

**IDICO INVESTMENT CONSULTING JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 105/CT-INC

Ho Chi Minh City, April 3, 2025

On the publication of documents of the General
Assembly
neck annual population 2025

To: Hanoi Stock Exchange.

- Company Name: **IDICO Investment Consulting Joint Stock Company**
- Stock code: **INC**
- Head office address: No. 100 Nguyen Gia Tri Street, Ward 25, Binh Thanh District, Ho Chi Minh City.
- Phone: 0283 8995588 Fax: 0283 8995588
- Person making information disclosure: **Lai Van Hoan** - Position: Chief Accountant
- Information disclosure type: ☐ periodic ☐ irregular ☒ 24 hours ☐ upon request
- Information disclosure content:
Resolution No. 04/NQ-HĐQT dated April 3, 2025 of the Board of Directors of IDICO Investment Consulting Joint Stock Company on approving documents for the 2025 Annual General Meeting of Shareholders (Resolution and documents attached)
- The above information is posted on the Website: idico-incon.com.vn (shareholder relations section)

I hereby certify that the information published above is true and I am fully responsible before the law for the content of the published information.

Recipient :

- As above;
- Save: HCNS.

**AUTHORIZED PERSON TO DISCLOSURE INFORMATION
CHIEF ACCOUNTANT**



Ho Chi Minh City, April, 03, 2025

Number: 04/NQ-HĐQT

RESOLUTION

**On the approval of documents for the 2025 Annual General Meeting of
Shareholders**

IDICO Investment Consulting Joint Stock Company

BOARD OF DIRECTORS

IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY

Base:

- Law on Enterprises No. 59 / 2020 /QH14 dated June 17, 2020;
- Charter of IDICO Investment Consulting Joint Stock Company ;
- Report No. 102/TTr-CT dated 01/4/2025 of the Company Director on the approval of documents for the 2025 Annual General Meeting of Shareholders;
- Opinion poll form No. 103/PLYK-HĐQT dated 02/4/2025.

RESOLUTION:


Article 1 : The Board of Directors approves the 2025 Annual General Meeting of Shareholders' Documents, including the following documents:

- Content of the 2025 Annual General Meeting of Shareholders program .
- Working regulations of the 2025 Annual General Meeting of Shareholders.
- Regulations on election of additional members of the Board of Supervisors for the 2022-2027 term.
- Report on production, business and investment results in 2024 and plan for 2025.
- Report on the Board of Directors' activities in 2024 and plan for 2025 .
- Report on the Board of Supervisors' activities in 2024 and plan for 2025.
- Submission to approve the audited 2024 Financial Report .
- Proposal for selecting an auditing unit for the 2025 Financial Statements .
- Report on approval of production, business and investment plan for 2025 .
- Proposal to approve the 2024 profit distribution plan and 2025 plan .
- Report on approval of total remuneration, salary, bonus of the Board of Directors and Board of Supervisors in 2024 and plan for 2025 .
- Report on approval of contracts and transactions between the Company and Related Persons.
- Proposal to dismiss and elect additional members of the Board of Supervisors for the 2022-2027 term.
- Proposal to approve the plan to issue shares to existing shareholders to increase charter capital.

Article 2. The Director is assigned to organize the sending of documents to shareholders in accordance with the provisions of law and the Company's Charter.

Article 3. This Resolution takes effect from the date of signing. Members of the Board of Directors, Executive Board and related individuals and organizations are responsible for implementing this Resolution.

Recipient:

- As Article 3; 
- Corporation (b/c);
- Board of Control (b/c)
- Save HR.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Hoang Tuan Anh

-----o0o-----



Ho Chi Minh City - April 2025



**IDICO INVESTMENT CONSULTING JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

AGENDA
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Time	Content
08:00'-08:30'	Check-in
	Opening of the Congress
08:30'-9:00'	- Explain the purpose of the Congress.
	- Report on the eligibility of shareholders attending the General Meeting.
	- Approval on the Presidium, Secretary and Election Board personnel.
	- Approval on the Congress key points.
	- Approval on the Working Regulations at the Congress.
	- Approval on the Election Regulations.
	Key points of the Congress
09:00'-9:30'	Approval on reports: - Report on production, business and investment results in 2024 and plan for 2025. - Report on the Board of Directors' activities in 2024 and plan for 2025. - Report on the Board of Supervisors' activities in 2024 and plan for 2025.
	Approval on submitted proposals: - Proposal to approve the audited 2024 Financial Statements. - Proposal for selecting an auditing agency for the 2025 Financial Statements. - Report on approval for production, business and investment plan for 2025. - Proposal to approve the 2024 profit distribution plan and 2025 plan. - Report on approval for total remuneration, salary and bonus of the Board of Directors and Board of Supervisors in 2024 and plan for 2025. - Report on approval for contracts and transactions between the Company and Related Persons. - Proposal to dismiss and elect additional members of the Board of Supervisors. - Proposal to approve the plan to issue shares to existing shareholders to increase charter capital. - Other items (if any).
	Discuss and vote on the key points of the Congress .
	Provide instructions on election rules and conduct an election of members of the Board of Supervisors.
10:30-11:00	Break
11:00'-11:15'	Announcement of voting and election results
11:15'-11:30'	Approval on the Minutes and Resolutions of the Congress
	Closing of the Congress

Ho Chi Minh City, April, 01, 2025

WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY

Base:

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and implementing documents;
- Securities Law No. 54/2019/QH14 dated November 26, 2019 and implementing documents;
- Charter of IDICO Investment Consulting Joint Stock Company;
- Internal regulations on corporate governance of IDICO Investment Consulting Joint Stock Company.

In order to ensure the success of the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company, the Board of Directors has established the following regulations and working principles for the General Meeting:

Article 1. Subjects and scope

- ***Scope of application:*** This regulation is used for organizing the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company held on **April 24, 2025**.

- ***Applicable subjects:*** All shareholders, representatives (authorized persons) of shareholders who own shares of IDICO Investment Consulting Joint Stock Company according to the shareholder list finalized on **March 26, 2025** and guests attending the Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company must comply with the provisions of this Regulation, the Company Charter and current regulations of law.

Article 2. Interpretation of terms/abbreviations

- Company : IDICO Investment Consulting Joint Stock Company
- HĐQT : Board of Directors
- BKS : Board of Supervisors
- BTC : Congress Organizing Committee
- ĐHĐCĐ : General meeting of shareholders
- Deputy : Shareholder, representative (*authorized person*)

Article 3. Conditions for holding General Meeting of Shareholders

General Meeting of Shareholders is held when the number of shareholders attending the meeting represents more than 50 % of the total number of shares with voting rights.

- In case there is not enough number of delegates required within thirty (30) minutes from the time when the meeting is determined to start, the convener shall cancel

the meeting. The General Meeting of Shareholders must be reconvened within thirty (30) days from the date of the first General Meeting of Shareholders. The second General Meeting of Shareholders shall only be held when the number of shareholders attending the meeting represents at least 33% of the shares with voting rights.

- In case the second meeting cannot be held due to the lack of sufficient delegates within thirty (30) minutes from the scheduled opening time of the meeting, the third General Meeting of Shareholders may be convened within twenty (20) days from the scheduled date of the second meeting. In this case, the meeting shall be held regardless of the total number of votes on all issues expected to be approved at the first General Meeting of Shareholders.

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

1. All shareholders or representatives authorized in writing by one or more shareholders whose names are on the Company's shareholder list at the time of the last registration date to exercise the right to attend the 2025 Annual General Meeting of Shareholders (March 26, 2025).

2. Shareholders' rights when attending the General Meeting:

- Directly attend or authorize another person to attend the General Meeting in writing using the provided form.

- Discuss and vote on all matters within the authority of the Congress according to the provisions of the Enterprise Law, other relevant legal documents and the Company Charter.

- Be informed by the Organizing Committee of the content, the agenda of the Congress and accompanying documents.

- Each shareholder or authorized person attending the meeting will receive a voting card after registering to attend the meeting with the Shareholder Qualification Examination Board.

- Shareholders and authorized persons who arrive late but before the end of the meeting have the right to register and vote immediately at the meeting on issues not yet voted on. In that case, the Chairman is not obligated to stop the meeting and the validity of previously conducted votes will not be affected.

3. Obligations of shareholders when attending the General Meeting:

- Shareholders or authorized persons attending the General Meeting must bring their Citizen Identification Card/Passport, Meeting Invitation, Authorization letter (for authorized representatives) and register to attend the General Meeting with the Shareholder Qualification Examination Board.

- Dress properly.

- Express their viewpoint and vote in accordance with the instructions of the Presidium.

- Strictly comply with these Regulations and respect the results of the Congress.

Article 5. Guests at the Congress

- Are the Company's management executives, guests, and members of the

Congress Organizing Committee who are not shareholders of the Company but are invited to attend the Congress.

- Guests do not contribute to the discussions at the Congress (except in cases where they are invited by the Congress Chairman, or have registered in advance with the Congress Organizing Committee and have the approval of the Congress Chairman).

Article 6. Chairman and Presidium of the Congress

1. The Presidium consists of 02 people, including the Chairman and 01 Member.

2. The Chairman of the Board of Directors shall chair the General Meeting or the Chairman of the Board of Directors or shall authorize another member of the Board of Directors to chair the General Meeting, nominate members of the Presidium and have them approved by the General Meeting.

In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to be the Chairman of the Meeting according to the majority principle.

In other cases, the person who signs the summons for the General Meeting of Shareholders will direct the General Meeting to elect the Chairman of the meeting and the person with the highest number of votes will be appointed as Chairman of the General Meeting.

3. The chairperson has the right to take necessary measures to facilitate the meeting in a reasonable, orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of the meeting attendees.

4. Duties of the Presidium:

- Lead the Congress in accordance with the agenda and regulations approved by the Congress .

- Assign and introduce representatives of the Board of Directors and Board of Supervisors to present reports at the Congress;

- Introduce the members of the Election Board for the Congress to vote;

- Guide the Congress to discuss and vote on issues within the Congress agenda and related issues throughout the Congress;

+ Respond to and record issues within the agenda approved by the Congress;

+ Resolve issues arising during the Congress;

+ Approve and issue documents, results, minutes and resolutions of the Congress after the end of the Congress;

Article 7. Shareholder Qualification Examination Board

1. The Shareholder Qualification Examination Board of the General Meeting includes 01 Head and members who report to the Presidium and the General Meeting of Shareholders for their duties. The Shareholder Qualification Examination Board is decided by the Board of Directors.

2. Mission:

- Check the qualifications of shareholders or authorized representatives attending the meeting: Require shareholders, authorized persons attending the General Meeting

and guests to present their ID card/Citizen ID card/Passport, Meeting invitation, Authorization letter (for authorized representatives).

- Issue voting cards and meeting documents to shareholders or authorized persons attending the meeting.

- Report to the General Meeting on the results of checking the qualifications of shareholders attending the General Meeting at the following times:

 - + Before the opening of the Congress.

 - + Before each vote of the General Meeting, if there is a change in the number of shareholders registered to attend the General Meeting (shareholders who arrive late are allowed to register to attend the meeting).

Article 8. Congress Secretariat:

1. The General Meeting Secretariat consists of 01 person who reports to the Presidium and the General Meeting of Shareholders for his/her duties and is under the direction of the Presidium. The Secretariat is appointed by the Chairman.

2. Mission:

- Receive and review shareholders' registration forms to express their opinions and submit them to the Presidium for decision;

- Record the minutes of the General Meeting of Shareholders in a detailed and truthful manner, including all the content of the General Meeting and issues approved by shareholders or noted at the General Meeting.

- Assist the Chairman in announcing the draft Minutes of the Congress and Resolutions on issues approved at the Congress.

- Perform other tasks assigned by the Presidium.

- Must be jointly responsible for the truthfulness and accuracy of the content of the Minutes and Resolutions of the Congress.

Article 9. Election Board [Voting and Election]

1. The Election Board is introduced by the Chairman and elected by the Congress, including 01 Head of the Committee and members.

2. Mission:

- Provide instructions on how to vote and count the votes.

- Prepare and publish the Minutes of voting and election for the General Meeting of Shareholders.

- Report to the Presidium and General Meeting of Shareholders when performing their duties.

Article 10. Discussion at the Congress

1. Principle:

- Discussions are only carried out within the prescribed time and within the scope of issues presented in the agenda of the General Meeting of Shareholders.

- Delegates who wish to express their opinions must register the content on the Question Form and submit it to the Congress Secretary.

- The Secretary of the General Meeting will arrange the shareholders' Question Forms in order of registration and submit them to the Presidium.

- Delegates must raise their hands when they wish to speak or debate, and may only speak when the Presidium permits. Each delegate's speech should not exceed 3 minutes, and the content should be concise and avoid duplication.

- The proposed content must not violate the law, be related to personal matters or exceed the authority of the enterprise.

- The Chairman of the Meeting has the right to remind or ask shareholders to focus on the key content to be presented to save time and ensure the quality of the discussion. The Chairman has the right to interrupt the presentation of shareholders' opinions if necessary.

2. Answering the Delegates' opinions:

- Based on the Delegate's Question Form, the chair or a member designated by the chair will answer the Delegate's concerns;

- In case of time constraints, questions that are not answered directly at the General Meeting will be answered by the Company later via email or directly in writing.

Article 11. Voting at the Congress

1. Principle:

All issues in the agenda and meeting content of the General Meeting must be discussed and voted publicly by the General Meeting of Shareholders.

Voting cards and ballots are printed, stamped and sent directly to delegates at the General Meeting by the Company (attached with the documents for attending the General Meeting of Shareholders). Each delegate is given a Voting Card and ballot. The Voting Card and ballot clearly state the full name, number of shares owned and authorized to vote of that delegate.

2. Voting at the Congress:

2.1. Voting method:

- Voting by raising voting cards: This method is applied to approve the following issues: Congress agenda; Working regulations at the Congress and personnel of the Presidium, Secretariat, and Election Board; Election regulations; Minutes and Resolutions of the Congress.

- Voting by filling out the Voting Form:

This method is applied to approve the content of Reports and Proposals at the Congress, specifically:

- Report on production, business and investment results in 2024 and plan for 2025.
- Report on the Board of Directors' activities in 2024 and plan for 2025.
- Report on the Board of Supervisors' activities in 2024 and plan for 2025.
- Proposal to approve the audited 2024 Financial Statements.
- Proposal for selecting an auditing agency for the 2025 Financial Statements.
- Report on approval for production, business and investment plan for 2025.
- Proposal to approve the 2024 profit distribution plan and 2025 plan.

- Report on approval for total remuneration, salary and bonus of the Board of Directors and Board of Supervisors in 2024 and plan for 2025.

- Report on approval for contracts and transactions between the Company and Related Persons.

- Proposal to dismiss and elect additional members of the Board of Supervisors.

- Proposal to approve the plan to issue shares to existing shareholders to increase charter capital.

2.2. Voting instructions:

- Delegates vote to "Approve", "Disapprove" or "No opinion" on an issue put forth for voting at the Congress by raising the Voting Card or filling in the selected options on the Voting Card.

- Voting by raising the Voting Card: Shareholders or authorized representatives of shareholders with voting rights can vote "Agree", "Disagree" or "No opinion" by raising their Voting Card under the direction of the Presidium.

- Voting by filling out the Voting Form: For each topic, delegates choose one (01) of the three (03) options "Agree", "Disagree", "No opinion" printed in the Voting Form by marking "X" in the box they choose. After having voted on all topics put forth at the Congress, delegates send the Voting Form to the sealed ballot box at the Congress following the instructions of the Election Board. The Voting Form must be signed and clearly state the full name of the delegate.

2.3. Validity and invalidity of Voting Form:

- Valid voting forms are:

+ Forms that are pre-issued by the Organizing Committee, have the Company's red seal, and must not be erased, scratched, torn, damaged, etc., and must not contain any other information other than the regulations, and must have the signature and full name of the attending delegate.

+ At least one (01) out of three (03) voting boxes must be checked by the delegate for the topics put forth during the meeting.

- Invalid voting forms are:

+ Forms that contain information other than pre-printed information;

+ Forms that do not follow the template of the pre-printed form issued by the Organizing Committee, forms that do not have the Company's red seal or have been erased, scratched, or have additional content written on outside the regulations, forms that do not have a signature, and do not clearly state the full name of the delegate.

+ No voting option is selected or more than one (01) out of three (03) voting boxes are selected.

2.4. Voting rules:

- Every 01 (one) share is equivalent to one voting right. Each attending delegate represents one or more voting rights.

- On the last registration date to attend the 2025 Annual General Meeting of Shareholders (March 26, 2025), the total number of voting shares of the Company is: 2,000,000 shares equivalent to 2,000,000 voting rights.

- The decisions of the General Meeting of Shareholders' votes are finalized when approved by the number of shareholders representing sixty-five percent (65%) or more of the total votes of all shareholders attending and voting at the meeting, except for the cases specified in Clause 5, Article 21 of Clause 6 and Article 22 of Clause 8 of the Company's Charter:

- + Type of shares and total number of shares for each type;
- + Change in the Company's industry, profession and business field;
- + Change in the Company's management structure ;
- + Investment project or sale of assets with value of 35% or more of total asset value recorded in the Company's most recent financial report;
- + Restructure and dissolution of the Company.

3. Voting and election results record

The Election Board will verify, consolidate and report to the Presidium the voting results of each issue according to the content of the Congress agenda . The voting results will be announced by the Election Board immediately before the closing of the meeting.

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

All items discussed during the General Meeting of Shareholders must be recorded by the General Meeting Secretariat in the Minutes of the General Meeting of Shareholders. The Minutes of the General Meeting of Shareholders must be announced and approved before the closing of the General Meeting.

Article 13. Implementation of the Regulations

These working regulations are announced publicly before the 2025 Annual General Meeting of Shareholders and takes effect immediately upon approval by the General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company.

Shareholders, authorized representatives and guests who violate this Regulation will be penalized by the Presidium according to the specific level of violation in line with the Company Charter and the Enterprise Law.

TM. BOARD OF DIRECTORS
CHAIRPERSON



Hoang Tuan Anh

Ho Chi Minh City, April, 01, 2025

REPORT

Production, business and investment results in 2024 and Production, business and investment plan 2025

Dear: General meeting of shareholders

IDICO Investment Consulting Joint Stock Company would like to report the results of production, business and investment in 2024 and the production, business and investment plan in 2025 as follows:

A. BUSINESS RESULTS IN 2024:

1. Main targets achieved in 2024:

Unit: Million VND

Status	Target	Plan for 2024	Implemented in 2024	TH/KH
I	Total Revenue & Other Income	25,000	21,539	86%
	- Consulting Activities	25,000	21,520	
	- Other activities	-	18.6	
II	Profit before tax	2,700	798	30%
III	Expected dividend payout ratio	10%	0%	0%
IV	Total investment value	-	-	-

Profit in 2024 has been transferred the cost of contracts signed with Vocational College No. 8: 1,757 billion VND.

2. Production and business performance:

The Company prioritizes the implementation of the Corporation's projects ; directly participates with the Corporation in researching and implementing investment projects nationwide; participates in the D&B Joint Venture with the Corporation's member companies to increase opportunities to find job sources .

In 2024, the Company signed 36 new contracts and 13 contract appendices with a total consulting value of 31.4 billion VND. Of which: Signed with IDICO Corporation 06 contracts and 07 contract appendices with a total value of: 3,415 billion VND, accounting for 11% of the total value of newly signed contracts and PLHĐT.

The Company maintains a stable source of work, ensuring the production and business activities of the Unit. The output and revenue of each consulting field implemented in 2024 are as follows:

a) Details of 2024 Output:

Unit: Million VND

Status	Business field	Output 2024	Corporation		Related parties		External partners	
			Value	Proportion	Value	Proportion	Value	Proportion
1	Survey	3,243	716	22%	709	21%	1,819	57%
2	Planning-Design	19,266	3,578	18%	2,781	15%	12,90	67%
3	Consulting	1,956	162	8.3%	1,794	91.7%		
4	Experiment	64.4	64.4	100%				
5	Investment project	1,858					1,858	100%
	Total	26,388	4,520	17%	5,285	20%	16,58	63%

b) Revenue details for 2024:

Unit: Million VND

Status	Business field	Revenue	Corporation		Related parties		External partners	
			Value	Proportion	Value	Proportion	Value	Proportion
1	Survey	2,165	385	18%	780	36%	1,000	46%
2	Planning- Design	12,165	3,686	30%	2,350	19%	6,129	51%
3	Consulting	2,281	187	8%	1,503	66%	591	26%
4	Experiment							
5	Investment project	4,909					4,909	100%
	Total	21,520	4,258	20%	4,633	22%	12,62	58%

- In 2024, the Company's production and business activities will mainly focus on the strengths of the unit in the following areas: Planning, basic design and construction drawing design of technical infrastructure works in industrial parks. The Company has also successfully marketed and operated strongly in the field of civil construction design, including schools, with 06 contracts, while consolidating and developing the traditional Southeast market with a proportion of over 50% of output in the following areas: Survey (55%), Planning - Design (68%) and Investment project preparation (64%).

- In addition, the Company continues to develop its marketing and bidding plan in the Southwest region with a proportion of nearly 30% in the Unit's strong areas.

3. Financial performance:

3.1. Receivables & Payables:

- Total short-term receivables as of December 31, 2024: VND 12,854 million (down 5% compared to the beginning of the year and accounting for 35% of the Company's total assets).

In there:

+ Customer receivables 13,210 million VND (down 8% compared to the beginning of the year).

+ Prepaid to seller 298 million VND (29% decrease compared to the beginning of the year).

+ Other short-term receivables 378 million VND (down 7% compared to the beginning of the year).

+ Provision for doubtful debts (1,033) million VND (down 33% compared to the beginning of the year).

The Company always pays attention to debt collection, monitors, compares, classifies debts and sets up provisions according to regulations. In addition, the Company actively works with the Investor to complete the payment and settlement work, promptly collects debts to ensure sufficient cash flow for the Company's production and business activities.

- Total short-term liabilities as of December 31, 2024: VND 13,521 million (up 6% compared to the beginning of the year and accounting for 37% of the Company's total capital).

In there:

+ Payable to seller 3,779 million VND (down 8% compared to the beginning of the year).

+ Buyer paid in advance 2,716 million VND (up 4% compared to the beginning of the year).

+ Taxes and payables 1,243 million VND (up 33% compared to the beginning of the year).

+ Other payables 5,783 million VND (up 11% compared to the beginning of the year).

The Company always ensures its ability to pay its debts.

3.2. Dividends:

The Company proposes not to pay dividends in 2024 because the profit after tax is: 287.2 million VND and the Company is having cash flow difficulties due to not fully recovering debts.

3.3. Financial investments:

Do not have

3.4. Other:

Do not have

4. Status of implementation of construction investment work:

Do not have

5. Organization and personnel situation:

The company does not add more employees but still maintains a stable workforce with high professional qualifications, and regularly updates and supplements the consulting capacity of individuals and units. Specifically:

a) *Total number of employees:* 51 people (Male: 37 people, female: 14 people).

Of which:

- Labor contracts: Indefinite term (43 people); Fixed term from 12 months to 36 months (08 people); Labor contracts under 12 months: none.

- Qualifications: Postgraduate, University: 41 people; College, intermediate: 05 people; Technical workers, drivers, other professionals: 04 people; General labor: 01.

Average labor force in 2024: 49 people.

b) Organizational structure:

- Board of Directors: 03 people (*Concurrent*)

- Board of Control: 03 people (*Concurrent*)

- Board of Directors: 04 people .

- Company departments include:

+ Human Resources Department: 07 people;

+ Planning and Investment Department: 04 people;

+ Finance and Accounting Department: 02 people;

+ Quality Management Department: 06 people;

+ Construction Engineering Design Department : 06 people;

+ Infrastructure engineering design department : 07 people;

+ Construction Architecture Design Department: 05 people;

+ Architectural Planning Design Department: 04 people;

+ Project Management Department: 06 people.

c) Average income: 22,729,582 VND/person/month.

6. Other important content according to the unit's needs: None

B. BUSINESS PRODUCTION PLAN FOR 2025:

1. Analyze and evaluate the conditions:

1.1 Favorable:

- Legal documents on Land, Housing, and Real Estate Business taking effect from August 1, 2024, along with policies to promote the economy that have been issued quickly, are creating momentum for the real estate market in particular and the construction market in general to change positively, creating conditions for businesses to continue implementing investment projects in 2025.

- The Company's bidding, marketing and debt collection activities are expected to improve next year.

- The company accompanies IDICO Corporation and its member units to participate in new projects in 2025.

- The company is promoting legal procedures for a number of projects to ensure the source of work to be transferred to implementation in 2025.

1.2 Hard:

- Current projects and constructions are still slow to implement, leading to limited work sources, and fierce competition in marketing and bidding. Therefore, the output in 2025 cannot be as abundant as in the previous period (2021-2022).

2. Key targets in the 2025 plan:

Based on the results achieved in recent years and forecasts of the socio-economic situation in 2025, the Company builds the 2025 plan as follows:

Unit: million VND

Status	Target	Implemented in 2024	Plan year 2025	KH 2025/ TH 2024
1	Total Revenue & Other Income	21,539	24,524	114%
	- Consulting Activities	21,520	24,500	114%
	- Other activities	18.6	24	129%
2	Profit before tax	798	2,014	252%
3	Expected dividend payout ratio	0%	10%	
4	Total investment value	-	-	

Detail:

- The company has a source of work from consulting contracts signed in the fourth quarter of 2024, however, this transitional output is not much (4 billion VND).
- The Company expects the output from internal transactions (Between the Company and Related Persons) this year to increase many times compared to 2024 such as: Vinh Quang Industrial Park (Hai Phong), Phu Long Industrial, Urban and Service Park (Ninh Binh); Chau Giang 1 Industrial Park (Ha Nam), Tan Phuoc 1 Industrial Park; Long An Residential and Workers' Housing Area...
- External partner output is the source of work won from traditional partners and new marketing sources. The company expects this source of work to be equivalent to 2024.
- Expected revenue: from 75-90% of actual output, increasing acceptance rate - capital recovery compared to 2024.

3. Key tasks in 2025:

- *Financial*: Ensuring business safety includes: Ensuring optimal cash flow management, Ensure working capital for the production and business of the Unit.
- *Regarding market - customers*: Ensure the progress of consulting work for projects of IDICO Corporation, IDICO member units and traditional partners; Develop market share in potential markets and customers.
- *Regarding production and business organization*: Stabilize labor, maintain the first-class consulting capacity of the Company and individual employees. Arrange departments, conduct internal training and arrange personnel in a streamlined manner to achieve optimal efficiency.

4. Implementation solutions:

4.1. Marketing - bidding and market research:

- *Regarding bidding - marketing*: Flexibly reform bidding - marketing methods, forms of work implementation based on taking advantage of consulting capacity; Proactively accept to implement bidding packages: Consulting on design, supervision of fire prevention and fighting for large civil works (office buildings, residential projects, ecological villas, etc.); Environmental impact assessment, etc.

- About customer source:

+ For IDICO Corporation: Focus resources on completing the tasks assigned by the Corporation: Search for investment projects; Implement key projects of the Corporation; Carry out consulting, surveying, planning and designing to meet investment progress and work quality...

+ For related parties (member units): Coordinate the implementation of projects within the IDICO system, projects sought, won bids or introduced by the D&B Joint Venture and member companies of the Corporation ...

- For external partners: This is a potential customer segment, the annual output value and revenue account for over 60% of the total output and revenue of the Unit. In 2024, the Company's work sources will be concentrated in the Southeast region (over 55%) and the Southwest region (30%).

- *Regarding market research:* Taking advantage of experience, in 2025, the Company will research, approach and have a marketing plan in new locations in the region such as: Vinh Long, Tra Vinh, An Giang, Kien Giang, Soc Trang (Southwest) and Binh Phuoc, Binh Duong (Southeast).

In addition, the Company will also continue its market development plan in some provinces in the Central Highlands (Lam Dong...), South Central Coast (Ninh Thuan, Binh Thuan, Binh Dinh...) to increase the proportion of output and revenue from these markets by 3-5% compared to 2024.

4.2. Acceptance and capital recovery field:

- Periodically review and set aside provisions for receivables to ensure the safety of the Unit's business operations.

- Promote the work of acceptance and debt collection to ensure optimal cash flow management. Choose to sign a credit contract with a bank with preferential interest rates to ensure working capital for production and business.

- Focus on developing the Unit's 5-year plan, updating and adjusting appropriately for each stage and periodically reporting to the Corporation on adjustments (if any).

4.3. Field of organizational activities:

- Build a stable workforce with high expertise, regularly improve the consulting capacity of individuals and businesses; Maintain the Company's first-class consulting capacity for certified consulting fields, the consulting capacity of experts performing the role of project manager and design leader.

- Complete, supplement and amend regulations and rules... to meet work requirements and synchronize the entire Corporation according to current requirements.

- Invest in technology and digital equipment to serve the Company's business operations as well as market needs.

- Maintain and promote the consulting fields that are the Company's strengths (planning design, industrial park technical infrastructure design, fire prevention and fighting design and supervision...) to ensure successful bidding and marketing of consulting contracts.

5. Financial work:

- Based on the quarterly financial report and audit proposal, balancing profit and cash flow, the Company will make a list and set aside provisions for overdue debts to ensure the safety of the year-end production and business results of the Unit.

6. Construction investment work:

Do not have

7. Organization and personnel work:

- In the first and second quarters of 2025, the Company will organize training for employees to perform construction consulting work and professional operations of the Unit in the form of BIM. At the same time, the Company will develop a plan to invest in machinery and equipment that meet technical specifications in the form of BIM.

- The Company reviews the organizational structure of the Unit and arranges personnel, rearranges production units to streamline and improve the consulting capacity of the Unit as well as the individual capacity of employees.

8. important content according to the unit's needs:

- The company will update additional changes in the production and business process.

Above is the Report on production and business results, investment in 2024 and production and business plan, investment in 2025 of IDICO Investment Consulting Joint Stock Company.

We look forward to receiving comments from the General Meeting of Shareholders.

Thank you very much !



MANAGER

Nguyen Ngoc Khanh

Ho Chi Minh City, April, 01, 2025

REPORT

Board of Directors' activities in 2024 and plan for 2025

Dear : General meeting of shareholders

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024:

The Company's Board of Directors (BOD) consists of 03 members, including 01 independent member of the Board of Directors and 01 concurrent member of the Executive Board, specifically as follows:

- | | |
|--------------------------|--------------------------------------|
| 1. Mr. Hoang Tuan Anh | - Chairman of the Board of Directors |
| 2. Mr. Nguyen Ngoc Khanh | - Member - Director of the Company |
| 3. Mr. Huynh Anh Tuan | - Independent member |

The Board of Directors of the Company operates under a collective regime based on the principle of democratic centralism, each member is assigned specific tasks and responsibilities. The Board of Directors of the Company shows high solidarity and unanimity, issues under the authority of the Board of Directors are discussed collectively and expressed in the Minutes of meetings or Written Opinion Forms.

1. Summary of Board of Directors meetings and Board of Directors decisions:

In 2024, the Board of Directors held direct meetings and consulted to issue 10 resolutions and 07 decisions on issues related to the Company's production and business activities. The Board of Directors' meetings were attended by members of the Board of Directors, the Board of Supervisors and the Company's departments.

1.1. The contents of the Resolutions of the Board of Directors include:

- Approval of: Business production results in 2023, first 6 months of 2024; Plan and documents for organizing the 2024 Annual General Meeting of Shareholders; Dividend payment plan in 2023; Short-term credit limit in 2025 and Company's financial regulations.

- Approve the transaction contracts signed between IDICO-INCON and IDICO Ha Nam.

1.2. The contents of the Board of Directors' decisions include:

- Approve the transaction contracts signed between IDICO-INCON and IDI.

- Approve the salary fund and revenue bonus plan for 2024.

- Issue: Regulations on assignment of work to members of the Board of Directors; Regulations on information disclosure, Company financial regulations.

- Decision on selecting a financial audit unit; Rename VPTH to P.HCNS.

2. Management and direction of implementation of goals and targets of the 2024 plan according to the Resolution of the 2024 Annual General Meeting of Shareholders:

2.1/ Production and business activities :

The Board of Directors holds quarterly meetings to discuss and issue decisions related to production and business activities and to consult Board members on specific matters.

Production and business plan targets for 2024: Not achieved.

Unit: Million VND

Target	Plan 2024	Perform 2024	TH/KH ratio
1. Charter capital	20,000	20,000	100%
2. Equity			
- Equity as of January 1, 2024		24,378	
- Equity as of December 31, 2024		22,966	
3. Total assets		36,487	
4. Total revenue and other income	25,000	21,539	86%
5. Profit before tax	2,700	798	30%
6. Financial indicators:			
- Profit before tax/Net revenue		3.7%	
- Profit before tax/Equity (ROA)		3.5%	
- Profit before tax/Total assets (ROE)		2.2%	

2.2/ Organization and personnel work :

The company always maintains a stable organizational structure and the number of employees in the company is from 49-51 people.

- Board of Directors: 03 people (*Concurrent*)

- Board of Control: 03 people (*Concurrent*)

- Board of Directors: 04 people .

- The Company's departments include: Human Resources Administration Department: 07 people; Planning - Investment Department: 04 people; Finance and Accounting Department: 02 people; Quality Management Department: 06 people; Construction Engineering Design Department: 06 people; Infrastructure Engineering Design Department: 07 people; Construction Architecture Design Department: 05 people; Architectural Planning Design Department: 04 people; Project Management Department: 06 people.

2.3/ Financial work :

Unit: Million VND

Target	2024	Compared to 2023
Total short-term receivables	12,854	Reduce 5%
Accounts receivable from customers	13,210	Reduce 8%
Prepay to seller	298	Reduce 29%
Other short-term receivables	378	Reduce 7%
Provision for doubtful debts	(1,033)	Reduce 33%
Total current liabilities	13,521	Up 6%
Payable to seller	3,779	Reduce 8%
Buyer pays in advance	2,716	Up 4%
Taxes and payables	1,243	Up 33%
Other payables	5,783	Increase 11%

The company actively promotes debt collection, receivables decreased by 5% compared to the beginning of the year. Regarding payables, the company always ensures payment capacity.

2.4/ Other work : (Do not have)

3. Supervisory activities of the Board of Directors :

3.1/ Regarding the form of supervision :

The Board of Directors supervises production and business activities through the following forms: regular meetings, consulting members, direct work reports from the Board of Directors, etc.

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

a/ On the implementation of production and business plans

- The Board of Directors has performed well the functions and tasks assigned to each member.

- All managers have the appropriate capacity, experience and professional qualifications, have a spirit of cooperation, internal solidarity, and perform well assigned tasks.

b/ Regarding compliance with internal regulations and Company Charter

- The implementation of the Resolution of the General Meeting of Shareholders and the Resolutions and Decisions of the Board of Directors was carried out seriously and achieved good results; Complying with the Charter and the Regulations and Rules of the Company.

c/ About financial management

The Director and the Executive Board closely direct the implementation of the production and business plan, especially debt management and collection. Results: Total short-term receivables in 2024 decreased by 5%; Final accounting for some

03048
CÔNG
CỔ P
VĂN
IDI
THANH-T

unfinished costs that had been suspended for many years; Finding sources of compensation for the risk of negative profit targets in 2024, which will cause many disadvantages for the Company's bidding work...

4. Remuneration, expenses and other benefits of the Board of Directors:

- Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors are reported and announced in accordance with the provisions of the Enterprise Law and the Securities Law.

- Specific information and figures are presented in detail in the audited 2024 Financial Report and the 2024 Annual Report. Shareholders please see the details in these Reports posted on the website of IDICO Investment Consulting Joint Stock Company at the link: <http://idico-incon.com.vn>

5. Activities of independent members of the Board of Directors and results of independent members' assessment of the activities of the Board of Directors:

The Company's Board of Directors has operated in compliance with the provisions of the Enterprise Law, Decree No. 155/2020/ND-CP dated December 31, 2020, the Company's Charter, the Company's internal regulations on corporate governance and the Board of Directors' operating regulations.

The Board of Directors works with a high sense of responsibility and transparency in governance, fully complying with regulations for public companies; Performing well the function of guiding the development of the Company, through planning, controlling and adjusting strategic decisions. All members of the Board of Directors have a high sense of responsibility, properly performing their roles, proposing many solutions and giving correct and timely opinions in accordance with the actual situation of the Company.

In 2024, the Board of Directors held regular and extended meetings in accordance with regulations. The meeting contents were discussed and evaluated fully and carefully by the Board members to make the best decisions and solutions for the Company. The decisions of the Board of Directors at the meetings were democratic and in harmony with the interests of shareholders, in accordance with the provisions of current laws, in accordance with the Charter, the Company's Governance Regulations and the Resolutions passed by the General Meeting of Shareholders.

Issues related to business production plans, enterprise operations and management system development have been regularly reviewed and evaluated by the Board of Directors in regular meetings.

Minutes of meetings are fully, detailed and clearly recorded with signatures of all Board of Directors members attending the meeting.

6. Activities of subcommittees under the Board of Directors: (None)

The Board of Directors operates on a collective basis, led by the Chairman of the Board of Directors, and does not establish subcommittees.

7. Report on related transactions:

- Transactions between insiders of the Company, related persons of insiders and the Company: No.

- Stock transactions of insiders and related persons of insiders: No.

- Transactions between the Company and companies in which members of the Board of Directors, members of the Board of Supervisors, and Executive Director have been and are founding members or members of the Board of Directors, Executive Directors within the past three (03) years: None

- Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, and Executive Director are members of the Board of Directors, Executive Director: No.

- Other transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, and Executive Director: No.

- Transactions between the Company and related persons of the Company with major shareholders, insiders and related persons of insiders:

Specific information and figures are presented in detail in the 2024 Corporate Governance Report No. 24/HĐQT-BC dated January 21, 2025. Shareholders please see the specific contents of this Report posted on the website of IDICO Investment Consulting Joint Stock Company at the link: <http://idico-incon.com.vn>

II. BOARD OF DIRECTORS' 2025 ACTIVITY PLAN:

Production and business plan for 2025:

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

- | | |
|-----------------------------------|--------------------|
| - Total revenue and other income: | 24,524 million VND |
| - Profit before tax: | 2,014 million VND |
| - Profit after tax: | 1,600 million VND |
| - Dividend: | 10 %. |

2. Key goals and tasks of the Board of Directors in 2025:

2.1 Objective:

- Bring the Company to safe and stable operation, soon achieving growth in production and business targets.
- Sustainable development of markets and traditional partners while seeking to expand market share in potential consulting markets.

2.2 Key tasks :

- Research and issue corporate governance policies in accordance with actual conditions and general market trends, including: Feasible and competitive recruitment and salary solutions to attract talent and stabilize highly skilled labor; Plans to arrange a streamlined, flexible and optimal organizational structure; Ensure maximum benefits for shareholders, income for employees and ensure that businesses comply with relevant legal regulations.

- The Board of Directors closely directs capital recovery plans, and effectively approves measures to handle outstanding debts.

Above is the Board of Directors' assessment report on the Company's management and operation in 2024, and the Board of Directors' operation plan in 2025. The Company's Board of Directors hopes to continue to receive the attention, support and sharing of Shareholders, and the cooperation and support of partners and investors.

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

Wish the Congress great success.

Best regards./.

ON BEHALF OF BOARD OF DIRECTORS
CHAIRPERSON



Hoang Tuan Anh

Ho Chi Minh City, March 20, 2025

**REPORT
the Company 's Board of Supervisors
at the 2025 Annual General Meeting of Shareholders**

To: General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 and implementing documents;

IDICO Investment Consulting Joint Stock Company (IDICO-INCON) ;

Based on the Company's financial statements prepared for the fiscal year ending December 31, 2024 audited by Ernst & Young Vietnam Co., Ltd .;

Based on the results of inspection, supervision and management of the Company's production and business activities in 2024.

The Board of Supervisors (BOS) of IDICO Investment Consulting Joint Stock Company (IDICO-INCON) would like to report to Shareholders the results of operations in 2024 and the plan for 2025 as follows:

I. ACTIVITIES OF THE SUPERVISION BOARD:

1. Human resources:

The Board of Supervisors was established under Resolution No. 01/2024/NQ-CT dated April 24, 2024 of the General Meeting of Shareholders (GMS) elected with 03 members working part-time, including:

Status	Board Member	Position	Start date as a member of the BKS	Professional qualifications
1	Mr. Vu Tuan Anh	Chiefban	April 24, 2024	Bachelor of Accounting - Auditing
2	Ms. Vu Thi Thuy Phuong	Member	April 24, 2024	Bachelor of Economics
3	Mr. Do Tan Khiem	Member	April 24, 2024	Bachelor of Finance and Banking
4	Mrs. Tran Thi Ngoc Loan	Original Member	Dismissal April 24, 2024	Bachelor of Economics

2. Summary of meetings:

Status	Board Member	Number of meetings attended	Participation rate attend meeting	Voting ratio	Reason for not attending
1	Mr. Vu Tuan Anh	02/02	100%	100%	
2	Ms. Vu Thi Thuy Phuong	02/02	100%	100 %	
3	Mr. Do Tan Khiem	01/02	50%	100%	New appointment on 24/4/2024
4	Mrs. Tran Thi Ngoc Loan	01/02	50%	100%	Dismissed on April 24, 2024

The meetings of the Supervisory Board are held in accordance with the provisions of the issued Supervisory Board Operating Regulations.

3. Remuneration and operating expenses of the Board of Supervisors in 2024:

- Regarding the remuneration of the Board of Supervisors in 2024: details of the remuneration of the members of the Board of Supervisors are reported and announced in accordance with the provisions of the Law on Enterprises and the Law on Securities.
- Specific information and figures are presented in detail in the audited 2024 Financial Report and the 2024 Annual Report. Shareholders please see the details in these Reports posted on the Company's website at the link: <https://idico-incon.com.vn>.
- Operating expenses of the Board of Supervisors in 2024: comply with the Company's internal regulations and rules.

4. Activities of the Supervisory Board:

The activities of the Supervisory Board comply with the issued Operating Regulations and relevant legal regulations on the basis of suitability with the needs and actual operating situation of the Company. Some key activities of the Supervisory Board in 2024 are as follows:

- Monitor the activities of the Board of Directors (BOD) and Board of Management (BOD) in managing and operating the company. Review the appropriateness of the Decisions and Resolutions of the BOD and Board of Management of the company.
- Monitor the implementation and results of compliance with the Company's Charter, implementation of the Resolution of the Annual General Meeting of Shareholders, and the Company's internal management regulations and rules.
- Check the reasonableness, legality, honesty and level of prudence in managing and operating business activities.
- Check the systematicity, consistency and suitability of accounting, statistics and financial reporting (FS).
- Assess the completeness, legality and honesty of the Company's financial statements, annual and 6-month business performance reports.
- Coordinate with the independent auditor, discuss with the Board of Directors about feedback to understand and clarify issues arising during the 2024 financial

statement audit process.

- Other tasks as prescribed by the Charter, Resolution of the General Meeting of Shareholders and Regulations on the operation of the Board of Supervisors.

II. RESULTS OF INSPECTION AND EVALUATION OF SOME MAIN ACTIVITIES:

1. Results of checking and evaluating Financial Reports:

- Recording, storing documents, accounting information systems and preparing basic accounting books are carried out in accordance with current regulations.

- The Board of Supervisors has reviewed the semi-annual and full-year 2024 financial statements and agrees with the assessments of the Independent Auditor.

- The financial statements are prepared and presented honestly, in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting Regime and legal regulations related to the preparation and presentation of financial statements. In terms of materiality, the financial statements have honestly and reasonably reflected the financial situation of the Company as of December 31, 2024.

- Transactions with related parties are closely monitored and fully explained, no irregularities were detected in the transactions.

2. Financial situation, results of monitoring the operating situation and operating situation in 2024:

financial statements prepared for the fiscal year ending December 31, 2024, audited by Ernst & Young Vietnam Co., Ltd., the Supervisory Board finds that the financial statements are presented in accordance with current regulations, fully and accurately reflecting the Company's production and business activities. Some key indicators are as follows:

2.1. Value of assets and capital of the Company as of December 31, 2024:

(Unit : million VND)

Target	12/31/2024
Current assets	30.605
Long-term assets	5.882
Total assets	36.487
Liabilities	13.521
Equity	22.966
Total capital	36.487
Asset structure	100%
- Current assets/Total assets	83,88%
- Long-term assets/Total assets	16,12%
Capital structure	100%
- Liabilities/Total capital	37.06 %
- Equity/Total capital	62,94%
Financial indicators	
Return on Assets (ROA)	0.79 %
Return on Equity (ROE)	1,25%
- Debt to Equity Ratio	0,59 times
- Overall solvency	2,7 times
- Current payment capacity	2,26 times

Through analysis of IDICO-INCON's 2024 financial indicators, it can be seen that the Company's financial situation still has some potential risks, which may lead to the following difficulties:

- Large customer receivables: 13,210 million VND, equivalent to 5.8% of equity, of which the largest proportion is receivables of Binh Tien Investment and Tourism Joint Stock Company; bad debt is 1.043 billion VND, recoverable value is 10.5 million VND.

- The inventory value of 13,648 billion VND is the cost of consulting contracts (Survey, supervision, design, planning) being implemented and awaiting settlement by the Investor.

2.2. Production and business results:

(Unit : million VND)

Target	2024	Compared to 2023
Total revenue and other income	21.539	Reduce 13,15%
Sales and service revenue	21.520	Reduce 12,76%
Financial revenue	19	Reduce 70,31%
Total cost	20.740	Reduce 6,88%
Cost of goods sold	16.284	Reduce 5,74%

Target	2024	Compared to 2023
Financial costs	19	
Selling and administrative expenses	4,386	Reduce 12,23%
Other costs	51	
Accounting profit before tax	798	Reduce 68,41%
Corporate income tax	511	Increase 0.39%
Profit after tax	287	Reduce 85,76%

2.3. Operational status:

- In general, in 2024, the real estate and construction market has not shown signs of recovery, the economy is still facing difficulties, so the Company's production and business activities are affected, the production and business results in 2024 compared to the plan have not been achieved, the production and business results in 2024 compared to 2023 also decreased, specifically: The profit margin after tax / revenue reached 1.3%. Net revenue target decreased by 12.8%; Profit before tax decreased by 65.46% compared to 2023.

- The development strategy set forth by the Board of Directors is consistent with the actual situation of the real estate industry in general and the situation of IDICO-INCON in particular. The direction of business organization is carried out systematically.

- The Board of Directors and functional departments have seriously implemented the Resolutions of the General Meeting of Shareholders and performed their functions and duties well in accordance with the provisions of law and the Company's Charter.

- Regarding human resources, the Board of Directors continues to consolidate and perfect the human resources apparatus in accordance with the development orientation of IDICO-INCON.

- Departments continue to improve the system of regulations and operating procedures and enhance the role of risk control at the front line.

3. Results of monitoring the activities of the Board of Directors, Board of Management and evaluating the coordination between the Board of Supervisors, the Board of Management, and shareholders:

- Faced with major fluctuations in the macro economy, the Board of Directors and the Board of Management have adapted quickly and flexibly to prepare for the direct and indirect impacts of the market in general. The members of the Supervisory Board uphold a sense of responsibility in performing their duties, ensuring honesty and objectivity in the work of the Board of Directors and the Board of Management.

- In 2024, the Board of Directors and the Board of Management performed their functions and duties in compliance with the provisions of law, the Company's Charter and the decisions of the General Meeting of Shareholders.

- In the process of performing its duties, the Supervisory Board always coordinates well with the members of the Board of Directors, members of the Board of Management and related management staff and always receives cooperation. In 2024, the Supervisory

Board always accepts the opinions of Shareholders related to the management work of the Board of Directors and the operation work of the Board of Management.

4. Report on internal transactions:

Transactions with related parties are strictly controlled and comply with the provisions of law and the Charter and regulations of IDICO-INCON. No conflicts of interest are detected in transactions with related parties.

III. SUGGESTIONS OF THE SUPERVISION BOARD:

Based on the results of monitoring the management and operation of production and business activities, financial management of IDICO-INCON, and the implementation of the resolutions of the General Meeting of Shareholders, the Board of Supervisors recommends to the Board of Directors and the Board of Management the following contents:

- The Board of Directors, the Executive Board and department managers continue to coordinate and provide timely information so that the Supervisory Board can continue to fully perform its functions and tasks.

- The Board of Directors needs to enhance its role in control and self-control to minimize risks in operations; including increasing the application of technology in management, perfecting and improving system management capacity.

- The Board of Directors needs to develop a salary and bonus mechanism linked to KPIs, and have a plan to update new information to improve the business process system. In addition, regular training should be conducted to help employees master documents related to personal and unit responsibilities, raise awareness of compliance and encourage contributions during the performance of tasks.

- The Board of Directors needs to have a specific plan to apply artificial intelligence (AI) to improve business process systems and optimize work performance.

- The unit needs to further strengthen financial management at the enterprise, especially debt collection, handling unfinished costs, handling and recovering overdue and uncollectible debts.

- The company needs to continue to pay attention to ensuring the quality of the unit's consulting products, further improving product quality to build the IDICO-INCON brand in the consulting market.

- The company needs to continue to strengthen and further promote marketing, bidding and develop cooperative relationships to expand the market.

- Based on the 2024 production and business results, the Company needs to analyze and evaluate the effectiveness of consulting activities and build a development strategy suitable to the production and business situation of the unit.

IV. ORIENTATION OF BOARD OF SUPERVISION'S ACTIVITIES IN 2025:

Operational orientation of IDICO-INCON's Board of Directors in 2025 with the following main contents:

- Continue to fully perform the obligations, powers and complete the objectives of the Supervisory Board in accordance with the Supervisory Board's Operating

Regulations; complete other tasks in accordance with the provisions of law, the Charter, and the Company's internal governance regulations.

- Strengthen supervision of the implementation of legal regulations, Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors and internal governance regulations of IDICO-INCON; inspect and supervise the implementation results of goals and plans.

- Conduct audit of semi-annual and annual financial statements according to regulations; coordinate with the Board of Directors, Board of Management and units within IDICO to improve and enhance internal control activities of IDICO-INCON.

- Regularly inspect and monitor the activities of departments in IDICO-INCON and make recommendations to improve the Company's governance and risk management processes.

- Participate in discussions with the auditor on issues related to annual financial reports to coordinate in resolving problems (if any).

- Other tasks according to the Board of Supervisors' Operating Regulations.

Above is the 2024 Supervisory Board's Activity Report and 2025 Plan.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Thanks a lot.

Recipient:

- As above;
- Archived by: HR, Finance-Accounting.

**ON BEHALF OF. BOARD OF SUPERVISION
HEAD OF THE BOARD**



Vu Tuan Anh

Ho Chi Minh City, April, 01, 2025

SUBMISSION
Approval on Audited Financial Statements for 2024

To: General Meeting of Shareholders

- Pursuant to the Enterprise Law No. 59/2020/QH14 and its implementing documents;
- Pursuant to the Charter of IDICO Investment Consulting Joint Stock Company;
- Pursuant to the 2024 Financial Statements audited by Ernst & Young Vietnam Co., Ltd.;

The Board of Directors respectfully presents to the General Meeting of Shareholders the audited 2024 Financial Statements with the following main contents:

I	Balance sheet	
	Total assets	36,486,740,593 VND
	Liabilities	13,521,105,804 VND
	Equity	22,965,634,789 VND
II	Business results	
	Total revenue and other income	21,538,998,212 VND
	Total accounting profit before tax	798,394,014 VND
	Basic earnings per share	144 VND/share

(Detailed content in the attached audited financial statements for 2024) .

We hereby respectfully present to the General Meeting of Shareholders for consideration and approval.

Best regards./.

Recipient:

- As above;
- Save HCNS.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Hoang Tuan Anh

Ho Chi Minh City, April, 01, 2025

SUBMISSION

**Regarding the selection of an Auditing Company for the 2025 Financial Statements
of IDICO Investment Consulting Joint Stock Company**

To: General Meeting of Shareholders

Base:

- Enterprise Law No. 59/2020/QH14 and documents guiding its implementation;
- Securities Law No. 54/2019/QH14 and documents guiding its implementation;
- The Charter of IDICO Investment Consulting Joint Stock Company approved by the General Meeting of Shareholders on April 21, 2024;
- Pursuant to the recommendation of the Board of Supervisors dated March 20, 2025 on selecting the list of approved auditing companies to audit the 2025 Financial Statements of IDICO Investment Consulting Joint Stock Company.

The Board of Directors respectfully presents to the General Meeting of Shareholders for approval the Plan for selecting an Auditing Company (*an auditing organization approved by the Ministry of Finance and the State Securities Commission to conduct audits and practicing auditors to audit public interest entities in the securities sector in 2025 in Decision No. 2730/QD-BTC dated November 15, 2024 of the Ministry of Finance*) with a reputation for audit quality, with audit fees appropriate to the quality and scope of the audit to audit the 2025 Financial Statements of IDICO Investment Consulting Joint Stock Company as follows:

1. List of Auditing Companies:

- PWC Vietnam Company Limited (Enterprise code: 0100157406)

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

- Ernst & Young Vietnam Company Limited (Enterprise code: 0300811802)

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

- KPMG Company Limited (Enterprise code: 0100112042)

Address: 46th Floor, Keangnam Tower, Hanoi Landmark Tower, 72-storey building, Lot E6, Pham Hung Street, Cau Giay New Urban Area, Me Tri Ward, Nam Tu Liem District, Hanoi City.


- Deloitte Vietnam Auditing Company Limited (Business code: 0100112500)

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

2. The General Meeting of Shareholders will authorize the Company's Board of Directors to decide on selecting an auditing company from the above list to audit the 2025 Financial Statements.

We hereby respectfully present to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above; 
- Save HCNS.

**ON BEHALF OF. BOARD OF DIRECTORS
CHAIRPERSON**



Hoang Tuan Anh

Ho Chi Minh City, April, 01, 2025

SUBMISSION

Approval on production, business and investment plan for 2025

To: General Meeting of Shareholders

Base:

- Enterprise Law No. 59/2020/QH14 and implementing documents;
- Charter of IDICO Investment Consulting Joint Stock Company;
- Report on the Company's 2024 business results and 2025 Plan.

The Board of Directors of the Company respectfully presents to the General Meeting of Shareholders the production, business and investment plan for 2025 as follows:

Unit: Million VND

Status	Indicator	Actual result in 2024	Target for 2025	Growth percentage
1	Total Revenue and Other Income	21,539	24,524	114%
	- Consulting activities	21,520	24,500	114%
	- Other activities	18.6	24	129%
2	Profit before tax	798	2.014	252%
3	Expected dividend payout	0%	10%	
4	Total investment value	-	-	-

We hereby respectfully present to the General Meeting of Shareholders for consideration and approval.

Best regards ./.

Recipient:

- As above; *ym*
- Save HCNS.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Hoàng Tuan Anh

Ho Chi Minh City, April, 01, 2025

SUBMISSION
Approval of the 2024 profit distribution plan
and plan for 2025

To: General Meeting of Shareholders

Base:

- Enterprise Law No. 59/2020/QH14 and implementing documents;
- Charter of IDICO Investment Consulting Joint Stock Company;
- The 2024 financial statements have been audited by Ernst & Young Vietnam Co., Ltd.;

Board of Directors respectfully presents The General Meeting of Shareholders approved the 2024 profit distribution plan and the 2025 profit distribution plan as follows:

1. Profit distribution plan for 2024 :

Status	Target	2024 (Bronze)
I	Undistributed profit after tax	2,717,584,789
	As of the end of last year (2023)	2,430,376,062
	This year (2024)	287,208,727
II	Profit Distribution 2024	
1	Fund deduction	Not implemented
2	Dividend payment 2024	
	In cash	Not implemented
	By shares	Not implemented
III	Undistributed profits carried forward to next	2,717,584,789

2. Profit distribution plan for 2025 :

Status	Target	2025 (Bronze)
I	Undistributed profits from previous years carried	2,717,584,789
II	Profit after tax in 2025	1,600,000,000
II I	Profit Distribution 2025	
1	Fund deduction	380,000,000
	Bonus fund	300,000,000
	Welfare fund	80,000,000
	Other funds (Add other detailed funds according to unit needs)	Not implemented

Status	Target	2025 (Bronze)
2	Pay dividends in 2025 in cash (rate 10%/charte capital)	2,000,000,000
IV	Undistributed profits carried forward to next year	1,937,584,789

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards./.

Recipient:

- As above;
- Save HCNS.

ON BEHALF OF. BOARD OF DIRECTORS

CHAIRMAN



Hoang Tuan Anh

2025 (Bronze)	Target	Status
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	I
1,937,584,789	Undistributed profits carried forward to next year	II
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	III
1,937,584,789	Undistributed profits carried forward to next year	IV
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	V
1,937,584,789	Undistributed profits carried forward to next year	VI
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	VII
1,937,584,789	Undistributed profits carried forward to next year	VIII
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	IX
1,937,584,789	Undistributed profits carried forward to next year	X

2025 (Bronze)	Target	Status
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	I
1,937,584,789	Undistributed profits carried forward to next year	II
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	III
1,937,584,789	Undistributed profits carried forward to next year	IV
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	V
1,937,584,789	Undistributed profits carried forward to next year	VI
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	VII
1,937,584,789	Undistributed profits carried forward to next year	VIII
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	IX
1,937,584,789	Undistributed profits carried forward to next year	X

Ho Chi Minh City, April, 01, 2025

SUBMISSION

**Through the total remuneration and bonus of
Board of Directors, Supervisory Board in 2024 and plan for 2025**

To: General Meeting of Shareholders

Base:

- Enterprise Law No. 59/2020/QH14 and implementing documents;
- Charter of IDICO Investment Consulting Joint Stock Company;
- Resolution of the 2024 Annual General Meeting of Shareholders;
- Production, business and investment results in 2024 and production, business and investment plan in 2025 of IDICO Investment Consulting Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders the total remuneration, salary and bonus of the Board of Directors and the Board of Supervisors of the Company, specifically as follows:

1. Total remuneration and bonus of the Board of Directors and the Board of Supervisors is 238.222.223 VND (*The General Meeting of Shareholders approved the 2024 plan of 300.000.000 VND*):

In which: - Board of Directors: 148.666.667 VND.

- Board of Control: 89.555.556 VND.

2. The total plan for remuneration and bonuses of the Board of Directors and the Board of Supervisors of the Company in 2025 is: VND 457.000.000, specifically as follows:

- Total remuneration and bonus of the Board of Directors is: 293.000.000 VND. The remuneration of each member is decided by the Company's Board of Directors on the principle of consensus.


- Total remuneration and bonus of the Board of Supervisors is: 164.000.000 VND.

Members of the Board of Directors and the Board of Supervisors are paid for meals, accommodation, travel and other reasonable expenses when performing assigned tasks according to actual costs incurred.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards./.

Recipient:

- As above; 
- Save HCNS.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Hoang Tuan Anh

Ho Chi Minh City, April, 01, 2025

SUBMISSION

**Re: Approval on contracts and transactions
between the Company and the Related Person**

To : General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and implementing documents;

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

Pursuant to the Charter of IDICO Investment Consulting Joint Stock Company;

Pursuant to the Operating Regulations of the Board of Directors of IDICO Investment Consulting Joint Stock Company;

Based on the Company's production and business activities,

In order to comply with the law on transactions and contracts between the Company and major shareholders or related persons of major shareholders as prescribed in Article 167 of the Law on Enterprises, Point b), Point c), Clause 4, Article 293 of Decree 155/2020/ND-CP and the Company Charter,

The Board of Directors reports on the status of signing and implementation of contracts and transactions signed between IDICO Investment Consulting Joint Stock Company and IDICO Corporation or related parties of IDICO Corporation approved by the 2024 Annual General Meeting of Shareholders as follows:

- Number of contracts and additional Appendices:
- Pre-tax transaction value: VND 8,890,877,751

The Board of Directors submits to the 2025 Annual General Meeting of Shareholders for approval of the following construction consulting transactions and contracts between the Company and related parties:

1. Related parties: According to the attached list of related parties.
2. Relationship with the Company: According to the attached list of related parties.
3. Head office address: 151A Nguyen Dinh Chieu, Vo Thi Sau Ward, District 3, Ho Chi Minh City.
4. Transaction address: 32nd floor, Pearl Plaza building, 561 Dien Bien Phu, Ward 25, Binh Thanh District, Ho Chi Minh City.
5. Contract content: Consulting on investment and construction projects.
6. Maximum transaction value: According to the attached list of related parties.
7. Contract term: 12 months from the date of the first transaction.


8. The General Meeting of Shareholders assigns the Board of Directors to:

- Based on the actual situation and business needs of the Company, have full authority to decide, negotiate, amend, supplement terms and conditions and sign contracts/transactions with relevant parties (including amending, supplementing, canceling, terminating, liquidating transactions/contracts).

- Organize, manage, and settle transactions and contracts in accordance with the approval of the General Meeting of Shareholders and legal regulations, ensuring the interests of the Company.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above; 
- Save HCNS.

**ON BEHALF OF. BOARD OF DIRECTORS
CHAIRMAN**



Hoang Tuan Anh



LIST OF STAKEHOLDERS

(Attached to the Submission dated April 2025)

Status	Name of the parties involved	Relationship	Transaction value maximum (Coin)
1	IDICO Corporation - JSC	IDICO is a "Shareholder owning more than 10% of the total common shares of the Company (Major Shareholder)"	20,000,000,000
2	IDICO Construction Investment and Material Development Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
3	IDICO Housing and Urban Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
4	Long An IDICO Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
5	IDICO Petroleum Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
6	IDICO Construction Investment Joint Stock Company No. 10	Related Person of Major Shareholder	10,000,000,000
7	IDICO Urban and Industrial Park Development Company Limited	Related Person of Major Shareholder	10,000,000,000
8	Srok Phu Mieng IDICO Hydropower Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
9	IDICO Infrastructure Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
10	IDICO Que Vo Urban and Industrial Park Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
11	Thai Binh IDICO Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
12	IDICO Construction and Installation Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
13	IDICO Tien Giang Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
14	IDICO Ha Nam Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
15	IDICO Ninh Binh Joint Stock Company	Related Person of Major Shareholder	15,000,000,000



Status	Name of the parties involved	Relationship	Transaction value maximum (Coin)
16	IDICO Vinh Quang Joint Stock Company	Related Person of Major Shareholder	10,000,000,000

Ho Chi Minh City, April, 01, 2025

SUBMISSION
On the dismissal and election of additional members of the Board of Supervisors
Term 2022 - 2027

To : General Meeting of Shareholders

Base:

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Securities Law No. 54/2019/QH14 dated November 26, 2019;
- IDICO Investment Consulting Joint Stock Company;
- Resignation letter dated March 6, 2025 of Mr. Do Tan Khiem - member of the Board of Supervisors of IDICO Investment Consulting Joint Stock Company,

The Board of Directors submits the following contents to the General Meeting of Shareholders for approval:

1. Dismissal of Mr. Do Tan Khiem from the position of member of the Board of Supervisors for the 2022-2027 term.
2. Elect 01 additional member of the Board of Supervisors for the 2022-2027 term to ensure the number of members of the Company's Board of Supervisors is: 03 members.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards.

ON BEHALF OF. BOARD OF DIRECTORS
CHAIRPERSON

Recipient :

- As above; *Jm*
- Save HCNS.



Hoang Tuan Anh

Ho Chi Minh City, April 1, 2025

SUBMISSION

**On the approval of the share issuance plan
for existing shareholders to increase charter capital**

**To: General Meeting of Shareholders of IDICO Investment Consulting Joint
Stock Company**

Based on:

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and implementing documents;
- Securities Law No. 54/2019/QH14 dated November 26, 2019 and implementing documents;
- Decree 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of contents on offering, issuing securities, public offering, repurchasing shares, registering public companies and canceling public company status;
- The Charter of IDICO Investment Consulting Joint Stock Company was approved by the General Meeting of Shareholders on April 24, 2024.

The Board of Directors ("BOD") of IDICO Investment Consulting Joint Stock Company respectfully submits to the General Meeting of Shareholders ("GMS") for approval of the plan to issue shares to existing shareholders to increase charter capital with the following contents:

- 1. Stock name:** IDICO Investment Consulting Joint Stock Company Stock.
- 2. Type of shares:** Common shares.
- 3. Stock code:** INC.
- 4. Par value:** 10,000 VND/ share.
- 5. Current charter capital:** 20,000,000,000 VND.
- 6. Number of shares before issuance:** 2,000,000 shares.
- 7. Number of shares expected to be offered:** 1,000,000 shares.
- issuance value calculated at par value:** 10,000,000,000 VND.
- 9. Form of offering:** Offering to existing shareholders.
- 10. Offering subjects:** Existing shareholders whose names are on the list of Shareholder Owners on the last registration date (record date) provided by Vietnam Securities Depository and Clearing Corporation to exercise the right to purchase.
- 11. Principle of determining offering price:** Par value.

12. Offering price: 10,000 VND/ share.

13. Total expected capital mobilization value: 10,000,000,000 VND (*In words: Ten billion VND*).

14. Ratio of rights exercise: 02 : 01 (At the record date for shareholders to exercise rights, every shareholder owning 01 share will receive 01 purchase right and every 02 purchase rights will be entitled to buy 01 new share).

For example: On the record date of the shareholder list entitled to purchase additional shares, shareholder A owns 115 shares. With the right exercise ratio of 02:01, shareholder A will be able to purchase the corresponding number of newly offered shares $(115 \times 01) : 02 = 57.5$ shares. Thus, shareholder A will be able to purchase 57 new shares, the remaining 0.5 shares will be assigned to the Board of Directors to decide on distribution to other entities at a price not lower than the offering price to existing shareholders.

15. Plan for handling shares and fractional shares:

For arising fractional shares, the General Meeting of Shareholders assigns the Board of Directors to decide on the selection of investors, the number of investors and the number of shares distributed to each investor with offering conditions no more favorable than the offering conditions for existing shareholders.

16. Conditions for restricting transfer and assignment of purchase rights:

- Additional shares issued to existing shareholders are freely transferable.
- Existing shareholders whose names are on the list of shareholders on the record date who are allocated the right to purchase shares have the right to transfer their right to purchase shares to other entities within the prescribed period and can only transfer once, the transferee cannot transfer to a third party. The transferor and transferee shall negotiate the transfer price and pay the transfer fee.

17. Solution in case of not selling out:

- The number of shares that existing shareholders do not register or pay for, are assigned by the General Meeting of Shareholders to the Board of Directors to decide on the distribution object, criteria, distribution method, offering price (with the condition that it must be greater than or equal to VND 10,000/share) and ensure the provisions under Clause 3, Article 42 of Decree No. 155/2020/ND-CP, the Law on Enterprises 2020, the Law on Securities 2019 and related legal provisions. The number of shares that existing shareholders do not register or pay for when redistributing will be restricted from transfer within 01 year from the end date of the offering period according to the provisions of law.

- In case the time limit for distributing shares expires according to the provisions of law (including the extended period, if any), if there are still undistributed shares , these undistributed shares will be canceled and the Board of Directors will decide to end the offering. The Board of Directors will consider, select and adjust the capital use plan to ensure that it does not affect the capital source and business activities of the Company.

18. Capital usage plan: The expected amount of money collected from the issuance to existing shareholders is: 10,000,000,000 VND, used to supplement capital

for production and business activities, restructure capital sources and improve the financial capacity of the Company.

The General Meeting of Shareholders assigns the Board of Directors to develop a specific capital use plan, specifically decide on the allocation and use of the proceeds from the share offering and /or amend, supplement, and adjust the capital use plan in accordance with the Company's business situation when issuing shares , the Company's general development plan, and ensure the interests of shareholders.

19. Expected implementation time: After being approved by the General Meeting of Shareholders and after being notified by the State Securities Commission (SSC) of receiving full issuance report documents. Expected implementation in the third and fourth quarters of 2025 .

20. Minimum successful offering rate: Not specified.

21. Securities registration and additional listing registration: All additional shares offered for sale will be registered for additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and registered for additional securities listing with the Hanoi Stock Exchange (HNX).

22. Approval of changes to Charter Capital: Approval of changes to the Charter (Charter Capital, shares, founding shareholders) and adjustment of the Business Registration Certificate at the Ho Chi Minh City Department of Finance after receiving notification from the State Securities Commission of receipt of the full Report on issuance results .

23. Implementation:

The General Meeting of Shareholders assigns the Board of Directors to carry out the following tasks related to the issuance:

- Implement the share offering plan, decide the time to implement the offering plan, carry out necessary procedures with competent authorities to register the share offering;
- Proactively prepare and explain the application for securities issuance to the State Securities Commission and other competent authorities. At the same time, proactively adjust the offering plan and other relevant documents according to the actual situation of the Enterprise or at the request of the State Securities Commission and other competent authorities;
- Develop a plan to handle the number of shares not fully offered due to shareholders refusing to purchase (if any) according to the provisions of the Law. Select investors, conduct negotiations, decide on terms and conditions, determine criteria, list of investors to be distributed to purchase the number of shares that existing shareholders did not register to buy in full during the offering to existing shareholders at a selling price greater than or equal to VND 10,000/share or cancel and end the offering. The selection of investors ensures that the offering of shares meets the maximum foreign ownership ratio at the Company according to current laws;

- In cases where the distribution of unsold shares is not within the authority of the Board of Directors as prescribed, the Board of Directors will seek the opinion of the General Meeting of Shareholders to approve the distribution of shares ;

- Decide on a specific capital usage plan and proactively adjust the use of the collected capital, the time of capital disbursement, and the purpose of capital usage in accordance with the actual situation of the Company;

- Carry out necessary procedures with competent authorities to register for share offering , register securities and register for additional listing of additional shares offered for sale to increase charter capital;

- Carry out procedures to increase charter capital and amend the Company Charter (Charter Capital section) after completing the offering of shares to existing shareholders to increase charter capital in accordance with the provisions of law;


- Adjust and change the plan for using the proceeds from the offering with a change value of less than 50% of the proceeds from the offering if deemed necessary. Changes in the plan for using the proceeds from the offering must be reported to the State Securities Commission and the General Meeting of Shareholders at the nearest meeting;

- Carry out procedures to adjust the Company's Business Registration Certificate after the end of the offering period in accordance with the provisions of law.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards.

ON BEHALF OF BOARD OF DIRECTORS
CHAIRPERSON

Recipient: 

- As above,
- Save HCNS.



Hoang Tuan Anh

Ho Chi Minh City, April, 01, 2025

**ELECTION REGULATIONS
ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF
SUPERVISORS TERM 2022 - 2027**

Base:

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and implementing documents;
- Securities Law No. 54/2019/QH14 dated November 26, 2019 and implementing documents;
- IDICO Investment Consulting Joint Stock Company;
- The election regulations for additional members of the Board of Supervisors for the 2022-2027 term have been approved by the 2025 Annual General Meeting of Shareholders;

To ensure the principles and regulations of the election according to the law, the General Meeting of Shareholders stipulates the content of the election regulations as follows:

1. Subjects of election:

Shareholders owning voting shares or authorized representatives of shareholders owning voting shares (according to the final list of shareholders on March 26, 2025) present at the General Meeting.

2. Candidates, nominees and number of elected members:

- Number of additional members of the Board of Supervisors elected: 01 person.
- Shareholders or groups of shareholders holding ten percent (10%) or more of the total number of common shares have the right to nominate and run for election as members of the Board of Supervisors. Shareholders or groups of shareholders holding from ten percent (10%) to less than twenty percent (20%) of the total number of common shares have the right to nominate (01) candidate.

3. Standards and conditions for becoming an independent member of the Board of Supervisors:

Members of the Board of Supervisors must meet the standards and conditions prescribed in Article 169 of the Law on Enterprises as follows:

- a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- b) Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or a major suitable for the business activities of the enterprise;



c) Not being a family relative of a member of the Board of Directors, Director or General Director and other managers;

d) Not a manager of the Company; not necessarily a shareholder or employee of the Company;

And not in the following cases:

a) Work in the company's accounting and finance department;

b) Being a member or employee of an independent auditing company that audits the company's financial statements for the three previous consecutive years.

4. Voting method:

- Pursuant to the Law on Enterprises and the Company Charter, the election of members of the Board of Supervisors is carried out by secret ballot using the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned and authorized multiplied by the number of members elected to the Board of Supervisors.

- Total number of votes of each shareholder = Total number of shares owned by the shareholder and/or authorized multiplied by 01 (number of additional members elected to the Board of Supervisors).

- Shareholders have the right to cast all or part of their total votes for one or several candidates.

5. Election procedures and forms:

5.1 Voting:

5.1.1 Form of ballot:

The ballot for the Board of Supervisors is printed on yellow paper, with the name and seal of IDICO Investment Consulting Joint Stock Company.

5.1.2 Ballot content: includes 02 parts

- Part 1: Shareholder name, shareholder code, total number of shares owned/authorized, total number of votes.

- Part 2: List of candidates for the Board of Supervisors.

5.1.3 Election procedure:

- The Ballot Counting Committee issues ballots to the Board of Control according to the attendance code (owned and authorized).

- Shareholders fill in the blank information and vote. Shareholders must write the number of votes for each candidate in the blank box of that candidate on the ballot. In case of incorrect writing, shareholders can request the Ballot Counting Committee to change the ballot.

5.1.4 Cases of invalid ballots:

- The voucher does not follow the prescribed form issued by the Company and does not have the Company's seal.

- Ballots with crossed out, added or incorrect names, not on the list of candidates approved by the General Meeting of Shareholders before voting.

- The ticket is no longer intact.
- The total number of votes for the shareholder's candidates exceeds the total number of votes owned and/or authorized by that shareholder.

5.2 Ballot Counting Committee, voting and counting principles:

5.2.1 Vote Counting Committee:

- The Ballot Counting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders. The Ballot Counting Committee is responsible for:
 - + Through the Election Regulations.
 - + Introduce and distribute ballots.
 - + Conduct vote counting.
 - + Announce election results before the Congress.

5.2.2 Voting and vote counting principles:

- The ballot counting committee checks the ballot boxes in the presence of shareholders.
- Voting begins when the distribution of ballots is completed and ends when the last shareholder places his ballot in the ballot box.
- The counting of votes must be carried out immediately after the voting ends.
- The vote counting results are recorded in the Minutes and announced by the Head of the Ballot Counting Committee before the Congress.

5.2.3 Principles for election as members of the Board of Supervisors:

- The winning candidate is determined by the number of votes from high to low, the candidate with the highest number of votes will be elected.
- In case there are candidates with the same percentage of shareholders' trust, a re-election will be held between these candidates to choose.

* Complaints about voting and vote counting will be resolved by the meeting chairman and recorded in the Minutes of the 2025 Annual General Meeting of Shareholders.

6. Effective date:

The election regime takes effect immediately upon approval by the General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company.

ON BEHALF OF. BOARD OF DIRECTORS

CHAIRPERSON



Hoang Tuan Anh

Ho Chi Minh City, Date April 2025

Draft

**REPORT
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY**

I. Business Information:

Business name: IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY
Head office address: Number 100 Nguyen Gia Tri, Ward 25, Binh Thanh District, Ho Chi Minh City
Phone: 028 38995588
Business registration number: 0304843611
Stock code: INC

II. Time and location of the Congress:

Time : 08 hours
Location : No. 100 Nguyen Gia Tri, Ward 25, Binh Thanh District, Ho Chi Minh City
Meeting format: Direct

III . Participants:

- Board of Directors;
- Board of Control;
- Board of Directors;
- Shareholders and authorized representatives of the Company's shareholders (at the time of closing the shareholder list on March 26, 2025).

IV. Conditions for holding the Congress:

- Head of the Shareholders' Qualifications Verification Committee, Mr. Do Duc Duy, reported to the General Meeting the results of the shareholders' qualifications verification to attend the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company, opening at 8:00 a.m.

- Total number of shareholders invited to attend: All shareholders whose names are on the shareholder list as of March 26, 2025, owning 2,000,000 voting shares of IDICO Investment Consulting Joint Stock Company.

- Shareholders attending the Meeting: ... shareholders and shareholder representatives, owning and representing ownership of ... shares, accounting for ...% of the total number of voting shares of IDICO Investment Consulting Joint Stock Company.

(Appendix List of Shareholders attending the 2025 Annual General Meeting of Shareholders attached).

- According to the Law on Enterprises and the Charter of IDICO Investment Consulting Joint Stock Company, the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company is eligible to hold the General Meeting.

V. Personnel structure of the Presidium and Working Groups at the Congress:

The personnel structure of the Presidium and the supporting groups at the Congress was introduced and approved by the General Meeting of Shareholders at the Congress with the voting ratio, specifically as follows:

1. Approval of the list of the Presidium:

- Mr. Hoang Tuan Anh Chairman of the Board of Directors - Chairman.
- Mr. Nguyen Ngoc Khanh Member of Board of Directors - Director of the Company.

The Presidium personnel was unanimously approved by the Congress with a ratio of ...% calculated on the total number of votes of shareholders attending and voting at the Congress.

2. The Chairman appoints the Secretariat:

- Ms. Nguyen Thi Phuong Dung - In charge of Company Administration .

The Secretariat personnel was unanimously approved by the Congress with a ratio of ...% calculated on the total number of votes of shareholders attending and voting at the Congress.

3. Approval of the list of the Ballot Counting Committee:

- Mr. Do Duc Duy - Head of Department .
- Mr. Nguyen Thanh Ngan - Member .

The Vote Counting Committee's personnel was unanimously approved by the General Meeting with a ratio of ...% calculated on the total number of votes of shareholders attending and voting at the General Meeting.

VI. Summary of meeting proceedings and opinions expressed at the meeting:

1. Approval of the Congress agenda .

The Congress agenda was unanimously approved by the Congress with a rate of ...% calculated on the total number of votes of shareholders attending and voting at the Congress.

2. Approve the Working Regulations of the Congress .

The working regulations of the Congress were unanimously approved by the Congress with a rate of ...% calculated on the total number of votes of shareholders attending and voting at the Congress.

3. Adoption of the Election Regulations:

election regulations were unanimously approved by the Congress with a rate of ...% calculated on the total number of votes of shareholders attending and voting at the Congress.

4. The Congress listened to the presentation of the contents of the reports and proposals:

- Report on production, business and investment results in 2024 and plan for 2025 .
- Report on the Board of Directors' activities in 2024 and plan for 2025 .
- Report on the Board of Supervisors' activities in 2024 and plan for 20254.
- Submission to approve the audited 2024 Financial Report .
- Proposal for selecting an auditing unit for the 2025 Financial Statements .
- Report on approval of production, business and investment plan for 2025 .
- Proposal to approve the 2024 profit distribution plan and 2025 plan .
- Report on approval of total remuneration, salary, bonus of the Board of Directors and Board of Supervisors in 2024 and plan for 2025 .
- Report on approval of contracts and transactions between the Company and Related Persons .
- Proposal to dismiss and elect additional members of the Board of Supervisors for the 2022-2027 term.
- Proposal to approve the plan to issue shares to existing shareholders to increase charter capital.

VII. Issues approved at the General Meeting of Shareholders:

After reviewing the contents at the Congress and discussing related issues, based on the voting results of the Congress on the contents, the Company's 2025 Annual General Meeting of Shareholders unanimously approved the contents, specifically as follows:

At the time of voting, there were shareholders participating, representing voting shares of the Company, accounting for % of the total number of voting shares; in which:

- The total number of valid votes is, representing shares, accounting for % of the total number of shares with voting rights.
- The total number of invalid votes is, representing shares, accounting for % of the total number of voting shares.

1. Approval of the Report on production, business and investment results in 2024 and the production, business and investment plan in 2025:

Unit: Million VND

Status	Target	Implemented in 2024	Plan year 2025	KH 2025/ TH 2024
1	Total Revenue & Other Income	21,539	24,524	144%
	- Consulting Activities	21,520	24,500	114%

Status	Target	Implemented in 2024	Plan year 2025	KH 2025/ TH 2024
	- Other activities	18.6	24	129%
2	Profit before tax	798	2.014	252%
3	Expected dividend payout ratio	0%	10%	
4	Total investment value	-	-	

Voting results:

Number of votes in favor:	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against:	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions:	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid votes :	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

2. Approval of the Board of Directors ' 2024 Operational Report and 2025 Plan

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of

		Shareholders attending and voting at the General Meeting
--	--	--

3. Approval of the Board of Supervisors' 2024 Operational Report and 2025 Plan

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

4. Through the Reports:

4.1. Approval of the content of the Audited Financial Report for 2024 :

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

4.2. Approval of the content of the Proposal on the selection of an Auditing Company for the 2025 Financial Statements of IDICO Investment Consulting Joint Stock Company

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

4.3. Approval of the content of the Report on the production, business and investment plan for 2025

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

4.4. Approval of the content of the Proposal on the 2024 profit distribution plan and the 2025 plan

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
--------------------------	-------------------------	---

Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

4.5. Approval of the content of the Proposal on the total remuneration and bonuses of the Board of Directors and the Board of Supervisors in 2024 and the plan for 2025

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

4.6. Approval of the content of the Submission on the approval of contracts and transactions between the company and Related Persons

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

4.7. Approving the content of the Proposal to dismiss and elect additional members of the Board of Supervisors for the 2022-2027 term.

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

4.8. Approval of the content of the Proposal to issue shares to existing shareholders to increase charter capital.

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
-----------------------	-------------------	---

VIII. Election of additional members of the Board of Supervisors for the 2022-2027 term:

Number of votes in favor	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of votes against	- Number of shares: ...	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Number of abstentions	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting
Invalid ballot number	Number of shares:	Equivalent to ... % calculated on the Total number of votes of Shareholders attending and voting at the General Meeting

The General Meeting of Shareholders assigns the Board of Directors, the Board of Supervisors, and the Executive Board of the Company to implement the contents voted and approved by the General Meeting of Shareholders at this General Meeting to ensure the interests of shareholders, the enterprise and in accordance with the provisions of the Law.

The contents of the meeting were recorded in the Minutes read publicly at the General Meeting and the General Meeting of Shareholders voted unanimously to approve with the number of shares in favor of ... shares, reaching ...% of the total number of shares with voting rights of the shareholders attending and voting.

The congress ended at 11:30 a.m. the same day.

The minutes of the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company are made in writing and published in full on the Company's website (<https://idico-incon.vn>) to notify all Shareholders in accordance with the provisions of the Law.

SECRETARY

**CHAIRMAN OF THE CONGRESS
CHAIRMAN OF BOARD OF
DIRECTORS**

Nguyen Thi Phuong Dung

Hoang Tuan Anh

Ho Chi Minh City, Date April 2025

Draft

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY

Base:

Enterprise Law No. 59/2020/QH14 and documents guiding its implementation;
Securities Law No. 54/2019/QH14 and documents guiding its implementation;
IDICO Investment Consulting Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company, which was unanimously approved by the General Meeting with the number of shareholders representing....% of the total number of votes of all shareholders attending and voting at the General Meeting in favor.

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY

RESOLUTION:

Article 1. The General Meeting of Shareholders votes to approve the contents presented at the General Meeting, including:

1. Approval of the Report on production, business and investment results in 2024 and the production, business and investment plan in 2025:

Unit: Million VND

Status	Target	Implemented in 2024	Plan year 2025	KH 2025 /TH 2024
1	Total Revenue & Other	21,539	24,524	114%
	- Consulting activities	21,520	24,500	114%
	- Other activities	18.6	24	129%
2	Profit before tax	798	2.014	252%
3	Expected dividend payout	0%	10%	
4	Total investment value	-	-	-

2. Report on the Board of Directors' activities in 2024 and plan for 2025.

3. Report on the Board of Supervisors' activities in 2024 and plan for 2025 .

Article 2. The Congress approved the Reports submitted by the Board of Directors and the Board of Supervisors to the Congress, including:

1. Proposal to approve the audited 2024 Financial Statements.
2. Proposal for selecting an auditing unit for the 2025 Financial Statements .
3. Report on approval of production, business and investment plan for 2025.

Status	Target	Implemented in 2024	Plan year 2025	KH 2025/ TH 2024
1	Total Revenue & Other Income	21,539	24,524	114%
	- Consulting Activities	21,520	24,500	114%
	- Other activities	18.6	24	129%
2	Profit before tax	798	2.014	252%
3	Expected dividend payout ratio	0%	10%	
4	Total investment value	-	-	-

4. Proposal to approve the 2024 profit distribution plan and 2025 plan.

** Profit distribution in 2024:*

Status	Target	2024 (Bronze)
I	Undistributed profit after tax	2,717,584,789
	As of the end of last year (2023)	2,430,376,062
	This year (2024)	287,208,727
II	Profit Distribution 2024	
1	Fund deduction	Not implemented
2	Dividend payment 2024	
	In cash	Not implemented
	By shares	Not implemented
III	Undistributed profits carried forward to next	2,717,584,789

** Profit distribution plan for 2025 :*

Status	Target	2025 (VND)
I	Undistributed profits from previous years carried	2,717,584,789
II	Profit after tax in 2025	1,600,000,000
II I	Profit Distribution 2025	
1	Fund deduction	380,000,000
	Bonus fund	300,000,000
	Welfare fund	80,000,000

Status	Target	2025 (VND)
	Other funds (Add other detailed funds according to unit needs)	Not implemented
2	Pay dividends in 2025 in cash (rate 10%/charter capital)	2,000,000,000
IV	Undistributed profits carried forward to next year	1,937,584,789

5. Proposal to approve the total remuneration, salary, and bonus of the Board of Directors and the Board of Supervisors in 2024 and the plan for 2025.

5.1. Total remuneration and bonuses of the Board of Directors and the Board of Supervisors is 238,222,223 VND (*The General Meeting of Shareholders approved the 2024 plan of 300,000,000 VND*):

In there:

- Board of Directors: 148,666,667 VND
- Board of Supervisors: 89,555,556 VND

5.2. The total plan for remuneration and bonuses of the Board of Directors and the Board of Supervisors of the Company in 2025 is: VND 457,000,000 , specifically as follows:

- Total remuneration and bonus of the Board of Directors is: 293,000,000 VND . The remuneration of each member is decided by the Company's Board of Directors on the principle of consensus.
- Total remuneration and bonus of the Board of Supervisors is: 164,000,000 VND.

Members of the Board of Directors and the Board of Supervisors are paid for meals, accommodation, travel and other reasonable expenses when performing assigned tasks according to actual costs incurred.

6. Report on approval of contracts and transactions between the Company and Related Persons.

7. Proposal to approve the plan to issue shares to existing shareholders to increase charter capital.

Article 3. Approving the dismissal of Mr. Do Tan Khiem from the Board of Supervisors. Approving the results of the election of members of the Board of Supervisors for the 2022-2027 term. Mr./Ms.:..... has been elected as a member of the Board of Supervisors for the 2022-2027 term.

Article 4. Implementation provisions

The 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company assigns the Board of Directors to deploy and supervise the Executive Board in implementing the contents voted and approved by the General Meeting at this General Meeting to ensure the interests of shareholders, enterprises and in accordance with the provisions of the Law. The Board of Directors is responsible for supervising and reporting the results of the implementation of these tasks to the General Meeting of Shareholders at the nearest meeting.

This Resolution consists of 03 pages, prepared and approved at the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company on April 24, 2025 with number of shareholders representing% of the total number of votes of all shareholders attending and voting at the General Meeting in favor and posted on the website: www.idico-incon.com.vn for shareholders and investors to find information.

Recipient:

- Shareholders, Company Website;
- HNX;
- Board of Directors, Supervisory Board;
- Save P.HCNS .

**ON BEHALF OF. GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE CONGRESS**

Hoang Tuan Anh