

RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF
FICO CORPORATION - JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the XIII National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of FiCO Corporation - JSC approved by the General Meeting of Shareholders on September 28, 2016, the 2nd amendment and supplement on April 22, 2021;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of FiCO Corporation - JSC dated April 29, 2025.

HEREBY RESOLVES:

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

1. Approval of the report by the General Director on the performance results for 2024 and the manufacturing business plan for 2025, in which:

No.	Indicators	Plan for 2024	Performance of 2024	Plan for 2025	Percentage (%)
1	Consolidated Revenue	1,644,059	1,369,179	1,191,133	87
2	Parent Company's Revenue	1,849,886	1,479,428	1.600.000	108
3	Consolidated Profit Before Tax	76,627	94,946	75,846	80
4	Parent Company's Profit Before Tax	63,073	72,897	71,300	98

2. Approval of report of the Board of Directors for 2024 and the operational plan for 2025.
3. Approval of report of the Supervisory Board for 2024 and the operational plan for 2025.
4. Approval of the 2024 audited Financial Statement.

Article 2: Approval of profit distribution, dividend payment, and allocation of funds plan for 2024 as follows:



No.	Content	Amount (VND)	% of Total Net Profit After Tax
A	Distribution of Net Profit After Tax in 2024	72,896,892,688	100.00%
1	Appropriation to Bonus Fund	1.822.422.317	2.50%
2	Appropriation to Welfare Fund	1.822.422.317	2.50%
3	Appropriation to Investment and Development Fund	5,752,048,054	7.89%
4	Cash Dividend Distribution: 5%	63,500,000,000	87.11%
B	Distribution of Retained Earnings Prior to 2024	51,646,309,487	
1	Appropriation to Investment and Development Fund	51,646,309,487	
C	Undistributed Net Profit Retained	0.00	

Article 3: Approval of the remuneration plan for the Board of Directors and the Supervisory Board for 2024 and the Remuneration Plan for 2025.

Article 4: Approval of the authorization for the Board of Directors to select the audit firm for the 2025 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 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 the Corporation.

Article 5: Approval of contracts and transactions between the Corporation and Related-person in 2025. Specifically, approval of contracts and transactions arising in 2025 up to the next General Meeting of Shareholders, with a value equal to or exceeding 35% of the total assets written in the latest financial statement 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, entered into between the Corporation and FiCO Commerce Product One Member Company Limited (with an expected transaction value is VND 1,000 billion, accounting for 44% 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 dismissal of Mr. **Dang Minh Thua** from the position of Member of the Board of Directors, effective from February 28, 2025.

Article 7: Approval of the addition of FiCO Corporation - JSC's registered business lines; Additional business lines:

- Code 5210: Warehousing and storage;
- Code 5229: Other transportation support activities;
- Code 5223: Service activities incidental to air transportation.

Article 8: Approval of the amendments to the Charter on Organization and Operation of the FiCO Corporation – JSC.

Article 9: Approval of the election of Mr. Nguyen Ngoc Vu Chuong as a Member of the Board of Directors for the term 2021-2026.

Article 10: Terms of Execution.

1. This Resolution takes effect from April 29, 2025.
2. The Board of Directors, Board of General Director, and Supervisory Board are responsible for implementing the contents approved by this Resolution.
3. This Resolution has been read in full at the 2025 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 Directors;
- Board of General Director;
- Supervisory Board;
- Archives: Office, Board of Directors;

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF
DIRECTORS**



Do Thi Hieu