FECON CORPORATION	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence – Freedom – Happiness
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No:02/2026/TTr-HĐQT.FECON	*Hanoi, June 04,2026.*

PROPOSAL

Re: Approval of the Profit Distribution Plan and Finalization of Remuneration, Compensation and Bonus for the Board of Directors and the Supervisory Board for 2025

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:

5. Approval of the 2025 Profit Distribution Plan

According to the audited financial statements of FECON Corporation, the accumulated undistributed after-tax profit of FECON Corporation (the Parent Company) as of December 31, 2025 amounted to VND 63,551,818,313. The proposed profit distribution plan for 2025 is submitted to the General Meeting of Shareholders for approval as follows:

Description	Amount (VND)	Remarks
Total accumulated undistributed after-tax profit of the Parent Company as of December 31, 2025 (based on the Parent Company's Financial Statements)	**63.551.818.313**	
Of which: After-tax profit for 2025	10.886.593.354	
Proposed profit distribution for 2025	**1.088.659.335**	
- Allocation to Development Investment Fund	*0*	
- Allocation to Welfare and Bonus Fund	*1.088.659.335*	*10% of the Parent Company's after-tax profit*
- Dividend payment for 2025	*0*	

Description	Amount (VND)	Remarks
- Bonus for the Board of Directors and Supervisory Board for 2025		
Remaining undistributed after-tax profit	**62,463,158,978**	

6. Approval of the Finalization of Remuneration, Compensation and Bonus for the Board of Directors and the Supervisory Board for 2025

6.1 Finalization of Remuneration and Compensation for the Board of Directors and the Supervisory Board in 2025

The Board of Directors has paid remuneration/compensation to members of the Board of Directors and the Supervisory Board from May 2025 to April 2026 as follows:

TT	Full Name	Position	Approved Monthly Remuneration[1] VND million		Number of Months Applied (tháng) [2]	Total Approved Remuneration	Actual payment
			Full time - member	Independent member			
BOARD OF DIRECTORS							
1	Mr. Pham Viet Khoa	Chairman	180		12	2.160	2.160
2	Mr. Tran Trong Thang	Permanent Vice Chairman	108		12	1.296	1.296
3	Mr. Satoyuki Yamane	Vice Chairman	108		12	1.296	1.296
4	Mr. Nguyen Van Thanh	Member	72		12	864	864
5	Mr. Nguyen Tran Dang Phuoc	Member	72		12	864	144
6	Mr. Nguyen Huu Thai Hoa	Independent Member		48	12	576	576
7	Mr. Ha Cuu Long	Independent Member		48	12	576	576
Total (I)						**7.632**	**6.912**
SUPERVISORY BOARD							
1	Ms. Nguyen Thi Lan Huong	Head of Supervisory Board	108		12	1.296	1.296
2	Mr. Truong Van Binh	Member		36	12	432	432
3	Mr. Nguyen Tien Thanh	Member		36	12	432	432
Total (II)						**2.160**	**2.160**
GRAND TOTAL (I) và (II)						**9.792**	**9.072**

[1] Not inclusive of Personal Income Tax. This tax arising from such income shall be paid by the company

[2] Applicable period: from May 2025 to April 2026 (Inclusive)

6.2 Bonus for the Board of Directors and the Supervisory Board for 2025

As the Company did not achieve the business targets approved under the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors proposes that no bonus be allocated to the Board of Directors and the Supervisory Board for 2025.

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

ON BEHALF OF
THE BOARD OF DIRECTORS

CHAIRMAN

PHAM VIET KHOA