

RESOLUTION**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF
FICO CORPORATION - JSC**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the 14th National Assembly of the Socialist Republic of Vietnam, 9th session on 17 June 2020; as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022 amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the Form of Public - Private Partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments, and Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Charter of organization and operation of FiCO Corporation - JSC approved by the General Meeting of Shareholders on 28 September 2016, the 3rd amendment and supplement on 29 April 2025;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of FiCO Corporation - JSC dated 21 April 2026.

HEREBY DECIDE:

Article 1: Approval of the reports on operations and the manufacturing business plan of FiCO Corporation - JSC as follows:

1. Approval of the report by the General Director on the performance results for 2025 and the manufacturing business plan objectives for 2026, in which:

Unit: VND

No.	Indicators	Performance in 2025	Plan for 2026	Ratio (%)
1	Consolidated revenue	1,186,221,664,272	1,196,946,467,588	101%
2	Parent company's revenue	1,308,734,720,719	1,445,795,273,847	110%
3	Consolidated profit before tax	144,896,391,308	148,449,085,660	102.4%
4	Parent company's profit before tax	90,832,567,925	99,916,000,000	110%

2. Approval of report of the Board of Management of 2025 and the operational plan for 2026.
3. Approval of report of the Inspection Committee of 2025 and the operational plan for 2026.

4. Approval of the audited Financial Statement of 2025.

Article 2: Approval of profit distribution, dividend payment, and funds allocation of for 2025 as follows:

No.	Content	Amount	Percentage (%) relative to total profit distributed
A	Total undistributed after-tax profit	90,832,567,925	
1	Retained from previous years	0	
2	The year 2025	90,832,567,925	
B	Distributable profit eligible for distribution	84,451,227,222	
C	Distribution plan	84,451,227,222	100.00%
1	Appropriation to the Reward Fund	2,533,536,817	3.00%
2	Appropriation to the Welfare Fund	1,689,024,544	2.00%
3	Appropriation to the Development Investment Fund	9,578,665,861	11.34%
4	Cash dividend distribution: 5.4%	68,850,000,000	82.1%
5	Bonus payments to the Board of Management, Executive Board, and Inspection Committee for the 2021–2025 term	800,000,000	0.95%
D	Remaining profit available for distribution	0	

Article 3: Approval of the remuneration payment plan for the Board of Management and the Inspection Committee of 2025 and the remuneration payment plan for the Board of Management and the Inspection Committee of FiCO Corporation - JSC for 2026.

Article 4: Approval of the authorization for the Board of Management of FiCO Corporation - JSC to select the audit firm for the 2026 Financial Statement based on the following criteria:

1. Must be approved by the Ministry of Finance and the State Securities Commission to audit the security issuing organization, listed organizations, and trading organizations.
2. Must be reputable, experienced in auditing, and providing financial consulting services for enterprises operating in production and trading of construction materials, real estate, and mineral exploitation.
3. Offering reasonable and cost effective audit fees in accordance with the required scope, content, and progress of FiCO Corporation - JSC.

Article 5: Approval of contracts and transactions between FiCO Corporation - JSC and Related Party of FiCO Corporation - JSC in 2026. Specifically, approval of contracts and transactions arising in 2026 up to the next General Meeting of

Shareholders, with a value equal to or exceeding 35% or transactions that cause the total transaction value during the aforementioned period from the date of the first transaction, reaching at least 35% of the total assets written in the latest financial statement, which is signed by FiCO Corporation - JSC and FiCOCOM (*with an expected transaction value is VND 850,000,000,000, accounting for 36% of total assets*), in accordance with Article 167 of the Law on Enterprises 2020, Article 293 of Decree 155/2020/ND-CP and other applicable regulations (if any).

Article 6: Approval of the results of the election of Members of the Board of Management and the Inspection Committee of FiCO Corporation - JSC for the 2026 – 2031 term.

1. List of Members of the Board of Management for the 2026 – 2031 term.

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

2. List of Members of the Inspection Committee for the 2026 – 2031 term.

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

Article 7: Approval of the update of the Charter of FiCO Corporation – JSC in accordance with Proposal No. 124/TTr-FiCO dated April 16, 2026 of the Board of Directors.

Article 8: Terms of Execution.

1. This Resolution takes effect from 21 April 2026.
2. The Board of Management, the Board of General Director, and the Inspection Committee are responsible for implementing the contents approved by this Resolution.
3. This Resolution has been read in full at the 2026 Annual General Meeting of Shareholders of FiCO Corporation - JSC and approved by 100% of the attending and voting shareholders.

Recipients:

- All Shareholders (disclosed);
- Board of Management;
- Board of General Director;
- Inspection Committee;
- Filing: Office, Board of Management;

**ON BEHALF OF
GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF
BOARD OF MANAGEMENT**



Do Thi Hieu