

MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
FICO CORPORATION - JSC

Today, at 9.00 A.M. on 21 April 2026, at the Hall of VICTORY Hotel, No. 14 Vo Van Tan, Xuan Hoa Ward, Ho Chi Minh City, FiCO Corporation - JSC conducted the 2026 Annual General Meeting of Shareholders (abbreviated as the general meeting).

FiCO Corporation - JSC, headquarter address at the 15th floor, Sailing Tower Building, No. 111A Pasteur, Sai Gon Ward, Ho Chi Minh City. Enterprise Registration Certificate No. 0300402493, 1st issued by the Department of Planning and Investment of Ho Chi Minh City on 29 June 2010, the 13th registration for change on 04 August 2025.

A. Participants of the general meeting.

1. Representative of the strategic shareholder - Xuan Cau Investment Joint Stock Company.
2. Representative of state capital - State Capital Investment Corporation.
3. Shareholders and representatives of shareholders are authorized to attend the 2026 Annual General Meeting of Shareholders of FiCO Corporation - JSC.
4. Leader of FiCO Corporation - JSC.
5. Guest, delegates are partners, media agencies, press, etc.

B. Contents and agenda of the 2026 Annual General Meeting.

I. Reporting on shareholder's qualification verification and declaring the general meeting eligible to be conducted.

Mr. Dao Quang Son, Head of the Shareholder qualification verification committee, has presented the report on the shareholder verification at the General Meeting, whereby:

- Total number of shareholders with voting rights: 350 shareholders and the total number of outstanding shares is 127,000,000 shares.
- Total number of shareholders summoned to attend the general meeting: 350 shareholders have the right to vote.

+ Total number of shareholders and authorized persons to attend the 2026 Annual General Meeting of Shareholders: 15 shareholders,

+ Direct and authorized representative of the 126,054,380 shares, accounting for 99.255 % of the total number of shares with voting rights.

Pursuant to the current Law on Enterprises and the Charter of FiCO Corporation - JSC, the 2026 Annual General Meeting of Shareholders of FiCO Corporation - JSC is legal, valid and eligible to proceed.

2. As of 9:20 AM, the General Meeting recorded a total of 16 shareholders in attendance, representing, directly and by proxy, 126,055,179 shares, accounting for 99.256% of the total voting shares.

II. Election of the Chairing Committee of the general meeting.

The general meeting elected the Chairing Committee to run the general meeting, after the organizing committee presented the list, 100% of shareholders (corresponding to 126.054.380 shares) attending and voting at the meeting approve the following list of Chairing Committee member:

- Ms. Do Thi Hieu – Chairman of the Board of Management of FiCO Corporation - JSC – Chairperson.
- Mr. Nguyen Xuan Thang – Member of the Board of Management – Member.
- Mr. Cao Truong Thu – Member of the Board of Management, General Director – Member.

III. Election of the secretary and the Vote Counting Committee.

In order to assist the Chairing Committee and carry out the election work, after the organizing committee presented the expected list, 100% of shareholders (corresponding to 126,054,380 shares) attending and voting at the meeting approve the following list of the Secretary and the Vote Counting Committee members:

1. List of the Secretary Committee of the general meeting.

- Mr. Nguyen Hoai Thu – Head of Department of Planning and Production Operations – Head of the Department.

- Ms. Pham Thi My Van – Specialist of Human Resources Legal Department – Member

2. Vote Counting Committee.

- Mr. Dang Xuan Long - Head of M&A Investment Department - Head of Department.

- Ms. Thai Minh Ha - Specialist of Human Resources Legal Department - Member.

- Mr. Bui Van Hung - IT Specialist - Member.

- Mr. Phu Le Hoang Nguyen - M&A Investment Department Specialist - Member.

- Mr. Do Thanh Tin - IT Specialist - Member

IV. Approve the general meeting's agenda and regulations.

Pursuant to the meeting agenda and the meeting regulations reported by the Organizing Committee before the meeting, the General Meeting voted by 100% of the shareholders present and voting at the meeting (total voting shares: 126,055,179) to approve the meeting agenda and to adopt the meeting regulations as presented.

V. Main contents of the general meeting.

1. Report to the Board of Management, the Board of General Directors and the Inspection Committee.

- The General Meeting paid attention to Mr. Cao Truong Thu – Member of Board of Management, General Director presented the Report of the Board of General Director.

- The General Meeting paid attention to Ms. Do Thi Hieu – Chairman of the Board of Management presented the report of the Board of Management.

- The General Meeting paid attention to Mr. Dao Quang Son, Head of the Inspection Committee presented the report on the operation results of the Inspection Committee.

2. Contents to be submitted to the general meeting of shareholders.

2.1 The general meeting also paid attention to Mr. Nguyen Xuan Hung – Chief Accountant of FiCO Corporation - JSC presented:

- Proposal of Audited financial statements in 2025;
- Proposal of the profit distribution plan in 2025;
- Proposal to approve the remuneration paid to the Board of Management and the Inspection Committee of FiCO Corporation - JSC in 2025 and propose their remuneration plan in 2026;
- Proposal to approve the contracts and transactions between the FiCO Corporation - JSC and Related Party of FiCO Corporation - JSC – FiCOCOM.

2.2. The General Meeting also paid attention to Mr. Dao Quang Son - Head of the Inspection Committee to present the proposal to select the auditing firm for the 2026 Financial Statements.

2.3. The General Meeting also paid attention to Mr. Nguyen Xuan Thanh – Executive Assistant to the General Director of FiCO Corporation - JSC presented:

- Proposal for approval of the updated Charter on Organization and Operation of FiCO Corporation – JSC.

3. Opinions of shareholders: Shareholders attending the meeting had no additional opinions or explanation requests to the report and proposal submitted to the general meeting.

4. Voting of the general meeting on the contents of reports and proposals submitted.

The General Meeting voted with 100% of the shareholders present (total number of votes was 126,055,179 shares) to approve the following items.

4.1 Vote to approve the Report of the Board of Management in 2025 and the operational orientation of the Board of Management in 2026. The general meeting voted to approve with the following proportions:

4.2 Vote to approve the report of the Board of General Directors on the implementation of production and business tasks in 2025 - Production and business plan in 2026. The general meeting voted to approve with the following proportions:

4.3 Vote to approve the performance report of the Inspection Committee in 2025 and the operation plan in 2026. The general meeting voted to approve with the following proportions:

4.4 Vote to approve the audited financial statements for 2025. The general meeting voted to approve with the following proportions:

4.5 Vote to approve the profit distribution plan and fund allocation rate in 2025. The general meeting voted to approve with the following proportions:

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4.6 Vote to approve the remuneration paid to the Board of Management, the Inspection Committee of FiCO Corporation - JSC in 2025 and propose their remuneration payout plan in 2026. The general meeting voted to approve with the following proportions:

4.7 Vote to approve the selection of the auditing firm of the 2025 Financial Statements. The general meeting voted to approve with the following proportions:

4.8. Voting to approve contracts and transactions between FiCO Corporation - JSC and Related Party of FiCO Corporation - JSC – FiCOCOM. The general meeting voted to approve with the following proportions:

4.9. Voting to approve the update of the Charter of Organization and Operation of FiCO Corporation - JSC. The general meeting voted to approve with the following proportions:

5. Election of Members of the Board of Manager and Members of the Inspection Committee for the 2026–2031 term

5.1 The General Meeting heard Mr. Dang Xuan Long – Head of the M&A Investment Department – present the Proposal on the Election of Members of the Board of Manager and Members of the Inspection Committee of the Corporation for the term 2026-2031

and the Regulations on the Election of the Board of Manager and the Inspection Committee for the term 2026-2031.

The list of candidates for the Board of Manager and Inspection Committee includes the following individuals:

• **Members of the Board of Manager**

- Ms. Do Thi Hieu
- Mr. Nguyen Ngoc Vu Chuong
- Mr. Cao Truong Thu
- Mr. Pham Viet Thang
- Mr. Nguyen Xuan Thang

• **Members of Inspection Committee:**

- Mr. Dao Quang Son
- Ms. Pham Thi My Van
- Ms. Tran Linh Chi

The General Meeting proceeded to vote and approved the following:

Result	Total number of votes	in which		
		Agree	Not agree	No comment
Number of votes	126,055,179	126,055,179	0	0
Achieved a percentage	100%	100%	0	0

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5.2. Election Results:

- Total ballots issued: 16 ballots (equivalent to 126,055,179 shares)
- Total ballots received: 12 ballots (equivalent to 126,053,766 shares)
- + Valid ballots: 11 ballots (corresponding to 126,053,666 shares)
- + Invalid ballots: 1 ballot (corresponding to 100 shares)
- Cumulative voting results are as follows:

No.	Full name	Number of elected shares	Proportion
A.	Member of Board of Manager		
1	Ms. Do Thi Hieu	126,808,108	100.6%
2	Mr. Nguyen Ngoc Vu Chuong	127,508,603	101.2%
3	Mr. Cao Truong Thu	125,308,103	99.4%
4	Mr. Pham Viet Thang	123,635,418	98.1%
5	Mr. Nguyen Xuan Thang	127,008,103	100.8%
B.	Members of Inspection Committee		
1	Mr. Dao Quang Son	126,053,666	100%
2	Ms. Pham Thi My Van	126,053,666	100%
3	Ms. Tran Linh Chi	126,053,666	100%

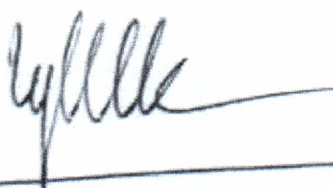
5.3. Remarks on the election results: The General Meeting noted that there were no differing opinions regarding the process and results of the election of members of the Board of Management and Inspection Committee of FiCO Corporation - JSC for the term 2026-2031.

C. Voting on the Minutes, Resolutions of the General meeting and the closing of the general meeting

The minutes of the 2026 Annual General Meeting of Shareholders of FiCO Corporation - JSC were made at 11:30 AM. on 21 April 2026 and Mr. **Nguyen Hoai Thu**, the representative of the General Meeting's Secretary has announced to the entire Shareholder General Meeting. The contents of Minutes and Resolution of General Meeting were approved by 100% of shareholders attending and voting at the meeting.

This Minutes is made in 06 copies and archived at the office of FiCO Corporation - JSC.

ON BEHALF OF
THE SECRETARY BOARD



Nguyen Hoai Thu

ON BEHALF OF
THE CHAIRING COMMITTEE



M.S.D.N: 0300402493 - C. P. B.
TỔNG CÔNG TY
VẬT LIỆU XÂY DỰNG
SỐ 1
- CÔNG TY
CỔ PHẦN
THÀNH PHỐ HỒ CHÍ MINH

Do Thi Hieu