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FECON CORPORATION	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence – Freedom – Happiness
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No:03/2026/TTr-HĐQT.FECON	*Hanoi, June 04,2026.*

PROPOSAL

Re: Approval of the 2026 Business Plan, the 2026 Profit Distribution Plan, and the Proposed Remuneration, Compensation and Bonus for the Board of Directors and the Supervisory Board for Fiscal Year 2026

TO: THE GENERAL MEETING OF SHAREHOLDERS

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, and guiding documents;*
- *Pursuant to the Charter of Organization and Operation of FECON Corporation;*
- *Pursuant to the functions and duties of the Board of Directors;*

The Board of Directors of FECON Corporation respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and approval the following matters within the authority of the General Meeting of Shareholders:

6. Approval of the Business Plan for the year 2026 and the Profit Distribution Plan for the year 2026:

6.1. Business plan 2026

Indicator	Unit :	2024	Plan 2025	Growth(%)
Consolidated revenue	Bil. VND	4.863	5.600	15%
Parent Company revenue	Bil. VND	2.874	3,500	22%
Consolidated profit after tax	Bil. VND	95	250	163%
Parent Company profit after tax	Bil. VND	11	60	445%
Profit after tax attributable to shareholders of the Parent Company	Bil. VND	32	200	525%
Consolidated EPS	VND/CP	201	1.115	455%

6.2. 2026 Profit distribution plan

Bonus and Welfare Fund	Not exeeding 10% of the Parent company profit after tax

7. Approval of the salary/remuneration and expected bonus levels for the Board of Directors and the Board of Supervisors in 2026

7.1. Expected salary/remuneration for the Board of Directors and the Board of Supervisors in 2026

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Unit : : million VND

No.	Chức danh	Số lượng	Remuneration level (mil. VND/person/ tháng)[1]	Số tháng áp dụng (tháng)[2]	Thành tiền
I	**Board of Directors**	**07**			**7.632**
1	Executive Chairman of the BoD	01	180	12	2.160
2	Deputy Executive Chairman of the BoD	02	108	12	2.592
3	Executive Member of the BoD	02	72	12	1.728
4	Independent Member of the BoD	02	48	12	1.152
II	**Supervisory Board**	**03**			**2.160**
1	Head of the Supervisory Board (full time)	01	108	12	1.296
2	Member of the Supervisory Board	02	36	12	864
TOTAL					**9.792**

Timing of Salary and Remuneration Payment: The General Meeting of Shareholders authorizes the Chairman of the Board of Directors to determine the timing of salary payments and remuneration allocation for the Board of Directors and the Supervisory Board, and to account for the above amounts in accordance with applicable laws and regulations.

7.2. Expected bonus levels for the Board of Directors and the Board of Supervisors in 2026

- ***Bonus for achieving profit target***: If the Company achieves the 2026 consolidated profit after tax target, a bonus shall be appropriated for the BoD and Supervisory Board equal to **1,5%** of the Parent Company's profit after tax in 2026; and,
- ***Bonus for exceeding profit target***: If the Company exceeds the 2026 consolidated profit after tax target, an additional bonus shall be appropriated for the BoD and Supervisory Board equal to **10%** the excess of actual consolidated profit after tax over the planned profit after tax in 2026.

The Board of Directors respectfully recommends that the General Meeting of Shareholders approve the above matters.

ON BEHALF OF
THE BOARD OF DIRECTORS

CHAIRMAN

(Signed)

PHAM VIET KHOA

[1] *Not inclusive of Personal Income Tax (PIT). PIT arising from such income shall be paid by the Company.*

2 Applicable period: from May 2026 to April 2027 (inclusive).