

No.: 03/2026/TTr-HDQT

Hanoi, April 2nd, 2026

PROPOSAL

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

(Re: Plan for issuance of shares as stock dividend for the year 2025 and issuance of shares to increase share capital from equity)

To: The Annual General Meeting of Shareholders,

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders ("AGM") for consideration and approval the plan for issuance of shares as stock dividend for the year 2025 and the issuance of shares to increase share capital from equity, specifically as follows:

I. Plan for Issuance of Shares as Stock Dividend for the Year 2025

1. Issuance Plan

1	Name of shares	Shares of ELCOM Technology Communications Corporation
2	Type of shares	Ordinary shares
3	Par value	VND 10,000 per share
4	Total estimated shares before issuance	110,088,903 shares
5	Total estimated shares in circulation before issuance	110,051,943 shares (This figure equals the current shares outstanding less 15,750 ESOP shares currently in the process of being repurchased from resigned employees. The actual number may change subject to the Company's repurchase/buy-back of ESOP shares prior to the issuance date.)
6	Total estimated treasury shares before issuance	36,960 shares (This figure includes 15,750 ESOP shares currently in the process of being repurchased from resigned employees. The actual number may change subject to the Company's repurchase/buy-back of ESOP shares prior to the issuance date.)
7	Stock dividend issuance ratio: 5%	Exercise ratio: 100:5 — As of the shareholder record date for the exercise of rights, shareholders holding 100 shares will receive 5 additional new shares. The right to receive stock dividends is non-transferable.

8	Estimated number of shares to be issued	5,502,597 shares (The actual number may be adjusted proportionally based on the number of shares outstanding as of the shareholder record date for the exercise of rights.)
9	Total estimated issuance value at par value	VND 55,025,970,000 (The actual issuance value will be adjusted proportionally based on the number of shares outstanding as of the shareholder record date for the exercise of rights.)
10	Source of funds	From undistributed earnings after tax as reflected in the audited financial statements of the Company for the year 2025
11	Target recipients	All holders of ordinary shares of the Company as of the record date for the issuance
12	Rounding principle and treatment of fractional shares	After applying the exercise ratio, the number of shares to be issued shall be rounded down to the nearest whole number; any fractional decimal portion (if any) shall be cancelled. Example: Shareholder A holds 2,597 shares. At an exercise ratio of 100:5, the number of shares Shareholder A is entitled to receive is: $2,597 \times 5/100 = 129.85$ shares. Pursuant to the rounding principle above, Shareholder A shall receive 129 new shares. The fractional portion (0.85 share) shall be cancelled.
13	Transfer restrictions	The newly issued shares shall not be subject to transfer restrictions.
14	Implementation timeline	Within the year 2026 and following receipt of written notification from the State Securities Commission confirming receipt of complete issuance documentation. This plan shall be implemented concurrently with the share issuance as stock dividend for the year 2025.
15	Plan to ensure compliance with foreign ownership limits	The AGM delegates and authorises the Board of Directors to approve a plan to ensure that the share issuance complies with applicable foreign ownership regulations.
16	Amendment to charter capital and Company Charter	The charter capital item (Article 6.1) and Appendix 01 of the Company Charter shall be adjusted to reflect the total value of shares (at par value) actually and successfully issued.
17	Adjustment of registered securities volume and listing registration	The AGM approves the adjustment of the registered securities volume (supplemental registration) at the Vietnam Securities Depository and Clearing Corporation ("VSDC") and the change of listing registration for all additionally issued shares at the Ho Chi Minh Stock Exchange ("HOSE") upon completion of the issuance, and authorises the Board of Directors to proactively implement and finalise such procedures after the completion of the issuance.

2. Delegation and authorisation to the Board of Directors by the General Meeting of Shareholders

- ✓ To prepare and complete the issuance documentation for the share issuance as stock dividend in accordance with the requirements of the competent authorities;
- ✓ To determine the detailed contents of the issuance plan and/or to amend, supplement, or revise the issuance plan as necessary in light of the Company's actual circumstances or at the request of the competent authorities, in order to ensure the successful completion of the issuance in compliance with applicable laws and in the best interests of shareholders and the Company;
- ✓ To determine the number of shares to be issued based on the actual number of shares in circulation at the time of implementation of the issuance plan;
- ✓ To select the specific timing for the issuance of shares as stock dividend upon receipt of written notification from the State Securities Commission confirming receipt of complete issuance documentation, and to determine the record date for shareholders entitled to exercise their rights, in compliance with applicable laws;
- ✓ To carry out the necessary legal procedures for the amendment of charter capital in the Business Registration Certificate upon completion of the issuance in accordance with the increased charter capital;
- ✓ To complete the necessary procedures to adjust the registered securities volume at VSDC and to change the listing registration for all additionally issued shares at HOSE;
- ✓ To decide on all other related matters arising in the course of implementing the share issuance as stock dividend, in order to protect the interests of shareholders and the Company, ensure the success of the issuance, and maintain compliance with applicable laws and the Company's Charter;
- ✓ Where appropriate, the Board of Directors is authorised to further delegate to the Chairman of the Board of Directors the authority to carry out one or more of the specific tasks set out above.

II. Plan for issuance of shares to increase share capital from equity

1. Issuance Plan

1	Name of shares	Shares of ELCOM Technology Communications Corporation
2	Type of shares	Ordinary shares
3	Par value	VND 10,000 per share
4	Total estimated shares before issuance	110,088,903 shares
5	Total estimated shares in circulation before issuance	110,051,943 shares (This figure equals the current shares outstanding less 15,750 ESOP shares currently in the process of being repurchased from resigned employees. The actual number may change subject to the Company's repurchase/buy-back

		of ESOP shares prior to the issuance date.)
6	Total estimated treasury shares before issuance	<p>36,960 shares</p> <p>This figure includes 15,750 ESOP shares currently in the process of being repurchased from resigned employees. The actual number may change subject to the Company's repurchase/buy-back of ESOP shares prior to the issuance date.</p>
7	Share issuance ratio for equity capitalisation: 2%	<p>Exercise ratio: 100:2</p> <p>As of the shareholder record date for the exercise of rights, shareholders holding 100 shares will receive 2 additional new shares. The right to receive shares issued for equity capitalisation is non-transferable.</p>
8	Estimated number of shares to be issued	<p>2,201,038 shares</p> <p>The actual number may be adjusted proportionally based on the number of shares outstanding as of the shareholder record date for the exercise of rights.</p>
9	Total estimated issuance value at par value	<p>VND 22,010,380,000</p> <p>The actual issuance value will be adjusted proportionally based on the number of shares outstanding as of the shareholder record date for the exercise of rights.</p>
10	Source of funds	From undistributed earnings after tax as reflected in the audited financial statements for the year 2025
11	Target recipients	All holders of ordinary shares of the Company as of the record date for the issuance
12	Rounding principle and treatment of fractional shares	After applying the exercise ratio, the number of shares to be issued shall be rounded down to the nearest whole number; any fractional decimal portion (if any) shall be cancelled. Example: Shareholder A holds 2,597 shares. At an exercise ratio of 100:2, the number of shares Shareholder A is entitled to receive is: $2,597 \times 2/100 = 51.94$ shares. Pursuant to the rounding principle above, Shareholder A shall receive 51 new shares. The fractional portion (0.94 share) shall be cancelled.
13	Transfer restrictions	The newly issued shares shall not be subject to transfer restrictions.
14	Implementation timeline	Within the year 2026 and after receipt of written notification from the State Securities Commission confirming receipt of complete issuance documentation. This issuance shall be carried out concurrently with the share issuance as stock dividend for the year 2025.
15	Plan to ensure compliance	The AGM delegates and authorises the Board of Directors to

	with foreign ownership limits	approve a plan to ensure that the share issuance complies with applicable foreign ownership regulations.
16	Amendment to charter capital and Company Charter	The charter capital item (Article 6.1) and Appendix 01 of the Company Charter shall be adjusted to reflect the total value of shares (at par value) actually and successfully issued.
17	Adjustment of registered securities volume and listing registration	The AGM approves the adjustment of the registered securities volume (supplemental registration) at VSDC and the change of listing registration for all additionally issued shares at HOSE upon completion of the issuance, and authorises the Board of Directors to proactively implement and finalise such procedures after the completion of the issuance.

2. Delegation and Authorisation to the Board of Directors by the General Meeting of Shareholders

- ✓ To prepare and finalise all documentation required for the share issuance to increase charter capital from equity in accordance with the requirements of the competent authorities;
- ✓ To determine the detailed terms of the share issuance plan and/or amend, supplement, or modify the plan as necessary in light of the Company's actual circumstances or at the request of the competent authorities, to ensure the successful completion of the issuance in compliance with applicable laws and in the interests of shareholders and the Company;
- ✓ To determine the number of shares to be issued based on the actual number of shares outstanding at the time of implementation of the issuance plan;
- ✓ To select the specific timing for the share issuance to increase charter capital from equity upon receipt of written notification from the State Securities Commission confirming receipt of complete issuance documentation; to determine the shareholder record date for the exercise of rights in compliance with applicable laws;
- ✓ To carry out all necessary legal procedures to update the charter capital in the Enterprise Registration Certificate upon completion of the issuance reflecting the newly increased charter capital;
- ✓ To complete all required procedures to update the registered securities quantity in accordance with the number of shares issued at the Vietnam Securities Depository and Clearing Corporation (VSDC) and to register the additional shares for listing on the Ho Chi Minh City Stock Exchange (HOSE);
- ✓ To decide on all other related matters arising in the course of implementing the share issuance to increase charter capital from equity, ensuring the interests of shareholders and the Company, the success of the issuance, and compliance with applicable laws and the Company's Charter;
- ✓ To delegate, where appropriate in specific circumstances, to the Chairman of the Board of Directors the authority to carry out one or more of the specific tasks set out above.

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



PHAN CHIEN THANG