

AGENDA AND TENTATIVE PROGRAM

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Time: 2:00 PM, Thursday, April 24th, 2025

Venue: Conference Room, Elcom Building, Duy Tan Street, Dich Vong Hau Ward, Cau Giay District, Hanoi

Time	Agenda
14:00 - 14:30	Welcome and registration
14:30 - 14:35	Opening remarks and introduction of delegates
14:35 - 14:40	Report on the validity of the Meeting
14:40 - 14:45	Introduction of the Chairman of the Meeting, appointment of Secretary, election of the Vote Counting Committee, and approval of the Meeting agenda
	(1) Report on the activities of the Board of Directors in 2024 and the business plan for 2025
	(2) Evaluation report by the Independent Board Member for 2024
	(3) Report on the activities of the Supervisory Board in 2024
	Proposals for Approval:
14:45 - 15:00	(4) Approval of the audited financial statements and profit distribution plan for 2024
	(5) Approval of the issuance of shares and the payment of dividends for the year 2024 in the form of shares
	(6) Approval of the plan to issue shares under the employee stock option program (ESOP)
	(7) Approval of the remuneration plan for the Board of Directors and Supervisory Board in 2025
	(8) Approval of the selection of the audit firm for the 2025 financial statements
	(9) Approval of the addition of business activities of the Company
	(10) Approval of the dismissal of a Board member and election of one (01) new Board independent member
15:00 - 15:35	Discussion on voting matters, election, and other issues
15:35 - 15:45	Voting and election
15:45 - 16:10	Break
16:10 - 16:20	Announcement of vote counting results
16:20 - 16:30	Approval of the Meeting Minutes and Resolutions
16:30	Closing of the Meeting

Note: The full agenda and all related documents for the General Meeting of Shareholders have been published on the Company's website at <https://www.elcom.com.vn> since April 2nd, 2025.