**FIC: Annual General Mandate 2024**

On April 26, 2024, Fico Corporation - JSC announced Resolution No. 01 01/NQ-DHDCD as follows:

Article 1: Approve the contents of report on Corporation’s operations and production and business plans as follows:

1. Approve the contents of the General Manager’s report on performance results 2023 and production and business plan 2024. In which:

| No. | Targets | Plan  2023 | Results  2023 | Plan 2024 | Rate |
| --- | --- | --- | --- | --- | --- |
| (1) | (2) | (3) | (4) | (5) | (6) = (5)/(4) |
| 1 | Consolidated revenue | 1,804,929 | 1,325,411 | 1,644,059 | 124% |
| 2 | Revenue from the Holding Company | 1,982,807 | 1,504,132 | 1,849,886 | 123% |
| 3 | Consolidated profit before tax | 139,475 | 74,174 | 76,627 | 103% |
| 4 | Profit before tax from the Holding Company | 61,180 | 62,960 | 63,073 | 100.2% |

1. Approve the contents of the Board of Directors’ report 2023 and operational plan 2024.
2. Approve the Report of the Supervisory Board in 2023 and Operational plan for 2024.
3. Approve the Audited Financial Statements 2023.

Article 2: Approve profit distribution plan, dividend payment and appropriation for funds 2023. As follows:

|  |  |  |
| --- | --- | --- |
| No. | Content | Amount |
| I | Total undistributed profit after tax: | 121,442,339,895 |
| 1 | Retained profit in previous years | 58,482,035,815 |
| 2 | In 2023 | 62,960,304,080 |
| II | Distribution plan | 69,796,030,408 |
| 1 | Bonus and welfare fund (5% of Profit after tax 2023), including:   * Bonus fund: * Welfare fund: | 3,148,015,204  1,574,007,602  1,574,007,602 |
| 2 | Investment and development fund (5% of Profit after tax 2023) | 3,148,015,204 |
| 3 | Dividend payment: 5% | 63,500,000,000 |
| III | Retained undistributed profit after tax   * Provision for additional payables to the State Budget is around VND 38 billion. * Balance cash flow to serve investment and business activities of the Corporation. | 51,646,309,487 |

Article 3: Approve remuneration payment plan for the Board of Directors, the Supervisory Board 2023, remuneration settlement plan of the Board of Directors, the Supervisory Board 2024 for the Corporation’s Board of Directors and the Supervisory Board.

Article 4: Approve the authorization for the Corporation’s Board of Directors to select audit companies for the Financial Statements 2024, along with a number of standards for selecting audit companies as follows:

1. Is a company approved by the Ministry of Finance and the State Securities commission to audit issuing organizations, listed organizations and securities trading organizations.
2. Is a reputable company with experience in the field of auditing and financial consulting business manufacturing and trading construction materials, real estate and mineral exploitation.
3. Reasonable audit costs, the contents, scope and auditing progress are consistent with the Corporation’s requirements.

Article 5: Approve Contracts, transactions between the Corporations and affiliated Persons of FICO Commerce Product One Member Company Limited. In details:

Approve the contracts and transactions arising from 2024 to the next General Meeting of Shareholders, with a value equal to or more than 35% or transactions leading to total value of arising transactions in the above-mentioned period from the date of the first transaction with a value of more than 35% of the total recorded assets on the latest Financial Statements, signed between FICO Commerce Product One Member Company Limited (expected transaction value is 1,400 billion, accounts for 64% of the total assets) in accordance with provisions of Article 167 of Law on Enterprises 2020, Article 293 of Decree 155/2020/ND-CP and other regulations (if any).

Article 6: Terms of enforcement

1. This General Mandate takes effect from April 26, 2024.
2. Assign the Board of Directors, the Board of Management and the Supervisory Board to be responsible for implementing the contents approved by the Meeting in this Annual General Mandate.
3. This General Mandate was read in full before the Annual General Meeting of Shareholders 2024 and voted by the General Meeting of Shareholders with 100% of approval at the Annual General Meeting of Shareholders of Fico Corporation - JSC.