

No: 05/TB-CT

Vung Tau, March 31, 2025

NOTIFICATION

Re: The Organization of the Annual General Meeting of Shareholders 2025

**To: Shareholders of IDICO Investment Construction Oil
And Natural Gas Joint Stock Company**

IDICO Investment Construction Oil And Natural Gas Joint Stock Company (IDICO-CONAC) respectfully invites shareholders to attend the Annual General Meeting of Shareholders 2025 as follows:

- 1. Time:** 8:30 AM, Tuesday, April 22, 2025.
- 2. Address:** Hall of IDICO Petroleum Construction Investment Joint Stock Company, No. 326 Nguyen An Ninh Street, Ward 7, Vung Tau City.
- 3. Participants:** All shareholders holding shares of IDICO-CONAC according to the list of shareholders as of the last registration date (March 25, 2025).
- 4. Main Contents of the Meeting:**
 - Summary Report on Business Operations in 2024 and the 2025 Business Plan
 - Report on the Activities of the Board of Directors in 2024 and the 2025 Plan
 - Supervisory Board's report at the 2025 Annual General Meeting of Shareholders
 - Proposal for approval of the audited financial statements for 2024
 - Proposal for profit distribution and dividend payment for 2024 and the 2025 plan
 - Proposal for issuing shares for dividend payment in 2024
 - Proposal for Approval of the Total Remuneration, Salaries, Bonuses, and Other Benefits for the Board of Directors and the Supervisory Board in 2024 and the 2025 Plan
 - Proposal for Selecting the Auditing Firm for the 2025 Financial Statements
 - Proposal for the 2025 business and investment plan
 - Proposal for adjusting the total investment of the My Xuan B1-CONAC Industrial Park infrastructure construction and service business expansion project
 - Proposal for adjusting the investment project for the construction of The Commercial and Service Center combined with Residential Housing in Bac Chau Giang Urban Area, Phu Ly City

- Proposal for adjusting the investment policy for the Employee and Expert Housing Project in My Xuan B1-CONAC Industrial Park

5. Meeting Documents:

- All documents related to the Meeting, including relevant forms (registration form, authorization form), are posted on the website www.idicoconac.com.vn under the "Shareholder Relations" section from March 31, 2025.

- These documents will be updated and supplemented at: <http://idicoconac.vn/vn-37-0/quan-he-co-dong.html>.

6. Registration and Confirmation of Attendance:

- To facilitate the organization, shareholders are kindly requested to send the Registration Form and Authorization Form before 4:00 PM on April 21, 2025, via postal mail, email, or phone to the Organizing Committee.

Address: No. 326 Nguyen An Ninh Street, Ward 7, Vung Tau City

Email: vanthu.idicoconac@gmail.com

Phone: (0254) 3838423 (Ms. Huong, Mr. Tuan)

Recipients:

- Shareholders (Company Website);
- As per Article 2;
- State Securities Commission;
- Hanoi Stock Exchange;
- Vietnam Securities Depository;
- File: Head Office of the Corporation, BOD Office, Supervisory Board.

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



DANG CHINH TRUNG



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

**AGENDA OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS IDICO INVESTMENT CONSTRUCTION OIL AND
NATURAL GAS JOINT STOCK COMPANY**

Time: Starting at 8:30 AM, April 22, 2024 (Tuesday)

Venue: Company Hall, No. 326 Nguyen An Ninh Street, Ward 7, Vung Tau City

Thời gian	Nội dung
8h30 - 9h00	Shareholder registration
9h00 - 9h30	Opening ceremony:
	1- Flag salute, statement of purpose, and introduction of delegates
	2- Report on shareholder attendance
	3- Approval of the Presidium, Secretariat, and Vote Counting Committee personnel
	4- Approval of the agenda and meeting regulations
9h30 - 10h15	Presentation of Reports and Proposals:
	1- Summary Report on Business Operations in 2024 and the 2025 Business Plan
	2- Report on the Activities of the Board of Directors in 2024 and the 2025 Plan
	3- Supervisory Board's report at the 2025 Annual General Meeting of Shareholders
	4- Proposal for approval of the audited financial statements for 2024
	5- Proposal for profit distribution and dividend payment for 2024 and the 2025 plan
	6- Proposal for issuing shares for dividend payment in 2024
	7- Proposal for Approval of the Total Remuneration, Salaries, Bonuses, and Other Benefits for the Board of Directors and the Supervisory Board in 2024 and the 2025 Plan
	8- Proposal for Selecting the Auditing Firm for the 2025 Financial Statements
	9- Proposal for the 2025 business and investment plan
	10- Proposal for adjusting the total investment of the My Xuan B1-CONAC Industrial Park infrastructure construction and service business expansion project
	11- Proposal for adjusting the investment project for the construction

Thời gian	Nội dung
	of The Commercial and Service Center combined with Residential Housing in Bac Chau Giang Urban Area, Phu Ly City
	12- Proposal for adjusting the investment policy for the Employee and Expert Housing Project in My Xuan B1-CONAC Industrial Park
10h15 - 10h30	Discussion and Voting:
	1- Open discussion
	2- Voting session
10h30 - 10h45	Break and vote counting (15 minutes)
10h45 - 10h50	Announcement of voting results
10h50 - 11h00	Approval of the Meeting Minutes and Resolutions
11h00	Meeting adjournment

Vung Tau, March 31, 2025

WORKING REGULATIONS
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
IDICO INVESTMENT CONSTRUCTION OIL AND NATURAL GAS
JOINT STOCK COMPANY

Pursuant to the Enterprise Law No. 59/2020/QH14 and its guiding documents;
Pursuant to the Securities Law No. 54/2019/QH14 and its guiding documents;
Pursuant to the Charter of IDICO Investment Construction Oil And Natural Gas Joint Stock Company;

Pursuant to the Internal Corporate Governance Regulations No. 163/QCQTNB-CT dated November 4, 2022, of IDICO Investment Construction Oil And Natural Gas Joint Stock Company;

To ensure the successful organization of the 2025 Annual General Meeting of Shareholders (AGM) of IDICO Investment Construction Oil And Natural Gas Joint Stock Company, the Board of Directors (BOD) establishes the working regulations and principles for the meeting as follows:

Article 1. Scope and Applicability

- **Scope of application:** These regulations apply to the organization of the 2025 Annual General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company, scheduled for April 22, 2025.

- **Subjects of application:** All shareholders, representatives (authorized persons) of shareholders holding shares of IDICO Investment Construction Oil And Natural Gas Joint Stock Company as per the list of shareholders as of March 25, 2025, and invited guests attending the AGM must comply with these regulations, the Company's Charter, and applicable legal provisions.

Article 2. Definitions and Abbreviations

- Company: IDICO Investment Construction Oil And Natural Gas Joint Stock Company

- BOD: Board of Directors
- SB: Supervisory Board
- OC: Organizing Committee of the General Meeting
- AGM: Annual General Meeting of Shareholders
- Delegate: Shareholders or their representatives (authorized persons)

Article 3. Conditions for Holding the Annual General Meeting of Shareholders

- The AGM shall be conducted when shareholders attending the meeting represent at least 65% of the total voting shares.

- If the required quorum is not met within 30 minutes from the scheduled starting time, the convenor shall cancel the meeting. The AGM must be reconvened within 30 days from the intended date of the first meeting. The second meeting shall be conducted if shareholders representing at least 33% of the total voting shares are present.

- If the second meeting cannot proceed due to insufficient attendance within 30 minutes from the scheduled start, a third meeting may be convened within 20 days from the intended date of the second meeting. In this case, the meeting may proceed regardless of the number of voting shares represented, and all matters proposed in the first meeting may be resolved.

Article 4. Delegates Attending the 2025 Annual General Meeting of Shareholders

1. Eligible Delegates:

All shareholders or authorized representatives with written authorization from one or more shareholders listed on the Company's shareholder register as of the record date for exercising the right to attend the 2025 Annual General Meeting of Shareholders (March 25, 2025).

2. Rights of Shareholders Attending the Meeting:

- Attend the meeting in person or authorize another person to attend by submitting a written authorization form.

- Discuss and vote on all matters under the authority of the General Meeting in accordance with the Enterprise Law, other relevant legal regulations, and the Company's Charter.

- Receive notice of the agenda, meeting content, and accompanying documents from the Organizing Committee.

- Upon registration with the Shareholder Eligibility Verification Committee, each shareholder or authorized representative attending the meeting will receive a voting card.

- Shareholders or authorized representatives who arrive late but before the meeting concludes have the right to register and vote on matters that have not yet been decided. The Chairperson is not obliged to pause the meeting, and the validity of previous voting results will not be affected.

3. Obligations of Shareholders Attending the Meeting:

- Shareholders or authorized representatives attending the meeting must bring their Citizen Identification Card/ID Card/Passport, Meeting Invitation, and Authorization Letter (for authorized representatives) and register their attendance with the Shareholder Eligibility Verification Committee.

- Dress appropriately and respectfully.

- Speak and vote in accordance with the instructions of the Presidium.

- Strictly comply with these regulations and respect the outcomes of the meeting.

Article 5. Guests at the General Meeting

- Guests include the Company's management personnel, invited attendees, and members of the Organizing Committee who are not shareholders but are invited to attend the General Meeting.

- Guests are not allowed to speak at the General Meeting (*unless invited by the Chairperson or if they have registered in advance with the Organizing Committee and received approval from the Chairperson*).

Article 6. Chairperson and Presidium of the General Meeting

1. The Presidium consists of two members, including the Chairperson and one additional member.

2. The Chairperson of the Board of Directors (BOD) shall act as the Chairperson of the General Meeting. If the Chairperson of the BOD is absent or unable to perform their duties, they may authorize another BOD member to act as the Chairperson, propose members of the Presidium, and seek approval from the General Meeting.

If the Chairperson is absent or temporarily unable to work, the remaining BOD members shall elect one among themselves to act as the Chairperson by majority vote.

In other cases, the person signing the Meeting Convening Notice shall preside over the meeting and organize the election of the Chairperson. The person receiving the highest number of votes will be appointed as the Chairperson.

3. The Chairperson has the authority to take all necessary measures to conduct the meeting in an orderly and reasonable manner, in line with the approved agenda and reflecting the will of the majority of the attendees.

4. Duties of the Presidium:

- Conduct the General Meeting in accordance with the approved agenda and working regulations.

- Assign and introduce representatives of the BOD and the Supervisory Board (SB) to present reports at the General Meeting.

- Nominate members of the Vote-Counting Committee for the General Meeting to approve.

- Guide the meeting's discussions and oversee voting on agenda items and other related matters throughout the meeting.

- Respond to and acknowledge matters related to the approved agenda.
 - Address issues arising during the meeting.
 - Approve and issue the official documents, minutes, and resolutions of the General Meeting after its conclusion.

- The Chairperson operates under the principle of democratic centralism and makes decisions based on majority rule.

Article 7. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee of the General Meeting consists of one Head and several members, who are responsible to the Presidium

and the General Meeting of Shareholders (GMS) for their duties. The Board of Directors (BOD) appoints the members of the committee.

2. Duties:

- Verify the eligibility of shareholders or authorized representatives attending the meeting by requesting them to present the following documents:
 - Citizen Identity Card/Passport
 - Invitation Letter
 - Power of Attorney (for authorized representatives)
- Distribute voting cards and meeting documents to shareholders or their authorized representatives attending the meeting.
- Report to the General Meeting on the results of the shareholder eligibility verification at the following times:
 - Before the opening of the General Meeting.
 - Before each voting session if there are changes in the number of registered shareholders (including late-arriving shareholders who register for the meeting).

Article 8. Secretariat of the General Meeting

1. The Secretariat of the General Meeting consists of two members who are responsible to the Presidium and the GMS under the direction of the Presidium. The Chairperson appoints the members of the Secretariat.

2. Duties:

- Receive and review shareholders' requests to speak and submit them to the Presidium for consideration.
- Record the meeting minutes accurately and truthfully, reflecting all discussions and decisions approved or noted by shareholders during the meeting.
- Assist the Chairperson in announcing the draft meeting minutes and resolutions on matters approved during the General Meeting.
- Perform other tasks as assigned by the Presidium.
- Be jointly responsible for ensuring the accuracy and integrity of the meeting minutes and resolutions.

Article 9. Discussion at the General Meeting

1. Principles:

- Discussions shall only be conducted within the specified time frame and limited to the issues presented in the agenda of the General Meeting of Shareholders (GMS);
- Delegates wishing to speak must register their questions in writing on the Question Form and submit them to the Meeting Secretariat;
- The Meeting Secretariat will arrange the Question Forms in the order of registration and forward them to the Presidium;
- Delegates wishing to speak or debate must raise their hand and may only

speak when approved by the Presidium. Each delegate's speech is limited to 03 minutes and should be concise and avoid repetition.

- Proposals must not violate the law, must not relate to personal matters, and must not exceed the authority of the enterprise.

- The Chairperson of the Meeting has the right to remind or request shareholders to focus on the main content of their speech to save time and ensure the quality of the discussion. The Chairperson has the right to interrupt shareholder speeches if deemed necessary.

2. Responding to Delegate Inquiries:

- Based on the Question Forms submitted by delegates, the Chairperson or an authorized member will respond to the inquiries;

- If time constraints prevent addressing all questions during the Meeting, the Company will respond later via email or in writing directly.

Article 10. Voting at the General Meeting

1. Principles:

All matters on the agenda and discussed at the Meeting must be publicly voted on by the General Meeting of Shareholders.

Voting Cards and Voting Ballots shall be printed, stamped with the Company's seal, and distributed to delegates at the Meeting (together with the meeting documents). Each delegate is provided with a Voting Card and a Voting Ballot. The Voting Card and Voting Ballot clearly indicate the delegate's full name, the number of shares owned, and the number of authorized votes.

2. Voting at the Meeting:

2.1. Forms of Voting:

- Voting by raising the Voting Card: This form applies to matters such as the Meeting Agenda, the Working Regulation of the Meeting, the personnel of the Presidium, the Secretariat, the Vote Counting Committee, the Minutes of the Meeting, and the Resolutions of the Meeting.

- Voting by filling in the Voting Ballot: This form applies to the approval of reports and proposals presented at the Meeting, specifically:

This form is applied to approve the contents of the Reports and Proposals at the General Meeting, specifically:

- + Summary Report on Business Operations in 2024 and the 2025 Business Plan
- + Report on the Activities of the Board of Directors in 2024 and the 2025 Plan
- + Supervisory Board's report at the 2025 Annual General Meeting of Shareholders
- + Proposal for approval of the audited financial statements for 2024
- + Proposal for profit distribution and dividend payment for 2024 and the 2025 plan
- + Proposal for issuing shares for dividend payment in 2024

+ Proposal for Approval of the Total Remuneration, Salaries, Bonuses, and Other Benefits for the Board of Directors and the Supervisory Board in 2024 and the 2025 Plan

+ Proposal for Selecting the Auditing Firm for the 2025 Financial Statements

+ Proposal for the 2025 business and investment plan

+ Proposal for adjusting the total investment of the My Xuan B1-CONAC Industrial Park infrastructure construction and service business expansion project

+ Proposal for adjusting the investment project for the construction of The Commercial and Service Center in Bac Chau Giang Urban Area, Phu Ly City

+ Proposal for adjusting the investment policy for the Employee and Expert Housing Project in My Xuan B1-CONAC Industrial Park

2.2. Voting Method:

- Delegates shall vote "Approve," "Disapprove," or "Abstain" on matters presented for voting at the Meeting by raising the Voting Card or marking the appropriate box on the Voting Ballot.

- Voting by raising the Voting Card: Shareholders or their authorized representatives entitled to vote shall express their opinion by raising their Voting Card as directed by the Presidium.

- Voting by filling in the Voting Ballot: For each issue, the delegate selects one (1) of the three (3) options: "Approve," "Disapprove," or "Abstain" by marking an "X" in the appropriate box on the pre-printed Voting Ballot. Once the voting process is complete, delegates shall submit the completed Voting Ballots to the sealed ballot box as instructed by the Vote Counting Committee. Voting Ballots must bear the delegate's signature and full name.

2.3. Valid and Invalid Voting Ballots:

• Valid Voting Ballots:

Voting Ballots must follow the pre-printed form issued by the Organizing Committee, bear the Company's red stamp, be free from erasures, alterations, or damage, and must not contain any additional content beyond the prescribed options. They must also be signed and include the delegate's full name.

Each vote on the Voting Ballot must select one (1) of the three (3) options: "Approve," "Disapprove," or "Abstain."

• Invalid Voting Ballots:

Ballots containing additional content beyond the prescribed options.

Ballots that do not follow the pre-printed form issued by the Organizing Committee, lack the Company's red stamp, contain erasures or alterations, or do not bear the delegate's signature and full name.

Ballots where the delegate does not mark any option or marks more than one (1) option for the same issue.

2.4. Voting Rules:

- Each share corresponds to one (1) voting right. Each delegate represents one or more voting rights.
- As of the record date (March 25, 2025), the total number of shares with voting rights of the Company is: ... shares, equivalent to ... voting rights.
- Matters requiring a vote at the Meeting shall be approved if more than 75% of the total votes of all attending and voting shareholders are in favor. For specific matters stipulated in Clause 03, Article 20 of the Company's Charter, approval requires at least 65% of the total votes of all attending and voting shareholders.
- The election of members to the Board of Directors and the Supervisory Board shall be conducted using the cumulative voting method as specified in Clause 04, Article 20 of the Company's Charter.

3. Recording Voting and Election Results:

The Vote Counting Committee shall verify, compile, and report the vote counting results for each matter in the agenda to the Presidium. The results will be announced by the Vote Counting Committee before the Meeting concludes.

Article 12. Minutes and Resolutions of the General Meeting of Shareholders

All contents of the General Meeting of Shareholders must be recorded by the Secretariat in the Minutes of the General Meeting of Shareholders. The minutes must be read and approved before the meeting is adjourned.

Article 13. Implementation of the Regulations

These organizational regulations shall be publicly read at the 2025 Annual General Meeting of Shareholders and shall take effect immediately upon approval by the General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company.

Shareholders, authorized representatives, and guests who violate these regulations will be subject to consideration and handling by the Presidium in accordance with the Company's Charter and the Law on Enterprises, depending on the severity of the violation.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



DANG CHINH TRUNG

No: 07/BC-CT

Vung Tau, March 31, 2025

REPORT
Review of Business Operations in 2024 and Business Plan for 2025

To: The General Meeting of Shareholders
IDICO Investment Construction Oil and Natural Gas Joint Stock Company

IDICO Investment Construction Oil and Natural Gas Joint Stock Company reports on the implementation of tasks in 2024 and the business plan for 2025 as follows:

Part I
PERFORMANCE OF BUSINESS OPERATIONS IN 2024

A. General Assessment:

Vietnam's socio-economic situation in the last months of 2024 faced significant challenges but also presented opportunities for more sustainable development. In this context, the Company's Executive Board, together with all employees, has focused and made determined efforts to address the planned tasks and achieve the following business targets:

(Unit: Million VND)

No.	Key Indicators	Plan 2024	Actual 2024	(%)
				Actual/Plan
A	B	1	2	3=2/1
1	Revenue	285,000	646,053	227%
2	Profit before tax	82,500	303,598	368%
3	Profit after tax	66,340	242,577	366%
4	Development investment value	33,550	28,150	84%
5	Dividend	30%	80%	267%

Revenue reached 227% of the annual plan; profit before tax reached 368% of the annual plan; and dividends reached 267% of the annual plan.

Along with achieving the business targets for 2024, the Company also achieved positive results in the following areas:

- Bac Chau Giang Project (Osaka-Garden):

+ The Ha Nam Department of Natural Resources and Environment confirmed the eligibility for transferring land use rights for 65 plots within the project, and the Department of Construction approved the eligibility to sell

future-formed Shophouses.

+ Completion of sales activities for Land and Shophouse products.

- My Xuan B1-CONAC Industrial Park Expansion Project: On September 17, 2024, the Prime Minister signed Decision No. 996/QĐ-TTg, approving the investment policy and concurrently approving IDICO-CONAC as the investor for the construction and business of infrastructure at My Xuan B1-CONAC Industrial Park Expansion Project in Ba Ria - Vung Tau Province.

- Investment Promotion at My Xuan B1-CONAC Industrial Park: Leased 5.54 hectares of industrial land and signed a Memorandum of Understanding (MoU) for the lease of the remaining 2.97 hectares of industrial land, raising the occupancy rate to 100%.

B. Performance in Various Areas:

I. Core Business Operations:

1. Construction Sector:

- Construction Activities: The quality and schedule set are always guaranteed. The estimated production value in 2024 is VND 176 billion, of which: The self-invested construction has a value of 28 billion VND, and the externally tendered construction has a value of 148 billion VND;

- Payment and settlement work: The construction revenue for 2024 is estimated to reach 149 billion VND, contributing to the completion of the company's production and business plan.

2. Industrial Park Infrastructure Business:

- Completed the issuance of Land Use Rights Certificates for two companies leasing land in 2024, covering an area of 5.54 hectares, and collected 100% of the land lease payments as per the signed contracts.

- 2.97ha Area: By the time of the report, the land lease contract with Dekko Group Joint Stock Company has been signed; the occupancy rate of the industrial park has been increased to 100%.

3. Real Estate Business:

Bac Chau Giang Project (Osaka-Garden): As of the time of reporting, the Land Ground products: 40 out of 43 products have been sold, accounting for 93% of the inventory; Shophouse products: 10 out of 10 products have been sold, completing 100% of the inventory. Cumulative revenue for 2024 is estimated at 239 billion VND, achieving 405% of the annual plan.

4. Tourism Business:

Continued to maintain tourism and service business operations.

II. Task Group for Implementing Investment Project Procedures:

1. My Xuan B1-CONAC Industrial Park:

*** *Investment Procedures:***

- *One-time land lease payment for the 1.7-hectare area:* Monitoring the Provincial People's Committee for the issuance of a decision approving the coefficients used to determine the land price based on the residual method.

- *One-time land lease payment for the 2.97-hectare area:* Completed updating the Master Land Use Rights Certificate of the industrial park to reflect the one-time land lease payment until 2062.

- Completed Land Use Rights Certificates for Thien Chi Sai Gon Co., Ltd. and Secoin Phu My Co., Ltd. for a total area of 1.7 hectares.

*** *Basic Construction Investment:***

Completed basic construction investment and infrastructure maintenance in 2024, including: Land leveling for the parking lot, technical area, and service area, renovating the pond, transforming it into an environmental incident response reservoir for the wastewater treatment plant.

*** *Land Compensation and Site Clearance:***

Cooperated with relevant departments of Phu My Town to address issues related to land compensation and site clearance for the industrial park, including: My Xuan - Ngai Giao Road; 110kVA power line for Dong Tien Steel Company; Handling complaints and disputes from local residents such as Ms. Le Thi Mai, Mr. Nguyen Duc An, and Mr. Le Do.

*** *Environmental Protection:***

- In Quarter 4, the industrial park wastewater treatment plant recorded Coliform levels exceeding Column A standards by 1.63 times. Although the excess was minor and caused by an unexpected incident, due to strict environmental regulations, the Department of Natural Resources and Environment recommended the Ba Ria - Vung Tau Provincial People's Committee impose an administrative fine of VND 330,000,000 on the company;

- The Company Director has implemented corrective measures, including:

+ Inspecting and replacing faulty equipment in coordination with internal departments to ensure stable and continuous operations;

+ Regular maintenance of equipment and strict compliance with environmental laws to prevent future incidents and ensure efficient, stable operation;

+ Enhancing professional knowledge on environmental regulations and improving awareness and compliance with internal rules and operational procedures for the management and operation team of the wastewater treatment plant;

* **Other Activities:** Services, security, and fire prevention work in the industrial park are ensured to meet the timely and full requirements of the businesses within the industrial park.

2. My Xuan B1-CONAC Industrial Park Expansion Project:

- In 2024, the Prime Minister signed Decision No. 996/QĐ-TTg, approving the investment policy and simultaneously approving IDICO-CONAC as the investor for the construction and infrastructure business of the My Xuan B1-CONAC Industrial Park Expansion Project in Ba Ria - Vung Tau Province.

- As of the reporting date, the project has been granted the Investment Registration Certificate and is currently carrying out subsequent investment procedures.

3. My Xuan B1-CONAC Industrial Park Employee and Expert Housing Project (3.47 ha):

- As of the reporting date, the project's residential land use function has been updated in the 1/10,000-scale General Master Plan for the Phu My New Urban Area;

- The company continues to monitor and work with the planning consultant unit at a 1/2000 scale to update the planning criteria of the project and seeks a consulting unit to develop investment plans for the Management Board's approval before proceeding with the procedures to obtain project investment approval.

4. Investment Project for the Construction of the Commercial and Service Center Combined with Residential Housing in Bac Chau Giang Urban Area (Osaka-Garden), Phu Ly City, Ha Nam Province:

*** Investment Procedures:**

- The People's Committee of Ha Nam Province has approved the locations for housing construction and the areas designated for land use rights transfer to the people for self-construction of housing according to the detailed planning of the project;

- The Department of Natural Resources and Environment has confirmed the eligibility for the transfer of land use rights for 65 land plots at the project, and the Department of Construction has approved the eligibility to sell future housing for the shophouse section;

- Regulations for the design of residential buildings according to the typical sample design have been issued;

- The apartment section continues to seek and select a design consulting unit to develop the most optimal architectural design adjustment plans for implementation;

- The construction design work for 45 villas is being carried out according to the directive of the People's Committee of Ha Nam Province in Document No. 146/UBND-GTXD;

- Continued cooperation with relevant departments to extend the project's schedule.

*** *Basic Construction Investment:***

- Completed the construction of one shophouse to showcase the product and serve as the Project Management Office, along with landscaping improvements.

- Certified by the Department of Construction for the acceptance of completed construction, allowing the shophouse to be put into use.

*** *Sales Activities:***

Collaborated with Dat Xanh Northern Company to market and sell the remaining products and to follow up with customers to ensure timely payments.

5. CONAC PLAZA Project:

The People's Committee of Ba Ria - Vung Tau Province issued Document No. 16700/UBND-VP on November 13, 2024, addressed to the Prime Minister and the Ministry of Construction, requesting approval for the comprehensive adjustment of the Vung Tau City Master Plan until 2035, including a proposal to reallocate the city's population targets internally.

6. Thuy Duong Hotel Complex Project:

The company is continuing to study legal regulations to ensure the project is approved for a 50-year investment term and to extend the land lease duration in line with the project's timeline.

III. Other Task Groups:

1. Financial Management:

*** Debt Management:**

- Receivables Management: The company has been proactive in recovering capital, regularly reviewing, evaluating, and analyzing the payment capabilities of partners, and identifying early any payment difficulties to implement timely solutions.

- Payables Management: The company ensures that all debts are paid on schedule, preventing any overdue liabilities from arising.

- Loan Management: The company actively negotiates with banks to secure the most favorable loan conditions. Through efficient and purpose-driven capital utilization combined with aggressive debt recovery, very few new loans have been incurred.

*** Financial Investments:**

- The company invested 10,676 billion VND in IDICO Infrastructure Development Investment Joint Stock Company (IDICO-IDI). According to the 2024 Annual General Meeting of Shareholders resolution of IDICO-IDI, the 2023 dividend rate is 16%, resulting in 1.7 billion VND in dividends received by IDICO-CONAC.

- In 2024, the company invested in privately issued bonds from An Hoa Construction Verification Joint Stock Company (AHCV) and Thu Thua Industrial Zone and Urban Development Joint Stock Company (IUH), with a total bond value of 100 billion VND—50 billion VND from each company. These are non-convertible bonds, non-warranted, asset-backed, with a fixed interest rate of 11% per year and a 24-month term.

*** Dividends:** In compliance with the 2024 Annual General Meeting of Shareholders resolution on profit distribution, the company declared a 2023 dividend of 50% in cash, including 20% paid in 2023 and the remaining 30% distributed in 2024.

2. Legal Affairs:

The company has been processing the necessary legal procedures to request competent authorities for cassation, retrial, and temporary suspension of judgment enforcement related to the administrative lawsuit involving Mrs. Mai.

3. Human Resources, Labor, Salary, and Social Welfare:

- As of December 31, 2024, the company had 96 employees on its permanent payroll, including 39 female employees. Throughout 2024, the company fully and promptly fulfilled obligations related to labor management, organizational structure, salary, social insurance, and employee benefits, including: Restructuring and staffing across departments; Timely payment of salaries and settlement of social insurance without any overdue wages or outstanding insurance contributions; Annual health check-ups for all employees; Ensuring workplace security, safety, and employee welfare, with strict adherence to occupational safety, hygiene, fire prevention, and environmental regulations.

- The company also prioritized Party activities, trade union efforts, and emulation and reward programs, fostering employee morale and contributing to comprehensive business development.

Part II

PRODUCTION AND BUSINESS PLAN FOR 2025

A. Targets of the Production and Business Plan for 2025:

Unit: million VND

No.	Key Indicators	Actual 2024	Plan 2025	% Plan 2025 / Actual 2024
A	B	1	2	3=2/1
1	Revenue	646,053	440,000	68%
2	Profit before tax	303,598	188,000	62%
3	Profit after tax	242,577	150,000	62%
4	Development investment value	28,150	807,860	2,870%
5	Dividend	80%	20%	25%

B. Key Tasks for 2025:

1. Achieve the production and business targets for 2025;
2. My Xuan B1-CONAC Industrial Park Project: Review and adjust the land use plan to increase the land reserve.
3. Bac Chau Giang Project (Osaka Garden):
 - + Complete the transfer process for customers in Phase 1 (land grounds and shophouses) and carry out the transfer of approximately 1,000 m² in Phase 2 (villas and duplex houses).
 - + Complete the project timeline extension and organize an architectural competition for the apartment and commercial center components.
4. My Xuan B1-CONAC Industrial Park Expansion Project:
 - + Complete the investment implementation procedures and land clearance compensation for 50 hectares in Phase 1;
 - + Finalize the signing of a credit financing agreement for the project.
5. 3.47-hectare Project: Obtain approval as the project's investor;
6. Conac Plaza Project: Secure additional population targets for the project;
7. Increase charter capital to 306 billion VND by Quarter 3/2025.

I. Core Business Areas:

1. Construction Sector:

- Construction Implementation: For the ongoing projects, accelerate the implementation of construction work according to the planned schedule and quality requirements.
- Settlement and Payment Procedures: Expedite the acceptance, settlement, and capital recovery for completed and ongoing projects.
- Bidding and Partnerships: Continue to strengthen joint ventures and partnerships to bid for projects with high feasibility.

2. Industrial Park Infrastructure Business:

Support Dekko Company in obtaining the Investment Registration Certificate and facilitate land handover to issue Land Use Right Certificates to customers.

3. Real Estate Business:

Bac Chau Giang Project (Osaka Garden): Complete the transfer of ownership for customers who have purchased land plots and shophouses; collaborate with the distribution partner to promote sales.

4. Tourism Business:

Continue to enhance and maintain tourism and service business operations.

II. For Investment Project Implementation:

1. My Xuan B1-CONAC Industrial Park Project:

**** Investment Procedures:***

- Complete the determination of specific land prices for 1.7 hectares under the land lease extension from 2048 to 2062.
- Adjust the 1/2000 zoning plan by converting approximately 0.76 hectares from an operational office area to industrial land for investor leasing.

**** Basic Construction Investment:***

Implement the basic construction and infrastructure maintenance plan for 2025;

**** Land Clearance and Compensation:***

Continue to monitor, closely follow up, and proactively coordinate with relevant authorities to resolve complaints from local households.

2. My Xuan B1-CONAC Industrial Park Expansion Project:

**** Investment Procedures:***

Proceed with the following investment procedures:

- Prepare and submit the 1/2000 zoning plan for approval;
- Prepare the Environmental Impact Assessment (EIA) report;
- Carry out the procedures for compensation inventory and bank loan;
- Design a wastewater treatment plant plan.

**** Land Clearance and Compensation:***

- Patrol and monitor to maintain public security, and actively engage with local residents to prevent unauthorized construction. Promptly report violations to the relevant authorities for appropriate action;

- Create cadastral maps, parcel identification, and land ownership verification within the project area. Monitor the issuance of land recovery plans and the establishment of the Compensation Council.

3. My Xuan B1-CONAC Industrial Park Housing Project for Employees and Experts (3.47 ha):

- Monitor and collaborate with the planning consultants to update the 1/2000 zoning plan and construction indicators for the project.

- Continue to seek and work with consulting units to develop the project implementation plan and prepare overall site layout options for Board of

Directors' approval before applying for investment policy approval.

4. Commercial, Service, and Residential Complex Project in Bac Chau Giang Urban Area (Osaka-Garden), Phu Ly City, Ha Nam Province:

*** Legal Procedures:**

- Continue to follow up and proceed with project adjustments and the legal process for selling the remaining 45 future-formed housing units, as guided by relevant departments.

- Finalize the design documentation and apply for a construction permit for the apartment complex.

- Complete the handover of technical infrastructure components to the government for operation and management.

*** Construction Investment:**

Complete the interior finishing of one shophouse for product showcasing and use as the project management office while improving the landscape and greenery. Carry out project enhancement and beautification works.

*** Sales Activities:**

Continue collaborating with Đạt Xanh for sales activities.

5. CONAC PLAZA Complex Project:

Continue monitoring the general zoning adjustment of Vung Tau City.

6. Thuy Duong Hotel Complex Project:

Continue researching relevant legal frameworks and regulations.

III. Other Tasks:

1. Financial Activities:

Develop financing plans and work with financial institutions and investment funds to secure capital for the My Xuan B1-CONAC Industrial Park Expansion Project and Bac Chau Giang – Phase 2 Project.

2. Legal Affairs:

- Continue monitoring and participating in the trial related to Ms. Mai's lawsuit;

- Handle any new arising legal matters (if any).

3. Other Activities:

Regularly review and improve organizational structure and human resources to meet business operation demands; Strengthen control measures and implement cost-saving strategies for corporate management; Review, revise, and supplement company policies and regulations as needed.

The above outlines the 2024 Business Performance Report and the 2025 Business Plan of IDICO Investment Construction Oil and Natural Gas Joint Stock Company (IDICO-CONAC).

In the face of challenging economic conditions, besides enhancing corporate governance and strengthening business operations, IDICO-CONAC sincerely requests the continued attention and support of the leadership of the Parent Corporation, Party Committees, Government Authorities, and

Shareholders. We also call on all employees to maintain unity and make every effort to overcome challenges and achieve the 2025 business goals, ensuring the company's ongoing innovation and sustainable development.

Sincerely,

Receiver: new
- Board of Directors;
- Supervisory Board;
- Board of Directors;
- Company Departments
and Divisions;
- Filed at the Planning
and Technical Department,
General Administration Office.



KT. GIÁM ĐỐC
PHÓ GIÁM ĐỐC
Vũ Anh Tuấn

Vung Tau, March 31, 2025

No: 08/BC-CT

REPORT

Board of Directors' Activities in 2024 and Plan for 2025

To: General Meeting of Shareholders
IDICO Oil and Gas Construction Investment Joint Stock Company

I. BOARD OF DIRECTORS' ACTIVITIES IN 2024

The Company's Board of Directors (BOD) consists of 05 members, including 0 independent members and 03 members concurrently holding positions in the Executive Board, specifically as follows:

1. Mr. Dang Chinh Trung - Chairman of the Board of Directors;
2. Mr. Le Thanh Tung - Member - Director of the Company;
3. Mr. Pham Ngoc Dung - Member - Deputy Director of the Company;
4. Mr. Vu Anh Tuan - Member - Deputy Director of the Company;
5. Mr. Vo Tan Dung - Member.

The Company's Board of Directors operates collectively on the principle of democratic centralism, with each member assigned specific duties and responsibilities. The Board of Directors demonstrates high unity and consensus, with all matters within its authority discussed collectively and documented in the minutes of meetings or written ballots.

1. Summary of BOD Meetings and Decisions

In 2024, the BOD held 04 meetings and conducted 39 ballots of BOD members. The Board meetings were held on schedule, and resolutions and decisions were issued promptly, specifically as follows:

1.1. Issued 07 Resolutions directing the implementation of the 2024 production and business plan.

1.2. Issued 01 Decision on Approving the list and selling price of social housing at the IDICO-CONAC Social Housing Project.

1.3. Issued 01 Decision on Approving the budget for major repairs of Thùy Dương Hotel.

1.4. Issued 05 Resolutions and 03 Decisions on matters related to the Bắc Châu Giang Project (Osaka Garden Project).

1.5. Issued 04 Decisions on Approving the final settlement, design, and budget for packages and items belonging to My Xuan B1-CONAC Industrial Park.

1.6. Issued 05 Decisions on the consolidation of the Company's operational apparatus and personnel matters.

1.7. Issued 05 Resolutions and 03 Decisions on salaries, business management expenses, credit limits, and financial matters.

1.8. Issued 01 Resolution on Organizing the 2024 Annual General Meeting of Shareholders.

1.9. Issued 01 Decision on issuing the Company's Information Disclosure Policy.

1.10. Issued 01 Decision on selecting an audit unit for the 2024 financial statements.

2. Management and Direction of the Implementation of 2024 Objectives and Targets According to the Resolution of the 2024 Annual General Meeting of Shareholders

2.1/ Production and Business Activities: Revenue reached 227% of the annual plan; pre-tax profit reached 368% of the annual plan; dividends reached 267% of the annual plan.

2.2/ Organization and Personnel: In 2024, the Company fully and promptly implemented labor, organization, salary, social insurance, and policy regimes for employees, such as: Consolidating the personnel organization of departments; paying and settling insurance regimes, paying salaries to employees on time, without any salary or insurance debts; organizing periodic health check-ups for employees; ensuring security, order, safety, and taking care of employees' lives; ensuring occupational safety - hygiene - fire prevention - and working environment.

2.3/ Financial tasks: Implementing the Resolution of the 2024 Annual General Meeting of Shareholders approving the profit distribution plan, paying 2023 dividends with a dividend payout ratio of 50% in cash, of which 20% was advanced in 2023; the remaining 30% will be distributed in 2024.

2.4/ Other tasks: Legal tasks: Carrying out procedures to request competent authorities to appeal for cassation, retrial, and suspension of execution of the administrative lawsuit of Mrs. Mai's household.

3. Supervisory activities of the Board of Directors

3.1/ On the form of supervision

The Board of Directors has performed the task of supervising the activities of the Director and the Executive Board through Board of Directors meetings, supervisory sessions, and documents in directing and administering the Company's production and business activities to implement the tasks set forth by the Resolution of the 2024 General Meeting of Shareholders.

3.2/ On the results of supervision of the Director and the Executive Board:

a/ On the management and implementation of the production and business plan

- The Executive Board's proposals submitted to the Board of Directors were discussed at the BOD meeting, and after being resolved, they were transferred to the Executive Board for implementation. The Executive Board has effectively implemented the resolutions and decisions of the Company's Board of Directors.

- Closely monitoring the Company's business and financial situation through reports on production and business activities and evaluating the achievement of quarterly targets through periodic reports.

b/ On compliance with internal regulations and the Company's Charter

- In management, the Company's Board of Directors issued regulations on working regimes and assigned tasks to the Director and Deputy Directors. The assignment of tasks and working regime of the Director and Deputy Directors follows the principle of democratic centralism, implementing the head regime combined with collective leadership and complying with internal regulations and the Company's Charter to uniformly direct all aspects of the Company's operations.

3.3/ Remuneration, expenses, and other benefits of the Board of Directors

Remuneration, operating expenses, and other benefits of the Board of Directors are reported and announced in accordance with the provisions of the Enterprise Law. Shareholders, please see the details in the audited 2024 Financial Statements posted on IDICO-CONAC's website at: <http://idicoconac.vn/vn-37-0/quan-he-co-dong.html>

4. Activities of independent members of the Board of Directors and independent members' assessment results of the Board of Directors' activities: No independent members of the Board of Directors.

5. Activities of subcommittees under the Board of Directors: No subcommittees were established.

6. Report on related transactions:

- Transactions between the company, subsidiaries, companies controlled by the public company with more than 50% of charter capital with members of the Board of Directors and those related to those members: None

- Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, related persons of insiders/Transactions between the company and companies where members of the Board of Directors, members of the Supervisory Board, Directors, and other managers have been and are founding members or members of the Board of Directors, CEOs within the last 03 years (calculated at the time of reporting), there are 08 units including:

+ Thu Thua Industrial Park and Urban Development Joint Stock Company (IUH):

(1) Service and construction material supply contracts for projects in Long An;

(2) Financial transactions.

+ An Hoa Construction Inspection Joint Stock Company (AHCV):

(1) Contracts for purchasing, supplying services, and construction materials in Long An;

(2) Financial transactions.

+ IDICO Infrastructure Development Investment Joint Stock Company: Financial transactions.

+ Long An IDICO Construction Investment Joint Stock Company: Contracts for supplying and purchasing construction materials.

+ IDICO Corporation: Financial transactions.

+ Vietnam Construction Development Investment Joint Stock Company: Financial transactions.

+ HAYAT Group Vietnam Joint Stock Company: Financial transactions.

+ Lesco Resort Limited Liability Company:

(1) Service provision;

(2) Financial transactions.

II. BOARD OF DIRECTORS' ACTION PLAN FOR 2025

1. Production and business plan for 2025

The Board of Directors agrees to submit to the Annual General Meeting of Shareholders the production and business plan for 2025 with specific targets as follows:

+ Total revenue: 440,000 million VND;

+ Profit before tax: 188,000 million VND;

+ Profit after tax: 150,000 million VND;

+ Dividend payout: 20%

2. Objectives and key tasks of the Board of Directors in 2025

2.1 Objectives

Complete the assigned production and business plan for 2025, leading the enterprise to continue innovating and developing sustainably.

2.2 Key tasks

- Complete the production and business targets for 2025;

- My Xuan B1-CONAC Industrial Park Project: Review the planning and adjust land use purposes to increase land funds;

- Bac Chau Giang Project (Osaka Garden):

+ Complete the name transfer for Phase 1 Customers (Land plots and Shophouses) and carry out the transfer of approximately 1,000 m2 in Phase 2 (Villas and Semi-detached houses);

+ Complete the project schedule extension and architectural bidding for the Apartment and Commercial Center items;

- My Xuan B1-CONAC Industrial Park Expansion Project:

+ Complete investment implementation procedures and compensation for site clearance of 50ha in the first phase;

+ Complete the signing of the credit contract for the project;

- 3.47 ha Project: Be approved as the project investor;

- Conac Plaza Project: Supplement the project's population target;

- Increase charter capital to 306 billion VND in Quarter III/2025.

Above is the Board of Directors' assessment report on the management and administration of the Company in 2024, and the Board of Directors' action plan for 2025. The Company's Board of Directors looks forward to continuing to receive the attention, support, and sharing of Shareholders, the cooperation of partners, and investors.

On behalf of the Board of Directors, I wish you good health and success.

I wish the General Meeting a successful conclusion.

Sincerely./.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



DANG CHINH TRUNG

No.: 09/BC-BKS

Vung Tau, March 31, 2025

REPORT
Of the Supervisory Board at the 2025
Annual General Meeting of Shareholders

To: The General Meeting of Shareholders
IDICO Investment Construction Oil and Natural Gas Joint Stock Company

Based on the Law on Enterprises No. 59/2020/QH14 and its guiding documents;

Based on the Charter of IDICO Investment Construction Oil and Natural Gas Joint Stock Company regarding the duties, powers, and responsibilities of the Supervisory Board;

Based on the results of the inspection and supervision of the management and operation of business activities of IDICO Investment Construction Oil and Natural Gas Joint Stock Company in 2024,

The Supervisory Board ("SB") of IDICO Investment Construction Oil and Natural Gas Joint Stock Company ("IDICO-CONAC") hereby reports to the shareholders on the operational results for 2024 and the plan for 2025 as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD

1. Personnel

The Supervisory Board was established under Decision No. 05 dated April 24, 2024, by the Board of Directors ("BOD"), with the following members:

No.	Supervisory Board Member	Position	Start Date as a Member	Qualification
1	Mrs. Tran Ngoc Sang	Head of the Board	Appointed from 24/04/2024	Bachelor of Economics
2	Mr. Nguyen Duc Tien	Head of the Board	Dismissed from 24/04/2024	Bachelor of Economics
3	Mr. Mai Quoc Chinh	Member	Appointed from 29/04/2022	Civil Engineer
4	Mr. Nguyen Van Thau	Member	Appointed from 25/04/2023	Bachelor of Economics

2. Summary of Meetings

No.	Supervisory Board Member	Meetings Attended	Attendance Rate	Voting Rate
1	Mrs. Tran Ngoc Sang	2/2	100%	100%
2	Mr. Mai Quoc Chinh	2/2	100%	100%
3	Mr. Nguyen Van Thau	2/2	100%	100%

3. Remuneration and Operating Costs of the Supervisory Board in 2024

- Regarding the remuneration of the Supervisory Board in 2024: The details of the remuneration of the members of the Supervisory Board are reported and disclosed in accordance with the provisions of the Law on Enterprises and the Securities Law. In addition to this remuneration, the members of the Supervisory Board do not receive any other benefits or remuneration.

- Specific information and figures are presented in detail in the audited Financial Statements ("FS") for 2024 and the 2024 Annual Report. Shareholders are kindly requested to refer to these reports, which are available on IDICO-CONAC's website at the following link: <https://www.idicoconac.vn>

- Operating costs of the Supervisory Board in 2024: These are in compliance with the regulations and internal rules of IDICO-CONAC.

4. Activities of the Supervisory Board

The activities of the Supervisory Board comply with the Charter that has been issued, relevant legal regulations, and are aligned with the actual operational needs and circumstances of IDICO-CONAC. Some key activities of the Supervisory Board in 2024 include:

- Monitoring the activities of the Board of Directors ("BOD") and the Executive Board ("EB") in managing and operating the company. Reviewing the appropriateness of decisions and resolutions made by the BOD and EB.

- Supervising the implementation and results of complying with the Company's Charter, the resolutions of the Annual General Meeting of Shareholders, and the Company's internal management regulations.

- Checking the reasonableness, legality, truthfulness, and carefulness in managing and operating business activities.

- Reviewing the consistency, systematization, and appropriateness of accounting, statistics, and the preparation of Financial Statements (FS).

- Verifying the completeness, legality, and truthfulness of the FS, as well as the annual and semi-annual business reports of the company.

- Collaborating with the independent audit unit, Ernst & Young Vietnam LLC, and engaging with the Executive Board to exchange feedback and clarify any issues arising during the financial report audit process for 2024.

II. RESULTS OF INSPECTION AND EVALUATION OF SOME MAIN ACTIVITIES

1. Results of the Inspection and Evaluation of the Financial Statements

- The recording, storage of documents, accounting information system, and preparation of accounting books are basically carried out in accordance with current regulations.

- The financial statements are prepared and presented fairly, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting Regime, and the legal regulations related to the preparation and presentation of financial statements. In terms of materiality, the financial statements accurately and reasonably reflect the financial position of IDICO-CONAC as of December 31, 2024.

- The semi-annual and full-year 2024 financial statements have been audited by Ernst & Young Vietnam Limited. The Supervisory Board has reviewed and agreed with the independent audit opinions.

- The company has fully complied with the information disclosure regulations for public companies (such as: financial reports, governance reports, annual reports and extraordinary disclosures...) and submitted quarterly and annual financial reports to IDICO CORPORATION - JSC as per the prescribed deadlines.

- Transactions with related parties have been strictly monitored and disclosed fully, with no unusual transactions detected.

2. Results of Monitoring Business Activities in 2024

- In 2024, the Board of Directors (BOD) issued resolutions and decisions in accordance with the functions and powers as specified in the Company's Charter and the resolutions of the General Shareholders' Meeting.

- The BOD has closely monitored and directed the Executive Board and management staff in the operation and management of the company's business activities.

- The Executive Board and functional departments have seriously implemented the resolutions of the General Shareholders' Meeting and effectively carried out their duties in accordance with the law and the Company's Charter.

- In terms of human resources, the Executive Board continued to strengthen and reorganize the staff in line with the development direction of IDICO-CONAC.

- The departments continued to perfect the system of regulations and operational processes and enhanced the role of risk control at the frontline.

3. Evaluation of the Cooperation between the Supervisory Board, the Board of Directors, the Executive Board and Shareholders

- In the face of significant macroeconomic fluctuations, the BOD and the Executive Board quickly and flexibly adapted to prepare for both direct and indirect market impacts. The members of the Supervisory Board emphasized responsibility in fulfilling their duties, ensuring honesty and objectivity in the work of the BOD and the Executive Board.

- During the execution of their tasks, the Supervisory Board has always cooperated well with the BOD members, the Executive Board members, and relevant management staff, receiving full cooperation.

- In 2024, the Supervisory Board did not receive any recommendations or proposals from shareholders related to the management work of the BOD and the operational work of the Executive Board.

4. Report on Internal Transactions

- Transactions with related parties have been closely monitored and comply with the legal regulations and the Company's Charter, with no conflicts of interest detected in the transactions with related parties.

III. RECOMMENDATIONS OF THE SUPERVISORY BOARD

Based on the results of the inspection and monitoring of the company's production and business activities, as well as its financial management, the Supervisory Board recommends that the Board of Directors and the Executive Board take the following actions:

- The Board of Directors, the Executive Board and the management of departments should continue to cooperate and provide timely information to enable the Supervisory Board to fully carry out its functions and duties.

- The Executive Board should enhance the role of control and self-control to minimize risks in operations; this includes increasing the application of technology in management tasks, improving and enhancing the management capabilities of the system.

- Strengthen the control and recovery of overdue receivables. Analyze and assess overdue debts to develop measures to limit the occurrence of further overdue receivables.

IV. DIRECTION FOR THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2025

The direction for the activities of the Supervisory Board in 2025 is as follows:

- Continue to fully carry out the duties, rights, and achieve the objectives of the Supervisory Board; complete other tasks in accordance with the law, the Company's Charter, and internal governance regulations.

- Increase supervision of the implementation of legal regulations, the Charter, resolutions of the General Shareholders' Meeting, resolutions of the Board of Directors and internal governance regulations of IDICO-CONAC; monitor and assess the results of the implementation of goals and plans.

- Perform the review of the semi-annual financial statements and the audited annual financial statements in accordance with the regulations.

- Carry out other tasks according to the Supervisory Board's operational regulations.

This is the Supervisory Board's report on activities for 2024 and the plan for 2025.

We respectfully submit it to the General Shareholders' Meeting for review and approval.

Thank you sincerely!

**ON BEHALF OF
THE SUPERVISORY BOARD
HEAD OF BOARD**

sRecipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Filed:

Administration,
Finance &
Accounting.



Tran Ngoc Sang

No.: 10/TTr-CT

Vung Tau, March 31, 2025

PROPOSAL

Re: Approve the audited consolidated financial statements for the year 2024

To: The General Meeting of Shareholders
IDICO Investment Construction Oil and Natural Gas Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14 and its guiding documents;

Pursuant to the Charter of organization and operation of IDICO Investment Construction Oil and Natural Gas Joint Stock Company, which stipulates the rights and duties of the General Meeting of Shareholders regarding the approval of the audited annual financial statements,

The Board of Directors of IDICO Investment Construction Oil and Natural Gas Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the audited consolidated financial statements for the year 2024, audited by Ernst & Young Vietnam Company, with key figures as follows:

- Total assets:	1.344.918.717.032 VND
+ Current assets:	906.722.791.473 VND
+ Non-current assets:	438.195.925.559 VND
- Total liabilities:	1.344.918.717.032 VND
+ Payables:	934.472.166.048 VND
+ Equity:	410.446.550.984 VND
- Total revenue:	646.053.018.468 VND
- Total pre-tax accounting profit:	303.597.541.875 VND
- Net profit after corporate income tax:	242.577.412.543 VND

(Attached is the audited consolidated financial statement for the year 2024)

Respectfully submitted for the General Meeting of Shareholders' review and approval.

Recipients:

- As above;
- Board of Directors,
- Board of Supervisors;
- Archive: Office of
- General Affairs, Finance
- & Accounting.

ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN



Dang Chinh Trung

IDICO Investment Construction Oil and Natural Gas Joint Stock Company

Financial statements

For the year ended 31 December 2024



IDICO Investment Construction Oil and Natural Gas
Joint Stock Company

B01-DN

BALANCE SHEET
as at 31 December 2024

VND

Code	ASSETS	Notes	Ending balance	Beginning balance (As reclassified – Note 34)
100	A. CURRENT ASSETS		906,722,791,473	865,256,860,428
110	I. Cash and cash equivalents	4	199,506,918,457	124,124,145,438
111	1. Cash		12,674,498,457	10,124,145,438
112	2. Cash equivalents		186,832,420,000	114,000,000,000
120	II. Short-term investments	5	295,676,000,000	254,676,000,000
121	1. Held-for-trading securities		10,676,000,000	10,676,000,000
123	2. Held-to-maturity investments		285,000,000,000	244,000,000,000
130	III. Current accounts receivable		115,301,843,608	123,506,055,287
131	1. Short-term trade receivables	6	50,928,740,158	48,039,194,963
132	2. Short-term advance to suppliers	7	25,531,816,103	44,592,672,590
136	3. Other short-term receivables	8	40,320,956,149	31,977,418,936
137	4. Provision for doubtful short-term receivables	9	(1,479,668,802)	(1,103,231,202)
140	IV. Inventory		282,356,074,327	361,048,625,303
141	1. Inventories	10	282,356,074,327	361,048,625,303
150	V. Other current assets		13,881,955,081	1,902,034,400
151	1. Short-term prepaid expenses	11	9,205,110,436	28,669,102
152	2. Value-added tax deductible	12	4,312,945,203	940,553,348
153	3. Tax and other receivables from the States	12	363,899,442	932,811,950
200	B. NON-CURRENT ASSETS		438,195,925,559	374,891,962,840
220	I. Fixed assets		57,929,376,185	57,226,257,989
221	1. Tangible fixed assets	13	6,777,730,112	5,765,568,188
222	Cost		41,982,460,196	40,227,432,449
223	Accumulated depreciation		(35,204,730,084)	(34,461,864,261)
227	2. Intangible fixed assets	14	51,151,646,073	51,460,689,801
228	Cost		51,268,597,454	51,571,486,154
229	Accumulated amortisation		(116,951,381)	(110,796,353)
230	II. Investment properties	15	234,773,407,992	245,382,851,322
231	1. Cost		461,249,454,169	452,710,691,273
232	2. Accumulated depreciation		(226,476,046,177)	(207,327,839,951)
240	III. Long-term asset in progress	16	49,801,604,441	48,783,044,441
242	1. Construction in progress		49,801,604,441	48,783,044,441
250	IV. Long-term investments	5	90,000,000,000	20,000,000,000
255	1. Held-to-maturity investments		90,000,000,000	20,000,000,000
260	V. Other long-term asset		5,691,536,941	3,499,809,088
261	1. Long-term prepaid expenses	11	3,267,622,754	3,499,809,088
262	2. Deferred tax assets	30.3	2,423,914,187	-
270	TOTAL ASSETS		1,344,918,717,032	1,240,148,823,268

IDICO Investment Construction Oil and Natural Gas
Joint Stock Company

B01-DN

BALANCE SHEET (continued)
as at 31 December 2024

VND

Code	RESOURCES	Notes	Ending balance	Beginning balance
300	C. LIABILITIES		934,472,166,048	969,134,113,241
310	I. Current liabilities		321,799,940,517	241,252,477,776
311	1. Short-term trade payables	17	9,464,071,956	13,493,926,176
312	2. Short-term advances from customers	18	198,340,642,787	80,803,934,936
313	3. Statutory obligations	12	42,755,930,824	15,944,092,443
314	4. Payables to employees		594,152,795	3,336,502,581
315	5. Short-term accrued expenses	19	8,196,630,935	1,513,451,388
318	6. Short-term unearned revenues	20	18,079,544,046	18,065,266,280
319	7. Other short-term payables	22	42,205,696,885	3,209,038,349
320	8. Short-term loans		-	100,000,000,000
321	9. Short-term provisions		-	1,074,782,000
322	10. Bonus and welfare fund	21	2,163,270,289	3,811,483,623
330	II. Non-current liabilities		612,672,225,531	727,881,635,465
336	1. Long-term unearned revenues	20	612,322,225,531	623,859,452,725
337	2. Other long-term liabilities		350,000,000	350,000,000
338	3. Long-term loans		-	103,672,182,740
400	D. OWNERS' EQUITY		410,446,550,984	271,014,710,027
410	I. Owners' equity	23	410,446,550,984	271,014,710,027
411	1. Share capital		203,999,600,000	203,999,600,000
411a	- Shares with voting rights		203,999,600,000	203,999,600,000
412	2. Share premium		290,000	290,000
421	3. Undistributed earnings		206,446,660,984	67,014,820,027
421a	- Undistributed earnings by the end of prior year		4,669,168,441	976,342,788
421b	- Undistributed earnings of current year		201,777,492,543	66,038,477,239
440	TOTAL LIABILITIES AND OWNERS' EQUITY		1,344,918,717,032	1,240,148,823,268

Nguyen Thi Luu
Preparer

Nguyen Thi Hong Hanh
Chief Accountant



Le Thanh Tung
Director

Ba Ria - Vung Tau Province, Viet Nam

20 March 2025

IDICO Investment Construction Oil and Natural Gas
Joint Stock Company

B02-DN

INCOME STATEMENT
for the year ended 31 December 2024

VND

Code	ITEMS	Notes	Current year	Previous year
10	1. Net revenues from sale of goods and rendering of services	24.1	622,811,727,724	224,760,239,697
11	2. Cost of goods sold and services rendered	25	(299,750,479,654)	(151,181,796,034)
20	3. Gross profit from sale of goods and rendering of services		323,061,248,070	73,578,443,663
21	4. Finance income	24.2	21,064,173,837	27,065,322,339
22	5. Finance expenses	26	(7,455,295,565)	(597,138,620)
23	In which: Interest expenses		(2,493,365,165)	(597,138,620)
25	6. Selling expenses	27	(15,190,550,041)	-
26	7. General and administrative expenses	28	(18,397,497,311)	(17,827,183,291)
30	8. Operating profit		303,082,078,990	82,219,444,091
31	9. Other income		2,177,116,907	780,461,071
32	10. Other expenses		(1,661,654,022)	(605,382,579)
40	11. Other profit		515,462,885	175,078,492
50	12. Accounting profit before tax		303,597,541,875	82,394,522,583
51	13. Current corporate income tax expense	30.1	(63,444,043,519)	(16,356,045,344)
52	14. Deferred tax income	30.3	2,423,914,187	-
60	15. Net profit after tax		242,577,412,543	66,038,477,239
70	16. Basic earnings per share	23.4	11,891	3,181
71	17. Diluted earnings per share	23.4	11,891	3,181

Nguyen Thi Luu
Preparer

Nguyen Thi Hong Hanh
Chief Accountant



Le Thanh Tung
Director

Ba Ria - Vung Tau Province, Viet Nam

20 March 2025

IDICO Investment Construction Oil and Natural Gas
Joint Stock Company

B03-DN

CASH FLOW STATEMENT
for the year ended 31 December 2024

VND

Code	ITEMS	Notes	Current year	Previous year (As reclassified - Note 34)
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	Accounting profit before tax		303,597,541,875	82,394,522,583
	<i>Adjustments for:</i>			
02	Depreciation and amortisation	13,14,15	20,251,327,337	16,189,676,158
03	(Reversal of provision) provisions		(698,344,400)	1,074,782,000
04	Foreign exchange gains arising from revaluation of monetary accounts denominated in monetary currency		(92,482,982)	(48,890,333)
05	Profits from investing activities		(21,586,761,262)	(27,790,438,532)
06	Interest expenses		2,493,365,165	597,138,620
08	Operating profit before changes in working capital		303,964,645,733	72,416,790,496
09	Increase in receivables		(1,303,964,395)	(36,892,456,694)
10	Decrease (increase) in inventories		78,692,550,976	(27,650,625,214)
11	Increase in payables		103,770,322,388	59,978,991,815
12	Increase in prepaid expenses		(8,944,255,000)	(2,884,107,660)
14	Interest paid		(9,288,999,654)	(14,905,225,927)
15	Corporate income tax paid	12	(35,175,234,542)	(25,330,886,940)
17	Other cash outflows for operating activities	21	(2,793,984,920)	(2,127,594,000)
20	Net cash flows from operating activities		428,921,080,586	22,604,885,876
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	Purchase and construction of fixed assets		(3,742,726,312)	(25,987,142,042)
22	Proceeds from disposals of fixed assets		1,254,554,708	1,870,000,000
23	Payment for bank deposits		(214,000,000,000)	-
24	Collections from bank deposits		103,000,000,000	210,625,000,000
27	Interest received		24,876,035,795	31,465,076,945
30	Net cash flows (used in) from investing activities		(88,612,135,809)	217,972,934,903
	III. CASH FLOWS FROM FINANCING ACTIVITIES			
33	Drawdown of borrowings		46,706,914,524	81,154,970,490
34	Repayment of borrowings		(250,379,097,264)	(79,761,939,786)
36	Dividend paid		(61,346,472,000)	(202,208,717,500)
40	Net cash flows used in financing activities		(265,018,654,740)	(200,815,686,796)

CASH FLOW STATEMENT (continued)
for the year ended 31 December 2024

VND

Code	ITEMS	Notes	Current year	Previous year
50	Net increase in cash and cash equivalents for the year		75,290,290,037	39,762,133,983
60	Cash and cash equivalents at beginning of year		124,124,145,438	84,313,121,122
61	Impact of exchange rate fluctuation		92,482,982	48,890,333
70	Cash and cash equivalents at end of year	4	199,506,918,457	124,124,145,438

Nguyen Thi Luu
Preparer

Nguyen Thi Hong Hanh
Chief Accountant



Le Thanh Tung
Director

Ba Ria - Vung Tau Province, Vietnam

20 March 2025

No.: 11/TTr-CT

Vung Tau, March 31, 2025

PROPOSAL

**Re: Approval of the 2024 Profit Distribution and Dividend Payment Plan
and the 2025 Profit Distribution and Dividend Payment Plan**

**To: The General Meeting of Shareholders
IDICO Investment Construction Oil and Natural Gas Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14 and its guiding documents;

Pursuant to the Charter of IDICO Investment Construction Oil and Natural Gas Joint Stock Company dated December 26, 2006, as amended on July 18, 2023;

Pursuant to the 2024 Audited Financial Statements;

The Board of Directors of IDICO Investment Construction Oil and Natural Gas Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the 2024 profit distribution and dividend payment plan and the projected 2025 profit distribution and dividend payment plan as follows:

I. Profit Distribution for 2024

1. Profit Distribution and Dividend Payment for 2024:

No.	Content	Amount (VND)
1	Distributable Profit (1 = 1.1 + 1.2):	247,246,580,984
1.1	Undistributed profit from previous years	4,669,168,441
1.2	Undistributed profit for 2024	242,577,412,543
2	Dividend Payment (80% of Charter Capital) (2 = 2.1 + 2.2):	163,199,680,000
	Including:	
2.1	Already paid in cash (20%)	40,799,920,000
2.2	Remaining amount to be paid	122,399,760,000
	- In cash (10%)	20,399,960,000
	- In shares (50%), equivalent to 10,199,980 shares	101,999,800,000
3	Fund Allocations (3 = 3.1 + 3.2):	3,025,000,000
3.1	The reward fund for the Board of General Director	600,000,000
	Including: + For completing profit targets	300,000,000
	+ For exceeding profit targets	300,000,000
3.2	The reward fund (Equivalent to 1% of the after-tax corporate	2,425,000,000

	income profit)	
4	Retained earnings after distribution (4 = 1 - 2 - 3):	81,021,900,984

(*) *The charter capital used as the basis for dividend payment is VND 203,999,600,000 (Two hundred three billion, nine hundred ninety-nine million, six hundred thousand VND), equivalent to 20,399,960 common shares with a nominal value of 10,000 VND per share.*

2. Implementation:

- The Company has already paid an interim cash dividend of 20%.
- The Company will continue to pay the remaining 60% dividend for 2024 in 2025 (including 10% in cash and 50% in shares). The General Meeting of Shareholders authorizes the Board of Directors to determine the appropriate time for execution.

II. Profit Distribution Plan for 2025

- Management Bonus Fund: To incentivize the Company's management team to achieve and exceed profit targets, the Board of Directors proposes the following allocations from the 2025 post-tax profit:

- + *For completing profit targets: VND 300,000,000 VND.*
- + *For exceeding profit targets: Up to 20% of the excess profit for exceeding profit targets.*

- Projected Dividend for 2025: 20% of charter capital.

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Board of Directors,
- Board of Supervisors;
- Archive: Office of General Affairs, Finance & Accounting.

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



Dang Chinh Trung

No.: 12/TTr-CT

Vung Tau, March 31, 2025

PROPOSAL TO

Re: Approval of the Plan to Issue Shares for Dividend Payment in 2024

**To: The General Meeting of Shareholders
IDICO Investment Construction Oil and Natural Gas Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and related legal documents;

- Pursuant to the Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and related legal documents;

- Pursuant to Decree No. 155/2020/ND-CP of the Government dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law;

- Pursuant to Circular No. 118/2020/TT-BTC of the Ministry of Finance dated December 31, 2020, guiding certain contents on offering, issuing securities, public tender offers, share buybacks, registration of public companies, and termination of public company status;

- Pursuant to the Charter of IDICO Investment Construction Oil and Natural Gas Joint Stock Company dated December 26, 2006, as amended on July 18, 2023;

- Pursuant to the audited financial statements as of December 31, 2024.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval of the plan to issue shares for dividend payment in 2024 with the following contents:

1. Share Name: Shares of IDICO Investment Construction Oil and Natural Gas Joint Stock Company

2. Share Type: Common shares

3. Stock Code: ICN

4. Par Value: VND 10,000/share

5. Current Charter Capital: VND 203,999,600,000

6. Total Number of Shares Issued: 20,399,960 shares

Including:

○ Number of outstanding shares: 20,399,960 shares

○ Number of treasury shares: 0 shares

7. Expected Number of Shares to be Issued: 10,199,980 shares

8. Total Expected Issuance Value at Par Value: VND 101,999,800,000
9. Issuance Form: Issuing shares for dividend payment in 2024.
10. Issuance Subject: Existing shareholders listed on the record date for exercising the right to receive shares. The Board of Directors is authorized by the General Meeting of Shareholders to determine the record date.
11. Issuance ratio (Expected Number of Shares to be Issued/Outstanding Shares): 50%
12. Exercise Ratio: 2:1. Each shareholder holding 01 share will receive 01 right to receive additional shares. For every 02 rights, the shareholder will receive 01 new share.
13. Source of Issuance: Undistributed after-tax profit as of December 31, 2024, according to the audited financial statements of IDICO Investment Construction Oil and Natural Gas Joint Stock Company.
14. Plan for handling odd shares: The number of shares each shareholder receives when the shares are issued for dividend payment will be rounded down to the nearest whole number. Any fractional shares (if any) will be canceled.
*Example: Shareholder A owns 169 shares on the record date. With an exercise ratio of 2:1, shareholder A will receive $(169/2) * 1 = 84.5$ new shares. According to the rounding principle, shareholder A will receive 84 new shares, and the fractional 0.5 share will be canceled.*
15. Implementation Time: After approval by the General Meeting of Shareholders and notification by the State Securities Commission of Vietnam (SSC) regarding the receipt of the issuance report, the issuance is expected to be carried out in Q2 or Q3 of 2025.
16. Additional Securities Registration and Trading Registration: After the issuance is completed, the General Meeting of Shareholders authorizes the Board of Directors to perform the procedures for additional securities registration with the Vietnam Securities Depository and Clearing Corporation - Ho Chi Minh City Branch (CNVSDC) and additional trading registration with the Hanoi Stock Exchange (HNX).
17. Amendment to the Company Charter: Approval of amendments to the Company Charter (regarding charter capital) and adjustment of the Enterprise Registration Certificate in accordance with legal regulations after the SSC notifies the receipt of the issuance result report.
18. Issuance Advisory Unit: FPT Securities Joint Stock Company - Ho Chi Minh City Branch.
19. Authorization and Delegation to the Board of Directors:
The General Meeting of Shareholders authorizes and delegates to the Board of Directors to decide on all matters related to the issuance, specifically:
 - Prepare and explain the application dossier for issuance approval to the SSC and other regulatory bodies, and adjust the issuance plan and related documents as necessary based on the Company's actual situation or as requested by the SSC and other authorities, or to comply with relevant legal regulations (if

any);

- Decide on the record date for shareholder rights, timelines related to the issuance, and procedures for finalizing the list of shareholders;
- Ensure the foreign ownership ratio complies with legal regulations;
- Amend relevant sections of the Company Charter regarding charter capital, shares, and stock after receiving the SSC notification of the issuance result report;
- Carry out procedures to amend the Company Charter and update the Enterprise Registration Certificate regarding the actual charter capital after receiving the SSC notification of the issuance result report;
- Perform necessary procedures and select an appropriate time for additional securities registration with CNVSDC and additional trading registration with HNX for the newly issued shares, following approval by the General Meeting of Shareholders and notification from the SSC regarding the issuance result report;
- Delegate specific tasks to the General Director as appropriate;
- Decide on other arising matters related to the share issuance for dividend payment.

We respectfully submit this plan to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Board of Directors,
Board of Supervisors;
- Archive: Office of General
Affairs, Finance & Accounting.

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



Dang Chinh Trung

No: 13/TTr-CT

Vung Tau, March 31, 2025

SUBMISSION

Re: Approval of the Total Remuneration, Bonuses, Salaries, and Other Benefits for the Board of Directors and the Supervisory Board for 2024 and the Plan for 2025.

**To: The General Meeting of Shareholders
IDICO Investment Construction Oil and Natural Gas Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14 and its guiding documents;

Pursuant to the Charter of IDICO Petroleum Construction Investment Joint Stock Company dated December 26, 2006, as amended on July 18, 2023;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;

Based on the business results of 2024 and the business plan for 2025 of IDICO Investment Construction Oil and Natural Gas Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders the total remuneration, bonuses, salaries, and other benefits for the Board of Directors and the Supervisory Board, as follows:

1. Total remuneration, bonuses, salaries, and other benefits for the Board of Directors and the Supervisory Board total amount: VND 1,342,500,000 (*The amount approved by the General Meeting of Shareholders for 2024 was VND 1,682,000,000*), including:

- Board of Directors: VND 1,042,000,000
- Supervisory Board: VND 300,500,000

2. Proposed total remuneration, bonuses, salaries, and other benefits for the Board of Directors and the Supervisory Board in 2025:

- Total amount: VND 1,550,000,000, including:
 - Total remuneration and bonuses for the Board of Directors: VND 1,180,000,000. The remuneration for each member shall be decided by the Board of Directors based on the principle of unanimity.
 - Total remuneration and bonuses for the Supervisory Board: VND 370,000,000.

Members of the Board of Directors and the Supervisory Board shall be reimbursed for meals, accommodation, travel, and other reasonable expenses incurred while performing their assigned duties, based on actual costs incurred.

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above; *neul*
- Board of Directors,
- Board of Supervisors;
- Archive: Office of General Affairs, Finance & Accounting.

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



[Signature]
Dang Chinh Trung

No: 14/TTr-BKS

Vung Tau, March 31, 2025

PROPOSAL

**Regarding the Selection of the Auditing Firm for the 2025 Financial
Statements of IDICO Investment Construction Oil and
Natural Gas Joint Stock Company**

**To: The General Meeting of Shareholders
IDICO Investment Construction Oil and Natural Gas Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and its guiding documents;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;

Pursuant to the Charter of IDICO Investment Construction Oil and Natural Gas Joint Stock Company dated December 26, 2006, as amended on July 18, 2023;

Based on the recommendation of the Supervisory Board regarding the selection of an approved auditing firm to conduct the audit of the 2025 financial statements of IDICO Investment Construction Oil and Natural Gas Joint Stock Company, The Supervisory Board hereby submits to the 2025 Annual General Meeting of Shareholders for approval of the plan to select an auditing firm (from the list of audit organizations approved by the Ministry of Finance and the State Securities Commission to conduct audits for public interest entities in the securities sector for 2025 under Decision No. 2730/QĐ-BTC dated November 15, 2024, issued by the Ministry of Finance) with a reputable audit quality and an appropriate audit fee corresponding to the quality and scope of the audit, to audit the 2025 financial statements of IDICO Investment Construction Oil and Natural Gas Joint Stock Company, as follows:

1. List of Auditing Firms:

- PwC Vietnam Limited (Business Registration No.: 0100157406)

Address: No. 29, Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City.

- Ernst & Young Vietnam Limited (Business Registration No.: 0300811802)

Address: No. 2, Hai Trieu Street, Ben Nghe Ward, District 1, Ho Chi Minh City.

- KPMG Limited (Business Registration No.: 0100112042)

Address: 46th Floor, Keangnam Hanoi Landmark Tower, Lot E6, Pham Hung Street, Cau Giay New Urban Area, Me Tri Ward, Nam Tu Liem District, Hanoi City.

- Deloitte Vietnam Limited (Business Registration No.: 0100112500)

Address: 15th Floor, Vinaconex Building, No. 34 Lang Ha Street, Lang Ha Ward, Dong Da District, Hanoi City.

2. The General Meeting of Shareholders authorizes the Board of Directors to select one of the auditing firms from the above list to audit the 2025 financial statements.

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Filed: Administration,
Finance & Accounting.

**ON BEHALF OF THE
SUPERVISORY BOARD**

CHAIRPERSON



Tran Ngoc Sang

No: 15/TTr-CT

Vung Tau, March 31, 2025

PROPOSAL
Approval of the 2025 Business and Investment Plan

To: The General Meeting of Shareholders
IDICO Investment Construction Oil and Natural Gas Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 and its guiding documents;
- Pursuant to the Charter of IDICO Investment Construction Oil and Natural Gas Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2025 business and investment plan as follows:

Đơn vị: Triệu đồng

No.	Indicators	Actual 2024	Plan 2025	Achieved vs. Plan
1	Total Revenue & Other Income	646,053	440,000	68 %
2	Profit Before Tax	303,598	188,000	62 %
3	Total Investment Value	28,150	807,860	2,870 %

We respectfully request the General Meeting of Shareholders to consider and approve this submission.

Respectfully./.

Recipients:

- As above;
- Board of Directors,
- Board of Supervisors;
- Archive: Office of General Affairs, Finance & Accounting.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



Dang Chinh Trung

No: 16/TTr-CT

Vung Tau, March 31, 2025

PROPOSAL

Re: Approval of the Policy on Adjusting the Total Investment Capital

Project: Investment in Construction and Business of Technical Infrastructure
Services for My Xuan B1-CONAC Industrial Park Expansion

To: **The General Meeting of Shareholders**

IDICO Investment Construction Oil and Natural Gas Joint Stock Company

Based on:

The Construction Law No. 62/2020/QH14 dated June 17, 2020;

The Investment Law No. 61/2020/QH14 dated June 17, 2020;

The Government's Decrees: No. 06/2021/ND-CP dated January 26, 2021, detailing a number of contents on quality management, construction execution, and maintenance of construction works; No. 15/2021/ND-CP dated March 03, 2021, detailing a number of contents on construction investment project management; No. 31/2021/ND-CP dated March 26, 2021, detailing and guiding the implementation of certain provisions of the Investment Law;

The Charter of IDICO Investment Construction Oil and Natural Gas Joint Stock Company;

Resolution No. 21/NQ-CT dated December 25, 2023, on the approval of the project for investment, construction, and business of the infrastructure of My Xuan B1-CONAC Industrial Park expansion through the cost components of the total investment of the project;

Decision No. 996/QD-TTg dated September 17, 2024, of the Prime Minister approving the investment policy: The investment project for construction and business of the infrastructure of My Xuan B1-CONAC Industrial Park expansion in Ba Ria - Vung Tau Province, concurrently approving the project investor as IDICO Investment Construction Oil and Natural Gas Joint Stock Company;

Land recovery plan No. 37/KH-UBND dated January 24, 2025, of the People's Committee of Phu My City regarding land recovery for the implementation of the investment project for construction and business of the infrastructure of My Xuan B1-CONAC Industrial Park expansion;

IDICO Investment Construction Oil and Natural Gas Joint Stock Company reports and respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the policy to adjust the project with the following contents:

I. Project Implementation Status:

1. Project Name: Investment, Construction, and Business Project of My Xuan B1-CONAC Industrial Park Infrastructure Expansion, Ba Ria - Vung Tau Province.

2. Project Location: My Xuan Ward, Phu My City, Ba Ria - Vung Tau Province.

3. Investor: IDICO Investment Construction Oil and Natural Gas Joint Stock Company.

4. Nature and Scale:

a. Nature: An industrial park aimed at attracting clean and environmentally friendly industries such as: manufacturing and assembling electrical and electronic equipment and components, telecommunications cables; agricultural and forestry product processing; mechanical manufacturing, repair, and assembly; heavy industry and supporting industries, in line with the investment attraction strategy of Ba Ria - Vung Tau Province.

b. Scale: The total project area is approximately 110 hectares.

c. Total Investment Capital: VND 1,988,636,000,000 (*One trillion nine hundred eighty-eight billion six hundred thirty-six million Vietnamese Dong*).

5. Project Implementation Progress:

5.1. Investment Certificate:

The project was granted the initial investment certificate No. 7055168742 by the Management Board of Industrial Parks on January 15, 2025.

Project operation period: 50 years from September 17, 2025.

5.2. Land Clearance Procedures:

On February 18, 2025, the People's Committee of My Xuan Ward, along with Phu My City authorities, held a meeting with local residents to announce the land recovery for the project.

On February 7, 2025, the People's Committee of My Xuan Ward issued Notice No. 38/TB-UBND, prohibiting new housing construction, infrastructure development, and perennial plant cultivation on the land planned for recovery.

Currently, the Phu My City Project Management Board for Construction Investment and Land Development is reviewing documents to issue the first-phase land recovery notice for approximately 50 hectares (affecting 320 households). Following this, procedures for inventory, legal review, and compensation pricing for the first phase will be implemented.

5.3. Planning and Design Work (1/2000 Scale Plan):

The community consultation process for the public disclosure of the 1/2000 scale plan for the My Xuan B1-CONAC Industrial Park expansion has been completed.

The company is collaborating with relevant authorities on land recovery. Compensation values are calculated based on the current land prices at the time of recovery. Simultaneously, the company is working with consulting units on preparing the 1/2000 scale plan, basic design, and total investment estimation based on detailed construction quantities, current labor and material costs, and machinery expenses in accordance with regulations. This has led to changes in the investment cost components compared to Resolution No. 21/NQ-CT.

II. Proposals and Recommendations:

IDICO Investment Construction Oil and Natural Gas Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the following:

1. Approve the policy to adjust the total investment of the project with a maximum total investment of **VND 2,325,232,000,000** (*In words: Two thousand, three hundred twenty-five billion, two hundred thirty-two million VND*)

(Attached is the cost estimate of the total investment).

2. Assign the Board of Directors to decide on the specific total investment based on the project's implementation progress, ensuring it does not exceed the maximum total investment approved by the General Meeting of Shareholders in item 1; Implement related tasks to adjust the total investment according to the law and the requirements of competent State authorities, in accordance with the Company's Charter, legal regulations, and ensuring the effective use of capital for the project's execution.

Recipients:

- As above; *new*
- Board of Directors,
- Board of Supervisors;
- Archive: Office of General Affairs, Finance & Accounting.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



[Signature]
Dang Chinh Trung



COST ESTIMATE OF TOTAL INVESTMENT

Project Name: Investment, Construction, and Business Project of My Xuan B1-
CONAC Industrial Park Infrastructure Expansion, Ba Ria - Vung Tau Province.

Project Location: My Xuan Ward, Phu My City, Ba Ria - Vung Tau Province.

Unit of measurement: VND

No.	Cost item	Value after tax	Ghi chú
1	Compensation and resettlement support cost	1.868.463.235.000	
2	Construction and equipment cost	361.081.808.455	
3	Project management cost	14.443.272.338	
4	Construction investment consulting cost	21.664.908.507	
5	Contingency cost	59.578.498.395	
	Total	2.325.231.722.696	
	Rounded off	2.325.232.000.000	

No: 17/TTr-CT

Vung Tau, March 31, 2025

PROPOSAL

Re: Approval of the Policy to Adjust the Project

**Project: Investment and Construction of the Commercial, Service, and
Residential Center in Bac Chau Giang Urban Area, Phu Ly City**

**To: The General Meeting of Shareholders
IDICO Investment Construction Oil and Natural Gas Joint Stock Company**

Based on:

- Construction Law No. 62/2020/QH14 dated June 17, 2020;
- Investment Law No. 61/2020/QH14 dated June 17, 2020;
- Housing Law No. 27/2023/QH15 dated November 27, 2024;
- Charter of IDICO Petroleum Construction Investment Joint Stock Company;
- Resolution No. 10/NQ-CT dated May 31, 2019, of the 2019 Annual General Meeting of Shareholders of IDICO Investment Construction Oil and Natural Gas Joint Stock Company regarding the approval of implementing the Investment Project for the construction of the Commercial, Service, and Residential Center in the Bac Chau Giang Urban Area, Phu Ly City;
- Decision No. 593/QD-UBND dated March 26, 2020, of the People's Committee of Ha Nam Province approving the Investment Project for the construction of the Commercial, Service, and Residential Center in the Bac Chau Giang Urban Area, Phu Ly City;
- Decision No. 149/QD-UBND dated January 29, 2024, of the People's Committee of Ha Nam Province approving the residential construction locations and the locations where land use rights can be transferred to residents for self-construction in accordance with the detailed plan of the Investment Project for the construction of the Commercial, Service, and Residential Center in the Bac Chau Giang Urban Area, Phu Ly City.

IDICO Investment Construction Oil and Natural Gas Joint Stock Company reports and respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the policy to adjust the project with the following contents:

I. Project Implementation Status:

- 1. Project Name:** Investment and Construction of the Commercial, Service, and Residential Center in Bac Chau Giang Urban Area, Phu Ly City.
- 2. Construction Location:** Lam Ha Ward, Phu Ly City, Ha Nam Province.

3. Investor: Consortium of IDICO Investment Construction Oil and Natural Gas Joint Stock Company and An Hoa Construction Inspection Joint Stock Company.

4. Project Group, Type, and Grade: Project Group: Group B; Building Classification: Grade II Civil Construction; Transport Infrastructure: Grade III; Technical Infrastructure: Grade III.

5. Investment Capital Sources: Enterprise capital, credit capital, and other legally mobilized funds.

6. Project Implementation Status:

6.1. Legal Procedures:

- The project has completed 100% land clearance and has been allocated 100% of the project land area;
- The financial obligations to state agencies have been fulfilled, and the Department of Natural Resources and Environment of Ha Nam Province has issued a land use rights certificate based on the approved 1/500-scale detailed construction planning.

6.2. Construction Investment Work:

- Technical Infrastructure: The technical infrastructure system has been fully invested in to ensure seamless connectivity with surrounding infrastructure and the provision of essential services for residents. It has also been inspected and approved by competent state construction authorities;
- Shophouse (Commercial Townhouses): The investment and construction work has been fully completed.

7. Reasons for Project Adjustment:

- Commercial Center and High-Rise Apartment Complex: The existing design no longer meets current market demands. To enhance project efficiency, the Company is revising the architectural design, functionality, and technical specifications of the approved basic design dossier. *Consequently, an adjustment of the total investment cost for the Commercial Center and High-Rise Apartment Complex is necessary to align with the actual implementation.*
- 45 Villa and Semi-Detached Houses: According to Decision No. 149/QĐ-UBND, the project scale has increased by 45 housing units, which the investor consortium is required to build. The additional construction volume alters the project scale, total investment capital, and extends the implementation timeline compared to the initial approved decision. *Therefore, it is necessary to adjust the project to align with the scale approved by the Ha Nam Provincial People's Committee.*

II. Proposals and Recommendations:

IDICO Investment Construction Oil and Natural Gas Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration:

1. Approve the policy to adjust the Investment and Construction of the Commercial, Service, and Residential Center in Bac Chau Giang Urban Area,

Phu Ly City, including the addition of investment scale, increasing the total investment with a maximum capital of VND 500,000,000,000 (*Five hundred billion VND*), and adjusting the project's implementation schedule.

2. Assign the Board of Directors to decide on the investment plan, the adjusted investment project, and to supervise the implementation of tasks to adjust the investment project in accordance with the law and the requirements of competent State authorities, in line with the approval of the General Meeting of Shareholders and the Company's Charter.

Recipients:

- As above; *new*
- Board of Directors,
- Board of Supervisors;
- Archive: Office of General Affairs, Finance & Accounting.

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



[Signature]
Dang Chinh Trung



COST ESTIMATE OF TOTAL INVESTMENT

Project Name: Investment and Construction of the Commercial, Service, and Residential Center in Bac Chau Giang Urban Area, Phu Ly City.

Items: 45 villas, semi-detached houses, and commercial center, apartment building

No	Cost item	Villas, Semi-detached houses	Commercial center, Apartment building	Total (after tax)	Notes
1	Construction cost	104.851.356.000	251.771.300.455	356.622.656.455	
2	Equipment cost		27.891.348.661	27.891.348.661	
3	Project management cost	1.916.873.427	4.431.571.713	6.348.445.140	
4	Construction investment consulting cost	6.280.291.070	12.960.281.729	19.240.572.800	
5	Other costs	1.933.050.234	4.209.143.424	6.142.193.658	
6	Contingency cost	23.038.021.851	60.716.761.335	83.754.783.186	
	Total	138.019.592.581	361.980.407.318	499.999.999.899	
	Total (Rounded off)	138.019.593.000	361.980.407.000	500.000.000.000	

No: 18/TTr-CT

Vung Tau, March 31, 2025

PROPOSAL

**Re: Adjustment of the Investment Policy for the Social Housing Area for
Officers and Workers at My Xuan B1-CONAC Industrial Park**

**To: The General Meeting of Shareholders
IDICO Investment Construction Oil and Natural Gas Joint Stock Company**

Based on:

- Construction Law No. 50/2014/QH13 dated June 18, 2014; the Law amending and supplementing a number of articles of the Construction Law dated June 17, 2020.

- Investment Law No. 61/2020/QH14 dated June 17, 2020.

- Decree No. 175/2024/ND-CP dated December 30, 2024, issued by the Government, detailing the implementation of certain provisions of the Construction Law on construction activity management.

- Decree No. 31/2021/ND-CP dated March 26, 2021, issued by the Government, detailing and guiding the implementation of certain provisions of the Investment Law.

- Decision No. 896/QD-UBND dated March 15, 2022, issued by the People's Committee of Ba Ria - Vung Tau Province, approving the adjustment of the 1/2000 scale construction subdivision planning for My Xuan B1-CONAC Industrial Park, Phu My Town, Ba Ria - Vung Tau Province.

- Decision No. 456/QD-UBND dated January 22, 2025, issued by the People's Committee of Phu My Town, approving the 1/2000 scale subdivision planning for Urban Area No. 1, Phu My Town, Ba Ria - Vung Tau Province.

- Official Letter No. 524/TCT-DT dated August 4, 2016, from the Vietnam Urban and Industrial Zone Development Investment Corporation, approving the investment policy for the Social Housing Area for Officers and Workers at My Xuan B1-CONAC Industrial Park.

- Resolution No. 10/NQ-CT dated May 31, 2019, of the 2019 Annual General Meeting of Shareholders of IDICO Investment Construction Oil and Natural Gas Joint Stock Company.

IDICO Investment Construction Oil and Natural Gas Joint Stock Company reports and respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the policy to adjust the project with the following contents:

I. Project Implementation Status:

1. Project Name: Social housing for employees of My Xuan B1-CONAC Industrial Zone

2. Construction Location: My Xuan Ward, Phu My City, Ba Ria - Vung Tau Province

3. Investor: IDICO Investment Construction Oil And Natural Gas Joint Stock Company

4. Land Area: The total land area is approximately 34,320 m²

5. Investment Construction Objective: To build social housing for workers in industrial zones

6. Investment Capital: Corporate capital, credit capital, and other legally mobilized funds

7.1. Implemented Works:

- Regarding Planning: The 3.47-hectare land parcel was approved by the Prime Minister to be excluded from My Xuan B1-CONAC Industrial Park under Official Letter No. 426/TTg-CN dated April 13, 2020, along with a 15.22-hectare reduction in the industrial park's area.

On March 15, 2022, the People's Committee of Ba Ria - Vung Tau Province issued Decision No. 896/QD-UBND, adjusting the 1/2000-scale detailed subdivision planning, which formalized the Prime Minister's opinion in Official Letter No. 426/TTg-CN. According to this decision, the 3.47-hectare area is officially recognized as outside the boundary of My Xuan B1-CONAC Industrial Park.

- On August 22, 2018, the People's Committee of Ba Ria - Vung Tau Province issued Official Letter No. 8338/UBND-VP, recognizing IDICO Investment Construction Oil and Natural Gas Joint Stock Company (IDICO-CONAC) as the investor of Phase 1 of the Social Housing Project for Employees and Experts at My Xuan B1-CONAC Industrial Park, located in My Xuan Ward, Phu My Town (now Phu My City).

- On July 22, 2019, the People's Committee of Ba Ria - Vung Tau Province issued Official Letter No. 7175/UBND-VP, approving IDICO-CONAC to carry out the land-use right transfer procedures with households and individuals to implement the Social Housing Area for Officers and Workers at My Xuan B1-CONAC Industrial Park.

- IDICO-CONAC has completed compensation agreements with local residents, received land handover, and transferred ownership to IDICO-CONAC on the Land Use Rights Certificate for a total area of 33,605 m² (including 12,550.8 m² of industrial park land separated from the project) and approximately 715 m² of public land is under state management; the total area currently managed by IDICO-CONAC is approximately 34,320 m².

7.2. Basis for Adjusting the Investment Policy:

According to the 2024 Land Law, the 2023 Housing Law, the 2023 Real Estate Business Law, and related implementing regulations, the 12,550.8 m² area separated from My Xuan B1-CONAC Industrial Park is considered public land (as the compensation costs were deducted from the industrial park land

rental fees between the company and the State authorities). Therefore, this land does not meet the conditions to implement a commercial housing project.

The project land has been separated from My Xuan B1-CONAC Industrial Park under Decision No. 896/QĐ-UBND dated March 15, 2022, issued by the People's Committee of Ba Ria - Vung Tau Province, regarding the approval of the adjustment to the 1/2000-scale construction subdivision planning for My Xuan B1-CONAC Industrial Park, Phu My Town, Ba Ria - Vung Tau Province.

The project's indicators have mostly changed according to Decision No. 456/QĐ-UBND dated January 22, 2025, issued by the People's Committee of Phu My Town, regarding the approval of the 1/2000-scale subdivision planning for Urban Area No. 1, Phu My Town, Ba Ria - Vung Tau Province.

Moreover, the design and construction standards previously applied to the project are no longer compliant with QCVN 01:2021/BXD, issued together with Circular No. 01/2021/TT-BXD dated May 19, 2021.

II. Proposals and Recommendations:

IDICO Investment Construction Oil And Natural Gas Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration:

1. Approve the policy to adjust the project for the social housing for employees of My Xuan B1-CONAC Industrial Zone, including the adjustment of construction scale and the total investment with a maximum capital of VND 850,000,000,000 (Eight hundred fifty billion VND).

2. Assign the Board of Directors to implement the adjustment of the investment policy for the social housing project for employees of My Xuan B1-CONAC Industrial Zone as outlined above, including considering the adjustment of planning indicators, the construction scale of the project, and deciding on the specific total investment based on the project's implementation progress, ensuring that it does not exceed the maximum total investment approved by the General Meeting of Shareholders, in compliance with legal regulations, the Company's Charter, and ensuring the project's effectiveness.

Recipients:

- As above;
- Board of Directors,
Board of Supervisors;
- Archive: Office of General
Affairs, Finance & Accounting.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



Dang Chinh Trung