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No.:01/2025/NQ-ĐHĐCĐ

Draft

Hanoi, April 24th, 2025

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

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 2025 No. 01/2025/BB-ĐHĐCĐ dated April 24, 2025, 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 2024, business plan for 2025

Business Plan for 2025

Indicator	Plan for 2025 (Million VND)	Growth
Net Revenue	1,160,000	45%
Profit after corporate income tax	126,000	27%
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 2024

Article 2. Approval of the Audited Financial Statements for 2024 and the profit distribution plan for 2024 (According to Proposal No. 02/2025/TTr-HĐQT dated April 02nd, 2025)

(Unit: Million VND)

Indicator	Year 2024
Key indicators in the audited consolidated and parent company financial statements for 2024	
Net Revenue	800,145
Profit after corporate income tax	115,029
Dividend	99,252
Consolidated profit after corporate income tax attributable to parent company shareholders	95,447
Profit after corporate income tax in parent company financial statements	70,843
Profit distribution for 2024	

Allocation to bonus and welfare funds	5,000
Issuance of shares to pay dividends for 2024 (maximum rate of 5%) <i>(Expected to be implemented after the completion of the ESOP stock issuance)</i>	52,423.71

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 02nd, 2025).

Article 4. Approval of the plan to issue shares under the employee stock ownership program (According to Proposal No. 04/2025/TTr-HĐQT dated April 02nd, 2025).

Article 5. Approval of the income budget for the Board of Directors and the remuneration plan for the Supervisory Board for 2025

5.1. Income budget for the Board of Directors for 2025

- Salaries for Board members who concurrently hold executive positions will be paid for those executive positions from the expense source according to the 2025 business plan.
- Total remuneration for Board members who do not concurrently hold executive positions: not exceeding 2 billion VND. The Board of Directors is assigned to implement the detailed payment, including decisions on specific allocation amounts and payment timing.

5.2. Remuneration for the Supervisory Board for 2025

- Total remuneration fund for the Supervisory Board: maximum 264 million VND
- The Board of Directors is assigned to implement the detailed payment, including decisions on specific allocation amounts and payment timing

Article 6. Approval of the plan to select the auditor for the 2025 Financial Statements (According to Proposal No. 06/2025/TTr-HĐQT dated April 02nd, 2025).

Article 7. Approval of the addition of business activities of the Company (According to Proposal No. 07/2025/TTr-HĐQT dated April 2nd, 2025)

Article 8. Approval of the dismissal of Board member Do Minh Tien and the election of one (01) additional Board independent member.

Article 9. Approval of the election of Mr./Ms. as a member of the Board of Directors

Article 10. Implementation Effect

This Resolution is fully approved by the Annual General Meeting of Shareholders 2025 of ELCOM Technology Communications Corporation Corporation at the meeting. The Board of Directors shall base on the contents of this Resolution for implementation

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

PHAN CHIEN THANG