

AGENDA AND TENTATIVE PROGRAM

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Time: 2:00 PM, Thursday, April 23rd, 2026

Venue: Conference Room, Elcom Building, Duy Tan Street, Cau Giay Ward, 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, approval of the Meeting agenda and Regulations on Organizing the General Meeting
	(1) Report on the activities of the Board of Directors in 2025 and the business plan for 2026
	(2) Evaluation report by the Independent Board Member for 2025
	(3) Report on the activities of the Supervisory Board in 2025
	Proposals for Approval:
	(4) 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;
	(5) Approval of the plan to issue shares as payment of the 2025 dividend and the plan to issue bonus shares;
14:45 - 15:00	(6) Approval of the plan to issue shares under the Employee Stock Ownership Plan (ESOP);
	(7) Approval of the remuneration plan for the Board of Directors and Board of Supervisors for 2026;
	(8) Approval of the selection of the audit firm for the 2026 financial statements;
	(9) Approval of the addition of business activities of the Company;
	(10) Approval of the investment policy for real estate projects;
	(11) Approval of amendments and supplements to the Company's Charter, Internal Corporate Governance Regulations, and Operational Regulations of the Board of Directors.
15:00 - 15:35	Discussion of voting matters and other agenda items
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, 2026.