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**FECON CORPORATION**

**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

No. 03./2025/TTr-BOD.FECON

Hanoi, April 05, 2025

## **SUBMISSION FOR APPROVAL**

*Re: Approving the 2025 Business Plan, the 2025 Profit Distribution Plan and the expected salary, remuneration and bonus levels for the Board of Directors and Board of Supervisors in 2025*

### **Presented to: GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020, amendments, supplements and implementation instructions.
- Pursuant to the Organization and Operation Charter of FECON Corporation.
- Pursuant to the functions and duties of the Board of Directors,

The Board of Directors of FECON Corporation hereby submits to the General Meeting of Shareholders for consideration and approval the following matters within the authority of the 2025 Annual General Meeting of Shareholders:

### **Content 6: 2025 Business Plan and Profit Distribution Plan**

#### **6.1. 2025 Business plan**

<b>Targets</b>	<b>Unit</b>	<b>2024 Actual</b>	<b>2025 Plan</b>	<b>Growth (%)</b>
Consolidated revenue	Bil. VND	3.375	5000	48%
Parent company's revenue	Bil. VND	2.367	3000	27%
Consolidated profit after tax	Bil. VND	30	200	565%
Profit after tax Parent company	Bil. VND	7	60	807%
Shareholders' Net Profit	Bil. VND	9	179	1.834%
Consolidated EPS	VND/share	59	1.139	1.831%

#### **6.2. 2025 profit distribution plan**

Development investment fund	No distribution into development & investment fund in 2025
Bonus and Welfare Fund	Not more than 10% of profit after tax Parent company



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Dividend (% Actual Charter Capital)	Maximum 5% of Charter Capital (cash or shares).
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## **Content 7: Approving the salary/remuneration and expected bonus levels for the Board of Directors and Board of Supervisors in 2025**

### **7.1. Expected remuneration/salary for the Board of Directors and Board of Supervisors in 2025**

Unit : Mil. VND

No.	Title	Quantity	Salary (mil VND/month)	Applied for (month)	Total
<b>I</b>	<b>Board of Managers</b>	<b>07</b>			<b>7.632</b>
1	Full-time Chairman of the Board of Directors	01	180	12	2.160
2	Specialized Vice Chairman of the Board of Directors	02	108	12	2.592
3	Full-time member of the Board of Directors	02	72	12	1.728
4	Independent member of the Board of Directors	02	48	12	1.152
<b>II</b>	<b>Supervisory Board</b>	<b>03</b>			<b>2.160</b>
1	Head of the Board of Supervisors	01	108	12	1.296
2	Member of Board of Supervisors	02	36	12	864
<b>GRAND TOTAL</b>					<b>9.792</b>

**Salary/Remuneration Payment Time:** Authorize the Chairman of the Board of Directors to determine the timing of salary payments/remuneration allocation for the Board of Directors and the Board of Supervisors and to account for these amounts in accordance with legal regulations.

### **7.2. Expected bonus levels for the Board of Directors and Board of Supervisors in 2025**

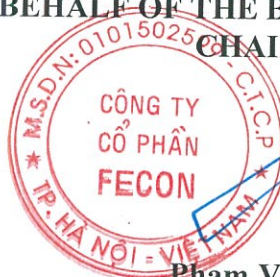
**Bonus for Achieving Profit Target:** If the Company completes the consolidated profit plan in 2025, the bonus to the Board of Directors and Board of Supervisors shall be equal to 1.5% of the parent company's 2025 after-tax profit; and,

**Bonus for Exceeding Profit Target:** If the Company exceeds the consolidated profit plan in 2025, the additional bonus to the Board of Directors and the Board of Supervisors shall be equal to 10% of the difference between the actual consolidated after-tax profit and the planned after-tax profit for 2025.

Submit to the General Meeting of Shareholders for consideration and approval.

Best regards./.

**ON BEHALF OF THE BOARD OF DIRECTORS**  
**CHAIRMAN**



**Phạm Viet Khoa**