinating with subordinate units in achieving the company's overall goals and strategies.

### 3.2 Organizational structure of the management system.



### 3.3 Subsidiaries and affiliated companies: None

## 4. Development orientation:

The Investment, Construction and Development of Telecommunications Infrastructure Joint Stock Company (QTC) has identified key tasks to be implemented in 2025, specifically:

- Continue to improve corporate governance and company management in accordance with the Charter, Regulations, and Rules that were adjusted and approved in 2021, while periodically reviewing and supplementing the Regulations on production and business operations to suit the actual situation of each period;

- Strengthen and strictly control market development activities, monitor costs in market operations, and ensure that market expenses are used for the right purposes and effectively;

- To strengthen the stability and development of the Company, enhance its reputation and brand in providing effective, high-quality, and comprehensive consulting services to clients in the core field of technical infrastructure, with appropriate priority given to developing services in new areas and sectors;

- Effectively and efficiently execute contracts signed with customers; strengthen inspection and supervision work;

- Continue to improve the mechanisms for sharing market information and bidding, expand data digitization and bidding processes to ensure full and adequate transparency;

- Enhance the organizational and production capacity of project teams. Mobilize all resources to participate in large-value contracts; Be flexible in project implementation, including methods of execution before contract signing;

- Timely adjustments to the operating regulations to ensure better conditions for employees; appropriate rewards for competent and responsible individuals; transparent, fair, and reasonable financial allocation; efforts to implement environmental and social activities, development policies, etc.

- Innovate and improve corporate governance through personnel planning, selection, recruitment, and appointment of qualified, professional, and enthusiastic personnel to implement additional business areas and industries;

- Regularly train and plan for a team of professional and managerial staff with good ethics and high qualifications, especially project managers. Simultaneously, continue to improve the quality of training and effectively implement the professional skills development workshop program. Organize training courses and workshops to enhance specialized knowledge and update on scientific and technological advancements;

- Strengthen the application of information technology and specialized software; gradually adopt information management models;

- Close cooperation based on the principle of mutual benefit, support, and assistance between the Company and its joint ventures and affiliated companies. Selecting a number of domestic and foreign partners to cooperate in providing services;

- To restructure production units, provide commercial services, and engage in business cooperation in order to increase the company's financial revenue and project efficiency;

- QTC Company always ensures hygiene and environmental safety around the areas where the Company's production and business activities take place. We maintain good and close relationships with the community and residents where construction projects are located. The Company provides a modern, friendly living environment that harmonizes with nature for its ongoing real estate projects;

## 5. Risks:

- ✦ **Risks related to interest rates, inflation, and exchange rates.**

Fluctuations in bank interest rates, inflation, and exchange rates also have a certain impact on short-term financial investment income and the Company's business results.

⚡ **Business risks:**

In construction activities : The construction time of projects is often lengthy, and acceptance and handover are carried out in stages. Currently, capital disbursement is often slow. The process of completing construction documents and agreeing on final settlement approvals between the investor and the contractor usually takes a lot of time. Therefore, this has had a significant impact on the financial situation of construction companies in general and the Construction Investment and Telecommunications Infrastructure Development Joint Stock Company in particular, especially regarding accounts receivable from customers.

⚡ **Legal risks:**

Our country's current legal system is not yet fully complete and its enforcement is not high, resulting in many complex and overlapping regulations in the administrative field. This creates considerable obstacles for businesses.

⚡ **Other risks:**

Force majeure risks such as natural disasters, storms, and floods can affect construction projects in which the Company participates, potentially causing delays or damage. These risks, to varying degrees, negatively impact the Company's business performance.

## II. OPERATIONAL SITUATION IN 2025

### 1. Business and production performance:

- Results of business operations during the year:

Throughout the planning year, the unit will consistently pursue the objectives approved by the 2025 Annual General Meeting of Shareholders. There will be no major changes to business strategy, product structure, or market.

- Status of implementation compared to the plan:

No.	Target	Unit of measurement	Implemented in 2024	Plan 2025	To be implemented by 2025	% Perform	
						Compared to the 2025 plan	Compared to the 2024 implementation
1	2	3	4	5	6	7 = 6/5	8 = 6/4
1	Total revenue	Copper	27,542,695,123	35,400,000,000	34,854,159,544	98.46%	126.55%
2	Pay into the state budget.	Copper	1,738,391,255	2,150,000,000	1,550,057,171	72.10%	89.17%
3	Profit before tax	Copper	1,067,517,332	1,376,400,000	1,308,115,961	95.04%	122.54%
4	Net profit after tax	Copper	847,340,597	1,147,000,000	1,071,062,519	93.38%	126.40%
5	Dividend yield	%	5.0	7.0	6.0 (estimated)	85.71%	120.00%
6	Average income per person per month	Copper	7,722,000	8,500,000	8,830,670	103.89%	114.36%

In 2025, the company will continue to maintain strong relationships with strategic clients, develop new clients, and improve service quality.

Focusing on participating in bidding for construction and installation projects while gradually shifting towards the IT and broadcasting sectors. During the year, we participated in bidding for construction and installation projects from the following entities: VNPT Net, Viettel Network Corporation, etc.

## 2. Organization and personnel:

### 2.1. List of Executive Board Members: As of December 31, 2025, and changes to the executive board during 2025 :

Mr. Le Tan Long's resignation letter, dated December 24, 2025, requests to step down from the position of Chairman of the Board of Directors and not continue as a member of the Board of Directors for the 2023-2028 term.

Mr. Tran Quoc Tran's resignation letter, dated December 24, 2025, requests to step down from his position as a member of the Board of Directors and not continue to serve on the Board for the 2023-2028 term.

Mr. Tran Thanh Binh's resignation letter, dated December 24, 2025, requests to step down from his position as a member of the Board of Directors and not continue to serve on the Board for the 2023-2028 term.

Ms. Nguyen Thi Minh Hoa's resignation letter, dated December 24, 2025, requests her to step down from the position of Head of the Supervisory Board and not continue as a member of the Supervisory Board for the 2023-2028 term.

#### Board of Directors consists of 5 members:

No.	Board Member	Position	Date of commencement/cessation of membership on the Board of Directors/independent board member	
			Appointment date	Dismissal date
1	Mr. Le Tan Long	Chairman of the Board	August 1, 2024	January 26, 2026
2	Mr. Tran Hoai Thanh	Vice Chairman of the Board of Directors	July 24, 2023	
3	Mr. Luu Van Minh Thanh	Board Member	July 19, 2023	
4	Mr. Tran Quoc Tran	Board Member	August 1, 2024	January 26, 2026
5	Mr. Tran Thanh Binh	Board Member	July 19, 2023	January 26, 2026

The number of independent members who are not directly involved in the company's management is 3 :

1. Mr. Le Tan Long - Chairman of the Board of Directors
2. Mr. Tran Quoc Tran - Member of the Board of Directors
3. Mr. Tran Thanh Binh - Member of the Board of Directors

#### Board consists of 3 members, including:

No.	Member of the Supervisory Board	Position	Date of commencement/cessation of membership in the Supervisory Board		Professional qualifications
			Appointment date	Dismissal date	
1	Ms. Nguyen Thi Minh Hoa	Head of the Supervisory Board	July 19, 2023	January 26, 2026	Bachelor of Accounting
2	Ms. Pham Thi Truc Linh	Member	July 19, 2023		Bachelor of Business Accounting
3	Ms. Doan Thi To Trinh	Member	July 19, 2023	January 26, 2026	Bachelor of Business Administration

**+ Board of Directors and Chief Accountant:**

No.	Executive Board Member	Date of birth	Professional qualifications	Appointment date
1	Mr. Tran Hoai Thanh	December 1, 1972	Bachelor of Economics - Tourism/Bachelor of Finance and Banking	July 24, 2023
2	Mr. Luu Van Minh Thanh	May 24, 1975	Bachelor of Telecommunications Engineering	July 24, 2023
3	Ms. Nguyen Thi Hoai Nhan	February 10, 1977	Bachelor of Finance and Accounting	July 1, 2014

- Summary of the profiles of individuals in the Board of Directors, Supervisory Board, and Executive Board:

**+ Mr. Le Tan Long – Chairman of the Board of Directors of the Company**

Sex : Male  
 Date of birth : January 1, 1967  
 ID card number : 048067002410; Issued on: November 14, 2024; Issuing authority: Ministry of Public Security  
 Nation : Terrible  
 Nationality : Vietnam  
 Permanent address : 46 Ho Nguyen Truong Street, Cam Le Ward, Da Nang City  
 Current residence : 46 Ho Nguyen Truong Street, Cam Le Ward, Da Nang City  
 level of education : 12/12

Professional qualifications	: Bachelor of Business Administration
Current position at another unit	: Head of Human Resources - General Affairs Department, Quang Nam Telecommunications (now Da Nang Telecommunications)
Work experience	:
✓ From November 1986 to December 1996:	Cable worker at the Dien Ban District Post Office.
✓ From January 1997 to July 2002:	Deputy Director of Dien Ban District Post Office
✓ From August 2002 to April 2005:	Head of Dien Ban Telecommunications Station - Telegraph and Telephone Company
✓ From May 2005 to May 2007:	Deputy Head of the Personnel and Labor Organization Department of the Quang Nam Provincial Post Office.
✓ From June 2007 to December 2007:	Deputy Director of the Postal and Telegraph Company of Quang Nam Province.
✓ From January 2008 to June 2010:	Director of TTVT3, Quang Nam Telecommunications.
✓ From July 2010 to September 2011:	Director of Dien Ban Telecommunications Center, under the Quang Nam Telecommunications Department.
✓ From October 2011 to July 2014:	Head of the Information Technology Department, Quang Nam Telecommunications.
✓ From August 2014 to April 2015:	Head of Personnel and Labor Relations Department, Quang Nam Telecommunications.
✓ From May 2015 to March 2016:	Head of the General Affairs Department, Quang Nam Telecommunications
✓ From April 2016 to present:	Head of Human Resources and General Affairs Department, Quang Nam Telecommunications (now Da Nang Telecommunications)
✓ Illegal behavior	: Are not
✓ The interests of the company are in conflict with the company's interests.	: Are not
✓ Personal stock ownership percentage	: 0 shares (representing 0% of charter capital)
✓ Representative of the capital contribution of VNPT Quang Nam Trade Union	: 8,000 shares (representing 0.53% of charter capital)

- ✓ Ownership percentages of related parties : Are not
- ✓ Any debts owed to the company (if any) : Are not
- ✓ Related benefits for listed companies : Are not
- + Mr. Tran Hoai Thanh – Vice Chairman of the Board of Directors/General Director of the Company**
- Sex : Male
- Date of birth : December 1, 1972
- ID card number : 048072004665; issued on May 10, 2021; Issuing authority: Department of Police for Administrative Management of Social Order.
- Nation : Terrible
- Nationality : Vietnam
- Permanent address : 34 Thanh Long Street, Hai Chau Ward, Da Nang City;
- Current residence : 34 Thanh Long Street, Hai Chau Ward, Da Nang City;
- level of education : 12/12
- Professional qualifications : Bachelor of Economics - Tourism/Bachelor of Finance and Banking
- Current job title : Deputy General Director of the Company
- Work experience :
- ✓ From September 1997 to January 2002: Accountant at the Quang Nam Provincial Post Office
- ✓ From February 2002 to June 2009: Deputy Director of the Company and Director of the Construction and Installation Enterprise, QTC2 Enterprise.
- ✓ From July 2009 to December 2011: Deputy General Director of the Company and Director of QTC3 Enterprise.
- ✓ From January 2012 to March 2014: Deputy General Director of Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company
- ✓ From April 2014 to February 8, 2026: General Director of Quang Nam Post and Telecommunications Construction and Service Development Joint Stock

Company, now Telecommunications Infrastructure Investment, Construction and Development Joint Stock Company.

- ✓ From February 9, 2026 to present: Deputy General Director of Telecommunications Infrastructure Investment and Development Joint Stock Company
  - ✓ Illegal behavior : Are not
  - ✓ The interests of the company are in conflict with the company's interests. : Are not
  - ✓ Personal stock ownership percentage : 20,500 shares (representing 1.37% of charter capital)
  - ✓ Ownership percentages of related parties : Are not
  - ✓ Any debts owed to the company (if any) : Are not
  - ✓ Related benefits for listed companies : Are not
- + **Mr. Luu Van Minh Thanh – Member of the Board of Directors/Deputy General Director of the Company**
- Sex : Male
  - Date of birth : May 24, 1975
  - Citizen ID number : 049075017597; Date of issue: June 27, 2021; Issuing authority: Department of Police for Administrative Management of Social Order.
  - Nation : Terrible
  - Nationality : Vietnam
  - Permanent address : 69 Nguyen Phong Sac Street, Cam Le Ward, Da Nang City;
  - Current residence : 69 Nguyen Phong Sac Street, Cam Le Ward, Da Nang City;
  - level of education : 12/12
  - Professional qualifications : Bachelor of Telecommunications Engineering
  - Current job title : Deputy General Director of the Company
  - Work experience :
  - ✓ From October 1995 to December 2002: Postal Technician, Hiep Duc District Post Office, Quang Nam Post Office

- ✓ From January 2003 to April 2004: Technician at Quang Nam Telegraph Company
  - ✓ From May 2004 to April 2005: Postal Specialist, Quang Nam Province
  - ✓ From May 2005 to September 2006: Deputy Head of Construction Management Department, Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company.
  - ✓ From October 2006 to September 2010: Deputy Director of QTCI Enterprise - Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company
  - ✓ From October 2010 to December 2011: Director of QTCI Enterprise - Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company
  - ✓ From January 2012 to March 11, 2014: Head of the Technical and Financial Department - Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company.
  - ✓ From December 3, 2014 to present: Deputy General Director of Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company (now Investment, Construction and Telecommunications Infrastructure Development Joint Stock Company)
  - ✓ Illegal behavior : Are not
  - ✓ the company's interests . : Are not
  - ✓ Personal stock ownership percentage : **8,000** shares (representing 0.53% of charter capital)
  - ✓ Ownership percentages of related parties : Are not
  - ✓ Any debts owed to the company (if any) : Are not
  - ✓ Related benefits for listed companies : Are not
- + Mr. Tran Quoc Tran – Member of the Board of Directors**
- Sex : Male
  - Date of birth : July 8, 1969
  - Citizen ID number : 049069024599; Date of issue: 12/01/2022; Issuing authority: Department of Management of Social Order and Security
  - Nation : Terrible
  - Nationality : Vietnam

Permanent address	:	12 Dao Duy Tu Street, Ban Thach Ward, Da Nang City
Current residence	:	12 Dao Duy Tu Street, Ban Thach Ward, Da Nang City
level of education	:	12/12
Professional qualifications	:	Master of Electronics and Telecommunications
Current position at another unit	:	Director of the Information Operations Center - VNPT Quang Nam (now Da Nang Telecommunications)
Work experience	:	
✓		From July 1, 1991 to December 30, 1996: Telecommunications Engineer at Nui Thanh District Post Office - Quang Nam - Da Nang Provincial Post Office
✓		From July 1, 1997 to May 30, 2000: Head of OCB Tam Ky Station, Quang Nam Post and Telecommunications Company
✓		From June 1, 2000 to August 31, 2006: Deputy Director - Quang Nam Telegraph, Telephone and Post Office Company
✓		From September 1, 2006 to May 31, 2007: Head of the Telecommunications and Information Management Department of Quang Nam Provincial Post Office
✓		From June 1, 2007 to March 31, 2009: Director of ETIC Electronics, Telecommunications and Information Technology Joint Stock Company.
✓		From April 1st, 2009 to April 15th, 2009: Deputy Head of Business Planning Department, VNPT Quang Nam
✓		From April 16, 2009 to June 30, 2010: Head of the Information Operations Center under VNPT Quang Nam.
✓		From July 1, 2010 to July 31, 2014: Director of the Switching & Transmission Center under VNPT Quang Nam.
✓		From August 1st, 2014 to present: Director of the Information Operations Center under VNPT Quang Nam (now Da Nang Telecommunications).
✓	Illegal behavior	: Are not
✓	The interests of the company are in conflict with the company's interests.	: Are not
✓	Personal stock ownership percentage	: 5,250 shares (representing 0.35% of charter capital)
✓	Ownership percentages of related parties	: Are not

✓ Any debts owed to the company (if any) : Are not

✓ Related benefits for listed companies : Are not

+ **Mr. Tran Thanh Binh – Member of the Board of Directors**

Sex : Male

Date of birth : June 16, 1972

Citizen ID number : 049072017914; Date of issue: 16/09/2021; Issuing authority: Department of Police for Administrative Management of Social Order

Nation : Terrible

Nationality : Vietnam

Permanent address : 32/5 Xuan Dieu Street, Ward II, Thang Binh Commune, Da Nang City

Current residence : 32/5 Xuan Dieu Street, Ward II, Thang Binh Commune, Da Nang City

level of education : 12/12

Professional qualifications : Bachelor of Business Administration

Current position at another unit : Director of Khanh Hoa Provincial Post Office

Work experience :

- ✓ From December 1993 to July 1997: Worker, Secretary of the Youth Union of Thang Binh District Post Office, Quang Nam - Da Nang.
- ✓ From July 20, 1997 to November 30, 2007: Chief Accountant - Thang Binh District Post Office - Quang Nam
- ✓ From December 1, 2007 to August 31, 2008: Staff member of the Technical and Economic Planning Department of the Quang Nam Provincial Post Office.
- ✓ From September 1, 2008 to July 15, 2013: Deputy Head of the Technical and Economic Planning Department, Quang Nam Provincial Post Office.
- ✓ From July 16, 2013 to May 16, 2015: Director of Son Hiep Post Office, Quang Nam Province
- ✓ From May 17, 2015 to October 31, 2015: Director of Que Son District Post Office, Quang Nam Province
- ✓ From November 1, 2015 to May 31, 2017: Head of the Human Resources Department, Quang Nam Provincial Post Office

- ✓ From June 1, 2017 to January 6, 2025: Deputy Director of Quang Nam Provincial Post Office
  - ✓ From January 7, 2025 to present: Director of Khanh Hoa Provincial Post Office
  - ✓ Illegal behavior : Are not
  - ✓ The interests of the company are in conflict with the company's interests. : Are not
  - ✓ Personal stock ownership percentage : 0 shares (representing 0% of charter capital)
  - ✓ Representative of the capital stake of Quang Nam Provincial Post Office : 18,000 shares (representing 1.2% of charter capital)
  - ✓ Ownership percentages of related parties : Are not
  - ✓ Any debts owed to the company (if any) : Are not
  - ✓ Related benefits for listed companies : Are not
- + Ms. Nguyen Thi Minh Hoa – Head of the Company's Supervisory Board**
- Sex : Female
  - Date of birth : December 30, 1976
  - Citizen ID number : 049176010176 Date of issue: 11/01/2022 Place of issue: CCS QL VHC VTTXH
  - Nation : Terrible
  - Nationality : Vietnam
  - Permanent address : 130 Tran Phu Street, Ban Thach Ward, Da Nang City
  - Current residence : 130 Tran Phu Street, Ban Thach Ward, Da Nang City
  - level of education : 12/12
  - Professional qualifications : Bachelor of Accounting
  - Current position at another unit : Deputy Head of Planning and Accounting Department, VNPT Quang Nam (now Da Nang Telecommunications)
  - Work experience :
  - ✓ From October 1, 1998 to September 30, 2004: Telephone operator at the Telecommunications Company under the Quang Nam Post Office.

- ✓ From October 1st, 2004 to December 31st, 2004: Intermediate Accountant, Cashier, Warehouse Manager of the Postal and Telecommunications Company under Quang Nam Post Office.
- ✓ From January 1, 2005 to December 31, 2007: Accountant in the Accounting and Finance Department, Quang Nam Post and Telecommunications Company.
- ✓ From January 1, 2008 to March 31, 2015: Accounting Specialist, Accounting and Finance Department, Quang Nam Telecommunications.
- ✓ From April 1, 2015 to March 31, 2016: Deputy Head of Technical and Economic Department, VNPT Quang Nam
- ✓ From April 1st, 2016 to present: Deputy Head of Planning and Accounting Department, VNPT Quang Nam (now Da Nang Telecommunications)

Illegal behavior : Are not

The interests of the company are in conflict with the company's interests. : Are not

Personal stock ownership percentage : 0 shares (representing 0.0% of charter capital)

Ownership percentages of related parties : Are not

Any debts owed to the company (if any) : Are not

Related benefits for listed companies : Are not

**+ Ms. Doan Thi To Trinh – Member of the Company's Supervisory Board**

Sex : Female

Date of birth : March 2, 1981

Citizen ID number : 049181005931; Date of issue: 27/12/2022; Issuing authority: Director of the Department of Administrative Management of Public Order and Security.

Nation : Terrible

Nationality : Vietnam

Permanent address : Block 2, Huong Tra Ward, Da Nang City

Current residence : Block 2, Huong Tra Ward, Da Nang City

level of education : 12/12

Professional qualifications	:	Bachelor of Business Administration Specialist in the Planning- Accounting-Telecommunications
Current position at another unit	:	Department of Quang Nam (now Da Nang Telecommunications)
Work experience	:	
✓		From July 2005 to December 2007: General Officer, Administrative and General Affairs Department, Quang Nam Provincial Post Office.
✓		From January 2008 to February 2009: General Affairs Officer, Organization - General Affairs - Telecommunications Department, Quang Nam Province
✓		From March 2009 to December 2010: Staff member of the Planning-Business- Telecommunications Department of Quang Nam Province.
✓		From January 2011 to July 2014: Specialist in the Planning-Business- Telecommunications Department of Quang Nam Province
✓		From August 2014 to March 2016: Specialist in the Planning-Investment- Telecommunications Department of Quang Nam Province.
✓		From April 2016 to present: Specialist in the Planning-Accounting- Telecommunications Department of Quang Nam (now Da Nang Telecommunications).
✓		Illegal behavior : Are not
✓		The interests of the company are in conflict with the company's interests. : Are not
✓		Personal stock ownership percentage : 2,087 shares (representing 0.14% of charter capital)
✓		Ownership percentages of related parties : Are not
✓		Any debts owed to the company (if any) : Are not
✓		Related benefits for listed companies : Are not
<b>+ Ms. Pham Thi Truc Linh – Member of the Company's Supervisory Board</b>		
Sex	:	Female
Date of birth	:	August 2, 1987
Citizen ID number	:	049187006328; Date of issue: 11/01/2022; Issuing authority: Department of Management of Social Order and Security.

Nation	: Terrible
Nationality	: Vietnam
Permanent address	: An Duong Village, Thang Dien Commune, Da Nang City
Current residence	: An Duong Village, Thang Dien Commune, Da Nang City
level of education	: 12/12
Professional qualifications	: Bachelor of Business Accounting Sales Specialist -
Current position at another unit	: Telecommunications Infrastructure Investment and Development Joint Stock Company
Work experience	:
✓ From November 2010 to December 2016:	Accountant at Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company (now Telecommunications Infrastructure Investment and Development Joint Stock Company).
✓ From January 2017 to September 2020:	Chief Accountant, Net Quang Nam Construction Joint Stock Company
✓ From October 2020 to present:	Sales Specialist - Telecommunications Infrastructure Investment and Development Joint Stock Company
✓ Illegal behavior	: Are not
✓ The interests of the company are in conflict with the company's interests.	: Are not
✓ Personal stock ownership percentage	: 22,200 shares (representing 1.48% of charter capital)
✓ Ownership percentages of related parties	: Are not
✓ Any debts owed to the company (if any)	: Are not
✓ Related benefits for listed companies	: Are not
<b>+ Ms. Nguyen Thi Hoai Nhan – Chief Accountant of the Company</b>	
Sex	: Female
Date of birth	: February 10, 1977
ID card number	: 049177013641; issued on September 22, 2021; Issuing authority: Department of Management of Social Order and Security.

Nation	: Terrible
Nationality	: Vietnam
Permanent address	: No. 73 Doan Thi Diem Street, Ban Thach Ward, Da Nang City.
Current residence	: No. 73 Doan Thi Diem Street, Ban Thach Ward, Da Nang City.
level of education	: 12/12
Professional qualifications	: Bachelor of Finance and Accounting
Current job title	: Chief Accountant of the Company
Work experience	:
✓ From August 2003 to April 2004:	Postal Transactions - Branch of Quang Nam Postal Service Construction and Development Joint Stock Company.
✓ From May 2004 to March 2006:	Accounting Officer - Da Nang Branch - Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company.
✓ From April 2006 to September 2010:	Accounting Officer - QTC1 Enterprise - Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company.
✓ From October 2010 to March 23, 2012:	Chief Accountant - QTC1 Enterprise - Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company.
✓ From March 24, 2012 to June 30, 2014:	Responsible for Accounting at Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company.
✓ From July 1, 2014 to present:	Chief Accountant of Quang Nam Post and Telecommunications Construction and Service Development Joint Stock Company, now Telecommunications Infrastructure Investment and Development Joint Stock Company.
✓ Illegal behavior	: Are not
✓ The interests of the company are in conflict with the company's interests.	: Are not
✓ Personal stock ownership percentage	: 10,000 shares (representing 0.67% of charter capital)
✓ Ownership percentages of related parties	: Are not
✓ Any debts owed to the company (if any)	: Are not
✓ Related benefits for listed companies	: Are not

- Number of officers and employees. Summary of policies and changes in policies regarding employees.

The number of employees of the Company as of December 31, 2025: 16 people.

Criteria	Quantity	Proportion
<b>According to level</b>	<b>16</b>	<b>100.00%</b>
University	8	50.00%
College	2	12.50%
Intermediate level	1	6.25%
Worker	2	12.50%
Untrained	3	18.75%
<b>According to the type of contract</b>	<b>16</b>	<b>100.00%</b>
No time limit specified	15	93.75%
Set a deadline	1	6.25%
<b>By gender</b>	<b>16</b>	<b>100.00%</b>
Male	12	75.00%
Female	4	25.00%

Measures to ensure employment for workers:

- + Employers cooperate with company organizations through various means to find jobs for employees, stabilize and develop the company's production and business.

- + Employers encourage groups and individuals in job searching and have timely reward policies to motivate them.

- + Develop the market to expand the company's products, services, and goods throughout the provinces and cities of Central Vietnam and the Central Highlands.

- + When recruiting workers, employers must base their recruitment on the health standards prescribed for each type of job, organize training and guidance, and inform workers about regulations, safe and hygienic working practices, and potential accidents to be aware of in each worker's job.

- + The company will pay social insurance, health insurance, and unemployment insurance contributions for all employees after the probationary period ends and the General Director officially signs an employment contract with them, based on the contribution rates stipulated in the company's salary scale and salary table.

Each month, the company will pay the full amount of social insurance, health insurance, and unemployment insurance contributions that the employee is required to pay to the social insurance agency.

- + When participating in social insurance, health insurance, and unemployment insurance, employees will be issued a social insurance book and a health insurance card, and the social insurance agency will pay them in cases such as: sick leave, maternity leave, work accidents, occupational diseases, retirement, death benefits, unemployment benefits, and health recovery leave.

- + 24/7 Personal Accident Insurance: This insurance aims to ensure the safety of employees during work and rest periods in case of accidents. The company purchases the

full 24/7 accident insurance coverage for all employees under contract signed by the General Director, with the employer paying 100% of the insurance costs.

+ Salary system: Hourly wages for employees working at the Company's office and technical supervisors at construction sites are paid according to job title and work performance.

Piecework wages are paid to direct laborers through subcontracting agreements.

Employees are paid salaries and promoted according to company regulations, which serves as the basis for paying social insurance, health insurance, and unemployment insurance... Job title coefficients are adjusted depending on the assigned position and individual work performance.

Employees who have worked for the company for one year or more are entitled to 12 days of annual leave.

Employees who have served in the military or female workers receive gifts on December 22nd, March 8th, and October 20th.

+ Training Policy : Annually, the company organizes training courses for employees to improve their theoretical knowledge, management skills, and professional expertise. Training costs and salaries during the training period are covered by the company. Employees who effectively apply the knowledge gained in their work will be considered for adjustments to their job titles and appointments according to the company's development plan and needs.

## 2.2. Changes to the Executive Board in Q1 2026:

\*. Resolution No. 02/NQ-DHĐCĐBT of the Extraordinary General Meeting of Shareholders in 2025, dated January 26, 2026, agrees to the removal of the following members from the Board of Directors and the Supervisory Board:

- It is agreed that Mr. Le Tan Long will resign from the position of Chairman of the Board of Directors and will not continue to be a member of the Board of Directors for the 2023-2028 term, effective from January 26, 2026.

- It is agreed that Mr. Tran Quoc Tran will resign from his position as a member of the Board of Directors and will not continue to serve on the Board of Directors for the 2023-2028 term, effective from January 26, 2026.

- It is agreed that Mr. Tran Thanh Binh will resign from his position as a member of the Board of Directors and will not continue to serve on the Board of Directors for the 2023-2028 term, effective January 26, 2026.

- We agree to allow Ms. Nguyen Thi Minh Hoa to resign from her position as Head of the Supervisory Board and to cease her participation as a member of the Supervisory Board for the 2023-2028 term, effective January 26, 2026.

- We agree to allow Ms. Doan Thi To Trinh to resign from her position as a member of the Supervisory Board and not continue to participate as a member of the Supervisory Board for the 2023-2028 term, effective from January 26, 2026.

\*. Supplementing the Board of Directors and Supervisory Board for the 2023-2028 term:

- Mr. Le Minh Hai has joined the Board of Directors and will hold the position of Chairman of the Board of Directors for the term 2023-2028, effective from January 26, 2026.

- Mr. Nguyen Xuan Hien will join the Board of Directors for the 2023-2028 term, effective January 26, 2026.

- Mr. Dinh Cong Khanh will join the Board of Directors for the 2023-2028 term, effective January 26, 2026.

- Mr. Nguyen Ngoc Son has joined the Supervisory Board and will hold the position of Head of the Supervisory Board for the term 2023-2028, effective from January 26, 2026.

- Mr. Vo Tuong Vinh will join the Supervisory Board for the 2023-2028 term, effective from January 26, 2026.

\*. Resolution of the Board of Directors of the Investment, Construction and Development of Telecommunications Infrastructure Joint Stock Company No. 04/NQ-HĐQT dated February 9, 2026, appointing the positions in the Executive Board.

- Appointing Mr. Le Cong Han, born in 1981, with a Master's degree in Electrical Engineering, to the position of General Director and legal representative of the Company.

- Appointing Mr. Ky Minh Khuong, born in 1982, with a Bachelor's degree in Finance and Accounting, to the position of Deputy General Director, in charge of the finance sector.

- Appointing Mr. Nguyen Xuan Hien, born in 1971, with a Master's degree in Business Administration, a member of the Company's Board of Directors for the 2023-2028 term, to the position of Deputy General Director, in charge of external relations.

- Mr. Tran Hoai Thanh is relieved of his duties as General Director of the Construction Investment and Telecommunications Infrastructure Development Joint Stock Company, effective February 9, 2026, and is appointed as Deputy General Director, in charge of the construction and installation of technical infrastructure, as Vice Chairman of the Board of Directors of the Company for the term 2023-2028.

### **3. Investment situation and project implementation status in 2025**

a. Major investments: **Do not have**

b. Subsidiaries and affiliated companies (Summary of operations and financial situation of subsidiaries and affiliated companies): **Do not have**

### **4. Financial situation:**

a. Financial situation

Unit of measurement: VND

No.	Content	2024	2025	% increase (+) % decrease (-)
<b>I</b>	<b>Current assets</b>	<b>25.700.102.020</b>	<b>25,298,907,343</b>	<b>-1.56%</b>
1	Cash and cash equivalents	8,949,440,259	3,020,714,054	-66.25%
2	Short-term financial investments	0	0	
3	Short-term receivables	13,146,755,840	17,669,859,552	34.40%
4	Inventory	3,530,007,587	4,549,999,661	28.89%
5	Other current assets	73,898,334	58,334,076	-21.06%
<b>II</b>	<b>Long-term assets</b>	<b>1,142,379,912</b>	<b>782.111.492</b>	<b>-31.54%</b>
1	Long-term receivables	0	0	
2	Fixed assets	750,449,750	512,512,934	-31.71%
3	Investment properties	337,891,696	235,231,954	-30.38%
4	Long-term work-in-progress assets	0	0	
5	Long-term financial investments	0	0	
6	Other long-term assets	54,038,466	34,366,604	-36.40%
<b>III</b>	<b>Total assets</b>	<b>26,842,481,932</b>	<b>26,081,018,835</b>	<b>-2.84%</b>
<b>IV</b>	<b>Liabilities</b>	<b>5,927,289,723</b>	<b>4,942,104,704</b>	<b>-16.62%</b>
1	Short-term debt	5,927,289,723	4,942,104,704	-16.62%
2	Long-term debt	0	0	
<b>V</b>	<b>Equity</b>	<b>20,915,192,209</b>	<b>21,138,914,131</b>	<b>1.07%</b>
1	Equity	20,915,192,209	21,138,914,131	1.07%
	- Owner's investment capital	15,000,000,000	15,000,000,000	0.00%
	Common stock with voting rights	15,000,000,000	15,000,000,000	0.00%
	Preferred stock	0	0	
	- Equity surplus	6,673,350,000	6,673,350,000	0.00%
	Treasury stock	(1,605,498,388)	(1,605,498,388)	0.00%
	- Financial reserve fund	0	0	
	- Other funds belonging to equity capital	0	0	
	- Undistributed profits	847,340,597	1,071,062,519	26.40%
	Undistributed net profit from the previous period	0	0	
	Undistributed net profit for this period	847,340,597	1,071,062,519	26.40%

No.	Content	2024	2025	% increase (+) % decrease (-)
2	Other funding sources and funds	0	0	
VI	<b>Total capital</b>	<b>26,842,481,932</b>	<b>26,081,018,835</b>	<b>-2.84%</b>

Business performance results

Unit of measurement: VND

Target	2024	2025	Comparison 2025/2024
1. Revenue from sales and services	27,319,297,780	34,854,159,544	127.58%
2. Deductions			
3. Net revenue from insurance and related services.	27,319,297,780	34,854,159,544	127.58%
4. Cost of goods sold	23,449,862,002	31,026,215,653	132.31%
5. Gross profit from insurance and service provision.	3,869,435,778	3,827,943,891	98.93%
6. Financial operating revenue	223,380,543	98,974,240	44.31%
7. Financial costs	15,654,708	0	
- Including: Interest expense	15,654,708	0	
8. Cost of goods sold	0	0	
9. Business management costs	2,978,494,740	2,581,935,583	86.69%
10. Net profit from business operations	1,098,666,873	1,344,982,548	122.42%
11. Other income	16,800	3,000	17.86%
12. Other expenses	31,166,341	36,869,587	118.30%
13. Other income	(31,166,341)	(36,866,587)	
14. Total accounting profit before tax	1,067,517,332	1,308,115,961	122.54%
15. Current Corporate Income Tax Expense	220,176,735	237,053,442	107.67%
16. Deferred Corporate Income Tax Expense	0	0	
17. Net profit after corporate income tax	847,340,597	1,071,062,519	126.40%
18. Earnings per share	500	765	153.00%

Other indicators: The Telecommunications Infrastructure Investment and Development Joint Stock Company mainly undertakes the construction and installation of postal and telecommunications projects, mechanical, electrical and refrigeration projects, civil works, transportation, irrigation, and broadcasting and television projects.

It also engages in infrastructure and real estate business. Therefore, no other financial indicators arose during the year.

b. Key financial indicators :

Indicators	2024	2025	Note
<i>1. Solvency ratio</i>			
+ Current ratio: Current assets/Current liabilities	4.34	5.12	Time
+ Quick ratio: <u>Current assets - Inventory</u> Short-term debt	3.74	4.20	Time
<i>2. Capital structure indicators</i>			
+ Debt/Total Assets Ratio	0.22	0.19	Time
+ Debt-to-Equity Ratio	0.28	0.23	Time
<i>3. Performance indicators</i>			
+ Inventory turnover ratio: <u>Cost of goods sold</u> Average inventory	6.64	6.82	Time
+ Total asset turnover: Average total assets	101.78	133.64	%
<i>4. Profitability Indicators</i>			
+ Net Profit Margin/Net Revenue Ratio	3.10	3.07	%
+ Net Profit/Equity Ratio	4.05	5.07	%
+ Net Profit/Total Assets Ratio	3.16	4.11	%
+ Operating Profit Margin/Net Revenue Ratio	4.02	3.86	%

**5. Shareholder structure, changes in owner's investment capital:**

a. Shares: State the total number and types of shares outstanding, the number of freely transferable shares, and the number of shares subject to transfer restrictions as stipulated by law, the Company's Articles of Association, or the owner's commitment.

- \* Number of shares outstanding: 1,500,000 shares
- + Number of freely transferable shares: 1,329,700 shares (Voting shares);
- + Number of shares subject to transfer restrictions as stipulated by law, the Company's Articles of Association, or commitments of the owner: 170,300 shares (Treasury shares);

- b. The shareholder structure on the last registration date, December 29, 2025, consists of 161 shareholders.

Total number of shares: 1,500,000 shares

- + Number of major shareholders: 1 shareholder, with a total of 434,500 shares, representing 28.97%;
- + Treasury shares: 1 shareholder, with a total of 170,300 shares, representing 11.35%;
- + Number of minor shareholders: 159 shareholders, with a total of 895,200 shares, representing 59.68%;
- + Number of institutional shareholders : 8 shareholders, with a total of 294,200 shares, representing 19.6%;
- + Number of individual shareholders: 153 shareholders, with a total of 1,205,800 shares, representing 80.39%.
- + Number of domestic shareholders: 157 shareholders, with a total of 1,488,500 shares, accounting for 99.23%;
- + Number of foreign shareholders: 4 shareholders, with a total of 11,500 shares, representing 0.77%.

*The statistical data on the number of shares is compiled from the list of shareholders owning QCC securities (final registration date 29/12/2025) provided by the Vietnam Securities Depository and Clearing Corporation.*

- c. Changes in owner's investment capital in 2025: None
- d. Treasury stock transactions in 2025: None
- e. Other securities in 2025: None

## **6. Report on the company's environmental and social impacts:**

### **6.1. Impact on the environment:**

The company consistently strives to implement measures to minimize negative environmental impacts and reduce greenhouse gas emissions, such as promoting energy conservation and efficient fuel use.

### **6.2 . Raw Material Management:**

The company operates in the specialized construction sector of postal services, telecommunications, and IT, therefore its main materials are supplies for the postal and telecommunications and IT industries, as well as smaller materials for construction. The company strictly manages the use of materials and selects reputable suppliers.

### **6.3 . Energy consumption:**

The company primarily uses electricity for office operations and consistently practices energy conservation, prioritizing the use of energy-efficient electrical

equipment, arranging the lighting system rationally, and always remembering to switch off electrical devices when not in use.

6.4. Water consumption:

Since the company has no manufacturing operations, it primarily uses water for the daily needs of its employees. The company regularly inspects water pipes and equipment to prevent leaks, and employees are always mindful of conserving water and protecting the environment.

6.5. Compliance with environmental protection laws.

The company has always complied with environmental protection laws and will not be penalized for environmental violations in 2025.

6.6. Policies related to workers

a. Number of employees: 16; average salary for employees: 8,830,669 VND/person/month

b. Labor policies aimed at ensuring the health, safety, and welfare of workers: Improving the working environment, implementing rest periods, providing allowances, and providing additional payments to regular workers to improve their living standards.

c. Employee training activities:

Regularly organize training courses and workshops to improve the skills of employees.

Skills development and continuing learning programs are in place to support workers in securing employment and career advancement.

There is a program to send employees to participate in training courses on management and developing their own skills.

6.7. Reports related to responsibility towards the local community:

We always support and assist local funds and programs. The company places a strong emphasis on volunteer activities for the community.

6.8. Reporting related to green capital market activities as guided by the State Securities Commission: Currently, the company does not have any green capital market activities.

### III. REPORT AND EVALUATION BY THE BOARD OF DIRECTORS

(The Board of Directors reports and evaluates the overall situation of the company).

#### 1. Evaluating the results of production and business operations.

An overall analysis of the company's performance compared to plans/projections and previous business results.

Results of achieving the main targets of the 2025 plan:

No.	Target	Unit of measurement	Implemented in 2024	Plan 2025	To be implemented by 2025	% Perform	
						Compared to the 2025 Plan	Compared to the 2024 Implementation
1	2	3	4	5	6	7 = 6/5	8 = 6/4
1	Total revenue	Copper	27,542,695,123	35,400,000,000	34,854,159,544	98.46%	126.55%
2	Pay into the state budget.	Copper	1,738,391,255	2,150,000,000	1,550,057,171	72.10%	89.17%
3	Profit before tax	Copper	1,067,517,332	1,376,400,000	1,308,115,961	95.04%	122.54%
4	Net profit after tax	Copper	847,340,597	1,147,000,000	1,071,062,519	93.38%	126.40%
5	Dividend yield	%	5.0	7.0	6.0 (estimated)	85.71%	120.00%
6	Average income per person per month	Copper	7,722,000	8,500,000	8,830,670	103.89%	114.36%

From the beginning of the year, the company has actively implemented key and synchronized goals, tasks, and solutions to strengthen relationship development and continuously expand the market to create job opportunities for the company.

To ensure sufficient capital for production and business operations, the company has actively worked to balance its finances, urged debt collection, and strived to work with credit institutions to ensure timely access to capital for production and business, preventing any disruption to the company's operations.

The company fulfills all its tax obligations to the State and has no outstanding debts for social insurance contributions or employee wages.

## 2. Financial situation

### a. Asset situation

Unit of measurement: VND

Target	2024	2025	% increase/decrease 2025/2024
<b>1. Current assets</b>	<b>25,700,102,020</b>	<b>25,298,907,343</b>	<b>98.44%</b>
Cash and cash equivalents	8,949,440,259	3,020,714,054	33.75%
Short-term receivables	13,146,755,840	17,669,859,552	134.40%
Inventory	3,530,007,587	4,549,999,661	128.89%
Other current assets	73,898,334	58,334,076	78.94%
<b>2. Long-term assets</b>	<b>1,142,379,912</b>	<b>782,111,492</b>	<b>68.46%</b>
Fixed assets	750,449,750	512,512,934	68.29%
Long-term receivables	0	0	
Long-term financial investments	0	0	
Other long-term assets	54,038,466	34,366,604	63.60%
<b>Total assets</b>	<b>26,842,481,932</b>	<b>26,081,018,835</b>	<b>97.16%</b>

### b. Liabilities situation :

Target	2024	2025	% increase/decrease 2025/2024
Short-term debt	5,927,289,723	4,942,104,704	83.38%
Long-term debt	0		
<b>Liabilities</b>	<b>5,927,289,723</b>	<b>4,942,104,704</b>	<b>83.38%</b>

The company sets aside provisions for overdue accounts receivable because some customers have failed to pay, and some customers are also experiencing financial difficulties.

### 3. Improvements in organizational structure, policies, and management:

+ Develop and supplement good policies for workers: Restructure the salary scale system to comply with State regulations. Supplement and amend regulations on calculating and paying wages to workers; establish appropriate cost norms such as fuel consumption costs and other expenses...

+ Invest in machinery and equipment, and improve facilities to enhance production capacity.

+ Management and operations have undergone many innovations. The direction and management from the Board of Directors to the functional departments have been very decisive, closely adhering to planned tasks and practical needs to direct and manage production for the best possible results. Strict management of working days and hours has been implemented, and the financial restructuring program has been vigorously pursued, primarily focusing on handling accounts receivable from customers.

+ Strengthen monitoring of product and service quality, and enhance the reception of customer feedback on service quality;

The company has continuously strengthened and streamlined its organizational structure to suit the unit's production conditions. It has focused on developing production departments in a specialized direction, leveraging the strengths of each department.

The company, together with organizations and associations within the company, effectively implements the Party's guidelines and the State's policies, continues to care for the material and spiritual well-being of employees, improves the working environment, encourages employees to increase productivity and work efficiency, and actively participate in social work.

#### **4. Development Plan and Business Production Strategy for 2026:**

##### **4.1 General Objectives and Directions**

In 2026, the global economy is predicted to continue facing significant instability arising from geopolitical conflicts and increasing trade tensions. Therefore, in addition to the anticipated difficulties and challenges, 2026 will also be a year with many opportunities and impetus for the development of industries related to the Company's production and business activities.

To achieve the 2026 production and business plan targets, with the work awarded at the end of 2025 and carried over into 2026, the Company will focus on implementing management and operational solutions, deploying construction management and organization work with higher productivity and efficiency, maximizing opportunities in all production and business activities while maintaining prudence, especially ensuring financial security in the current period of complex economic developments.

Based on the Company's development strategy and market conditions, the Construction Investment and Telecommunications Infrastructure Development Joint Stock Company has developed a development plan and business strategy for 2026 with the following key objectives:

- Implement a plan to increase charter capital from VND 15,000,000,000 to VND 400,000,000,000 in accordance with the law and approved by the Extraordinary General Meeting of Shareholders in 2025, in order to enhance financial capacity, expand operations, and meet the conditions for participating in large-scale projects.
- Restructure production and business operations towards focusing on developing information technology, digital transformation, and digital infrastructure, gradually shifting from traditional construction to high-tech sectors.
- Strive to achieve a revenue scale of approximately VND 200 billion in 2026, based on market expansion and the deployment of new services and solutions.

##### **4.2 Business Area Orientation**

In 2026, the Company will focus on developing the following main product and service groups:

- Continuing to maintain and develop the telecommunications infrastructure construction business.
- Information Technology Solutions
  - Providing information technology infrastructure solutions;
  - Deploying software systems and system integration;
  - Providing consulting, design, and implementation services for technology solutions.
- Information Security Solutions
  - Providing information security products and solutions, including software and hardware;
  - Collaborating with domestic and international technology partners to distribute security products and solutions;
  - Gradually building the capacity to implement large-scale information security projects.
- Digital Transformation Solutions
  - Providing solutions for digitizing documents and building electronic archiving systems;
  - Developing data management and exploitation platforms;
  - Implementing digital transformation solutions in the fields of: public administration, healthcare, education, transportation, and other economic sectors.

#### **4.3. Target Market and Customers**

- Government agencies, including ministries, departments, localities, and units using state budget funds;
- State-owned and private enterprises;
- Organizations needing to implement information technology solutions and digital transformation.

#### **4.4. Business Strategy and Market Development**

- Strengthen consulting activities and participate from the investment preparation phase for information technology and digital transformation projects;
- Enhance cooperation with state management agencies and investors to develop projects;
- Fully implement all steps according to the law on investment, bidding, and project implementation;
- Develop a team of consultants, business and technical staff to improve competitiveness in bidding and project implementation.

#### **4.5. Product and Service Development**

- Build and refine the portfolio of information technology and digital transformation products and solutions based on the Company's existing capabilities;
- Develop data-related services such as: data storage, exploitation, and sharing;
- Gradually research and implement new business models such as data platforms and data center services.

#### **4.6. Market Expansion Plan**

- Expand business operations in key provinces and cities;
- Strive to implement projects in Da Nang City in the initial phase, aiming to expand operations to approximately 5-10 locations in the Central and Central Highlands regions in the following years.

#### **4.7. Implementation Resources**

- Financial resources: supplemented by increasing charter capital;
- Human resources: recruiting and training a team of personnel with expertise in information technology and digital transformation;
- Technological resources: cooperating with domestic and international partners and solution providers to enhance implementation capabilities.

#### **4.8. Management and Control**

- Applying modern management methods to improve operational efficiency;
- Developing a system of performance indicators for business operations, including: revenue, customer development, project implementation efficiency, and debt collection;
- Strengthen inspection and supervision throughout the entire implementation process of the plan.

#### **4.9. Risks and Mitigation Measures**

- Risks related to investment, bidding, and disbursement procedures for projects using budget funds;
- Risks related to competition in the field of information technology and digital transformation;

- Risks related to implementation capacity when expanding into new fields.

##### **Mitigation Measures:**

- Improve financial capacity through increasing charter capital;
- Invest in developing high-quality human resources;

- Strengthen cooperation with experienced and capable partners in the technology sector.

**5. Explanation from the Board of Directors regarding the audit opinion (if any)  
- (In cases where the audit opinion is not a fully unqualified opinion) :**

- Basis for the qualified audit opinion: In notes 4.2 and 4.4 of the Notes to the Financial Statements, as of December 31, 2025, short-term accounts receivable from customers and other short-term accounts receivable with a book value of VND 1,310,393,298 that were overdue for more than 3 years, and short-term accounts receivable from customers with a book value of VND 382,038,069 that were overdue for 6 months to less than 1 year, had not been assessed by the Company for provision for doubtful debts. We were unable to obtain sufficient appropriate evidence regarding the recoverability of these debts as of December 31, 2025. Therefore, we could not determine whether adjustments to the relevant figures were necessary.

- Qualified Audit Opinion: In our opinion, except for the effect of the matter stated in the paragraph "Basis for the Qualified Audit Opinion", the attached financial statements fairly and reasonably reflect, in all material respects, the financial position of the Company as of December 31, 2025, as well as the results of its operations and cash flows for the fiscal year ended on that date, in accordance with Vietnamese accounting standards, the Vietnamese corporate accounting system, and relevant legal regulations concerning the preparation and presentation of financial statements.

Our company would like to explain as follows: These are overdue accounts receivable that need to be provisioned for according to current regulations. However, we are currently actively trying to recover these amounts. In addition, we have recovered a portion and are gradually processing the uncollectible debts. On the other hand, provisions for these debts cannot be made temporarily due to a lack of specific legal basis for provisioning, such as: the debtor's bankruptcy or dissolution has not yet been decided; and the company's payment requests sent to the debtors have not been responded to.

**6. Assessment report regarding the Company's environmental and social responsibilities.**

- a. Assessment related to environmental indicators (water consumption, energy, waste, etc.)

Over the past year, the company has implemented numerous measures to streamline and save on energy and water usage, as well as adhering to committed regulations regarding waste disposal.

- b. Assessment related to employee issues.

The unit has strictly and fully implemented all State regulations on resolving policies for employees. All employees exercise their democratic rights through the Collective Labor Agreement. 100% of employees are registered to participate in social insurance, health insurance, unemployment insurance, and 24/7 accident insurance; are guaranteed occupational allowances; are provided with personal protective equipment and receive annual occupational safety and health training; and their income is guaranteed.

- c. Assessment related to the company's responsibility to the local community.

The company has actively participated in all social activities, such as contributing to charitable and humanitarian work, and contributing to security and order in the area where the company operates. It also actively participates with business associations in the city, contributing to the building and development of the business community.

#### **IV. BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S PERFORMANCE**

##### **1. The Board of Directors' assessment of the Company's performance , including its environmental and social responsibility.**

Based on the company's performance results in 2025, the Board of Directors has the following assessment:

+ In 2025, the Company's leadership team set a key objective: striving to successfully complete the production and business plan approved by the 2025 Annual General Meeting of Shareholders. Through the direction and supervision of the Company's operations, the Board of Directors has recognized that the General Director and employees have made significant efforts to develop the market, implement business and management solutions to maintain stable revenue and profit targets, and ensure employment and increased income for workers.

The company complies with the reporting and information disclosure regulations of the State Securities Commission and the Hanoi Stock Exchange for listed companies.

+ Carry out maintenance, repair, and upgrading of the company's infrastructure and equipment, ensuring the capacity to provide high-quality services.

The company has implemented wage policies to increase labor productivity and employee income, and has complied with state regulations on employee welfare. It also maintains order and discipline within the company.

+ Strictly adhere to labor safety regulations, fully address labor protection entitlements for employees as required by law, and prevent workplace accidents.

+ Actively implement environmental protection measures, combat waste in the use of raw materials, energy, and water resources, and collect industrial and household waste with appropriate methods.

+ Party organizations and social organizations within the Company are maintained and operate in accordance with their charters, in compliance with current laws and regulations.

##### **2. The Board of Directors' assessment of the performance of the company's General Management Board:**

- Through regular Board of Directors meetings and periodic financial reports, the Board of Directors engages in discussions to clarify the activities of the General Management Board in implementing the strategic objectives and plans for 2025.

- Working closely with the Supervisory Board to monitor the production and business operations, and engaging in frank discussions and providing feedback to the Board of Directors to achieve the set production and business targets.

- In addition to regular Board of Directors meetings, the Board of Directors and the Company's Executive Board regularly exchange information and seek opinions via email to monitor business operations and implement the policies approved by the Annual General Meeting of Shareholders in 2025.

- Based on the Board of Directors' resolution, the General Director has implemented tasks in the following areas: business operations, investment, capital restructuring, financial management, human resources, etc. The Board of Directors has held meetings and issued resolutions evaluating the results of the tasks set out and developing the next work program.

- The Company's Board of Directors has focused on effectively performing its functions, promptly discussing, setting directions, and guiding the General Director to achieve the Company's overall business targets. It has concentrated on directing and implementing the Resolutions/Decisions of the Board of Directors and the General Shareholders' Meeting, while also regularly monitoring and providing timely support to the Company's General Director.

- Monitor the company's operations to ensure compliance with the Enterprise Law, the company's charter, and other applicable legal regulations.

### **3. Plans and directions of the Board of Directors:**

- Closely monitor domestic market developments, proactively forecast market risks and fluctuations; strengthen strategic planning and decision-making; direct, supervise, and support the Executive Board in effectively implementing the resolutions of the General Shareholders' Meeting and the Board of Directors to best meet business objectives.

- Instruct the Executive Board to continue developing and revising regulations, rules, and procedures to improve the company's management system.

- Perform the company's operational management functions within the scope, authority, and responsibilities of the Board of Directors, avoiding overlapping functions and responsibilities with the Executive Board.

- Directing the implementation of business information disclosure in accordance with current regulations.

- The company is built around its core business activities: Construction and installation of telecommunications projects, civil construction projects, etc. Of these, construction and installation of telecommunications projects is the main focus.

- To continue maintaining and developing the QTC brand built over the years, the Board of Directors is strengthening its direction and coordination with the company's Executive Board to seek joint ventures and partnerships to continue implementing new small and medium-sized real estate projects that are suitable for the company's capabilities.

- To ensure its survival and development, the company's leadership recognizes that the central and core element is its human resources. Therefore, the company must have appropriate policies to retain, train, and attract high-quality personnel, applying policies

to encourage employees to increase labor productivity, work to the best of their ability, be responsible and efficient, and remain committed to the company in the long term.

## V. CORPORATE GOVERNANCE

(Organizations that are not listed are not required to disclose the information in this section).

### 1. Board of Directors:

#### a. Members and structure of the Board of Directors:

No	Full name	Position	Main area of expertise	Shareholding ratio	Capital representative of the organization/individual
1	Le Tan Long	Chairman of the Board	Bachelor of Business Administration	0.53%	Representative of the Vietnam Trade Union's capital stake.
				0%	Individual
2	Tran Hoai Thanh	Vice Chairman of the Board of Directors/General Director	Bachelor of Economics - Tourism/Bachelor of Finance - Banking	1.37%	Individual
3	Luu Van Minh Thanh	Board Member / Deputy General Director	Bachelor of Telecommunications Engineering	0.53%	Individual
4	Tran Quoc Tran	Board Member	Master of Electronics and Telecommunications	0.35%	Individual
5	Tran Thanh Binh	Board Member	Bachelor of Business Administration	1.2%	Representative of the capital stake of Quang Nam Provincial Post Office
				0%	Individual

independent board members is 3.

No.	Full name	Position	Main area of expertise	Shareholding ratio	Capital representative of the organization/individual
1	Le Tan Long	Chairman of the Board	Bachelor of Business Administration	0.53%	Representative of the Vietnam Trade Union's capital stake.
				0%	Individual
2	Tran Quoc Tran	Board Member	Master of Electronics and Telecommunications	0.35%	Individual
3	Tran Thanh Binh	Board Member	Bachelor of Business Administration	1.2%	Representative of the capital stake of Quang Nam Provincial Post Office
				0%	Individual

b. Subcommittees of the Board of Directors: The Company's Board of Directors does not establish subcommittees. Members of the Board of Directors perform their duties according to the assignments given by the Board of Directors.

c. Activities of the Board of Directors: Based on the Resolution of the 2025 Annual General Meeting of Shareholders and its actual implementation, with the functions, duties, and powers stipulated, the Board of Directors has supervised, managed, and directed the company's operations in accordance with the law, the charter, and the Resolution of the General Meeting of Shareholders; it has identified the key operational issues of the company in each stage and assigned members to supervise the operational activities of the management apparatus in accordance with the company's actual situation.

No.	Resolution/Decision Number	Day	Content	Approval rate
1	Decision No. 06/2025/QD-HDQT	February 26, 2025	Plan for organizing the 2025 Annual General Meeting of Shareholders.	100%
2	13/2025/NQ-HDQT	April 23, 2025	Board of Directors Resolution on Closing the List of Shareholders Entitled to Receive Dividends for 2025	100%
3	16/NQ-HDQT	May 9, 2025	Resolution of the Board of Directors approving the contents of the third meeting regarding the Business Production Plan for the period 2025-2029	100%
4	Decision No. 24/2025/QD-HDQT	August 12, 2025	Changes to business registration details	100%

No.	Resolution/Decision Number	Day	Content	Approval rate
5	152/2025/QD-HDQT	December 8, 2025	Plan to hold an extraordinary general meeting of shareholders in 2025.	100%

d. Activities of independent board members:

Independent non-executive board members play a critical and supervisory role when necessary regarding the activities of the Board of Directors and the Executive Board, ensuring that the Board of Directors operates in accordance with the law and the Company's Articles of Association.

**2. Supervisory Board:**

a. Members and structure of the Supervisory Board:

No.	Full name	Position	Main area of expertise	Shareholding ratio	Capital representative of the organization/individual
1	Nguyen Thi Minh Hoa	Head of the Supervisory Board	Bachelor of Accounting	0%	Individual
2	Pham Thi Truc Linh	Supervisory Board Member	Bachelor of Business Accounting	1.48%	Individual
3	Doan Thi To Trinh	Supervisory Board Member	Bachelor of Business Administration	0.14%	Individual

b. Activities of the Supervisory Board:

b1. Activities of the Supervisory Board:

\* **Operation:** The Company's Supervisory Board consists of 3 members. It operates in accordance with the Enterprise Law and the Articles of Association of the Construction Investment and Telecommunications Infrastructure Development Joint Stock Company.

- Supervise and coordinate with the Board of Directors to inspect all aspects of the Company's production and business operations, gather information from the Board of Directors, and provide information on business activities. Compile reports from the Supervisory Board, reports to the General Meeting of Shareholders, and shareholder recommendations.

- Review annual financial statements; examine the reasonableness and legality of each specific issue related to the management and operation of the Company's production and business activities.

- Coordinate with the Company's Board of Directors to organize the Annual General Meeting of Shareholders.

b2. Summary of Supervisory Board meetings and Supervisory Board decisions:

- The Supervisory Board has attended regular meetings with the Board of Directors, supervised and inspected the performance and operation of the Board of Directors and the Board of Directors of the Company in compliance with the provisions of the Law and the Company's Charter, contributing to making production and business activities transparent and healthy.

- Review financial statements and assessment reports on the monitoring of the Company's production and business activities during the year;

- Participate in Board of Directors meetings regarding the implementation of Shareholders' General Meeting resolutions and the Company's periodic 6-month and annual production and business plans.

- To reach a consensus on proposals and recommendations with the Board of Directors before submitting them to the Company's General Meeting of Shareholders.

b3. Results of monitoring the activities of the Board of Directors, members of the General Management Board, and management staff:

The coordination between the Supervisory Board, the Board of Directors, the General Director's Office, and other management staff always demonstrates a spirit of unity and close cooperation in the operation and management of production and business activities. The Board of Directors regularly exchanges and provides information, resolutions, and decisions to the Supervisory Board and the General Director's Office, facilitating the Supervisory Board's collection of information and documents related to the Company's production and business activities when requested.

The Board of Directors, the General Management Board, the Supervisory Board, and the Shareholders always cooperate to ensure that procedures are followed correctly and are closely linked, supporting each other to successfully complete their tasks.

b4. Coordination of activities between the Supervisory Board, the Board of Directors, the General Management Board, and Shareholders:

In 2025, the Supervisory Board operated in accordance with the Company's regulations and charter in supervising the activities of the Board of Directors and the Executive Management Board.

Participate in meetings with the Board of Directors, contribute opinions on the 2025 financial report and the 2025 business plan.

Supervising the Board of Directors and the Executive Board in implementing the resolutions of the Annual General Meeting of Shareholders, and monitoring the implementation of the contents that the Board of Directors has directed to the Executive Board through minutes and resolutions of the Board of Directors.

Review the company's periodic financial reports.

b5. Results of monitoring the Company's operational and financial situation:

**\* Operating status:**

Management and operation are carried out through the issuance of internal regulations, adjusted by resolutions of the Board of Directors and decisions of the General Director's Office, operating in accordance with the Articles of Association of the Joint Stock Company, and promptly supplementing and amending regulations to conform with current policies and market mechanisms. Capital and resources are used rationally to ensure stable production and business operations.

Fully implement all policies and regulations regarding employees, ensuring that salaries and bonuses are paid in accordance with principles and in a timely manner to motivate and encourage employees.

Monitor and manage the company's finances effectively, regularly paying attention to capital payments and debt collection, and conducting business operations using self-owned capital.

The organization manages its production and business operations to ensure sustainable development, preserve and grow shareholders' capital.

**\* Company's financial management:**

Company's Financial Management: Financial management is always carried out in accordance with accounting principles, laws, and current financial regulations. The company has internal financial operating regulations, manages finances effectively, maintains a stable financial situation, ensures good business development, and fulfills tax and other financial obligations to the State promptly and completely.

Financial performance results for 2025:

Unit of measurement: VND

Target	Code number	2024	2025	Comparison 2025/2024
1. Revenue from sales and services	01	27,319,297,780	34,854,159,544	127.58%
2. Deductions	02			
3. Net revenue from insurance and services (10 = 01 - 03)	10	27,319,297,780	34,854,159,544	127.58%
4. Cost of goods sold	11	23,449,862,002	31,026,215,653	132.31%
5. Gross profit from insurance and services (20=10-11)	20	3,869,435,778	3,827,943,891	98.93%
6. Financial operating revenue	21	223,380,543	98,974,240	44.31%
7. Financial costs	22	15,654,708	0	
- Including: Interest expense	23	15,654,708	0	
8. Cost of goods sold	25	0	0	
9. Business management costs	26	2,978,494,740	2,581,935,583	86.69%
10. Net profit from business operations {30=20+(21-22)-(24+25)}	30	1,098,666,873	1,344,982,548	122.42%

Target	Code number	2024	2025	Comparison 2025/2024
11. Other income	31	16,800	3,000	17.86%
12. Other expenses	32	31,166,341	36,869,587	118.30%
13. Other profits (40=31-32)	40	(31,166,341)	(36,866,587)	
14. Total accounting profit before tax (50 = 30 + 40)	50	1,067,517,332	1,308,115,961	122.54%
15. Current Corporate Income Tax Expense	51	220,176,735	237,053,442	107.67%
16. Deferred Corporate Income Tax Expense	52	0	0	
17. Profit after corporate income tax (60 = 50 - 51 - 52)	60	847,340,597	1,071,062,519	126.40%
18. Earnings per share	70	500	765	153.00%

The Supervisory Board, based on the data and audit report of the Company for the year 2025, which was conducted by ECOVIS AFA Vietnam Auditing, Valuation and Consulting Company Limited, an independent auditing firm, and with the Company's Finance and Accounting Department being responsible for the legality of the documents and the accuracy of the data provided for verification.

### 3. Transactions, remuneration, and benefits of the Board of Directors, the General Management Board, and the Supervisory Board:

#### a. Salary, bonuses, remuneration, and benefits:

No.	Full name	Salaries, bonuses, fees, and other benefits.			
		Average monthly income (VND)	Bonus (VND)	Remuneration in 2025 (VND)	Other benefits
<b>I</b>	<b>Board of Directors</b>				
	Le Tan Long - Chairman of the Board of Directors	0	0	5,636,245	0
2	Tran Hoai Thanh - Vice Chairman of the Board of Directors and General Director	21,633,153	0	6,150,053	0
3	Luu Van Minh Thanh - Member of the Board of Directors and Deputy General Director	18,515,922	0	4,783,374	0

No.	Full name	Salaries, bonuses, fees, and other benefits.			
		Average monthly income (VND)	Bonus (VND)	Remuneration in 2025 (VND)	Other benefits
5	Tran Quoc Tran - Member of the Board of Directors	0	0	4,783,374	0
6	Tran Thanh Binh - Member of the Board of Directors	0	0	4,783,374	0
<b>II</b>	<b>Supervisory Board</b>				
1	Nguyen Thi Minh Hoa	0	0	4,783,374	
3	Pham Thi Truc Linh - Member of the Supervisory Board	10,002,543	0	3,416,696	0
4	Doan Thi To Trinh - Member of the Supervisory Board	0	0	3,416,696	0

b. Insider stock transactions: None

No.	The person executing the transaction	Relationship with insider shareholders	Number of shares owned at the beginning of the period		Number of shares held at the end of the period		Reasons for increase or decrease (buying, selling, converting, rewarding, etc.)
			Number of shares	Proportion	Number of shares	Proportion	

c. Contracts or transactions with insider shareholders: No issues arose.

No.	Contract name	Insider shareholders

d. Evaluating the implementation of corporate governance regulations:

The Telecommunications Infrastructure Investment and Development Joint Stock Company has fully complied with the corporate governance regulations as stipulated by the State Securities Commission and the Hanoi Stock Exchange.

## VI. FINANCIAL STATEMENTS

## 1. Audit opinion

Audit opinion of ECOVIS AFA Vietnam Auditing, Valuation and Consulting Company Limited.

### *Audit report on financial statements*

We have audited the accompanying financial statements of the Investment, Construction and Development of Telecommunications Infrastructure Joint Stock Company (hereinafter referred to as "the Company"), prepared on xx March 2026, from page 5 to page 32, including the Balance Sheet as of December 31, 2025, Income Statement, Cash Flow Statement for the fiscal year ended on the same date, and Notes to the Financial Statements.

### *Responsibilities of the Board of Directors*

The Board of Directors is responsible for the preparation and fair and fair presentation of the Company's financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations concerning the preparation and presentation of financial statements, and is responsible for internal controls that the Board of Directors deems necessary to ensure that the preparation and presentation of financial statements are free from material misstatements due to fraud or error.

### *Responsibilities of the Auditor*

Our responsibility is to express an opinion on the financial statements based on the results of our audit. We conducted the audit in accordance with Vietnamese Auditing Standards. These standards require us to comply with professional ethics standards and regulations, and to plan and conduct the audit to obtain reasonable assurance as to whether the Company's financial statements are free from material misstatements.

The audit work includes performing procedures to gather audit evidence regarding the figures and disclosures in the financial statements. The audit procedures are selected based on the auditor's judgment, including an assessment of the risk of material misstatement in the financial statements due to fraud or error. In assessing these risks, the auditor considered the Company's internal controls related to the preparation and presentation of the financial statements in a fair and reasonable manner, in order to design audit procedures appropriate to the circumstances, but not to express an opinion on the effectiveness of the Company's internal controls. The audit work also includes evaluating the appropriateness of the accounting policies applied and the reasonableness of the accounting estimates made by the Board of Directors, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have gathered is sufficient and appropriate to form the basis of our qualified audit opinion.

### *Basis of a qualified audit opinion*

As presented in notes 4.2 and 4.4 of the Financial Statement Notes, as of December 31, 2025, short-term accounts receivable from customers and other short-term accounts receivable with a book value of VND 1,310,393,298 that were overdue for more than 3 years, and short-term accounts receivable from customers with a book value of VND

382,038,069 that were overdue for 6 months to less than 1 year, had not been assessed by the Company for provision for doubtful debts. We were unable to obtain sufficient appropriate evidence regarding the recoverability of these debts as of December 31, 2025. Therefore, we cannot determine whether adjustments to the relevant figures are necessary.

*Qualified audit opinion*

In our opinion, except for the impact of the issue mentioned in the "Basis for the qualified audit opinion" section, the attached financial statements fairly and reasonably reflect, in all material respects, the financial position of the Company as of December 31, 2025, as well as the results of its operations and cash flows for the fiscal year ended on that date, in accordance with Vietnamese accounting standards, the Vietnamese corporate accounting system, and relevant legal regulations concerning the preparation and presentation of financial statements.

**2. Audited financial statements**

The attached audited annual financial statements include: Balance Sheet; Income Statement; Cash Flow Statement; Notes to the Financial Statements as required by law on accounting and auditing.

*(Published on the Company's website at <http://www.qtc.com.vn> under the Shareholder Relations section on March 30, 2026).*

The above is the complete 2025 annual report of the Construction Investment and Telecommunications Infrastructure Development Joint Stock Company (stock code QCC) on the company's business results and management activities in 2025 and the business plan for 2026. We respectfully submit this to the State Securities Commission, the Hanoi Stock Exchange, our esteemed shareholders and investors.

**LEGAL REPRESENTATIVE OF THE COMPANY  
GENERAL DIRECTOR**

**Recipient;**

- State Securities Commission, Hanoi Stock Exchange;
- Board of Directors, Supervisory Board, General Director's Board (for reporting);
- Save HSCK.



**Le Cong Han**