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No.:01/2026/NQ-ĐHĐCĐ

**Draft**

*Hanoi, April 23<sup>rd</sup>, 2026*

## **RESOLUTION**

### **ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

#### **ELCOM TECHNOLOGY COMMUNICATIONS CORPORATION**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its implementing documents;
- Pursuant to the Charter of ELCOM Technology Communications Corporation;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026 No. 01/2026/BB-ĐHĐCĐ dated April 23, 2026, of ELCOM Technology Communications Corporation.

### **RESOLVES**

#### **Article 1. Approval of the following reports:**

##### **1.1. Report on the activities of the Board of Directors in 2025, business plan for 2026**

- **Business Results for 2025** (According to the audited consolidated financial statements for 2025):

Indicator	2025 Plan (VND million)	Actual 2025 (VND million)	Plan completion rate (%)
Revenue	1,160,000	1,517,735	130.8%
Net profit after tax	126,000	128,495	102.0%

- **Business Plan for 2026**

Indicator	Plan for 2026 (Million VND)	Growth compared to 2025
Revenue	1,745,000	15%
Profit after corporate income tax	142,800	11%
Dividend	Maximum 10%	

##### **1.2. Assessment report of the independent member of the Board of Directors for 2024**

##### **1.3. Report on the activities of the Supervisory Board for 2025**

**Article 2. Approval of the Audited Financial Statements for 2025, the profit distribution plan for 2025 and the audited report on the utilization of proceeds from the 2025 rights offering to existing shareholders** (According to Proposal No. 02/2025/TTr-HĐQT dated April 02, 2026)

*(Unit: Million VND)*

<b>Indicator</b>	<b>Year 2025</b>
<b>Key indicators in the audited consolidated and parent company financial statements for 2024</b>	
Net Revenue	1,517,735
Profit before tax	152,452
Consolidated profit after corporate income tax	128,495
Consolidated profit after tax attributable to shareholders of the parent company	127,646
Profit after corporate income tax in parent company financial statements	87,390
<b>Profit distribution for 2025</b>	
Allocation to bonus and welfare funds	6,000
Issuance of shares as stock dividend (at the rate of 5%), estimated maximum	55,026

For detailed information on the reports, please visit the Company's website at: <https://www.elcom.com.vn/co-dong/phieu-thong-tin>

**Article 3. Approval of the plan to issue shares and the payment of dividends for the year 2024 in the Form of Shares** (According to the specific contents in Proposal No. 03/2025/TTr-HĐQT dated April 02, 2026).

**Article 4. Approval of the plan for issuance of shares under the Employee Stock Ownership Plan** (According to Proposal No. 04/2025/TTr-HĐQT dated April 02, 2026).

**Article 5. Approval of the income budget of the Board of Directors and the remuneration plan for the Supervisory Board for the year 2026**

**5.1. Income budget for the Board of Directors for 2026**

- Total remuneration for non-executive members of the Board of Directors: not to exceed 2 billion VND. The Board of Directors is authorised to implement the detailed payment arrangements, including determination of specific allocation and payment schedule.

**5.2. Remuneration for the Supervisory Board for 2026**

- Total remuneration fund for the Supervisory Board: not to exceed 264 million VND.
- The Board of Directors is authorised to implement the detailed payment arrangements, including determination of specific allocation and payment schedule.

**Article 6. Approval of the selection of the independent auditor for the financial statements for the year 2026** (According to Proposal No. 06/2025/TTr-HĐQT dated April 02, 2026).

**Article 7. Approval of the addition of business activities of the Company** (According to Proposal No. 07/2025/TTr-HĐQT dated April 02, 2026)

**Article 8. Approval of the investment policy for real estate projects** (According to Proposal No. 08/2025/TTr-HĐQT dated April 02, 2026)

**Article 9. Approval of amendments and supplements to the Company's Charter, Internal Corporate Governance Regulations, and Operational Regulations of the Board of Directors** (According to Proposal No. 09/2025/TTr-HĐQT dated April 02, 2026)

**Article 10. Implementation Effect**

This Resolution is fully approved by the Annual General Meeting of Shareholders 2026 of ELCOM Technology Communications Corporation Corporation at the meeting. The Board of Directors shall implement this Resolution accordingly.

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

**PHAN CHIEN THANG**