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**FECON CORPORATION**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom – Happiness**

No: ...../2025/NQ-ĐHĐCĐ.FECON

Hanoi, April 28<sup>th</sup>, 2025

**DRAFTED RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

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**FECON CORPORATION**

- 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 Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26<sup>th</sup>, 2019, amendments, supplements and implementation instructions;
- Pursuant to the Decree No. 155/2020/NĐ-CP Pursuant to the Government on December 31<sup>th</sup>, 2020 on the elaboration of some Articles of the Law on Securities;
- Pursuant to the Organization and Operation Charter of FECON Corporation;
- Pursuant to the Internal Regulation on corporate governance of FECON Corporation;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders of FECON Corporation on April 28<sup>th</sup>, 2025.

**RESOLVED THAT :**

**Article 1. Approving the following contents:**

- 1. The report of the Board of Directors on the governance and performance of the Board of Directors in 2024, plan for 2025.**
- 2. The report of the Board of Supervisors on the performance in 2024.**
- 3. The consolidated financial statements and the separate financial statements for 2024 were audited by CPA VIETNAM Auditing Co., Ltd .**
- 4. The profit distribution plan in 2024 as follows:**

Content	Amount (VND)	Notes
<b>Total undistributed accumulated after-tax profits of the parent company as of December 31<sup>st</sup>, 2024 (On the parent Company report)</b>	<b>53.329.095.024</b>	
<i>In which: Profit after tax 2024</i>	<i>6.638.700.647</i>	
<b>Distributing funds from accumulated after-tax profit</b>	<b>663.870.065</b>	
<i>- Deduction for development investment fund</i>	<i>0</i>	

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- Deduction for bonus and welfare fund	663.870.065	10% Profit after tax
- Dividend Distribution of the year 2024	0	
- Bonus for the Board of Directors and the Board of Supervisors year 2024	0	
<b>Remaining After Tax Profit</b>	<b>52.665.224.959</b>	

**5. The final settlement of salary, remuneration and bonus of the Board of Directors and the Board of Supervisors in 2024:**

**5.1. Finalization of salary and remuneration of the Board of Directors and Supervisory Board in 2024**

*Unit : Mil. VND*

No	Name	Title	Salary (Mil. VND per month) <sup>(1)</sup>		Applied for (month) <sup>(2)</sup>	Total
			Full-time member	Independent member		
THE BOARD OF DIRECTORS						
1	Mr. Pham Viet Khoa	Chairman	180	-	12	1,800
2	Mr. Tran Trong Thang	Permanent Vice Chairman	108	-	12	1,080
3	Mr. Satoyuki Yamane	Vice Chairman	108	-	12	1,080
4	Mrs. Nguyen Thi Nghien	Member	72	-	12	720
5	Mr. Nguyen Tran Dang Phuoc	Member	72	-	12	720
6	Mr. Ha The Long	Member	-	48	12	480
7	Mr. Nguyen Huu Thai Hoa	Member	-	48	12	480
Total (I)						7,632
THE BOARD OF SUPERVISORS						
1	Mr. Nguyen Thi Lan Huong	Head of the Board	108	-	12	1,296
2	Mr. Truong Van Binh	Member	-	36	12	432
3	Mr. Nguyen Tien Thanh	Member	-	36	12	432

<sup>1</sup> Personal Income Tax not included

<sup>2</sup> From May, 2024 to April, 2025.

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<b>Total (II)</b>	<b>2,160</b>
<b>TOTAL (I) và (II)</b>	<b>9,792</b>

## **5.2. Bonus for the Board of Directors and the Board of Supervisors in 2024**

Do not apply due to the failure to achieve the annual plan according to the Resolution of the 2024 Annual General Meeting of Shareholders .

## **6. Business plan 2025 and Profit distribution plan 2025:**

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

<b>Content</b>	<b>Unit</b>	<b>2024</b>	<b>2025 F.</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 of parent company	Bil. VND	7	60	807%
Profit after tax of shareholders of parent company	Bil. VND	9	179	1.834%
Consolidated EPS	VND/CP	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 of parent company
Dividend (% Actual Charter Capital)	Up to 5% Charter Capital (in cash or shares)

## **7. The salary/remuneration and expected bonus levels for the Board of Directors and the Board of Supervisors in 2025:**

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

*Unit : Mil. VND*

<b>No.</b>	<b>Title</b>	<b>Number</b>	<b>Salary (mil VND/month)<sup>3</sup></b>	<b>Applied for (month)<sup>4</sup></b>	<b>Total</b>
<b>I</b>	<b>The Board of Directors</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	02	108	12	2,592

<sup>3</sup> Does not include personal income tax; Personal income tax arising from this income is paid by the Company

<sup>4</sup> Applicable from May 2025 to the end of April 2026

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	Board of Directors				
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>The Board of Supervisors</b>	<b>03</b>			<b>2,160</b>
1	Head of the Board in charge	01	108	12	1,296
2	Member of the Board	02	36	12	864
<b>Total</b>					<b>9,792</b>

**Time for payment of salary/remuneration:** Authorize the Chairman of the Board of Directors to choose the time of salary payment/remuneration allocation under the law.

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

## **8. The list of the audit firms for financial statements in 2025:**

- (i). **Deloitte Vietnam Company Limited;**
- (ii). **AASC Auditing Firm Co., Ltd.**
- (iii). **CPA VIETNAM Auditing Company Limited;**

The General Meeting of Shareholders authorizes the Board of Directors to decide to select one of the above-mentioned auditors to conduct the company's 2025 financial statements and to review the 2025 semi-annual financial statements. In case of disagreement with the above audit firms on the audit progress and fees, the General Meeting of Shareholders authorizes the Board of Directors to select one of the other auditing firms in the List of independent auditing companies approved by the State Securities Commission of Viet Nam to audit the above reports in accordance with the law.

## **Article 2. Terms of implementation**

1. Assign the Board of Directors to organize the implementation of the contents approved by the General Meeting of Shareholders in this Resolution, and perform the obligation to disclose information under the provisions of law.
2. Assign the Board of Directors to implement the procedures for registration/notification of changes in the contents of Article 1 if required by law.
3. The Board of Directors reports the tasks performed in the coming Annual General Meeting of Shareholders.

## **Article 3. Enforcement effect**

This Resolution was unanimously approved by the General Meeting of Shareholders at the meeting on April 28th, 2025.

The members of the Board of Directors, the Board of Supervisors, the Board of Managers of the Company, and the relevant individuals and departments are responsible for implementing

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this Resolution under the provisions of law and Charter of organization and operation of FECON CORPORATION./.

**Recipients:**

- *As stated in Article 3;*
- *Shareholders of the Company;*
- *SSC, HSX, VSD;*
- *HC, TLQT, TCKT .*

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS**

**PHAM VIET KHOA**