IDICO CORPORATION – JSC

No.: 60/TB-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

HCM City, dated April 1st, 2026

ONLINE INVITATION TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: **Shareholders of IDICO Corporation – JSC**

The Board of Directors of IDICO Corporation – JSC ("IDICO") respectfully invites Shareholders to attend the 2025 Annual General Meeting of Shareholders ("AGM") with the following details:

1. **Time: April 24th, 2026**, commencing at 8:30 AM and expected to conclude at 12:00 PM (Vietnam time).
2. **Venue:** 32nd Floor, Pearl Plaza Building, 561A Dien Bien Phu Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam.
3. **Meeting Format:** The AGM shall be conducted online. Shareholders are requested to access the online meeting system at: https://ezgsm.fpts.com.vn.
4. **Agenda:** To discuss matters within the authority of the AGM.
5. **Meeting Materials:** Materials for the 2026 AGM will be published on the following websites: https://www.idico.com.vn and https://ezgsm.fpts.com.vn.
6. **Eligibility:** Shareholders holding shares of IDICO Corporation - JSC as at the record date of March 24th, 2026, and their duly authorized representatives in accordance with applicable laws.
7. **Registration:** Shareholders are requested to register for attendance via https://ezgsm.fpts.com.vn from 10:00 AM, April 22nd, 2026.
8. **Authorization:** In case a Shareholder appoints a proxy to attend the AGM, the Shareholder shall register the authorization via https://ezgsm.fpts.com.vn and send the Authorization Letter (in the form provided by the system or in accordance with the Civil Code) to the address below before April 24th, 2026.
9. **Voting:** Shareholders shall exercise their voting rights on all matters submitted for approval via the online AGM system at website: https://ezgsm.fpts.com.vn from 10:00 AM, April 22nd, 2026.
10. **Contact for support:** For any information relating to the organization of the AGM, please contact the Human Resources & Administration Department of IDICO at the following information:
    - IDICO Corporation - JSC.
    - 32nd Floor, Pearl Plaza Building, 561A Dien Bien Phu Street, Thanh My Tay Ward, HCMC, Vietnam.
    - Tel: (0283) 9308197.
11. **Login Credentials:** Login information (username and password) shall be provided in the official meeting invitation sent to Shareholders.

Recipients:
- As above;
- Archive: Administration.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

Người ký: TỔNG CÔNG TY IDICO - CTCP
Cơ quan: TỔNG CÔNG TY IDICO - CTCP
Thời gian ký: 01.04.2026 17:09:43 +07:00

[Signed]

Nguyen Thi Nhu Mai

IDICO CORPORATION – JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

AGENDA
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Date: April 24th, 2026

No.	Contents	Time
I	**Opening Procedures**	
1	Opening Remarks and Introduction of Participants	8:30am – 9:30am
2	Report on the Shareholder Attendance Ratio	
3	Approval of the Presidium, Secretariat, and Vote Counting Committee	
4	Approval of the AGM Agenda	
5	Approval of the Meeting Regulations	
II	**Main Contents of the Meeting**	9:30am - 11:45am
1	Report on Business and Investment Results for 2025 and Business and Investment Plan for 2026	
	Report of the Board of Directors on its Activities in 2025 and Operational Program for 2026	
	Report of the Independent Member of the Board of Directors on the Evaluation of the Board of Directors' Activities	
	Report of the Independent Member of the Board of Directors on Activities within the Audit Committee	
2	Submission of Proposals by the Board of Directors: - Proposal for Approval of the Audited Financial Statements for 2025 (with attached reports); - Proposal for Approval of the Business and Investment Plan for 2026; - Proposal for Approval of the Profit Distribution for 2025 and the Profit Distribution Plan for 2026; - Proposal for Approval of the Total Remuneration, and Bonuses for the Board of Directors in 2025 and the Plan for 2026; - Proposal for the Selection of the Auditing Company for the 2026 Financial Statements of IDICO Corporation - JSC; - Proposal for Approval of the Share Issuance Plan for Dividend Payment for 2025; - Proposal for Adjustment of Business Lines and Amendment and Supplement of the Charter; - Proposal for Amendment and Supplementation of the Internal Regulation on Corporate Governance of IDICO Corporation - JSC; - Proposal for Amendment and Supplementation of the Regulation on Operation of the Board of Directors of IDICO Corporation - JSC. - Matters regarding the issuance of shares under the Employee Stock Ownership Plan (ESOP) and other matters within the authority of the General Meeting of Shareholders (if any).	
3	Shareholders' Discussion	
4	Voting on Matters Presented at the AGM	
5	Approval of the Minutes and Resolutions of the AGM	
III	**Closing Session**	11:45am – 11:50am

IDICO CORPORATION – JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

HCM City, dated April 1st, 2026

RULES OF PROCEDURE
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF IDICO CORPORATION – JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025, and the guiding documents thereof;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and the guiding documents thereof;

Pursuant to the current Charter ("Charter") of IDICO Corporation - JSC ("Corporation");

Pursuant to the Corporate Governance Regulations of IDICO Corporation - JSC.

In order to ensure the proper and orderly conduct of the 2026 Annual General Meeting of Shareholders ("AGM") of IDICO Corporation - JSC, the Board of Directors (BOD) hereby promulgates these Rules of Procedure governing the organization, conduct, and voting at the AGM as follows:

Article 1: Scope and Subjects of Application

- These Rules of Procedure apply to the organization and conduct of the 2026 AGM of IDICO Corporation - JSC.

- These Rules of Procedure govern the rights and obligations of participants, the conditions and procedures for conducting the Meeting.

- All Shareholders, their representatives (authorized representatives) holding shares of IDICO Corporation - JSC as at the record date of March 24th, 2026 and guests attending the AGM shall comply with these Rules of Procedure, the Charter of IDICO, and applicable laws.

Article 2: Interpretation of Terms and Abbreviations

- The Corporation/IDICO: IDICO Corporation - JSC

- BOD: Board of Directors

- AC: Audit Committee

- OC: Organizing Committee of the AGM

- AGM: Annual General Meeting of Shareholders

- Delegates: Shareholders or their authorized representatives

- The AGM: The Annual General Meeting of Shareholders

- Online Meeting System: The live-streaming system of the AGM available at www.ezgsm.fpts.com.vn and www.youtube.com

Article 3: Conditions for Conducting the AGM

- The AGM shall be conducted when the number of shareholders attending the Meeting represents more than fifty percent (50%) of the total voting shares (Clause 1, Article 19 of the Corporation's Charter).

- In case the first meeting does not meet the conditions for conducting the AGM as prescribed in Clause 1, Article 19 of the Charter, the notice of invitation for the second meeting shall be sent within 30 days from the date of the first meeting. The second AGM shall be conducted when the shareholders attending the Meeting represent 33% or more of the total voting shares.

- In case the second meeting does not meet the conditions for conducting the AGM as prescribed in Clause 2, Article 19 of the Charter, the notice of invitation for the third meeting shall be sent within 20 days from the date of the second meeting. The third AGM shall be conducted regardless of the total number of voting shares represented by the shareholders attending the Meeting.

Note: The attendance ratio of shareholders participating in the online AGM shall be determined when the shareholder or authorized representative has completed the **"Confirmation of Attendance at the Online AGM"** on the electronic voting system in accordance with Article 4 of these Rules of Procedure.

Article 4: Delegates Attending the 2026 AGM

- All shareholders of IDICO Corporation – JSC as at the record date of March 24th, 2026 shall have the right to attend or authorize their representatives to attend the online AGM via the Electronic Voting System. In case more than one authorized representative attend, the number of shares represented by each representative must be clearly specified.

- When attending online, delegates shall note:

- Technical requirements: Participants must use electronic devices with internet access (e.g., computer, tablet, smartphone, or other internet-connected devices).

- Procedure: Delegates shall access the link and log in using the provided credentials to attend the online AGM and cast votes via the electronic voting system.

- Recognition of attendance: Delegates shall be deemed to have attended the AGM once they have logged into the system by provided credentials and completed the **"Confirmation of Attendance at the Online AGM"** on the electronic voting system.

- **Time for attendance confirmation**: From 10:00 AM on April 22, 2026.

Article 5: Guests at the AGM

- Guests include members of IDICO's management, invited guests, and OC members who are not shareholders but are invited to attend the AGM.

- Guests may speak at the AGM only if invited by the Chairperson or if they have registered in advance with the OC and obtained the Chairperson's approval.

Article 6: Presidium and Chairperson of the AGM

- The Chairperson of the BOD shall act as the Chairperson of the AGM or may authorize another member of the BOD to chair the meeting, nominate members of the Presidium and submit such nominations to the AGM for approval.

- The Presidium shall comprise two members, including one Chairperson and one member, as follows:

No.	Name	Position
1	Ms. Nguyen Thi Nhu Mai	Chairwoman of the BOD – Chairperson of the AGM
2	Mr. Dang Chinh Trung	Member of the BOD, General Director – Member of the Presidium

- In case the Chairperson is absent or temporarily unable to perform his/her duties, the remaining members of the BOD shall elect one among them to act as Chairperson of the AGM by majority vote.

- Duties of the Presidium:

- Conduct the AGM in accordance with the approved agenda and the Rules of Procedure.
- Assign and introduce members of the Presidium to present reports at the AGM.
- Introduce the members of the Ballot Counting Committee for approval by the AGM.
- Guide the AGM in discussing and voting on matters within the agenda ând related matters throughout the AGM.
- Respond to and record matters within the agenda approved by the AGM;
- Resolve issues arising during the AGM.
- Approve and issue documents, results, minutes, and resolutions of the AGM after the conclusion of the AGM.
- Decisions of the Presidium on matters relating to order, procedures, or events arising outside the agenda of the AGM shall be final.

Article 7: Delegate Qualification Verification Committee

- The Delegate Qualification Verification Committee shall comprise 04 members, including 01 Head and 03 members, and shall be responsible to the Presidium and the AGM. The members are introduced by the Chairperson as follows:

No.	Name	Position
1	Ms. Nguyen Thi Thanh Huyen	Director of Internal Audit - Head
2	Ms. Tran Ngoc Sang	Chief Accountant - Member
3	Mr. Vu Anh Luan	Customer Service Manager- Member

4	Ms. Phan Thi Thuy Van	Legal Specialist - Member

- Duties:

• Receive shareholder documents (if any) and verify the eligibility of shareholders attending the AGM online.

• Report to the AGM on the results of verification of shareholder eligibility prior to the official opening of the AGM.

• Coordinate with the Ballot Counting Committee to guide, support and supervise voting.

Article 8: Secretariat of the AGM

- The Secretariat of the AGM shall comprise 02 members appointed by the Chairperson and shall be responsible to the Presidium and the AGM:

No.	Name	Position
1	Mr. Tran Viet Hai	Finance and Planning Manager
2	Mr. Nguyen Van Vu	Secretary of the BOD

- Duties:

• Receive and review registration forms from shareholders requesting to speak and submit them to the Presidium for consideration.

• Record the Minutes of the AGM in a complete and accurate manner, reflecting all proceedings and matters approved or noted by the AGM.

• Assist the Presidium in announcing the draft Minutes and Resolutions of the AGM.

• Be jointly responsible for the truthfulness and accuracy of the Minutes and Resolutions of the AGM.

Article 9: Ballot Counting Committee

- The Ballot Counting Committee shall comprise 04 members, including 01 Head and 03 members, proposed by the Chairperson and approved by the AGM, as follows:

No.	Name	Position
1	Ms. Nguyen Thi Thanh Huyen	Director of Internal Audit Department - Head
2	Ms. Tran Ngoc Sang	Chief Accountant - Member
3	Mr. Vu Anh Luan	Customer Service Manager - Member
4	Ms. Phan Thu Thuy Van	Legal Specialist - Member

- Duties:

• Prepare the Minutes of vote counting and be responsible to the Presidium and the AGM for the performance of its duties.

- Accurately determine the voting results on each matter submitted to the AGM.
- Promptly report voting results to the Secretariat.
- Review and report to the AGM any violations of the voting rules or complaints regarding voting results.

Article 10: Discussion at the AGM

1. Principles:

- Discussions shall be conducted only within the prescribed time and within the scope of matters presented in the AGM agenda;
- Only Delegates may participate in discussions;
- Delegates may register their comments or discussion points in the following manner:

- Delegates may submit questions via the "Discussion" section in the online meeting interface at: www.ezgsm.fpts.com.vn (prior to the discussion session). (Questions shall be valid if submitted from the email address registered in the shareholder list provided by the Vietnam Securities Depository and Clearing Corporation or the email address registered by the Shareholder for meeting participation or valid authorization in accordance with regulations).

- The Secretariat shall compile Delegates' questions and submit them to the Chairperson.

2. Responses to Delegates' opinions:

- Based on the questions submitted by Delegate, the Chairperson or a member designated by the Chairperson shall respond;

- Due to time constraints, any questions not answered directly at the AGM shall be responded to by IDICO in writing.

Article 11: Voting at the AGM

1. Principles:

All matters in the agenda of the AGM shalll be discussed and voted on publicly. Delegates may cast votes electronically via: www.ezgsm.fpts.com.vn

2. Electronic voting:

- Voting method:

- Delegates shall select one of three voting options: Approve, Disapprove or No opinion for each matter submitted to the AGM, in accordance with the interface of the electronic voting system.

- Delegates shall then confirm their votes for recording by the electronic voting system.

- Other provisions applicable to electronic voting:

- In cases a Delegate does not vote on all matters included in the AGM agenda, any matter not voted on shall be deemed as not voted by the Delegate.

- If additional matters arise outside the circulated agenda, Delegates may vote on such matters. If a Delegate does not vote on such additional matters, it shall be deemed that the Delegate has not voted on those matters.

• Delegates may revise their votes (but may not cancel them), including votes on additional matters arising outside the agenda. The electronic voting system shall record only the final votes as at the closing time of each voting session, in accordance with these Rules of Procedure.

- Voting periods:

• First voting session (including the AGM Agenda, Rules of Procedure, and approval of AGM Personnel): **from 10:00 AM on April 22, 2026** until immediately prior to the AGM's approval of the relevant matters.

• Second voting session (Reports and Proposals presented at the AGM): from **10:00 AM on April 22, 2026** until immediately prior to the AGM's approval of the relevant matters.

• Third voting session (Approval of the Meeting Minutes and Resolutions of the AGM): from 10:00 AM on April 22, 2026 until immediately prior to the AGM's approval of the relevant matters.

• Delegates may access the electronic voting system and cast votes 24 hours a day, 7 days a week, except during system maintenance or due to circumstances beyond IDICO's control. After the voting period ends, the system shall not record any further votes.

3. Voting Rules:

Each one (01) share shall carry one (01) voting right. Each Delegate attending the AGM may represent one or more voting rights.

As of the record date (March 24, 2026), the total number of voting shares of IDICO is 379,498,823 shares, equivalent to 379,498,823 voting rights.

For voting conducted at the AGM or through a authorized representative attending on behalf of a shareholder, a resolution shall be adopted when approved by shareholders representing more than fifty percent (50%) of the total voting rights of all shareholders attending and voting at the meeting. In certain specific cases as stipulated in Clause 3, Article 21 of the Charter of IDICO, a resolution must be approved by shareholders representing at least sixty-five percent (65%) of the total voting rights of all shareholders attending and voting at the meeting.

4. Recording of Voting Results

The Ballot Counting Committee shall verify, consolidate, and report to the Chairperson the voting results for each matter on the agenda of the AGM. The voting results shall be announced by the Chairperson or the Ballot Counting Committee immediately prior to the closing of the AGM.

Article 12: Minutes and Resolutions of the AGM

All matters discussed at the AGM shall be recorded in the Minutes by the Secretariat. The Minutes and Resolutions of the AGM must be read and approved prior to the closing of the AGM.

Article 13. Implementation of the Regulations

These Rules of Procedure shall be publicly read at the 2026 AGM and shall take effect immediately upon approval by the AGM of IDICO Corporation - JSC.

Any shareholder, authorized representative, or guest who violates these Rules of Procedure shall, depending on the nature and severity of the violation, be subject to consideration and appropriate action by the Presidium in accordance with the Corporation's Charter and applicable laws.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

[Signed]

Nguyen Thi Nhu Mai

IDICO CORPORATION – JSC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

HCM City, dated April 1st, 2026

REPORT
BUSINESS AND INVESTMENT RESULTS FOR 2025 AND BUSINESS AND INVESTMENT PLAN FOR 2026

To: **The General Meeting of Shareholders of IDICO Corporation - JSC**

In Implementation of the Resolutions of the 2025 Annual General Meeting of Shareholders of IDICO Corporation - JSC ("IDICO" or "Corporation" or "IDICO Corporation"), the Board of Management hereby reports to the General Meeting the results of business and investment activities in 2025 and the business and investment plan for 2026 as follows:

PART 1
BUSINESS AND INVESTMENT RESULTS FOR 2025

1. Business Performance of the Parent Company and Consolidated IDICO Corporation in 2025

The year 2025 continued to present numerous challenges as the global economy experienced complex fluctuations, particularly the "shock" arising from trade tariff policies and escalating geopolitical tensions, which increased uncertainties in global trade and international capital flows.

Despite these challenges, the Vietnamese economy maintained a positive growth momentum, with GDP growth reaching 8.02%, the highest level in recent years, supported by a series of Government resolutions to stimulate economic growth. Disbursed FDI reached a five-year record high despite global tariff disruptions, reaffirming Vietnam's strong position as an attractive destination for foreign investment in the region. Meanwhile, inflation remained under control, creating room for expansionary fiscal policy and flexible monetary mechanisms to support economic growth going forward.

Vietnam's industrial real estate market witnessed a significant increase in supply in both the Northern and Southern regions, accompanied by a clear transition from the traditional model of land-for-lease towards the development of a more comprehensive and flexible industrial ecosystem. This trend has been driven by the strong growth of ready-built warehouses ("RBW") and ready-built factories ("RBF"), which enable investors to enter the market rapidly, test demand, and mitigate risks before making decisions on large-scale expansion or production development.

In response to the volatile market environment, the Board of Directors and Board of Management of IDICO proactively implemented a range of flexible management measures, developed contingency plans for different risk scenarios, and closely monitored the performance of each business segment. As a result, IDICO not only fulfilled but exceeded its consolidated profit before tax target by 12%, thereby reaffirming its governance capabilities, strong internal foundation, and long-term vision in developing a leading integrated and sustainable industrial ecosystem in Vietnam.

1.1. Business Results of the Parent Company

Unit: Billion VND

No.	Indicators	2025 Plan	2025 Actual	Actual/ Plan
Business results				
1	**Total revenue and income**	**3,209**	**3,072**	**96%**
	Of which:			
	Industrial Park infrastructure and services business	2,612	2,208	85%
	Energy business	244	345	141%
	Other business	7	11	157%
	Financial income	346	470	136%
	Other income	-	38	
2	**Profit before tax**	**1,776**	**1,866**	**105%**
Financial indicators				
1	EPS (VND/share)	3,894	4,171	
2	ROS (%)	52%	62%	
3	ROAE (%)	29%	31%	

(Source: Audited Separate Financial Statements as at and for the year ended 31/12/ 2025)

1.2. Consolidated Business Results

Unit: Billion VND

No.	Indicators	2025 Plan	2025 Actual	Actual/ Plan
Business results				
1	**Total revenue and income**	**8,918**	**9,008**	**101%**
	Of which:			
	Industrial Park infrastructure and services business	3,779	3,444	91%
	Energy business	3,588	3,862	108%

No.	Indicators	2025 Plan	2025 Actual	Actual/ Plan
	Other business	1,295	1,282	99%
	Financial income	211	322	153%
	Share of profit from associates	-	0,06	
	Other income	45	98	218%
2	**Profit before tax**	**2,596**	**2,918**	**112%**
Financial indicators				
1	EPS (VND/share)	4,624	5,090	
2	ROS (%)	24%	27%	
3	ROAE (%)	27%	30%	

(Source: Audited Consolidated Financial Statements as at and for the year ended 31/12/2025)

Contributions from core business segments and financial activities are detailed as below:

- The industrial park infrastructure segment continued to serve as a core pillar, accounting for approximately 60% of total profit. The primary contributions were derived from the Parent Company and IDICO-QUEVO, together with additional contributions from RBF and RBW leasing activities, which maintained high occupancy rates.

- The energy segment became the largest contributor to total revenue, in which:

+ Electricity transmission operated by UDICO maintained stable profit margins through effective operational management.

+ Hydropower production operated by IDICO-SHP and Dak Mi 3 delivered positive business results due to favorable hydrological conditions.

- The industrial park services segment sustained strong growth momentum in line with increasing occupancy rate, with revenue rising by 12% and gross profit by 32% compared to 2024, reaffirming its role as a core pillar among the four components of IDICO's industrial ecosystem and supporting the Corporation's objective of stable and sustainable development.

- The commercial real estate segment also recorded positive performance in 2025, with major contributions from IDICO-CONAC and IDICO-LINCO. Other business lines, including toll collection, construction, and building-materials trading, also recorded positive performance.

- In addition, IDICO's financial activities remained effective in 2025, driven by a series of solutions aimed at optimizing capital efficiency and cash flow across the entire system.

2. Investment Attraction and Industrial Park Infrastructure Business

Despite the continued volatility in the global economic environment, IDICO's investment attraction activities remained positive. In 2025, IDICO further affirmed its position as one of the leading industrial park infrastructure developers by successfully leasing 76 hectares of industrial land (Parent Company: 57 ha, accounting for 75%; Subsidiaries: 19 ha, accounting for 25%) and 23,431 m² of RBF (Parent Company: 19%; Subsidiaries: 81%). These results were driven by IDICO's advantage of substantial land reserves in strategic locations, which effectively meet the stringent production and logistics requirements of investors.

The leasing structure recorded notable highlights across key industrial parks:

- IDICO Huu Thanh IP & IDICO Cau Nghin IP served as key growth drivers that contributed 41 hectares, representing over 54.11% of total leased area. IDICO Huu Thanh IP continues to attract investors due to its large contiguous land plots, adjacency to Ho Chi Minh City, and its strategic gateway position connecting the Mekong Delta region. IDICO Cau Nghin IP has become a preferred destination due to its advantageous connectivity to major industrial zones and key seaports in Hai Phong, combined with competitive rental rates.

- IDICO Que Vo 2 IP continue to affirm its role as a key pillar in consolidated business performance, contributing 16 hectares of newly leased land in 2025.

- IDICO Phu My II IP, IDICO Phu My II Expansion IP and IDICO My Xuan B1 IP leveraged their strategic proximity to the Cái Mép – Thị Vải deep-water port cluster to maintain strong attractiveness to heavy industries such as fertilizers, chemicals, and construction materials, thereby optimizing land utilization even as overall market supply became increasingly constrained.

Despite global economic fluctuations, IDICO's stable business performance continues to demonstrate the soundness of its strategic vision, establishing a robust foundation for sustainable growth in the coming years.

3. Industrial Park project development

In 2025, IDICO continued to expand its industrial land portfolio through the implementation of development plans for new industrial park projects across key economic regions, including the IDICO Tan Phuoc 1 IP, the IDICO Vinh Quang Eco-IP, the IDICO Phu Long IP, and IDICO My Xuan B1 Expansion IP. Among these, Tan Phuoc 1 and Vinh Quang have completed critical initial investment steps, contributing to the enlargement of IDICO's industrial land bank and enhancing its readiness to attract upcoming domestic and foreign investment flows.

- IDICO Tan Phuoc 1 IP (total area of 470 ha), located in Tan Phuoc 3 Commune, Dong Thap Province, has completed the site clearance of Phase 1 (360 ha) and is currently undertaking synchronous technical infrastructure development. The project is strategically positioned along a vital connection corridor between Ho Chi Minh City and the Mekong Delta, with convenient

access to major expressways such as HCMC – Trung Luong and Trung Luong – My Thuan – Can Tho, as well as logistics routes linked to the Cai Mep – Thi Vai deep-water port cluster and Long Thanh International Airport. With advantages including a large, clean land reserve, favorable legal conditions, and a multi-industry development orientation, particularly in consumer-goods manufacturing aimed at strengthening domestic supply chains, IDICO Tan Phuoc 1 IP is expected to become a new industrial growth hub in the Mekong Delta region.

- IDICO Vinh Quang Eco-IP, located in Vinh Bao and Vinh Hai Communes, Hai Phong City, is one of the first two projects nationwide to be approved by the Prime Minister for investment in the construction and commercial operation of infrastructure following the eco-industrial park model (Decision No. 29/QD-TTg dated January 5, 2025) with total area of 226 ha and total investment capital exceeding VND 3,550 billion. The park is planned under an ecological model with a fully synchronized infrastructure, aiming to attract high-tech industries, clean manufacturing, and logistics, while fostering industrial symbiosis to enhance resource efficiency and minimize environmental impact.

- For IDICO Phu Long IP and the IDICO My Xuan B1 Expansion IP, IDICO is continuing to complete legal procedures and prepare implementation steps in line with the approved planning, with the objective of gradually expanding the industrial land bank in high-potential regions.

4. Investment Implementation Results in 2025

Investment and construction activities for projects, as well as the disbursement of investment capital during the year, were implemented in line with the investment plan approved by the General Meeting of Shareholders.

The detailed investment implementation results of IDICO in 2025 are as follows:

Unit: Billion VND

No.	Description	2025 Plan	2025 Actual	Actual/ Plan
	Total investment value	**6,968**	**2,782**	**40%**
	Of which:			
1	**Parent Company**	**1,497**	**514**	**34%**
	Housing and urban projects	11	27	245%
	Industrial Park projects	1,196	459	38%
	Hydropower and energy projects	-	-	-
	Other projects	290	28	10%
2	**Subsidiaries with 100% charter capital held by IDICO**	**282**	**114**	**40%**
	Housing and urban projects	184	9	5%
	Industrial Park projects	20	8	40%

	Hydropower and energy projects	-	-	-
	Other projects	78	97	148%
3	**Subsidiaries with more than 50% charter capital held by IDICO**	**5,189**	**2,154**	**42%**
	Housing and urban projects	786	130	17%
	Industrial Park projects	4,223	1,892	45%
	Hydropower and energy projects	178	131	74%
	Other projects	2	1	50%

Investment and construction activities across the Parent Company and its subsidiaries have always been strictly controlled to avoid dispersed investment that could adversely affect capital efficiency. The total investment disbursement of the Corporation in 2025 reached 40%, of which the Parent Company achieved 34.3% of its plan, primarily due to the following factors:

- Proactively extending the investment schedule for certain industrial parks, given the availability of substantial reserved land banks and the shortage of leveling materials, stemming from increased demand from ongoing public investment projects and other large scale developments.

- Ensuring full compliance with State regulations throughout the completion of legal procedures related to land and site clearance.

- Adjusting the construction plans for RBW and RBF in response to market developments associated with U.S. tariff policies affecting global investment flows, particularly from major FDI contributors to Vietnam in 2025 such as South Korea, China, and Japan.

5. Organizational Structure, Management and Corporate Governance

In 2025, the Corporation's organizational structure and governance framework continued to be strengthened. Specialized functions such as market research and branding were further expanded and enhanced to meet the operational requirements and support effective implementation of business strategies. At the same time, IDICO intensified the review and adjustment of organizational structures and human resource policies across its Subsidiaries to improve operational efficiency and reinforce system-wide cohesion.

Enhancing workforce capability remains key priority in IDICO's organizational development. Accordingly, IDICO continued to implement a variety of training programs provided by reputable institutions (such as VIOD, PACE, ...) to supplement professional knowledge, technical skills, and managerial competencies in response to evolving operational requirements. In parallel, best practices in human resource management were further applied, with competency frameworks standardized by positions, thereby forming a solid foundation for the development of a synchronized, systematic, and succession-ready workforce. These initiatives also contributed to reinforcing

corporate culture values and strengthen leadership capability at all management levels amid a rapidly changing business environment.

Alongside human resource development, the Corporation upgraded its information technology infrastructure to ensure efficient working conditions for employees, while simultaneously improving system-wide productivity and supporting the effective implementation of its digital transformation strategy. The level of workflow digitalization and system interaction increased significantly, with documents incorporated into a centralized data management system, thereby improving processing speed, strengthening data governance, and enhancing operational coordination across the Corporation. Training programs on AI awareness and the application of AI-powered tools were also deployed to enhance employee experience and support data analysis, document creation, information retrieval, and daily task efficiency.

These achievements have contributed to strengthening a modern human resource governance foundation, creating momentum to improve operational efficiency and supporting the accomplishment of IDICO's sustainable development objectives in the coming years.

6. Financial Management

Upholding its commitment to sustainable development, IDICO consistently prioritizes the implementation of effective, proactive, and flexible financial management policies to build a solid financial foundation for its entire industrial ecosystem, which comprises a network of Subsidiaries operating across multiple business sectors.

Securing Financial Resources for Growth Objectives

IDICO proactively establishes and maintains strategic partnerships with reputable domestic and international financial institutions, thereby securing access to capital at competitive funding costs and providing a strong financial base for ongoing projects as well as the medium- and long-term investment portfolio. At the same time, IDICO continues to prioritize research and application of green finance instruments, reaffirming its commitment to sustainable development and continuously strengthening its position in the capital market.

Centralized Financial Management with Digitalization

The Parent Company plays a central role in coordinating capital mobilization, restructuring loan portfolios, and managing cash flow based on the principles of capital-cost optimization. As a result, financial resources are effectively governed and allocated, with a focus on IDICO's key growth drivers. All financial processes are operated in strict compliance with applicable laws and IDICO's internal governance framework.

Business planning and performance management across subsidiaries have been further deepened, extending beyond the monitoring of financial targets to

include the orientation of other critical aspects of business operations, particularly those aligned with IDICO's long-term strategic priorities. The synergy between the Parent Company's planning capabilities and the Subsidiaries' local market insights enables the entire system to promptly identify operational bottlenecks and implement timely corrective measures, thereby ensuring optimal business performance.

Across the whole system, IDICO continues to promote the application of automation and digital transformation solutions to enhance the quality of financial accounting and management information, thereby improving operational efficiency, timeliness, and the quality of decision-making.

Financial Transparency and Alignment with International Accounting Standards

In its financial management practices, IDICO consistently ensures compliance with regulatory requirements and the application of sound governance principles aimed at optimizing operational efficiency while strengthening shareholder confidence and market trust. In parallel, IDICO has been closely following the roadmap set by competent authorities and proactively prepares for the adoption of accounting standards aligned with international frameworks. This initiative not only ensures compliance with increasingly stringent reporting standards but also reinforces the reputation and transparency commitments of a large-scale listed enterprise.

PART 2
BUSINESS AND INVESTMENT PLAN FOR 2026

1. Key Consolidated Business Targets for 2026

Unit: Billion VND

No.	Indicators	2025 Actual	2026 Plan	2026 Plan/ 2025 Actual
1	**Total consolidated revenue**	**9,008**	**9,474**	**105%**
	Of which:			
	Parent Company	3,072	3,376	110%
2	**Consolidated profit before tax**	**2,918**	**2,903**	**100%**
	Of which:			
	Parent Company	1,866	2,055	110%

2. Investment Attraction Plan for 2026

Based on industrial land leasing results in 2025 and the global and domestic macroeconomic outlook, IDICO has formulated its 2026 industrial land leasing plan for both the Parent Company and its Subsidiaries, with a total leasing target of 100 hectares of industrial park land (Parent Company: 65%; Subsidiaries: 35%). At the same time, IDICO aims to construct 100,429 m² of new RBW/RBF for commercial operation. Details are as follows:

- Industrial land leasing	100 ha
+ Parent Company:	65 ha
+ Subsidiaries:	35 ha

(The above leasing volume represents new investment attraction in 2026. Memoranda of Understanding (MOUs) signed in 2025 and converted into land lease contracts in 2026 are excluded from this plan.)

- RBW/RBF development:	100,429 m^2
+ Parent Company:	50,429 m^2
+ Subsidiaries:	50,000 m^2

During 2025 and early 2026, global tariff developments and geopolitical tensions, particularly in the Middle East, continued to create significant volatility, making the global economic environment increasingly unpredictable. Under these conditions, long-term industrial land leasing has not been a priority for many investors. However, based on the strong performance of the RBW/RBF leasing segment in 2025, IDICO plans to further expand its portfolio of RBW/RBF in 2026.

In parallel with its business objectives, IDICO will concentrate resources in 2026 to accelerate the implementation of key industrial park projects that have obtained investment policy approval. These include projects with completed legal procedures and those currently undergoing legal-procedure finalization in preparation for implementation, specifically as follows:

- For projects with completed legal procedures, IDICO will focus on expediting site clearance and infrastructure development to bring them into operation at the earliest possible time,:

+ IDICO Tan Phuoc 1 IP (Dong Thap Province): 470 ha.
+ IDICO Vinh Quang Eco-IP (Hai Phong City): 226 ha.

- For projects that are still under legal completion, IDICO will proactively coordinate with competent authorities to complete all required procedures,:

+ IDICO Phu Long IP (Ninh Binh Province): 416 ha.
+ IDICO My Xuan B1 Expansion IP (Ho Chi Minh City): 110 ha.

Upon completion and operation in accordance with the planned roadmap, the total commercial industrial park land bank of IDICO is expected to increase by nearly 1,400 hectares. This will create a substantial medium- and long-term growth driver, further strengthening IDICO's position as a leading industrial park developer in Vietnam.

3. Consolidated Investment Plan for 2026

Unit: Billion VND

No.	Content	2025 Actual	2026 Plan	2026 Plan/ 2025 Actual
	Total investment value	**2,782**	**7,742**	**278%**
	Of which:			
1	**Parent Company**	**514**	**1,835**	**357%**
	Housing and urban projects	27		0%
	Industrial Park projects	459	1,292	282%
	RBW/RBF	28	543	1,939%
	Hydropower and energy projects	-	-	-
	Other projects	-	-	-
2	**Subsidiaries with 100% charter capital held by IDICO**	**114**	**1,049**	**920%**
	Housing and urban projects	9	617	6,856%
	Industrial Park projects	8	138	1,725%
	RBW/RBF	97	291	300%
	Hydropower and energy projects	-	-	-
	Other projects	-	3	
3	**Subsidiaries with more than 50% charter capital held by IDICO**	**2,154**	**4,858**	**226%**
	Housing and urban projects	130	560	431%
	Industrial Park projects	1,892	3,706	196%
	RBW/RBF	-	-	-
	Hydropower and energy projects	131	256	195%
	Other projects	1	336	33,600%

In 2026, IDICO will continue to carry out site clearance for IDICO My Xuan B1 Expansion IP, IDICO Vinh Quang Eco-IP, and IDICO Phu Long IP, while completing technical infrastructure systems, land grading works to prepare leasable land plots. In parallel, energy infrastructure projects and underground

water treatment plants within the industrial parks will be developed to ensure synchronized infrastructure conditions that support investors' production and business activities.

Residential and urban development projects will also be accelerated as legal constraints are gradually resolved. Notably, social housing projects at IDICO Nhon Trach 1 IP and IDICO My Xuan B1 IP are expected to commence construction in 2026, contributing to increasing the supply of social housing in the market.

In addition, the segment of RBW/RBF will continue to be strongly expanded in 2026, with a target of completing 100,429 m^2, followed by further expansion in subsequent years, aiming to reach a total scale of around 1,000,000 m^2. This will meet rising market demand while establishing a solid and sustainable growth platform for IDICO.

4. Business, Investment and Development objectives for 2026

IDICO remains steadfast in its vision of becoming **Vietnam's leading developer of an integrated and sustainable industrial ecosystem**, a vision that has been realized through consistent strategic execution, with sustainable development serving as the guiding principle for all operations.

Entering 2026, IDICO's solid financial foundation, together with the comprehensive preparation of resources in recent years, will serve as key drivers enabling IDICO to embark on a new phase of development with confidence, readiness to accelerate, and the ability to capture emerging growth opportunities, while continuing affirming to demonstrate resilience amid an increasingly volatile global and domestic economic environment.

IDICO's business and investment orientation for 2026 focuses on three strategic priorities: (1) Sustainable and in-depth growth across core business sectors; (2) Organizational strengthening and operational optimization; and (3) Securing resources for development.

Sustainable and In-Depth Growth Across Core Business Sectors

- Continue strengthening investment attraction in existing industrial parks, optimizing occupancy rates and enhancing service quality and utilities for investors. Focus on completing site clearance and infrastructure development for IDICO Tan Phuoc 1 IP, IDICO Vinh Quang IP, and IDICO My Xuan B1 Expansion IP to meet sales progress and create a proactive commercial land bank in anticipation of recovering leasing demand; concurrently, explore opportunities to expand industrial park land reserves in high-potential localities to ensure long-term readiness for new waves of investment.

- Expand the RBW/RBF segment to meet the rapid market-entry needs of investors, optimize land-use efficiency, and gradually establish a new engine of growth alongside existing business pillars; complete the development and

operating model, laying the foundation for IDICO's goal of developing 1 million m^2 of RBW/RBF floor area over the next 3–5 years.

- Enhance industrial park service quality to establish a sustainable competitive advantage for IDICO by strengthening operational and service management models, while accelerating the adoption of digital solutions to improve investor experience and operational efficiency.

- Intensify the implementation of operational efficiency initiatives, ensuring safe and stable operation of the power-grid systems within industrial parks and IDICO's hydropower plants; maximize the potential for solar power and renewable energy development in support of green and sustainable growth objectives.

- Accelerate worker housing development in Nhơn Trạch and prepare investment in for My Xuan B1 social housing project; simultaneously explore potential projects in surrounding areas to establish an integrated "industrial park – housing – services" model that enhances investment attractiveness and long-term ecosystem value.

Organizational Strengthening and Operational Optimization

- Continue organizational restructuring and refine the operating model based on the principles of streamlining and specialization; gradually establish decentralization and delegation mechanisms to enhance proactiveness and operational flexibility.

- Promote comprehensive digital transformation across governance and operations; upgrade and synchronize IT infrastructure across the Corporation and its Subsidiaries; continue implementing advanced data-analytics platforms to support decision-making process; integrate automation and AI solutions to improve efficiency and operational performance.

Securing Resources for Development

- Continue implementing long-term human resource development strategies, leadership development programs, and capability enhancement training, while strengthening corporate culture aligned with IDICO's core values.

- Ensure sufficient and timely capital to support business operations and both ongoing and planned investment projects. Optimize capital structure through diversified funding channels and instruments, efficient utilization and circulation to minimize funding costs, maintain strong financial health, and ensure effective investment and long-term growth. Continue exploring green finance solutions for energy projects, wastewater treatment systems, and sustainable infrastructure development.

Building on its proven internal strengths through a challenging 2025, and with the continued support of shareholders and partners, IDICO enters 2026 with firm confidence in the path ahead. Guided by its long-term vision and commitment to sustainable development, IDICO remains dedicated to creating

long-term value for shareholders, partners, and the community, while positively contributing to Vietnam's economic growth and prosperity.

This concludes the Report on Business Performance and Investment Results for 2025 and the Business and Investment Plan for 2026 of IDICO Corporation.

We wish our shareholders and delegates good health and happiness. We wish the General Meeting a great success.

Thank you very much.

Recipients:
- As above;
- BOD;
- Archive: Admin, F&A.

General Director

[Signed]

Dang Chinh Trung

IDICO CORPORATION – JSC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

HCM City, dated April 1st, 2026

REPORT
BOARD OF DIRECTORS' PERFORMANCE IN 2025 AND ACTION PLAN FOR 2026

To: **The General Meeting of Shareholders of IDICO Corporation - JSC**

I. GENERAL OVERVIEW

The year 2025 was marked by significant volatility in the global macroeconomic landscape, while also representing a historic milestone for Vietnam in terms of institutional and administrative reforms, the most profound transformation since the country's establishment nearly 80 years ago.

In the first half of the year, similar to other globally-integrated economies, Vietnam faced increased uncertainty following the U.S. Government's annoucement of increased trade tariffs on its global trading partners. This shift affected FDI flows and corporate expansion decisions across the region. In addition, the merger of provincial administrative units and the transition into a two-tier local government model resulted in initial disruptions during the restructuring process.

Despite these headwinds, Vietnam achieved strong economic growth, supported by flexible economic diplomacy, policies promoting private sector development, and robust public investment programs. GDP growth reached 8.02%, the highest level recorded during the 2011–2025 period and among the leading rates in the region. This momentum, driven by exports, FDI, and the manufacturing sector, have catalyzed demand for infrastructure, industrial parks, and logistics, areas in which IDICO remains a preeminent market leader.

Against this backdrop, and in alignment with the targets and plans approved by the Annual General Meeting of Shareholders ("AGM") for 2025, the Board of Directors of IDICO identified key priorities early on and directed the Board of Management to focus on implementation, project development, and business operations to achieve optimal performance of the 2025 plan.

II. BOARD OF DIRECTORS' ACTIVITIES IN 2025

The Board of Directors of IDICO Corporation-JSC respectfully reports to the General Meeting of Shareholders on its activities in 2025 as follows:

1. Summary of Board Meetings

The Board of Directors consists of five members and held four formal meetings, in addition to working sessions to receive reports from the Board of Management to discuss and deliberate on key matters, including business operations, sales, investment attraction, and compensation and site clearance for projects.

Details of the four Board meetings are as follows:

No.	Meeting Date	Meeting Content
01	04 March 2025	Review of the 2024 business performance and the 2025 business plan for the Corporation, along with other related matters.
02	03 April 2025	Approval of adjustments to the Investment Policy Decision and the Investment Registration Certificate for the My Xuan A Port Project.
03	20 August 2025	Mid-year review of business performance for the first six months of 2025 and the plan for the remaining six months, including: - Business performance of the Corporation. - Reports from functional Departments. - Reports from subsidiaries including URBIZ, ISC, UDICO, and LINCO.
04	21 November 2025	Approval of the termination of operations of IDICO's Branch in Hanoi and the establishment of the Representative Office of in Hanoi.

2. Resolutions and Decisions of the Board of Directors

In 2025, the Board of Directors issued a total of **83 Resolutions** and **20 Decisions** relating to corporate governance, business operations, loan arrangements for investment and operating activities, dividend payments, approval and adjustment of investment projects, investment cooperation, and the appointment and dismissal of managerial personnel. Among these, the Board also promulgated four internal regulations and procedures, including amendments to the Information Disclosure Regulation, regulations on contractor selection, risk management, and industrial park management; and approved the establishment of one subsidiary.

All Resolutions and Decisions were adopted with full consensus among Board members and in compliance with the Corporation's Charter.

3. Activities of Independent Board Members and Assessment Results

During the reporting period, the independent member of the Board of Directors duly fulfilled the roles and responsibilities assigned by the General Meeting of Shareholders, fully participated in Board meetings and provided independent opinions and votes on matters under the Board's authority.

The evaluation of the Board of Directors' activities in 2025 is presented in detail in the independent Board member's evaluation report on the Board of Directors' activities for 2025.

4. Supervisory Activities of the Board of Directors over the Board of Management and Other Executives

The Board of Directors exercised its supervisory function over the Board of Management and other executives through Board meetings, supervisory activities, and formal directives, ensuring that the Corporation's operations were conducted in alignment with the Resolution of the 2025 General Meeting of Shareholders. Details are as follows:

4.1. Business Performance of the Parent Company and Consolidated IDICO:

The Board of Directors agrees with the 2025 business results as stated by the Board of Directors in the 2025 Business Performance Report. Key highlights include:

- IDICO successfully attracted investment and leased out a total of 76 hectares of industrial land (Parent Company: 57 ha, accounting for 75%; Subsidiaries: 19 ha, accounting for 25%), and leased 23,431 m² of ready-built factories (Parent Company: 19%; Subsidiaries: 81%);

- Revenue and Profit before tax of the Parent Company reached VND 3,072 billion and VND 1,866 billion, respectively, achieving 96% and 105% of the plan; EPS of the Parent Company reached VND 4,171 per share.

- Consolidated revenue and profit before tax reached VND 9,008 billion and VND 2,918 billion respectively; achieving 101% and 112% of the plan. Consolidated EPS reached VND 5,090 VND per share.

4.2. Direction and Supervision of Investment Projects:

The Board of Directors has directed to focus on completing legal procedures and site clearance, while developing synchronized and modern technical infrastructure to facilitate investment attraction. Key actions included:

- Accelerated site clearance at IDICO Huu Thanh IP and IDICO Cau Nghin IP; continued to invest and completed infrastructure ready for lease at Huu Thanh, Cau Nghin, Phu My 2 and Phu My 2 Expansion industrial parks.

- Completed the site clearance for Phase 1 of IDICO Tan Phuoc 1 IP (360 hectares) and of IDICO Vinh Quang Eco-IP (164 hectares); continued to carry out site clearance and infrastructure development to expand IDICO's industrial land bank in anticipation of future domestic and foreign investment flows.

- Completed construction and commissioning of the ready-built factories at Hựu Thạnh IP (4,360 m²) developed by the Corporation, and at Nhơn Trạch 1 IP (19,071 m²) developed by IDICO–URBIZ.

- Completed the construction, acceptance, and commissioning of the office building for lease developed by IDICO–INCO10 in Can Tho City.

4.3. Direction and Supervision of Investment Development:

- Completed the procedures for obtaining approval of investment policies for new industrial parks, including: Tan Phuoc 1 (Dong Thap Province), My Xuan B1 Expansion (Ho Chi Minh city), and commenced construction of IDICO Vinh Quang Eco-IP (Hai Phong City); continued to research the expansion of industrial land reserves in potential localities such as Lang Son, Ho Chi Minh City (former Ba Ria – Vung Tau area), etc.

- Completed legal documents, initiated investment in social housing project in Nhon Trach with about 8,000 units developed by IDICO-URBIZ; continued development of additional social housing projects by subsidiaries.

4.4. Corporate Governance, Organization and Human Resources:

In 2025, the Board of Directors continued to direct the review and consolidation of the organizational structure to better support IDICO Corporation's development strategy, specifically:

- Restructured and strengthened the organizational model of the Strategic Development Department, and expanded its functions and responsibilities to include Market Research and Brand Development.

- Enhanced workforce capability through various training programs aimed at improving professional knowledge, skills, and management competencies to meet evolving operational requirements.

- Promoted digitalization of workflows and expanded the implementation of technology platforms to improve operational efficiency and performance.

4.5. Financial and Accounting Management:

IDICO maintains cooperative relationships with reputable financial institutions to ensure stable capital sources at competitive costs to support effective implementation of ongoing and future projects. The Finance and Accounting Department has applied flexible capital management approaches, improving capital efficiency, with 2025 financial income exceeding both the previous year and the planned targets.

The Parent Company centrally manages capital mobilization, loan restructuring, and cash-flow allocation to ensure effective financial governance and resource allocation in line strategic priorities. Business planning and performance management across subsidiaries have been strengthened, enabling timely identification of bottlenecks and implementation of appropriate solutions. The entire system continues to promote the application of automation and digital transformation to enhance the quality of financial information and decision-making efficiency.

In addition, IDICO ensures compliance with financial transparency principles and proactively prepares for the adoption of accounting standards aligned with international frameworks, thereby reinforcing its credibility as a listed company.

4.6. Supervision of Other Executives:

- Directed IDICO's capital representatives at subsidiaries to continue restructuring, streamlining organizational structures and personnel systems, and to ensure fulfillment of assigned business plans.

- Directed the development of business plans and the evaluation of operational performance at subsidiaries, thereby enhancing overall efficiency across the IDICO system.

5. Remuneration, Operating Expenses and Other Benefits of the Board of Directors and its Members

Remuneration, operating expenses, and other benefits of the Board of Directors and its members are disclosed in accordance with the Law on Enterprises and the Law on Securities.

Detailed information is presented in the audited 2025 Financial Statements and the 2025 Annual Report. Shareholders are invited to refer to these documents posted on IDICO's website at https://idico.com.vn/vi/quan-he-co-dong/cong-bo-thong-tin.

III. ORIENTATION OF ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026

Entering 2026, with a solid financial foundation and well-prepared resources, IDICO remains steadfast in its vision to become a leading developer of a sustainable and integrated industrial ecosystem in Vietnam. The Board of Directors has defined the Corporation's strategic orientation for 2026 around three following priorities:

1. Sustainable and In-depth Growth in Core Business Sectors

The Corporation will continue to accelerate investment attraction across existing industrial parks, optimize occupancy rates, and enhance service quality. At the same time, priority will be given to completing site clearance and infrastructure development for key industrial parks of IDICO such as Tân Phước 1, Vinh Quang, and Mỹ Xuân B1 Expansion, while proactively expanding land reserves in high-potential localities.

The ready-built factory and warehouse segment will be further scaled up, with a target of reaching approximately 1 million m² of floor area within the next 3–5 years. In parallel, IDICO will continue to enhance the efficiency of power system operations, promote the development of renewable energy, and accelerate the implementation of worker housing projects, thereby strengthening a sustainable industrial ecosystem.

2. Organizational Strengthening and Operational Optimization

IDICO will continue to refine its organizational structure toward greater streamlining and specialization, while gradually enhancing decentralization and delegation mechanisms to improve flexibility and operational efficiency. At the same time, the internal control framework will be further strengthened, with continued emphasis on the role of internal audit.

Digital transformation will be comprehensively advanced through the upgrade and synchronization of IT systems, the application of data analytics platforms, and the integration of automation and artificial intelligence (AI) solutions to enhance decision-making and optimize operational efficiency across the entire system.

3. Securing Resources for Development

In terms of financial resources, the Corporation will ensure adequate and timely capital for business operations and investment activities, optimize capital structure and funding costs through diversified financing channels, and enhance capital efficiency. In response to increasing sustainability requirements, IDICO will continue to explore and implement green financing solutions for energy, environmental, and sustainable infrastructure projects.

In terms of human capital, IDICO will continue to implement its long-term human-resource development strategy, enhance workforce, and strengthen corporate culture aligned with its core values. In particular, the development of a succession pipeline and the alignment of capable and experienced personnel with the Corporation's long-term development are key priorities in the Board of Directors' human resource management and development agenda for 2026.

IV. REPORTING ON TRANSACTIONS

1. Transactions between the Company, its subsidiaries, and companies in which the Company holds 50% or more of the charter capital, with members of the Board of Directors and their related persons, are disclosed in detail in the 2025 Corporate Governance Report.

2. Transactions between the Company and entities in which members of the Board of Directors have served as founding members or managers within the three years preceding the transaction are also disclosed in the 2025 Corporate Governance Report.

V. ACTIVITIES OF THE AUDIT COMMITTEE

In 2025, the Audit Committee under the Board of Directors has performed its key functions, including overseeing financial reporting, ensuring timely risk warnings to the Board of Directors, and directing the Internal Audit Department to assist the Audit Committee in fulfilling its oversight responsibilities over business operations.

Detailed activities are presented in the Report of the Independent Member of the Board of Directors in the Audit Committee at the 2026 Annual General Meeting of Shareholders of the Corporation.

VI. OTHER CONTENTS

In 2025, IDICO completed the share issuance for dividend payment, amended and supplemented its business lines, and revised the Charter of IDICO Corporation-JSC in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

The above presents the report on the Board of Directors' activities in implementing the Resolution of the 2025 General Meeting of Shareholders, together with the orientation for 2026.

We wish the distinguished shareholders and delegates good health and prosperity, and wish the General Meeting great success.

Sincerely yours,

Recipients:
- As above;
- Archive: BOD, Admin.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

[Signed]

Nguyen Thi Nhu Mai

IDICO CORPORATION–JSC

No: 242/2026/BC-TVĐL

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

HCM City, dated April 8, 2026

REPORT

ASSESSMENT BY THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

To: **The General Meeting of Shareholders of IDICO Corporation – JSC**

For the purpose of assessing the activities of the Board of Directors in 2025, I, Ton That Anh Tuan - Independent Member of the Board of Directors of IDICO Corporation – JSC ("IDICO" or "Corporation"), hereby report the assessment results as follows:

1. Activities of the Independent Members of the Board of Directors

In 2025, the Board of Directors of IDICO Corporation - JSC consisted of 05 members, including **01** independent member, namely Mr. Ton That Anh Tuan.

The Corporation has complied with the legal and charter requirements on the conditions and number of independent Board members. The independent member of the Board of Directors has fulfilled the functions and duties assigned by the General Meeting of Shareholders; attended all meetings; and provided independent opinions and votes on matters requiring decisions of the Board of Directors.

2. Performance of the Board of Directors

- In 2025, the Board of Directors closely supervised the implementation of the business plan and played an active role in orienting the Corporation's strategic direction. The Board convened regular and ad hoc meetings to timely discuss key matters, issued resolutions and decisions within its authority, thereby directing the Board of Management to implement key tasks. In performing its functions and duties, the Board of Directors complied with the Law on Enterprises, the Corporate's Charter, the Regulations on the Operation of the Board of Directors, and the resolutions of the General Meeting of Shareholders.

- Each member of the Board of Directors duly fulfilled their roles and responsibilities, and participated in discussions and voting on matters within the Board's authority in a prudent, honest, and responsible manner, for the benefit of shareholders and the sustainable development of the Corporation.

This report is submitted by the Independent Member of the Board of Directors on the activities of the Board of Directors in 2025.

I wish the General Meeting great success.

Your Sincerely./.

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

[Signed]

Ton That Anh Tuan

IDICO CORPORATION –JSC

No: 243/2026/BC-UBKT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

HCM City, dated April 1st, 2026

REPORT

OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS ON THE AUDIT COMMITTEE OF IDICO CORPORATION – JSC AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: **The General Meeting of Shareholders of IDICO Corporation – JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025, and relevant implementing regulations;

Pursuant to the prevailing Charter ("Charter") of IDICO Corporation – JSC;

Pursuant to the Operating Regulations of the Audit Committee of IDICO Corporation – JSC issued by the Board of Directors on April 21st, 2023;

Pursuant to the results of supervision and inspection of the management and business operations of IDICO Corporation – JSC in 2025;

The Independent Member of the Board of Directors in charge of the Audit Committee ("AC") of IDICO Corporation - JSC ("IDICO") hereby reports to the shareholders on the activities of the AC in 2025 and its plan for 2026 as follows:

I. ACTIVITIES OF THE AC IN 2025

1. Personnel

The AC was established under Decision No. 11/QĐ-TCT dated April 21st, 2023, issued by the Board of Directors ("BOD"), comprising two members:

No.	Members of the AC	Position	Date of appointment	Qualification
1	Mr. Ton That Anh Tuan	Chairman	21/04/2023	Bachelor of Economics
2	Ms. Tran Thuy Giang	Member	21/04/2023	Bachelor of Commerce – Accounting

2. Summary of Meetings

No.	Members of the AC	Number of meetings attended	Attendance rate	Voting rate
1	Mr. Ton That Anh Tuan	2/2	100%	100%
2	Ms. Tran Thuy Giang	2/2	100%	100%

AC meetings were conducted in accordance with the issued Operating Regulations of the AC.

3. Remuneration and Operating Expenses of the AC in 2025

- Regarding the remuneration of the AC in 2025: The detailed remuneration of the AC members is reported and disclosed in accordance with the provisions of the Law on Enterprises and the Law on Securities. Apart from such remuneration, AC members do not receive any additional benefits or compensation.

- Detailed information and figures are presented in the audited 2025 Financial Statements ("FS") and the 2025 Annual Report. Shareholders are kindly requested to refer to these reports available on IDICO's website at the following link: https://www.idico.com.vn/vi/quan-he-co-dong.

- Operating expenses of the AC in 2025 were in compliance with the applicable regulations and internal policies of IDICO.

4. Activities of the AC

The activities of the AC were conducted in accordance with the issued Operating Regulations and relevant legal provisions, aligned with the operational requirements and actual conditions of IDICO. Key activities of the AC in 2025 included:

- Supervised the integrity of the Financial Statements ("FS") and enhanced the quality of the periodically disclosed financial reports of IDICO.

- Directed and supervised the activities of the Internal Audit Department in 2025.

- Reviewed matters related to shareholders' inquiries before and after the 2025 Annual General Meeting.

- Collaborated with the independent audit firm to analyze, evaluate, and and propose the selection of the independent auditor and audit fees for approval by the Board of Directors.

- Performed other duties in accordance with the Charter, resolutions of the General Meeting of Shareholders, and the Operating Regulation of the AC.

II. RESULTS OF INSPECTION AND EVALUATION OF KEY ACTIVITIES

1. Financial Inspection and Evaluation

- The recording and retention of accounting documents, accounting information system, and bookkeeping were generally carried out in accordance with applicable regulations.

- The AC reviewed the audited separate and consolidated financial statements for the semi-annual period and the full financial year 2025 and agreed with the assessments of the independent auditor.

- The financial statements were prepared and presented in compliance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations. In all material respects, the financial statements fairly present the financial position of IDICO as at December 31, 2025.

2. Results of Operational Monitoring in 2025

- The BOD has duly formulated development strategies aligned with the Corporate's prevailing conditions and has directed business operations in a structured manner to preserve and develop the shareholders' invested capital.

- The Board of Management ("BOM") and functional departments have implemented the resolutions of the General Meeting of Shareholders and effectively fulfilled their roles and responsibilities in accordance with applicable laws and the Charter.

- Regarding human resources, the BOM continued to strengthen and streamline the organizational structure in alignment with the Corporate's development direction.

- Departments continued to improve internal regulations and operating procedures and enhance frontline risk control.

- The Internal Audit function holds a crucial position in the corporate governance system and has implemented in compliance with legal regulations. The AC closely supervised its activities to ensure the quality and effectiveness of the Internal Audit Department's operations. In 2025, the Internal Audit Department successfully completed its assigned tasks in accordance with the approved plan.

- The BOM and management levels cooperated with the AC by providing information and documents as requested by the AC during the audit process, enabling the AC to perform its functions, and sought AC's opinions to mitigate risks, enhance control efficiency, and improve governance effectiveness.

- The AC promptly communicated and reported inspection and audit results, as well as proposals and recommendations, to the BOD, the BOM, and relevant management levels in a timely manner to develop appropriate solutions

and action plans.

3. Supervision of the Activities of the BOD, the BOM, and Assessment of the Coordination between the AC, the BOD, the BOM, and Shareholders

- Despite ongoing challenges in 2025, the BOD and the BOM demonstrated timely and flexible responses in implementing appropriate solutions, thereby ensuring business efficiency, improving management processes, and enhancing information technology system, thereby establishing a solid foundation for IDICO's sustainable development in subsequent years. Members of the AC upheld a strong sense of responsibility in performing their duties, ensuring transparency and objectivity in the activities of the BOD and the BOM.

- In 2025, the BOD and the BOM fulfilled their responsibilities and obligations in accordance with applicable laws, the Corporate's Charter, and the resolutions of the General Meeting of Shareholders.

- In the course of performing their duties, the AC maintained effective coordination with the members of the BOD and BOM, and relevant management personnel and consistently received their cooperation. In 2025, the AC received and considered shareholders' opinions relating to the governance of the BOD and the management and operations of the BOM.

4. Assessment of Related Parties Transactions

- Related party transactions were strictly controlled and conducted in compliance with applicable laws, the Corporate's Charter, and IDICO's internal regulations, with no conflicts of interest detected.

- Transactions with related parties were closely monitored and fully disclosed in accordance with legal regulations and adequately presented in the financial statements and Report on Corporate Governance in 2025, with no irregularities identified.

III. CONCLUSIONS AND RECOMMENDATIONS OF THE AC

- The BOD, the BOM and department heads should continue to coordinate and provide timely information to enable the AC to fully perform its functions and duties.

- The BOM should should strengthen internal control and self-monitoring mechanisms to minimize operational risks, with a focus on enhancing technology adoption in management, streamlining processes, and improving system governance capacity.

- The BOM should place greater emphasis on enterprise-wide risk management (including risk identification, implementation, monitoring, evaluation, and control) and further strengthen internal control activities to improve the effectiveness of the Corporate's governance system.

- The BOM should develop a specific plans to improve the standard operating procedure (SOP) system and implement regular training sessions to ensure employees fully understand the responsibilities of individuals and their respective units; thereby enhancing compliance awareness and encouraging constructive feedback during task execution.

- The BOM should oversee the implementation of the AC's recommendations across the organization and its subsidiaries, ensuring that post-audit issues are thoroughly addressed and resolved.

IV. DIRECTION FOR THE AC's ACTIVITIES IN 2026

The orientation of the AC's activities in 2026 is as follows:

- Continue to fulfill the AC's obligations, authority, and objectives in accordance with its Operating Regulations; complete other tasks assigned by the BOD in compliance with applicable laws, the Corporate's Charter, and internal governance regulations.

- Strengthen supervision of compliance with laws, the Corporate's Charter, resolutions of the General Meeting of Shareholders and the BOD, and internal governance regulations; monitor the implementation of plans and objectives.

- Conduct the appraisal of quarterly, interim, and annual financial statements as required; collaborate with the BOD, the BOM to improve and enhance internal control activities.

- Regularly supervise the operations of the departments within IDICO and provide recommendations to improve corporate governance and risk management processes.

- Closely direct and supervise the activities of the Internal Audit Department to ensure the implementation of the 2026 plan approved by the BOD and the AC, as well as any ad-hoc requests from the BOD or the AC.

- Perform other duties in accordance with the Operating Regulations of the AC.

This concludes the Report of the Independent Member of the Board of Directors in charge of the AC for 2025 and its plan for 2026.

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

Yours Sincerely./.

Recipients:
- As above;
- Board of Directors;
- Archive: Admin.

THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS IN THE AUDIT COMMITTEE

[Signed]

TON THAT ANH TUAN

IDICO CORPORATION – JSC

No: 244/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independent - Freedom - Happiness

HCM City , dated April 1st, 2026

SUBMISSION
FOR APPROVAL OF THE AUDITED FINANCIAL STATEMENTS FOR 2025

To: **The General Meeting of Shareholders of IDICO Corporation - JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025, and relevant implementing regulations;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024, and relevant implementing regulations;

Pursuant to the prevailing Charter ("Charter") of IDICO Corporation - JSC ("Corporation");

Pursuant to the audited Financial Statements for 2025 audited by Ernst & Young Vietnam Co., Ltd.;

The Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders the audited financial statements for 2025 with the following main contents:

1. Separate Financial Statements:

Unit: VND

I	**Balance Sheet**	
	Total assets	14,753,190,807,890
	Liabilities	9,381,880,439,651
	Owner's equity	5,371,310,368,239
II	**Income Statement**	
	Total revenue and income	3,071,559,073,065
	Total accounting profit before tax	1,865,577,646,750

2. Consolidated Financial Statements:

Unit: VND

I	**Balance Sheet**	
	Total assets	23,201,490,679,523
	Liabilities	14,938,459,787,767
	Owner's equity	8,263,030,891,756
II	**Income Statement**	
	Total revenue and income	9,008,139,989,240
	Total accounting profit before tax	2,917,745,400,503
	Basic earnings per share	5,090

(Details are presented in the attached audited financial statements as at and for the year ended 31 December 2025).

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

Sincerely./.

Recipients:
- As above;
- Audit committee;
- Archive: Admin, F&A.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

[Signed]

Nguyen Thi Nhu Mai

IDICO CORPORATION – JSC

No: 245 / TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

HCM City, dated April 1st, 2026

SUBMISSION
FOR APPROVAL OF THE BUSINESS AND INVESTMENT PLAN FOR 2026

To: **The General Meeting of Shareholders of IDICO Corporation - JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025, and relevant implementing regulations;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024, and relevant implementing regulations;

Pursuant to the prevailing Charter ("Charter") of IDICO Corporation - JSC ("Corporation"),

The Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders for approval the business and investment plan for 2026 as follows:

Unit: Billion VND

No.	Indicators	2025 Actual	2026 Plan	2026 Plan / 2025 Actual
1	**Total consolidated revenue**	**9,008**	**9,474**	**105%**
	Of which: Parent Company	*3,072*	*3,376*	*110%*
2	**Consolidated profit before tax**	**2,918**	**2,903**	**100%**
	Of which: Parent Company	*1,866*	*2,055*	*110%*
3	**Consolidated investment value**	**2,782**	**7,742**	**278%**
	Of which: Parent Company	*514*	*1,835*	*357%*

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

Sincerely./.

Recipients:
- As above;
- BOD;
- Audit Committee;
- Archive: Admin, F&A.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

[Signed]

Nguyen Thi Nhu Mai

IDICO CORPORATION – JSC

No: 246 / TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

HCM City, dated April 1st, 2026

SUBMISSION

FOR APPROVAL OF THE PROFIT DISTRIBUTION PLAN FOR 2025 AND THE PROFIT DISTRIBUTION PLAN FOR 2026

To: **The General Meeting of Shareholders of IDICO Corporation - JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025, relevant implementing regulations;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024, and relevant implementing regulations;

Pursuant to the current Charter ("Charter") of IDICO Corporation - JSC ("Corporation");

Pursuant to the Audited Separate Financial Statements for 2025 by Ernst & Young Vietnam Co., Ltd.,

The Board of Directors of IDICO ("BOD") respectfully submits to the General Meeting of Shareholders the profit distribution for 2025 and the profit distribution plan for 2026 as follows:

1. Profit distribution for 2025:

No.	Indicators	Amount (VND)
I	**Undistributed earnings**	**1,591,982,945,084**
	By the end of prior year (2024)	9,052,894,231
	Current year	1,582,930,050,853
II	**Profit distribution for 2025**	
1	**Fund allocation**	**0**
	Bonus and welfare fund (1)	0
	BOD remuneration (2)	0
2	**Dividend payment 2025 (40%/Charter capital) (3)**	**1,517,995,292,000**
	In cash (30%/Charter capital)	1,138,496,469,000
	Already paid (15%/Charter capital)	*569,248,234,500*
	To be paid (15%/Charter capital)	*569,248,234,500*
	In shares (10%/Charter capital)	379,498,820,000
III	**Undistributed earnings balance**	**73,987,653,084**

(Source: Audited Separate Financial Statements as at and for the year ended for 2025)

Pursuant to the Annual General Meeting of Shareholders' Resolution on April 25, 2025:

(1) Allocation plan for Bonus and welfare fund of 2025 was 1%/Net profit after tax

(2) Allocation plan for BOD remuneration of 2025 was VND 2,000,000,000

(3) Dividend payment plan of 2025 was 35%/Charter capital

Details of the share issuance plan for dividend payment in 2025 are presented in the Submission on approval of the share issuance plan for dividend payment in 2025.

2. Profit distribution plan for 2026:

- Dividend payment: 40%/Charter capital (from Net profit after tax 2025)
- Allocation plan for Bonus and welfare fund: not allocated
- Allocation plan for BOD remuneration: not allocated

Respectfully submitted to the General Meeting of Shareholders for consideration and approval, authorizing the Board of Directors to determine the timing and organize the implementation in accordance with legal regulations.

Sincerely./.

Recipients:
- As above;
- BOD;
- Audit Committee;
- Archive: Admin, F&A.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

[Signed]

Nguyen Thi Nhu Mai

IDICO CORPORATION – JSC

No: 247 / TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

HCM City, dated April 1st, 2026

SUBMISSION
FOR APPROVAL OF THE TOTAL REMUNERATION AND BONUSES FOR THE BOARD OF DIRECTORS FOR 2025 AND THE PLAN FOR 2026

To: **The General Meeting of Shareholders of IDICO Corporation – JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025, and relevant implementing regulations;

Pursuant to the prevailing Charter of IDICO Corporation - JSC;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders;

Pursuant to the business performance in 2025 and the business plan for 2026 of the Parent Company - IDICO Corporation - JSC;

The Board of Directors of IDICO ("BOD") respectfully submits to the General Meeting of Shareholders for approval the total remuneration and bonuses for the BOD as follows:

1. The total remuneration, bonuses for the BOD in 2025 is: **VND 7,095,000,000** *(equivalent to 97% of the 2025 plan).*

2. The plan for total remuneration and bonuses for the BOD in 2026 is equivalent to the 2025 plan, amounting to **VND 7,300,000,000**. The Parent Company - IDICO Corporation exceeds the profit target, the BOD shall be awarded a bonus equivalent to 0,07% of the planned profit.

The specific remuneration level for each member shall be decided by the BOD based on the principle of unanimity.

3. Members of the BOD shall be reimbursed for meal, accommodation, travel and other reasonable expenses incurred in the course of performing their assigned duties, based on actual expenses.

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

Recipients:
- *As above;*
- *Archive: Admin, HR.*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

[Signed]

NGUYEN THI NHU MAI

IDICO CORPORATION -JSC

No: 248/2026/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

HCM City, dated April 15, 2026

SUBMISSION

FOR APPROVAL OF THE SELECTION OF AN AUDIT FIRM FOR THE 2026 FINANCIAL STATEMENTS OF IDICO CORPORATION – JSC

To: **The General Meeting of Shareholders of IDICO Corporation – JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025 and relevant implementing regulations;

Pursuant to the current Charter ("Charter") of IDICO Corporation – JSC;

Pursuant to the recommendation of the Audit Committee regarding the selection of a list of audit firms eligible to audit the 2026 financial statements of IDICO Corporation – JSC as presented at the meeting of the Board of Directors on 31/3/2026;

The Board of Directors of IDICO Corporation - JSC ("BOD") respectfully submits to the General Meeting of Shareholders for approval the selection of an audit firm reputable audit quality and reasonable audit fees commensurate with the scope and quality of services, to perform the audit of the 2026 financial statements of IDICO Corporation – JSC, as follows:

1. List of Audit Firms :

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

Address: No. 2, Hai Trieu Street, Sai Gon Ward, Ho Chi Minh City.

- ***PWC (Vietnam) Limited (Business Registration No.: 0100157406)***

Address: No. 29, Le Duan Street, Sai Gon Ward, Ho Chi Minh City.

- ***KPMG Limited (Business Registration No.: 0100112042)***

Address: 46th Floor, Keangnam Landmark Tower 72, Pham Hung Street, Yen Hoa Ward, Hanoi City.

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

Address: 12th Floor, Diamond Park Plaza Building, No. 16 Lang Ha Street, Giang Vo Ward, Hanoi City.

2. The General Meeting of Shareholders authorizes the BOD to decide on the selection of the audit firm from the above list to conduct the audit of the 2026 financial statements of IDICO Corporation – JSC and authorizes the General Director of IDICO Corporation - JSC to sign a contract with the selected audit firm.

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

Sincerely./.

Recipients:
- As above;
- Board of Directors;
- Audit Committee;
- Archive: Admin, F&A.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

[Signed]

NGUYEN THI NHU MAI

IDICO CORPORATION – JSC	SOCIALIST REPUBLIC OF VIETNAM
	Independence – Freedom – Happiness
No: 249/TTr-HĐQT	*HCM City, dated April 1st, 2026*

SUBMISSION
FOR APPROVAL OF THE SHARE ISSUANCE PLAN FOR DIVIDEND PAYMENT FOR 2025

To: **The General Meeting of Shareholders of IDICO Corporation - JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025, and relevant implementing regulations;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024, and relevant implementing regulations;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;

Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of contents offering and issuance of securities, public tender offers, share buybacks, registration of public companies and deregistration of public company status, as amended and supplemented by Circular No. 19/2025/TT-BTC dated May 05, 2025 and Circular No. 115/2025/TT-BTC dated December 15, 2025;

Pursuant to the current Charter ("Charter") of IDICO Corporation – JSC ("IDICO" or "Corporation");

The Board of Directors of IDICO Corporation – JSC ("BOD") respectfully submits to the General Meeting of Shareholders for approval the share issuance plan for dividend payment for 2025 and related contents as follows:

I. Share issuance plan:

1.	Stock name	: IDICO Corporation – JSC's share
2.	Stock symbol	: IDC
3.	Type of share	: Ordinary shares
4.	Par value of share	: VND 10,000 / share
5.	Current charter capital	: VND 3,794,988,230,000
6.	Total issued shares.	: 379,498,823 shares

Of which:

+ Number of outstanding shares: 379,498,823 shares

+ Number of treasury shares: 0 share

7. Estimated number of shares to be issued: 37,949,882 shares

8. Total issuance value at par value: VND 379,498,820,000

9. Purpose of issuance: Share issuance for dividend payment for 2025

10. Eligible recipients: Existing shareholders of IDICO listed on the record date for dividend entitlement. The record date shall be determined by the BOD as authorized by the General Meeting of Shareholders.

11. Issuance ratio (Estimated number of shares to be issued/ number of outstanding ordinary shares): 10%

12. Exercise ratio: 100:10. Shareholder owning 01 share shall have 01 right to receive dividends in shares, and for every 100 rights, shareholders will receive 10 newly issued shares..

13. Funding source: Undistributed after-tax profit, determined based on the audited separate financial statements for 2025 of IDICO.

14. Estimated implementation timeline: After the General Meeting of Shareholders votes to approve and after the State Securities Commission of Vietnam confirms receipt of complete issuance documents, expected from the second quarter of 2026. The General Meeting of Shareholders authorizes the BOD to determine the appropriate issuance timing in compliance with regulations and in the best interest of shareholders.

15. Treatment of fractional shares: The number of newly issued shares will be rounded down to the nearest whole share; fractional entitlements (if any) will be cancelled.

*Example: Shareholder A owns 139 shares on the record date. With a rights exercise ratio of 100:10, shareholder A is entitled to receive (139/100*10 = 13.9), 13 new shares. After rounding, shareholder A shall receive 13 new shares; ; the fractional portion of 0.90 shares will be cancelled.)*

16. Approval on the supplementary securities registration and listing of the supplementary issued shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and the Hanoi Stock Exchange (or the Ho Chi Minh City Stock Exchange in case of listing transfer to HOSE).

17. Approval for amendments to the Charter (increase charter capital, shares, stocks) and implementation of procedures for amendment ofthe Company's Business Registration Certificate with the competent authorities after receiving the Official Letter from the State Securities Commission of Vietnam on receipt of the issuance results report in accordance with the provisions of law.

II. Authorization:

The General Meeting of Shareholders approves the authorization and assigns BOD and the legal representative to decide on all matters relating to the share issuance for dividend payment, including:

- Proactively prepare and provide explanations for the application dossier for securities issuance to be submitted to the State Securities Commission and other competent authorities; and proactively adjust the issuance plan and other related documents in accordance with the requirements of the State Securities Commission and other competent authorities.

- Determine the record date for shareholder to implement the above issuance plan.

- Proactively prepare plans to ensure foreign ownership ratios in accordance with the provisions of law.

- Implement the following actions after receiving official letter from the State Securities Commission on receipt of the complete issuance results report:

+ Carry out procedures to register supplementary securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and list supplementary securities at the Hanoi Stock Exchange (or Ho Chi Minh City Stock Exchange in case IDICO Corporation - JSC transfers its listing to HOSE).

+ Carry out procedures to amend the business registration content of IDICO relating to changes i n charter capital based on the actual results of the issuance with the competent state authorities, after receiving written confirmation from the State Securities Commission on the receipt of the issuance results report in accordance with the provisions of law.

+ Amend provisions relating to charter capital, shares, and types of shares in the Charter of IDICO.

- Depending on specific circumstances, the BOD shall assign the General Director to carry out the tasks approved by the General Meeting of Shareholders in this Submission.

- Perform other related tasks to ensure the successful implementation of the share issuance for dividend payment.

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

Sincerely yours./.

Recipients:
- As above;
- BOD;
- Audit committee;
- Archives: Admin, F&A.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

[Signed]

Nguyen Thi Nhu Mai

IDICO CORPORATION – JSC

No.: 250 /TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

HCM City, dated April 1st, 2026

PROPOSAL
ON THE AMENDMENT TO BUSINESS LINES, AMENDMENT AND SUPPLEMENT TO THE CHARTER

To: **General Meeting of Shareholders IDICO Corporation - JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and implementing documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and implementing documents;

Pursuant to the current Charter ("Charter") of IDICO Corporation - JSC ("Corporation");

Based on the provisions of the prevailing laws, the Corporation intends to amend the business lines to align its contents with Decision No. 36/2025/QĐ-TTg dated September 29, 2025, promulgating the Vietnam Standard Industrial Classification (superseding Decision No. 27/2018/QĐ-TTg dated July 6, 2018, of the Prime Minister); and amend the Charter to align its contents with the amendments and supplements under.

As of the current date,

- Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister promulgating the Vietnam Standard Industrial Classification, taking effect as of November 15, 2025 ("Decision No. 36/2025/QD-TTg") superseding Decision No. 27/2018/QĐ-TTg dated July 6, 2018, of the Prime Minister. Accordingly, certain business line names and codes have been modified under Decision No. 36/2025/QD-TTg. Consequently, the Corporation must update several business lines to align with new legal regulations (please refer to Appendix 01*: Amendments to the business lines of IDICO Corporation – JSC*); and
- Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing the Enterprises Law, taking effect as of July 01, 2025; Law No. 56/2024/QH15

dated November 29, 2024 amending and supplementing the Securities Law; Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing Decree No. 155/2020/ND-CP detailing the implementation of a several articles of the Securities Law, taking effect as of September 11, 2025. Accordingly, certain provisions of the existing Charter must be amended to align with new legal regulations (please refer to Appendix 02: *Amendments and Supplements to the Charter of IDICO Corporation – JSC).*

Accordingly, the Board of Directors hereby submits to the General Meeting of Shareholders for approval the following contents:

1. Approve the amendment of the Corporation's business lines in accordance with *"Appendix 01: Amendments to the business lines of IDICO Corporation – JSC"* attached hereto.

2. Approve the amendment and supplement of the Corporation's Charter in accordance with *"Appendix 02: Amendments and Supplements to the Charter of IDICO Corporation – JSC"* attached hereto.

3. Approve the draft (amended) Charter of the Corporation. This amended Charter takes effect from the date of approval by the General Meeting of Shareholders and replaces the current Charter.

4. Assign and authorize the Board of Directors to execute the adjustment and amendment of the Corporation's business lines in accordance with Section 1 of this Proposal, including the modification of the detailed content of the business lines approved by the General Meeting of Shareholders as per the instructions of the Business registration authority and/or other competent State authorities, if any.

5. Assign the Chairperson of the Board of Directors and the General Director - the legal representative of the Corporation to carry out the necessary procedures to change and supplement the business lines of the Corporation, and sign and issue the amended Charter approved by the General Meeting of Shareholders in accordance with the provisions of law.

Recipients:
- As above;
- BOD;
- Archive: Admin, Legal Dept

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

[Signed]

Nguyen Thi Nhu Mai

APPENDIX 01:
AMENDMENTS TO THE BUSINESS LINES OF IDICO CORPORATION – JSC

1. The amended contents in the Business lines of IDICO Corporation - JSC ("IDICO" or the "Company") include:

Article, Clause in Charter	Name of Article, Clause	Business lines prior to the change	Business lines after the change	Reason for amendment
Article 4, clause 2	IDICO's business lines	Real estate activities with own or leased property Details: Investment in construction, trading and development of housing, urban technical infrastructure, industrial parks, economic zones, and concentrated residential areas; leasing of offices and factories; purchase and sale of residential housing and residential land use rights; purchase and sale of non-residential housing and non-residential land use rights; leasing, operating and managing of residential housing and land; leasing, operating and managing of non-residential housing and land; other real estate activities. Business line code: 6810 (Main)	Real estate activities with own or leased property Details: Investment in construction, trading and development of housing, urban technical infrastructure, industrial parks, economic zones, and concentrated residential areas; leasing of offices and factories; purchase and sale of residential housing and residential land use rights; purchase and sale of non-residential housing and non-residential land use rights; *leasing and operating of residential housing and land; leasing and operating of non-residential housing and land*; other real estate activities. Business line code: 6810 (Main)	Amend the contents of business lines to align their contents with the provisions of Decision No. 36/2025/QĐ-TTg dated September 29, 2025, promulgating the Vietnam Standard Industrial Classification.
		Repair of machinery and equipment Business line code: 3312	Repair, *maintenance* of machinery and equipment Business line code: 3312	As above
		Repair of electrical equipment Business line code: 3314	Repair and *maintenance* of electrical equipment	As above

Article, Clause in Charter	Name of Article, Clause	Business lines prior to the change	Business lines after the change	Reason for amendment
			Business line code: 3314	
		Electricity production Details: Production of electric power. Business line code: 3511	Electricity production from renewable energy Details: Hydropower, Wind power, Solar power, Biomass power, Hydrogen power production from renewable energy sources, and Other renewable energy production. Business line code: 3512	As above
Article 4, clause 2	IDICO's business lines	Electricity transmission and distribution Details: Electricity trading Business line code: 3512	Electricity transmission and distribution Details: Electricity transmission and Electricity distribution Business line code: 3513	As above
		Wholesale of solid, liquid, and gaseous fuels and related products (Excluding liquefied petroleum gas (LPG) and waste lubricants; Excluding the exercise of export, import, and distribution rights for goods in the List of goods that foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights in accordance with the law) Business line code: 4661	Wholesale of solid, liquid, and gaseous fuels and related products (Excluding liquefied petroleum gas (LPG) and waste lubricants; Excluding the exercise of export, import, and distribution rights for goods in the List of goods that foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights in accordance with the law) *Business line code: 4671*	As above
		Wholesale of other construction materials and equipment Details: Trading of supplies, raw materials, and construction materials Business line code: 4663	Wholesale of other construction materials and equipment Details: Trading of supplies, raw materials, construction materials, *and installation equipment in construction* Business line code: *4673*	As above

Article, Clause in Charter	Name of Article, Clause	Business lines prior to the change	Business lines after the change	Reason for amendment
		No provision	Hotels and similar accommodation services Business line code: 5510	As above
Article 4, clause 2	IDICO's business lines	Short-term accommodation services Details: Hotel business *(Not operating at the head office)* Business line code: 5510	*Other* short-term accommodation services Details: *Villas or apartments providing short-term accommodation services; Guest houses and motels providing short-term accommodation services (Not operating at the head office).* Business line code*: 5520*	As above
		Tư vấn, môi giới, đấu giá bất động sản, đấu giá quyền sử dụng đất *Chi tiết: Môi giới bất động sản; Sàn giao dịch bất động sản* Real estate consultancy, brokerage, and auctions, and land use rights auctions Details: Real estate brokerage; Real estate exchange Business line code: 6820	*Intermediary services for real estate activities* *Details: Intermediary services for real estate activities (excluding legal activities and activities of real estate escrow agents)* Business line code: 6821 *Other real estate activities on a fee or contract basis* *Details: Consultancy and management of residential housing and land use rights; Consultancy and management of non-residential housing and land use rights; Real estate auction activities and real estate use rights auctions; Other real estate activities not elsewhere classified on a fee or contract basis.* Business line code: 6829	As above
		Management consultancy activities Details: Providing consultancy, guidance, and operational assistance to businesses and other organizations on management	*Business management consultancy and other* management consultancy activities Details: Providing consultancy, guidance, and operational assistance to businesses and other organizations on management issues such as	As above

Article, Clause in Charter	Name of Article, Clause	Business lines prior to the change	Business lines after the change	Reason for amendment
		issues such as strategic and organizational planning, financial decision-making, market goals and policies, human resource policies, implementation and planning, production scheduling, and control planning. Business line code: 7020	strategic and organizational planning, financial decision-making, market goals and policies, human resource policies, implementation and planning, production scheduling, and control planning. Business line code: 7020	
Article 4, clause 2	IDICO's business lines	Industrial cleaning and specialized buildings Details: Cleaning of houses and other buildings Business line code: 8129	Other cleaning services Business line code: 8129	As above
		Landscape care and maintenance services Business line code: 8130	Landscape services Business line code: 8130	As above
		Combined office administrative service activities Business line code: 8211	Administrative and office support activities Business line code: 8210 Combined call center activities Business line code: 8220	As above
		Trade promotion and introduction organization Details: Organization of festivals, physical training, and sports Business line code: 8230	Trade promotion and introduction organization Details: Organizing, promoting, and/or managing events Business line code: 8230	As above
		No provision	*Intermediary service activities for other business support service activities not elsewhere classified (excluding financial intermediation)*	As above

Article, Clause in Charter	Name of Article, Clause	Business lines prior to the change	Business lines after the change	Reason for amendment
			Business line code: 8240	

2. If there are provisions of law relating to the Company's business lines and activities which are not mentioned in Section 1 above, or where new provisions of law that are inconsistent with the contents herein, such provisions of law shall prevail and govern the Company's operations.

APPENDIX 02
AMENDMENTS AND SUPPLEMENTS TO THE CHARTER OF IDICO CORPORATION - JSC

1. The amended and supplemented contents in the Charter of IDICO Corporation - JSC ("IDICO" or the "Company") include:

Article, Clause	Name of Article, Clause	Provisions in the old Charter	Amended and supplemented provisions in the new Charter	Reason for amendment
Article 1, clause 1	Interpretation of terms	c. Enterprises Law is Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; d. Securities Law is Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;	c. Enterprise Law is Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, *as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025*; d. Securities Law is Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, *as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;* *e. Decree No. 155/2020/ND-CP is Decree No. 155/2020/NĐ-CP of the Government detailing the implementation of several articles of the Law on Securities;* *f. Decree No. 245/2025/ND-CP is Decree No. 245/2025/ND-CP of the Government, amending and supplementing several articles of Decree No. 155/2020/ND-CP;*	Update new legal normative documents, amending and supplementing the Enterprise Law, Securities Law, and Decree 245/2025
Article 1, clause 1	Interpretation of terms	h. Enterprise Manager is the Chairperson of the Board of Directors, members of the Board of Directors, General Director, *and individuals holding other*	j. Enterprise Manager is the Chairperson of the Board of Directors, members of the Board of Directors, and General Director.	Remove the phrase "*and individuals holding other managerial positions as prescribed in this Charter*" as the

Article, Clause	Name of Article, Clause	Provisions in the old Charter	Amended and supplemented provisions in the new Charter	Reason for amendment
		managerial positions as prescribed in this Charter;		Charter does not provide for any other positions to be recognized as Enterprise Manager.
Article 2, clause 3	Head office of IDICO	Head office address: 151A Nguyen Dinh Chieu, Vo Thi Sau Ward, District 3, Ho Chi Minh City, Vietnam	Head office address: 151A Nguyen Dinh Chieu, *Xuan Hoa Ward*, Ho Chi Minh City, Vietnam	Update new administrative boundaries.
Article 4, clause 2	IDICO's business lines	Specific updates and amendments to the business lines as set out in Appendix 01 - Amendments to business lines of IDICO Corporation - JSC.		To ensure compliance with Decision No. 36/2025/QD-TTg dated September 29, 2025, promulgating the Vietnam Standard Industrial Classification (superseding Decision No. 27/2018/QĐ-TTg).
Article 12, clause 2, point a	Rights of shareholders	No provision	A shareholder or a group of shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence provided to competent authorities when requesting the convening of the General Meeting of Shareholders.	Supplemented in accordance with Clause 4, Article 115 of the Enterprise Law as amended and supplemented in 2025.
Article 14, clause 4, point b,c	Convening the Extraordinary General Meeting of Shareholders	b. In the event that the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point (a), Clause 4 of this Article, the shareholder or group of shareholders as specified	b. In the event that the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point (a), Clause 4 of this Article, *within the subsequent 30 days,* the shareholder or group of shareholders as specified in Point (c), Clause	Amended in accordance with Clause 4a, Article 140 of the Enterprise Law as amended and supplemented in

Article, Clause	Name of Article, Clause	Provisions in the old Charter	Amended and supplemented provisions in the new Charter	Reason for amendment
		in Point (c), Clause 3 of this Article shall have the right to represent IDICO in convening the General Meeting of Shareholders in accordance with the Enterprises Law. c. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the sequence and procedures for convening, conducting the meeting, and issuing resolutions of the General Meeting of Shareholders. All costs incurred for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. Such costs shall not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.	3 of this Article shall have the right to represent IDICO in convening the General Meeting of Shareholders in accordance with the Enterprises Law. c. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the sequence and procedures for convening, conducting the meeting, and issuing resolutions of the General Meeting of Shareholders. All *reasonable* costs incurred for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. Such costs shall not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.	2025.
Article 25, clause 4, point c	Nomination and Candidacy for Members of the Board of Directors	A member of the Board of Directors of IDICO may simultaneously serve as a member of the Board of Directors of a maximum of five (05) other companies.	A member of the Board of Directors of IDICO *shall only be permitted to simultaneously serve as a member of the Board of Directors or the Members' Council* of a maximum of five (05) other companies.	Amended in compliance with Clause 78, Article 1 of Decree 245/2025

Article, Clause	Name of Article, Clause	Provisions in the old Charter	Amended and supplemented provisions in the new Charter	Reason for amendment
Article 26, clause 3	Composition and Term of Office of Members of the Board of Directors	The composition of the Board of Directors shall be as follows: The composition of *the Board of Directors must ensure that at least one-third (1/3) of the total number of Board members are non-executive members* and that there is at least *one (01) independent Board member*.	Composition of the Board of Directors: The composition of the Board of Directors must ensure that at least *20%* of the total number of Board members are independent members, *and the number of non-executive Board members of IDICO must comply with the following regulations:* *a. At least 01 non-executive member if the Company has 03 to 05 Board members;* *b. At least 02 non-executive members if the Company has 06 to 08 Board members;* *c. At least 03 non-executive members if the Company has 09 to 11 Board members.*	Amended for consistency with Clause 79, Article 1 of Decree 245/2025 and Point (b), Clause 1, Article 137 of the Enterprise Law.
Article 27, clause 2, point i	Rights and obligations of the Board of Directors	i. To elect, dismiss, and remove the Chairperson of the Board of Directors. To appoint, dismiss, sign contracts with, and terminate contracts of the General Director, the Deputy General Directors, the Chief Accountant, and other key managers of IDICO, and to decide on the salaries, bonuses, and other benefits of such persons;...	i. To elect, dismiss, and remove the Chairperson of the Board of Directors; *To appoint, dismiss, sign contracts with, and terminate contracts of the General Director, to appoint and dismiss the Deputy General Directors and the Chief Accountant of IDICO, and to decide on the salaries, bonuses, and other benefits of such persons;...*	To adjust the authority for signing labor contracts for the positions of Deputy General Director and Chief Accountant to comply with Article 18 of the Labor Code.
Article 27, clause 2, point s	Rights and obligations of the Board of Directors	No provision	s. To implement the payment of dividends to shareholders in accordance with the law after being approved by the Annual General Meeting of Shareholders.	Amended for consistency with Clause 81, Article 1 of Decree 245/2025
Article 35, clause 4, point c	Appointment, Dismissal, Duties, and Powers of the General	c. Must not be a family member of an Enterprise Manager.	c. Must not be the biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, wife, husband, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological	Amended for consistency with Clause 83 Article 1 of Decree 245/2025.

Article, Clause	Name of Article, Clause	Provisions in the old Charter	Amended and supplemented provisions in the new Charter	Reason for amendment
	Director		sister, biological sibling, brother-in-law, sister-in-law of an Enterprise Manager, the representative of state capital, or the representative of enterprise capital at the Company and the parent company.	
Article 42, clause 6	Duty of loyalty and avoidance of conflicts of interest	The General Meeting of Shareholders or the Board of Directors approves contracts and transactions between IDICO *and the following related person:* a. A Shareholder, *authorized representative of a organizational shareholder owning more than ten percent* (10%) of the total ordinary shares of IDICO, and their related persons; b. Members of the Board of Directors, the General Director, and their related persons; c. Enterprises that members of the Board of Directors, the General Director, and other Enterprise Manager of IDICO must declare in accordance with Clause 2, Article 164 of the Enterprise Law.	The General Meeting of Shareholders or the Board of Directors approves contracts and transactions between IDICO *and one of the following subjects:* a. A Shareholder, *authorized representative of a shareholder owning more than ten percent* (10%) of the total ordinary shares of IDICO, and their related persons; b. Members of the Board of Directors, the General Director, *other managers*, and their related persons; c. Enterprises that members of the Board of Directors, the General Director, and other Enterprise Manager of IDICO must declare in accordance with Clause 2, Article 164 of the Enterprise Law.	Amended for consistency with Clause 84 Article 1 of Decree 245/2025.
Article 42, clause 7 point c	Duty of loyalty and avoidance of conflicts of interest	7. The Board of Directors approves the following contracts and transactions: c. In case of granting loans or guarantees to related organizations of members of the Board of Directors, the General Director, or other managers where IDICO and	7. The Board of Directors approves the following contracts and transactions: c. In case of granting loans or guarantees to related organizations of members of the Board of Directors, the General Director, or other managers where IDICO and organizations *(provided that the organizations being such related person is not a shareholder of IDICO*	Amended for consistency with Clause 84 Article 1 of Decree 245/2025.

Article, Clause	Name of Article, Clause	Provisions in the old Charter	Amended and supplemented provisions in the new Charter	Reason for amendment
		the organization are companies within the same corporate group or operating in a group of companies, including parent-subsidiary companies, economic groups, where the value of the transaction is less than thirty-five percent (35%) of the total asset value of IDICO recorded in the most recent financial statements....	*as prescribed in Clause 2, Article 293 of Decree No. 155/2020/ND-CP)* are companies within the same corporate group or operating in a group of companies, including parent-subsidiary companies, economic groups, where the value of the transaction is less than thirty-five percent (35%) of the total asset value of IDICO recorded in the most recent financial statements....	
Article 42, clause 8 point a	Duty of loyalty and avoidance of conflicts of interest	The General Meeting of Shareholders approves the following contracts and transactions: a. Contracts and transactions prescribed in Clause 6 of this Article with a transaction value equal to or greater than thirty-five percent (35%) of the total asset value of IDICO recorded in the most recent financial statements;	The General Meeting of Shareholders approves the following contracts and transactions: a. Contracts and transactions prescribed in Clause 6 of this Article with a transaction value equal to or greater than thirty-five percent (35%) of the total asset value of IDICO recorded in the most recent financial statements *or transactions leading to a total transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the most recent financial statements*;	Amended for consistency with Clause 84 Article 1 of Decree 245/2025.
Article 42, clause 8 point d,e	Duty of loyalty and avoidance of conflicts of interest	d. In case of granting loans or guarantees to related organizations of members of the Board of Directors, the General Director, or other managers where IDICO and the organization are companies within the same corporate group or operating in a group of companies, including parent-subsidiary companies, economic groups,	d. In case of granting loans or guarantees to related organizations of members of the Board of Directors, the General Director, or other managers where IDICO and *organization (provided that the organization being such related person is not a shareholder of IDICO as prescribed in Clause 2, Article 293 of Decree No. 155/2020/ND-CP)* are companies within the same corporate group or operating in a group of companies, including parent-	Amended for consistency with Clause 84 Article 1 of Decree 245/2025.

Article, Clause	Name of Article, Clause	Provisions in the old Charter	Amended and supplemented provisions in the new Charter	Reason for amendment
		where the value of the transaction is equal to or greater than thirty-five percent (35%) of the total asset value of IDICO recorded in the most recent financial statements.	subsidiary companies, economic groups, where the value of the transaction is equal to or greater than thirty-five percent (35%) of the total asset value of IDICO recorded in the most recent financial statements.	
		e. Transactions regulated under Point (b), Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities.	Removed	To avoid duplication with Point (a), Clause 8, Article 42 of the Charter (as updated above)

2. In addition to the amendments and supplements in Section 1 of this Appendix, the new Charter includes detailed revisions to sentence structure, wording, terminology, and several cross-references to ensure consistency in both form and content (without changing the underlying meanings).
3. Following the deletion or addition of certain provisions, the numbering and sequence of several Articles in the new Charter have been adjusted accordingly.
4. If any provisions of law relating to the Company's operations are not provided for in the Charter, or if new provisions of law are inconsistent with the terms of the Charter, such legal provisions shall prevail and govern the Company's operations.

DRAFT

CHARTER
IDICO CORPORATION - JSC

Ho Chi Minh City, [month] [date], 2026

MỤC LỤC

CHARTER 1

IDICO CORPORATION - JSC 1

1

PREAMBLE 4

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PREAMBLE

This Charter of IDICO Corporation - JSC (hereinafter referred to as "IDICO" or the "Company") is the legal basis for all operations of IDICO. This Charter of IDICO was approved by the General Meeting of Shareholders of the Company at the Annual General Meeting of Shareholders on [date] 2026 (the "Charter").

CHAPTER I
INTERPRETATION OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

1. In this Charter, the following terms shall be construed as follows:

   a. *Charter capital* is the total par value of sold shares and as prescribed in Article 6 of this Charter;

   b. *Voting capital* is the shares whose owners have the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;

   c. *Enterprise Law* is Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;

   d. *Securities Law* is Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;

   e. *Decree No. 155/2020/ND-CP* is Decree No. 155/2020/NĐ-CP of the Government detailing the implementation of several articles of the Law on Securities;

   f. *Decree No. 245/2025/ND-CP* is Decree No. 245/2025/ND-CP of the Government, amending and supplementing several articles of Decree No. 155/2020/ND-CP;

   g. *Vietnam* is the Socialist Republic of Vietnam;

   h. *Date of establishment* is the date IDICO is granted the first Enterprise Registration Certificate;

   i. *Enterprise Executive* is the General Director, Deputy General Directors, and Chief Accountant;

   j. *Enterprise Manager* is the Chairperson of the Board of Directors,

members of the Board of Directors, and General Director;

k. *Related person* is an organization or individual having direct or indirect relations with IDICO in the cases specifically prescribed in Clause 23, Article 4 of the Enterprise Law; and organizations and individuals having relations with each other in the cases specifically prescribed in Clause 46, Article 4 of the Securities Law;

l. *Shareholder* is an individual or organization owning at least one share of IDICO;

m. *Major shareholder* is a shareholder owning 5% or more of the voting shares of IDICO;

n. *Duration of operation* is the operating period of IDICO prescribed in Article 2 of this Charter;

o. *The Stock Exchange* is the Vietnam Exchange and the subsidiaries of the Vietnam Exchange.

2. In this Charter, references to one or more other provisions or documents shall include amendments, supplements, or replacement documents thereof.

3. Headings (*Chapters, Articles of this Charter*) are used for convenience in understanding the contents and do not affect the contents of this Charter.

CHAPTER II
NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, DURATION OF OPERATION AND LEGAL REPRESENTATIVE OF IDICO

Article 2. Name, form, head office, branches, representative offices, business locations, and duration of operation of IDICO

1. Name of the enterprise

   a. Vietnamese name: **TỔNG CÔNG TY IDICO – CTCP**
   b. English name of IDICO: **IDICO CORPORATION – JSC**
   c. Abbreviated name: **IDICO**
   d. IDICO Logo: **IDICO**

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2. IDICO is a joint stock company having legal personality in accordance with the current laws of Vietnam.

3. Registered head office of IDICO:

   a. Head office address: 151A Nguyen Dinh Chieu, Xuan Hoa Ward, Ho

Chi Minh City, Vietnam

b. Telephone: +84 28 38438883

c. Fax: +84 28 3931 2705

d. Website: www.idico.com.vn

4. IDICO may establish branches and representative offices in domestic and foreign business areas to achieve the operational objectives of IDICO, subject to the resolution of the Board of Directors and within the scope permitted by law.

5. The duration of operation of IDICO is indefinite from the Date of establishment, unless terminated before the expiry of the duration in accordance with Article 54 of this Charter.

Article 3. Legal representative of IDICO

1. IDICO has one (01) Legal Representative holding the position of General Director.

2. Powers and obligations of the Legal Representative:

a. Rights of the Legal Representative:

(i) To be an individual representing IDICO to exercise the rights and obligations arising from the transactions of IDICO;

(ii) To represent IDICO as the requester for resolution of civil matters, civil plaintiff, civil defendant, or person with related rights and obligations before the Arbitration and Courts; having rights and obligations in accordance with the law;

(iii) Rights as prescribed by the law, this Charter, and the Employment Contract (if any).

b. Obligations of the Legal Representative:

(i) To exercise the assigned rights and obligations honestly, carefully, and to the best of their ability in order to protect the legitimate interests of IDICO;

(ii) To be loyal to the interests of the enterprise; not to use information, know-how, and business opportunities of IDICO, not to abuse their position, power, and use IDICO's assets for personal gain or to serve the interests of other organizations or individuals;

(iii) To notify IDICO promptly, fully, and accurately of enterprises in which they and/or their related persons own or have controlling shares or capital contributions in accordance with the Enterprise Law.

(iv) To bear personal responsibility for any damage caused to the enterprise due to the violation of the obligations stipulated in items (i), (ii), and (iii), Point (b), Clause 2 of this Article;

(v) Other obligations as prescribed by the law, this Charter, and the Employment Contract *(if any)*.

CHAPTER III
OBJECTIVES, BUSINESS SCOPE, AND OPERATIONS OF IDICO

Article 4. Operational objectives of IDICO

1. The operational objectives of IDICO are:
   a. To do business profitably, preserve and develop the shareholders' capital; to fulfill the tasks in accordance with the resolutions of the General Meeting of Shareholders;
   b. To develop IDICO with high levels of technology, management, and specialization; to closely link production and business with science and technology;
   c. To improve the quality of management and investment efficiency, expand joint ventures and associations, enhance reputation and competitiveness in domestic and international markets;
   d. To improve the living standards of employees, promote corporate culture traditions;
   e. To maintain cooperation and sustainable development of the parent-subsidiary company group.
2. IDICO's business lines:

STT	Business line	Business line code
1.	Real estate activities with own or leased property Details: *Investment in construction, trading and development of housing, urban technical infrastructure, industrial parks, economic zones, and concentrated residential areas; leasing of offices and factories; purchase and sale of residential housing and residential land use rights; purchase and sale of non-residential housing and non-residential land use rights; leasing and operating of residential housing and land; leasing and operating of non-residential housing and land; other real estate activities.*	6810 (Main)
2.	Quarrying of stone, sand, gravel and clay	0810

STT	Business line	Business line code
	Details: *Exploiting supplies, raw materials, and construction materials (not operating at the head office)*	
3.	Manufacture of refractory products *(not operating at the head office*	2391
4.	Manufacture of clay building materials Details: *Processing and manufacturing supplies, raw materials, construction materials (not operating at the head office)*	2392
5.	Manufacture of cement, lime and plaster *(not operating at the head office)*	2394
6.	Manufacture of concrete and products from concrete, cement and plaster Details: *Manufacture of concrete and products from cement and plaster*	2395
7.	Machining; treatment and coating of metals Details: *Machining*	2592
8.	Other manufacturing not elsewhere classified Details: *Manufacture of construction materials*	3290
9.	Repair, maintenance of machinery and equipment	3312
10.	Repair and maintenance of electrical equipment	3314
11.	Electricity production from renewable energy Details: *Hydropower, Wind power, Solar power, Biomass power, Hydrogen power production from renewable energy sources, and Other renewable energy production.*	3512
12.	Electricity transmission and distribution Details: *Electricity transmission and Electricity distribution.*	3513
13.	Water collection, treatment and supply	3600

STT	Business line	Business line code
14.	Sewerage and wastewater treatment	3700
15.	Collection of non-hazardous waste *(Excluding direct waste collection services from households)*	3811
16.	Collection of hazardous waste Details: Collection of solid waste and hazardous solid waste (not operating at the head office). *(Excluding direct waste collection services from households)*	3812
17.	Treatment and disposal of non-hazardous waste	3821
18.	Treatment and disposal of hazardous waste Details: *Transportation, treatment of solid waste and hazardous solid waste (Not operating at the head office*	3822
19.	Construction of residential buildings	4101
20.	Construction of non-residential buildings	4102
21.	Construction of railways Details: *Construction of traffic works*	4211
22.	Construction of roads Details: *Construction of traffic works*	4212
23.	Construction of electrical works Details: *Construction of hydropower works*	4221
24.	Construction of water supply and drainage works Details: *Construction of irrigation works*	4222
25.	Construction of telecommunications and communication works Details: *Construction of postal and telecommunications works*	4223

STT	Business line	Business line code
26.	Construction of utility projects Details: *Renovation, maintenance, and restoration of cultural works and historical preservation*	4229
27.	Construction of other civil engineering projects Details: *Construction of civil and industrial works, technical infrastructure works, power lines, and transformer stations. Experimental construction of works under new technology testing projects or scientific research topics*	4299
28.	Demolition	4311
29.	Site preparation *(Excluding blasting services)*	4312
30.	Electrical installation	4321
31.	Plumbing, heat, and air-conditioning installation Details: *Installation of water supply and drainage systems, heating, and air conditioning*	4322
32.	Other construction installation Details: *Installation of machinery, equipment, and metal structures serving construction works*	4329
33.	Building completion and finishing	4330
34.	Other specialized construction activities	4390
35.	Wholesale of beverages Details: *Liquor trading (not operating at the head office)*	4633
36.	Wholesale of other machinery, equipment, and spare parts *(Excluding the exercise of export, import, and distribution rights for goods in the List of goods that foreign investors and foreign-invested economic organizations are not permitted to exercise export,*	4659

STT	Business line	Business line code
	import, and distribution rights in accordance with the law)	
37.	Wholesale of solid, liquid, and gaseous fuels and related products *(Excluding liquefied petroleum gas (LPG) and waste lubricants; Excluding the exercise of export, import, and distribution rights for goods in the List of goods that foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights in accordance with the law)*	4671
38.	Wholesale of other construction materials and equipment Details: *Trading of supplies, raw materials, construction materials, and installation equipment in construction*	4673
39.	Freight transport by road Details: *Automobile transport business*	4933
40.	Coastal and ocean freight transport Details: *Cross-border inland waterway transport business in Vietnam*	5012
41.	Inland freight water transport	5022
42.	Warehousing and storage of goods	5210
43.	Service activities incidental to railway transportation	5221
44.	Service activities incidental to road transportation	5225
45.	Service activities incidental to water transportation Details: *Operation of Seaports, River ports, Piers, Wharves.* *(Excluding services of establishing, operating, and maintaining maritime signals, water areas, public*	5222

STT	Business line	Business line code
	maritime channels and routes; surveying services for water areas, public maritime channels and routes for announcing Maritime Notices; Surveying, producing, and publishing nautical charts of water areas, seaports, maritime channels, and maritime routes; Producing and publishing maritime safety documents and publications; Maritime safety coordination and assurance services within water areas, zones, and public maritime channels; Maritime electronic information services)	
46.	Cargo handling	5224
47.	Other transportation support activities	5229
48.	Hotels and similar accommodation services	5510
49.	Other short-term accommodation services Details: *Villas or apartments providing short-term accommodation services; Guest houses and motels providing short-term accommodation services (Not operating at the head office).*	5520
50.	Restaurants and mobile food service activities Details: *Restaurant and catering business (Not operating at the head office)*	5610
51.	Intermediary services for real estate activities Details: *Intermediary services for real estate activities (excluding legal activities and activities of real estate escrow agents)*	6821
52.	Other real estate activities on a fee or contract basis Details: *Consultancy and management of residential housing and land use rights; Consultancy and management of non-residential housing and land use rights; Real estate auction activities and real estate use rights auctions; Other real estate activities not elsewhere classified on a fee or contract basis.*	6829

STT	Business line	Business line code
53.	Business management consultancy and other management consultancy activities Details: *Providing consultancy, guidance, and operational assistance to businesses and other organizations on management issues such as strategic and organizational planning, financial decision-making, market goals and policies, human resource policies, implementation and planning, production scheduling, and control planning.*	7020
54.	Architectural and engineering activities and related technical consultancy Details: *Consultancy on construction investment for industrial, civil, urban infrastructure and industrial parks, high-tech zones, economic zones, and rural residential clusters, including: Formulating and appraising investment projects; Construction design for water supply and drainage works; Design for hydraulic works; Design for technical infrastructure works; Structural design for civil and industrial works. Site plan design for civil and industrial construction works; Architectural design for civil and industrial works; Interior and exterior design for construction works; Construction design for civil and industrial works; Construction design for transport works (bridges and roads); Supervision of construction and completion for bridge and road works; Consulting on and formulating regional construction planning, general planning, and detailed planning projects; Investment project management.*	7110
55.	Technical testing and analysis Details: *Testing of various construction materials and soil mechanics.*	7120

STT	Business line	Business line code
56.	Nghiên cứu khoa học và phát triển công nghệ trong lĩnh vực khoa học kỹ thuật và công nghệ Scientific research and technological development in engineering and technology Details: *Exploiting, researching, applying, and transferring new technologies, information technology, and construction technology*	7212
57.	Renting and leasing of motor vehicles Details: *Car rental*	7710
58.	General cleaning of buildings	8121
59.	Landscape services	8130
60.	Administrative and office support activities	8210
61.	Combined call center activities	8220
62.	Trade promotion and introduction organization Details: *Organizing, promoting, and/or managing events*	8230
63.	Intermediary service activities for other business support service activities not elsewhere classified *(excluding financial intermediation)*	8240
64.	Primary education/training Details: *Organizing training, retraining, and fostering management staff and specialized technical workers; Orientation education*	8531

During the course of operation, IDICO may adjust its business lines depending on operational needs and in compliance with the provisions of law. Adjustments to business lines (if any) shall be disclosed on IDICO's website in accordance with the law and shall be updated in the Charter at the nearest amendment and supplement.

Article 5. Scope of business and operations of IDICO

IDICO is permitted to conduct business activities in the registered lines as prescribed in this Charter, and the lines that have been notified of changes in

business registration contents to the business registration authority regarding the adjustment of business lines and disclosed on the National Business Registration Portal, if required by law. For conditional business investment lines, IDICO must fully satisfy the business conditions in accordance with the Investment Law and relevant specialized laws.

CHAPTER IV
CHARTER CAPITAL, SHARES

Article 6. Charter capital, shares, shareholders

1. Charter capital:
   a. The charter capital of IDICO is: **VND 3,794,988,230,000 (In words: Three trillion seven hundred ninety-four billion nine hundred eighty-eight million two hundred thirty thousand Vietnamese Dongs).**
   b. The total charter capital of IDICO is divided into **379,498,823** shares with a par value of VND 10,000/share (ten thousand Dongs/share).
2. IDICO may change its charter capital upon approval by the General Meeting of Shareholders and in accordance with the provisions of law. When there is a change in the charter capital pursuant to a Resolution of the General Meeting of Shareholders, Clause 1 of this Article shall automatically be amended to record the adjusted Charter capital according to the contents of that Resolution of the General Meeting of Shareholders.
3. All shares of IDICO as of the date of adoption of this Charter are ordinary shares. The rights and obligations of shareholders holding each class of shares are stipulated in Article 12 and Article 13 of this Charter.
4. IDICO may issue classes of preference shares upon approval by the General Meeting of Shareholders and in compliance with the provisions of law.
5. Ordinary shares must be offered with priority to existing shareholders in proportion to their ownership ratio of ordinary shares in IDICO, unless otherwise decided by the General Meeting of Shareholders. The number of shares not fully registered for purchase by shareholders shall be decided by the Board of Directors of IDICO. The Board of Directors may distribute such shares to shareholders and other persons who are not existing shareholders of IDICO on terms no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.
6. IDICO may repurchase shares issued by IDICO itself in accordance with the methods and conditions stipulated in Article 10 of this Charter and the current law.

7. IDICO has the right to issue other types of securities in accordance with the law from time to time.

Article 7. Share certificates

1. Shareholders of IDICO are granted share certificates corresponding to the number and class of shares owned.

2. A share certificate is a type of security issued by IDICO certifying the lawful rights and interests of the owner over a portion of IDICO's share capital. A share certificate must contain the following principal contents:

   a. Name, enterprise code number, and head office address of IDICO;
   b. Number of shares and class of shares;
   c. Par value of each share and total par value of the shares recorded on the share certificate;
   d. Full name, contact address, nationality, and legal document number of the individual for an individual shareholder; name, enterprise code number or legal document number of the organization, and head office address for an organizational shareholder;
   e. Chữ Signature of the legal representative and the seal of IDICO;
   f. Registration number in IDICO's shareholder register and the date of issuance of the share certificate;
   g. Preference rights corresponding to the shares of preference shares (if any).

3. Within thirty (30) days from the date of submission of full dossiers requesting the transfer of share ownership in accordance with IDICO's regulations or full payment for the purchase of shares as prescribed in IDICO's share issuance plan, the owner of the shares shall be granted a share certificate. The owner of the shares is not required to pay IDICO the printing cost of the share certificate.

4. In case there is an error in the content and form of the share certificate issued by IDICO, the rights and interests of its owner shall not be affected. The legal representative of IDICO shall be liable for damages caused by such errors.

5. Where a share certificate is lost, damaged or otherwise destroyed, the shareholder shall be re-issued a share certificate by IDICO at the request of such shareholder. The request of the shareholder must include the following contents:

   a. Information about the share certificate that has been lost, damaged or otherwise destroyed. In case of loss, a commitment that utmost efforts have been made to search for it, and if found, it will be returned to IDICO for destruction.

b. A commitment to bear responsibility for disputes arising from the re-issuance of the new share certificate.

Article 8. Other securities certificates

Bond certificates or other securities certificates of IDICO issued shall bear the seal and signature of the legal representative of IDICO.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by this Charter and the law. Restrictions on the transfer of IDICO's shares provided in this Charter shall only be effective if clearly stated in the share certificates of the respective shares. Shares listed on the Stock Exchange shall be transferred in accordance with the laws on securities and the securities market.

2. Shares that are not fully paid up shall not be transferred and shall not enjoy related benefits such as the right to receive dividends, the right to receive shares issued to increase share capital from owners' equity, the right to purchase newly offered shares, and other benefits as prescribed by law.

3. In case an individual Shareholder dies, his/her heir under a will or under the law shall become a Shareholder of IDICO. In the event of the death of a Shareholder, the heirs of the deceased Shareholder must have a written agreement to designate one or several persons to represent the shares of the deceased Shareholder; the agreement must clearly state the number of shares each person will represent. Where the shares of a deceased Shareholder have no heir or the heir cannot be identified, the heir refuses to accept the inheritance or is disinherited, such shares shall be settled in accordance with the civil law. In such case, the exercise of rights relating to the shares of the deceased Shareholder shall be suspended until there is a ruling from a competent State Authority determining the person or persons entitled to represent the shares of the deceased Shareholder, or until the heirs reach an agreement.

4. A Shareholder has the right to gift part or all of his/her shares in IDICO to another person; or use the shares to settle a debt. In this case, the donee or the person receiving the shares for debt settlement shall become a Shareholder of IDICO.

Article 10. Repurchase of shares upon decision of IDICO and request of shareholders

1. Repurchase of shares upon the decision of IDICO:

   a. IDICO has the right to repurchase up to thirty percent (30%) of the total number of ordinary shares sold, and a part or all of the dividend preference shares sold in accordance with the following regulations:

(i) The Board of Directors has the right to decide to repurchase no more than ten percent (10%) of the total number of shares of each class offered for sale within twelve (12) months. In other cases, the repurchase of shares shall be decided by the General Meeting of Shareholders or in accordance with the Securities Law;

(ii) The Board of Directors shall decide the repurchase price of the shares; For ordinary shares, the repurchase price shall not be higher than the market price at the time of repurchase, except as prescribed in Clause 3 of this Article; For shares of other classes, unless otherwise stipulated by IDICO and agreed upon by the relevant Shareholder, the repurchase price shall not be lower than the market price;

(iii) IDICO may repurchase shares of each Shareholder corresponding to their shareholding ratio in IDICO according to the following sequence and procedures:

(iii-1) In this case, the decision of IDICO to repurchase shares must be notified by a method ensuring it reaches all Shareholders within thirty (30) days from the date such decision is approved. The notice must contain the name and head office address of IDICO, the total number and class of shares to be repurchased, the repurchase price or the pricing principle, procedures and time limit for payment, and procedures and time limit for Shareholders to offer their shares to IDICO.

(iii-2) A Shareholder agreeing to sell back their shares must send a written agreement to sell their shares by a method ensuring it reaches IDICO within thirty (30) days from the date IDICO sends the notice on share repurchase to the Shareholder. The written agreement to sell shares must contain the full name, contact address, and legal document number of the individual for an individual Shareholder; the name, enterprise code number or legal document number of the organization for an organizational Shareholder; the number of shares owned and the number of shares agreed to be sold; payment method; and the signature of the Shareholder or the legal representative of the Shareholder. IDICO shall only repurchase shares offered within the aforementioned time limit.

b. The repurchase by IDICO of its own issued shares as prescribed in Point (a) Clause 1 of this Article shall only be carried out when the

following conditions are met:

(i) To have a decision of the General Meeting of Shareholders of IDICO approving the repurchase of shares to reduce charter capital, the repurchase plan, which clearly states the quantity, execution time, and principle for determining the repurchase price;

(ii) To have sufficient capital resources to repurchase shares;

(iii) To appoint a securities company to execute the transaction;

(iv) To satisfy the conditions in accordance with relevant laws on conditional business investment lines;

(v) Not falling into the cases prescribed in Clause 3, Article 36 of the Securities Law.

c. The repurchase of shares is exempted from the conditions prescribed in Items (i), (ii), (iii), and (iv) Point (b) Clause 1 of this Article in the following cases: (i) repurchasing shares at the request of a Shareholder in accordance with Clause 3 of this Article and Article 132 of the Enterprise Law, or (ii) repurchasing employees' shares in accordance with IDICO's regulations on share issuance to employees, or (iii) repurchasing fractional shares according to the plan on issuing shares to pay dividends, or issuing shares from owners' equity.

d. IDICO shall carry out procedures to reduce its charter capital corresponding to the total par value of the shares repurchased by IDICO within ten (10) days from the completion of payment for the repurchased shares.

2. In case IDICO repurchases employees' shares in accordance with IDICO's regulations on share issuance to employees:

a. The total number of employees' shares repurchased by IDICO to reduce charter capital must be reported at the Annual General Meeting of Shareholders;

b. IDICO must carry out procedures to reduce its charter capital corresponding to the total par value of the shares repurchased by IDICO within ten (10) days from the date of reporting to the Annual General Meeting of Shareholders as prescribed in Point a, Clause 2 of this Article.

3. Repurchase of shares upon request of Shareholders:

a. A Shareholder who has voted against a resolution on the reorganization of IDICO or a change in the rights and obligations of Shareholders

stipulated in this Charter has the right to request IDICO to repurchase their shares. The request must be in writing, clearly stating the name and address of the Shareholder, the number of shares of each class, the intended selling price, and the reason for requesting IDICO to repurchase. The request must be sent to IDICO within ten (10) days from the date the General Meeting of Shareholders passes the resolution on the matters prescribed in this Clause.

b. IDICO must repurchase the shares at the request of the Shareholder prescribed in Point a, Clause 3 of this Article at the market price or a price calculated according to the principles stipulated by IDICO from time to time within ninety (90) days from the date of receiving the request. In case an agreement on the price cannot be reached, the parties may request a professional valuation organization to value the shares. IDICO shall introduce at least three (03) professional valuation organizations for the Shareholder to select from, and such selection shall be final.

CHAPTER V
ORGANIZATIONAL, MANAGEMENT AND CONTROL STRUCTURE

Article 11. Organizational, management and control structure

The organizational, management and control structure of IDICO includes:

1. General Meeting of Shareholders;
2. Board of Directors and Audit Committee under the Board of Directors;
3. General Director.

CHAPTER VI
SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. Ordinary shareholders have the following rights:
   a. To attend and speak at the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or in other forms prescribed by the Charter and law. Each ordinary share carries one vote;
   b. To receive dividends at the rate decided by the General Meeting of Shareholders;
   c. To be given priority in purchasing new shares corresponding to the proportion of ordinary shares owned by each shareholder in IDICO;
   d. To freely transfer their shares to others *(excluding other preference shares that IDICO may issue from time to time, which are restricted*

from transfer by law);

e. To examine, consult and extract information regarding their names and contact addresses in the list of shareholders with voting rights; to request correction of their inaccurate information;

f. To examine, consult, extract or copy the Charter, minutes of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;

g. Upon dissolution or bankruptcy of IDICO, to receive a remaining portion of assets corresponding to the proportion of shares owned in IDICO;

h. To request IDICO to repurchase shares in the cases prescribed in Clause 3, Article 10 of this Charter and Article 132 of the Enterprise Law;

i. To be treated equally. Each share of the same class entitles the shareholder to equal rights, obligations and interests. If IDICO has classes of preference shares, the rights and obligations attached to classes of preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

j. To have full access to periodic and extraordinary information disclosed by IDICO in accordance with the law;

k. To have their lawful rights and interests protected; to request suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Enterprise Law;

l. Other rights prescribed by law and this Charter.

2. A Shareholder or a group of Shareholders owning five percent (05%) or more of the total ordinary shares shall have the following rights:

a. To request the Board of Directors to convene a General Meeting of Shareholders when the Board of Directors commits a serious breach of the rights of Shareholders, obligations of Enterprise Managers or makes decisions beyond its delegated authority. The request to convene the General Meeting of Shareholders must be in writing and must include the following contents: full name, contact address, nationality, and legal document number of the individual for an individual Shareholder; name, enterprise code number or legal document number of the organization, and head office address for an organizational Shareholder; number of shares and date of share registration of each Shareholder, total number of shares of the whole group of Shareholders and the ownership percentage in the total

number of shares of IDICO, grounds and reasons for requesting to convene the General Meeting of Shareholders. Attached to the request must be documents and evidence on violations of the Board of Directors, the severity of violations, or decisions beyond authority. A shareholder or a group of shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence provided to competent authorities when requesting the convening of the General Meeting of Shareholders.

b. To examine, consult, and extract the minute book and resolutions/decisions of the Board of Directors, semi-annual and annual financial statements, contracts and transactions requiring approval by the Board of Directors, and other documents, except documents related to trade secrets and business secrets of IDICO.

c. To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to IDICO at least three (03) working days prior to the opening date. The proposal must clearly state the name of the Shareholder, the number of each class of shares held by the Shareholder, and the issues proposed to be included in the agenda.

d. Other rights prescribed by law and this Charter.

3. A Shareholder or a group of Shareholders owning ten percent (10%) or more of the total ordinary shares has the right to nominate candidates to the Board of Directors. The nomination of candidates to the Board of Directors is carried out as follows:

a. Ordinary Shareholders forming a group to nominate candidates to the Board of Directors must notify the attending Shareholders of the group formation prior to the opening of the General Meeting of Shareholders;

b. Based on the number of members of the Board of Directors, the Shareholder or group of Shareholders prescribed in this Clause has the right to nominate one or a number of persons as candidates to the Board of Directors according to the decision of the General Meeting of Shareholders. In case the number of candidates nominated by the Shareholder or group of Shareholders is lower than the number of candidates they are entitled to nominate under the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other Shareholders.

Article 13. Obligations of Shareholders

Ordinary shareholders have the following obligations:

1. To pay in full and on time for the shares committed to purchase.
2. Not to withdraw the contributed capital as ordinary shares from IDICO in any form, except when the shares are repurchased by IDICO or another person. If a Shareholder withdraws a part or all of the contributed share capital contrary to this clause, such Shareholder and related persons with interests in IDICO shall be jointly liable for the debts and other property obligations of IDICO to the extent of the value of the withdrawn shares and the damages incurred.
3. To comply with the Charter, internal management regulations, and other regulations of IDICO.
4. To abide by the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors of IDICO.
5. To keep confidential the information provided by IDICO in accordance with the Charter and the law; only use the provided information to exercise and protect their lawful rights and interests; strictly prohibited from spreading or copying/sending the provided information to other organizations and individuals.
6. To attend the General Meeting of Shareholders and exercise voting rights through the following forms:
    a. Attending and voting directly at the meeting;
    b. Authorizing other individuals or organizations to attend and vote at the meeting;
    c. Attending and voting via video conference, electronic voting, or other electronic forms;
    d. Sending voting ballots to the meeting by mail, fax, email, and other means prescribed by law and IDICO's regulations.
7. To bear personal responsibility when acting in the name of IDICO in any form to perform one of the following acts:
    a. Violating the law;
    b. Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
    c. Paying undue debts in advance of financial risks to IDICO.
8. To fulfill other obligations as prescribed by current laws.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all Shareholders with voting rights and is the highest decision-making body of IDICO.

   The General Meeting of Shareholders shall hold an annual meeting once (01)

a year and within four (04) months from the end of the financial year. The Board of Directors shall decide to extend the time for holding the Annual General Meeting of Shareholders if necessary, but not exceeding six (06) months from the end of the financial year. Besides the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue of the General Meeting of Shareholders is defined as the place where the chair attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects an appropriate venue. The Annual General Meeting of Shareholders decides on matters prescribed by law and the Charter, especially approving the audited annual financial statements. In case the audit report on the annual financial statements of IDICO contains material exceptions, adverse opinions or a disclaimer of opinion, the Company must invite representatives of the approved audit organization that audited IDICO's financial statements to attend the Annual General Meeting of Shareholders, and the representatives of such approved audit organization are responsible for attending IDICO's Annual General Meeting of Shareholders.

3. The Board of Directors must convene an Extraordinary General Meeting of Shareholders in the following cases:

   a. The Board of Directors considers it necessary for the interests of IDICO;

   b. The remaining number of members of the Board of Directors is less than the minimum number required by law;

   c. Upon request of a Shareholder or group of Shareholders owning five percent (05%) or more of the total ordinary shares in accordance with Point (a) Clause 2 Article 12 of this Charter. The request to convene the General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant Shareholders, or the written request may be made in multiple copies and gather sufficient signatures of the relevant Shareholders;

   d. Other cases as prescribed by law and this Charter.

4. Convening the Extraordinary General Meeting of Shareholders:

   a. The Board of Directors must convene the General Meeting of Shareholders within thirty (30) days from the date the remaining number of Board members is as prescribed in Point (b) Clause 3 of this Article or from the date of receiving the request as prescribed in Point (c) Clause 3 of this Article.

   b. If the Board of Directors fails to convene the General Meeting of

Shareholders as prescribed in Point (a), Clause 4 of this Article, within the subsequent 30 days, the shareholder or group of shareholders as specified in Point (c), Clause 3 of this Article shall have the right to represent IDICO in convening the General Meeting of Shareholders in accordance with the Enterprise Law.

c. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the sequence and procedures for convening, conducting the meeting, and issuing resolutions of the General Meeting of Shareholders. All reasonable costs incurred for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. Such costs shall not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d. Procedures for organizing the General Meeting of Shareholders are prescribed in Article 18 of this Charter.

Article 15. Rights and obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders has the following rights and obligations:

   a. To approve the development orientation of IDICO;

   b. To decide on the classes of shares and total number of shares of each class authorized to be offered; to decide on the annual dividend rate for each class of shares;

   c. To elect, dismiss, and remove members of the Board of Directors;

   d. To decide on investment or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements of IDICO;

   e. To decide on amendments and supplements to the Charter;

   f. To approve the audited annual financial statements;

   g. To decide on the repurchase of more than ten percent (10%) of the total number of sold shares of each class;

   h. To consider and handle violations of the members of the Board of Directors causing damages to IDICO and Shareholders of IDICO;

   i. To decide on the reorganization or dissolution of IDICO;

   j. To decide on the budget or the total level of remuneration, bonuses and other benefits for the Board of Directors;

k. To approve the Internal regulations on corporate governance; the Regulations on the operation of the Board of Directors;

l. To approve the list of approved audit firms; to decide on the approved audit firm to inspect the operations of IDICO, to dismiss the approved auditor when deemed necessary;

m. Other rights and obligations as prescribed by law.

2. The Annual General Meeting of Shareholders discusses and approves the following issues:

a. The Company's annual business plan;

b. The audited annual financial statements;

c. The report of the Board of Directors on corporate governance and the operational results of the Board of Directors and each member of the Board of Directors;

d. The dividend rate for each class of shares;

e. Other matters within its competence.

3. All resolutions and issues included in the meeting agenda must be brought out for discussion and voting at the General Meeting of Shareholders.

4. A Shareholder is not allowed to participate in voting or providing written opinions in the following cases:

a. Contracts and transactions prescribed in Points (a), (b), (c), (d), (e) Clause 8 Article 42 of this Charter if the Shareholder or a related person to such Shareholder is a party to the contract or transaction; or

b. The repurchase of shares of such Shareholder or of a related person to such Shareholder, except where the share repurchase is carried out in proportion to the ownership ratio of all Shareholders or the repurchase is carried out through order matching transactions on the Stock Exchange or via public tender offer in accordance with the law.

Article 16. Authorized representatives of Shareholders and authorization to attend the General Meeting of Shareholders

1. Authorized representatives of Shareholders:

a. All institutional or individual Shareholders have the right to appoint authorized representatives to exercise their Shareholder rights in accordance with the law.

b. Authorization by institutional Shareholders:

(i) An institutional Shareholder has the right to appoint one (01) or several authorized representatives to exercise its Shareholder rights in accordance with the law; in case more than one (01) authorized representative is appointed, the specific number of shares and votes of each representative must be determined. The appointment, termination, or change of an authorized representative must be notified in writing to IDICO at the earliest time in accordance with the law. The notice must contain the following principal contents:

- Name, enterprise code number, and head office address of the Shareholder;
- Number of authorized representatives and the corresponding proportion of shares of each authorized representative;
- Full name, contact address, nationality, and legal document number of the individual for each authorized representative (applicable to an individual authorized representative); Name, enterprise code number, and head office address (applicable to an institutional authorized representative);
- The respective authorization term of each authorized representative; clearly stating the starting date of authorization;
- Full name and signature of the legal representative of the Shareholder and of the authorized representative (applicable to an individual authorized representative) or the legal representative of the authorized representative (applicable to an institutional authorized representative).

(ii) An organization that is an IDICO's shareholder holding at least 10% of the total ordinary shares may authorize a maximum of 03 representatives.

c. Authorization by individual Shareholders must also be made in writing in the form prescribed by law. The contents of the written designation of the authorized representative of the Shareholder must ensure to include the following contents and comply with the law:

(i) Full name, contact address, nationality, legal document number, permanent address, and contact address of the Shareholder;

(ii) Number of authorized representatives and the corresponding proportion of shares of each authorized representative;

(iii) Full name, contact address, nationality, and legal document number of the individual for each authorized representative

(applicable to an individual authorized representative); Name, enterprise code number, and head office address (applicable to an institutional authorized representative);

(iv) The respective authorization term of each authorized representative; clearly stating the starting date of authorization;

(v) Full name and signature of the Shareholder and of the authorized representative (applicable to an individual authorized representative) or the legal representative of the authorized representative (applicable to an institutional authorized representative).

d. The authorized representative of a Shareholder must meet the following standards and conditions:

(i) Having full civil act capacity;

(ii) Not falling into the category of persons prohibited from establishing and managing enterprises as prescribed in Clause 2, Article 17 of the Enterprise Law.

2. Authorization to attend the General Meeting of Shareholders:

a. Shareholders and authorized representatives of Shareholders may directly attend the meeting or authorize in writing one or more other individuals or organizations to attend the meeting, or attend the meeting through one of the forms prescribed in Clause 3, Article 144 of the Enterprise Law. In case more than one authorized representative is appointed, the specific number of shares and votes authorized for each representative must be determined.

The authorization for an individual or organization to attend the General Meeting of Shareholders must be made in writing. The power of attorney shall be made in accordance with the civil law and must clearly state the name of the authorizing Shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the authorization term, and the signatures of the authorizing party and the authorized party. The person authorized to attend the General Meeting of Shareholders must submit the written authorization upon registration before entering the meeting room. In case of sub-authorization, the meeting attendee must also present the original written authorization of the Shareholder or the authorized representative of the institutional Shareholder (if not previously registered with IDICO).

b. The voting ballot of the person authorized to attend the meeting within the scope of authorization shall remain valid in any of the following cases, provided that the Company has not received a written notice and

the General Meeting of Shareholders has opened:

(i) The authorizing person has died, has limited civil act capacity, or has lost civil act capacity;

(ii) The authorizing person has revoked the designation of authorization;

(iii) The authorizing person has revoked the authority of the person executing the authorization.

This clause shall not apply in the event that IDICO receives written notice of any of the above events prior to the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Change of rights

1. The change or cancellation of special rights attached to a class of preference shares shall be effective when approved by Shareholders representing sixty-five percent (65%) or more of the total voting votes of all attending Shareholders. A resolution of the General Meeting of Shareholders on contents causing adverse changes to the rights and obligations of Shareholders owning preference shares shall only be passed if approved by attending Shareholders owning preference shares of the same class holding seventy-five percent (75%) or more of the total preference shares of such class, or approved by Shareholders owning preference shares of the same class holding seventy-five percent (75%) or more of the total preference shares of such class in the case of passing a resolution by collecting written opinions.

2. The organization of a meeting of Shareholders holding a class of preference shares to approve the aforementioned change of rights shall only be valid when there are at least two (02) Shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of the issued shares of such class. In case there is an insufficient number of delegates as stated above, the meeting shall be reorganized within the next thirty (30) days from the initially scheduled meeting date, and the persons holding shares of such class (regardless of the number of persons and number of shares) present in person or via authorized representatives shall be considered as a sufficient number of required delegates. At the aforementioned meetings of Shareholders holding preference shares, persons holding shares of such class present directly or via representatives may request a secret ballot. Each share of the same class carries equal voting rights at the aforementioned meetings.

3. The procedures for conducting such separate meetings shall be carried out similarly to the provisions in Articles 19, 20, and 21 of this Charter.

4. Unless otherwise provided by the terms of share issuance, the special rights

attached to classes of shares with preference rights over some or all matters related to the distribution of profits or assets of IDICO shall not be changed when IDICO issues additional shares of the same class.

Article 18. Convening, agenda, and notice of invitation to the General Meeting of Shareholders

1. The Board of Directors convenes the Annual and Extraordinary General Meetings of Shareholders. The Board of Directors convenes the Extraordinary General Meeting of Shareholders in the cases prescribed in Clause 3, Article 14 of this Charter.

2. The convenor of the General Meeting of Shareholders must carry out the following tasks:

   a. Prepare the list of Shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of Shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders. IDICO must disclose information regarding the preparation of the list of Shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the final registration date;

   b. Prepare the agenda and contents of the meeting;

   c. Prepare documents for the meeting;

   d. Draft resolutions of the General Meeting of Shareholders according to the proposed contents of the meeting; list and detailed information of candidates in the election list for members of the Board of Directors (if electing members of the Board of Directors);

   e. Determine the time and venue for organizing the meeting;

   f. Announce and send the notice of the General Meeting of Shareholders to all Shareholders entitled to attend the meeting;

   g. Other tasks in service of the meeting.

3. The notice of invitation to the General Meeting of Shareholders shall be sent to all Shareholders by a method ensuring it reaches the contact addresses of the Shareholders, and concurrently disclosed on the website of IDICO and the State Securities Commission, and the Stock Exchange where IDICO's shares are listed and traded.
   The convenor of the General Meeting of Shareholders must send the notice of invitation to all Shareholders in the list of shareholders entitled to attend the meeting at least twenty-one (21) days prior to the opening date of the meeting *(calculated from the date the notice is validly sent)*.

The agenda of the General Meeting of Shareholders and documents related to the matters to be voted upon at the meeting shall be sent to the Shareholders and/or posted on IDICO's website. In case the documents are not enclosed with the notice of invitation to the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents for Shareholders to access, including:

a. The meeting agenda and documents used in the meeting;

b. The list and detailed information of candidates in case of electing members of the Board of Directors;

c. Voting ballots;

d. Draft resolutions for each matter in the meeting agenda.

4. A Shareholder or a group of Shareholders as prescribed in Clause 2, Article 12 of this Charter has the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to IDICO at least three (03) working days prior to the opening date of the meeting. The proposal must clearly state the name of the Shareholder, the number of each class of shares of the Shareholder, and the issue proposed to be included in the agenda.

5. The convenor of the General Meeting of Shareholders has the right to reject the proposal prescribed in Clause 4 of this Article if it falls into one of the following cases:

a. The proposal is not sent in accordance with the provisions in Clause 4 of this Article;

b. At the time of making the proposal, the Shareholder or group of Shareholders does not hold enough five percent (5%) or more of the ordinary shares as prescribed in Clause 2, Article 12 of this Charter;

c. The proposed issue does not fall within the decision-making authority of the General Meeting of Shareholders;

d. Other cases as prescribed by law and this Charter.

6. The convenor of the General Meeting of Shareholders must accept and include the proposal prescribed in Clause 4 of this Article into the tentative agenda and contents of the meeting, except for the cases prescribed in Clause 5 of this Article; the proposal shall be officially added to the agenda and contents of the meeting if approved by the General Meeting of Shareholders.

Article 19. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the number of attending Shareholders represents more than fifty percent (50%) of the total

voting votes.

2. In case the first meeting does not meet the conditions to be conducted as prescribed in Clause 1 of this Article, a notice of invitation to the second meeting shall be sent within thirty (30) days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of attending Shareholders represents thirty-three percent (33%) or more of the total voting votes.

3. In case the second meeting does not meet the conditions to be conducted as prescribed in Clause 2 of this Article, a notice of invitation to the third meeting must be sent within twenty (20) days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total voting votes of the attending Shareholders. The General Meeting of Shareholders convened in this case shall be considered valid and has the right to decide on all issues intended to be approved at the first General Meeting of Shareholders.

Article 20. Modalities of conducting meetings and voting at the General Meeting of Shareholders

1. Prior to the opening of the meeting, IDICO must conduct Shareholder registration procedures and must carry out the registration until all Shareholders entitled to attend who are present have registered in the following order:

   a. When conducting Shareholder registration, IDICO shall issue to each Shareholder or authorized representative with voting rights a voting card, stating the registration number, full name of the Shareholder, full name of the authorized representative, and the number of votes of such Shareholder.

   b. Without being affected by the provisions of this Charter, for online General Meetings of Shareholders, IDICO may use computer programs, software, and applied information technology services in voting and collecting Shareholders' voting cards to facilitate Shareholders.

   c. A Shareholder, an authorized representative of an institutional Shareholder, or an authorized person who arrives after the meeting has opened has the right to register immediately and subsequently has the right to participate and vote at the meeting immediately after registration. The chair is not responsible for pausing the meeting to

allow late-arriving Shareholders to register, and the validity of the contents that have been previously voted on shall remain unchanged.

2. The election of the chair, secretary, and vote-counting committee is prescribed as follows:

   a. The Chairperson of the Board of Directors shall chair or authorize another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. In case the Chairperson of the Board of Directors is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to chair the meeting by majority rule;

   b. Except for the case prescribed in Point (a) Clause 2 of this Article, the person signing the notice convening the General Meeting of Shareholders shall direct the General Meeting of Shareholders to elect the chair of the meeting, and the person with the highest number of votes shall chair the meeting;

   c. The chair appoints one or several persons to act as the secretary of the meeting;

   d. The General Meeting elects persons responsible for vote counting or supervising the vote counting upon the proposal of the Chair. The number of members of the vote-counting committee is decided by the General Meeting of Shareholders based on the proposal of the Chair of the meeting.

3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically define the time for each issue in the contents of the meeting agenda.

4. The chair of the meeting has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, strictly according to the approved agenda, and reflecting the wishes of the majority of attendees.

   a. Arranging seating at the venue of the General Meeting of Shareholders;

   b. Ensuring safety for everyone present at the meeting venues;

   c. Facilitating Shareholders to attend (or continue to attend) the meeting. The convenor of the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. The applied measures may include issuing admission passes or using other alternative forms.

5. The General Meeting of Shareholders discusses and votes on each issue in the agenda contents. Voting is conducted by casting affirmative, negative, and

abstention votes. The vote-counting results are announced by the chair immediately prior to the closing of the meeting.

6. A Shareholder or an authorized person attending the meeting who arrives after the meeting has opened is still allowed to register and has the right to participate in voting immediately after registration; in this case, the validity of the contents that have been previously voted on remains unchanged.

7. The convenor of the meeting or the chair of the General Meeting of Shareholders has the following rights:

   a. To require all attendees to be subjected to checking or other lawful and reasonable security measures;

   b. To request competent authorities to maintain order at the meeting; to expel persons who do not comply with the chair's directing authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security check requirements from the General Meeting of Shareholders.

8. The chair has the right to adjourn a General Meeting of Shareholders that has reached a sufficient number of registered attendees for a maximum of not more than three (03) working days from the intended opening date of the meeting, and may only adjourn the meeting or change the meeting venue in the following cases:

   a. The meeting venue lacks sufficient convenient seating for all attendees;

   b. The communication equipment at the meeting venue does not ensure the participating Shareholders' ability to participate, discuss, and vote;

   c. An attendee obstructs, disrupts order, creating a risk that the meeting cannot be conducted in a fair and lawful manner.

9. In case the chair adjourns or suspends the General Meeting of Shareholders contrary to the provisions in Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chair in directing the meeting until its conclusion; all resolutions passed at such meeting shall be valid for implementation.

10. In case IDICO applies modern technology to organize the General Meeting of Shareholders via online meeting, IDICO is responsible for ensuring that Shareholders attend and vote via electronic voting or other electronic forms in accordance with Article 144 of the Enterprise Law and Clause 3, Article 273 of Decree No. 155/2020/ND-CP.

Article 21. Forms and conditions for passing resolutions of the General Meeting of Shareholders

1. The General Meeting of Shareholders passes resolutions within its authority by voting at a meeting or by collecting written opinions.

2. The General Meeting of Shareholders passes resolutions by voting at a meeting on the following matters:

   a. Amendments to and supplements of the contents of the Charter;

   b. Development orientation of IDICO;

   c. Classes of shares and the total number of shares of each class;

   d. Election, dismissal, and removal of members of the Board of Directors;

   e. Decision on investment or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements of IDICO;

   f. Approval of the annual financial statements of IDICO;

   g. Reorganization, dissolution of IDICO.

3. Resolutions of the General Meeting of Shareholders on the following matters are passed when approved by a number of Shareholders representing sixty-five percent (65%) or more of the total voting votes of all Shareholders attending and voting at the meeting, except for the cases prescribed in Clauses 5 and 6 of this Article and Clause 9, Article 22 of this Charter:

   a. Classes of shares and the total number of shares of each class;

   b. Change of business lines and business sectors of IDICO;

   c. Change of the organizational management structure of IDICO;

   d. Investment projects or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements of IDICO;

   e. Reorganization, dissolution of IDICO.

4. Resolutions on other matters are passed when approved by a number of Shareholders owning more than fifty percent (50%) of the total voting votes of all Shareholders attending and voting at the meeting, except for the cases prescribed in Clauses 3, 5, and 6 of this Article and Clause 9, Article 22 of this Charter.

5. The election of members of the Board of Directors must be carried out by cumulative voting, whereby each Shareholder has a total number of voting votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and the Shareholder has the right to accumulate all or part of their total votes for one or more candidates. The elected members of the Board of Directors are

determined by the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the sufficient number of members of the Board of Directors as prescribed in this Charter is reached. In case two (02) or more candidates achieve the same number of votes for the last member of the Board of Directors, a re-election shall be conducted among the candidates with equal votes or selected according to the criteria prescribed in the election regulations of IDICO.

6. A resolution of the General Meeting of Shareholders on contents causing adverse changes to the rights and obligations of Shareholders owning preference shares shall only be passed if approved by Shareholders owning preference shares of the same class holding seventy-five percent (75%) or more of the total preference shares of such class at the General Meeting of Shareholders or in the form of collecting written opinions.

7. Resolutions of the General Meeting of Shareholders passed by one hundred percent (100%) of the total voting shares are lawful and effective even if the order and procedures for convening the meeting and passing such resolutions violate the provisions of the Enterprise Law and the Charter.

Article 22. Authority and modalities for collecting written opinions of Shareholders to pass resolutions of the General Meeting of Shareholders

The authority and modalities for collecting written opinions of Shareholders to pass resolutions of the General Meeting of Shareholders are implemented according to the following provisions:

1. The Board of Directors has the right to collect written opinions of Shareholders to pass resolutions of the General Meeting of Shareholders when deemed necessary for the interests of IDICO regarding all matters within the competence of the General Meeting of Shareholders prescribed in Article 15 of this Charter, except for matters that must be passed by voting at a meeting as prescribed in Clause 2, Article 21 of this Charter.

2. The Board of Directors must prepare opinion collection ballots, draft resolutions of the General Meeting of Shareholders, explanatory documents for the draft resolutions, and send them to all voting shareholders at least ten (10) days prior to the deadline for returning the opinion collection ballots. The requirements and methods for sending opinion collection ballots and attached documents shall be implemented similarly to the provisions in Clause 3, Article 18 of this Charter.

3. The opinion collection ballot must contain the following principal contents:

   a. Name, head office address, enterprise code number;

   b. Purpose of collecting opinions;

c. Name, enterprise code number or legal document number of the organization, and head office address for an institutional Shareholder or full name, contact address, nationality, and legal document number of the individual for the representative of an institutional Shareholder; number of shares of each class and number of voting votes of the Shareholder;

d. Matters requiring opinions to pass a resolution;

e. Voting options including affirmative, negative, and abstention for each matter requiring opinions;

f. Deadline for returning the answered opinion collection ballot to IDICO;

g. Full name and signature of the Chairperson of the Board of Directors.

4. The answered opinion collection ballot must bear the signature of the individual Shareholder, or the legal representative of the institutional Shareholder or the authorized individual, or the legal representative of the authorized organization

5. Shareholders may send the answered opinion collection ballot to IDICO by mail, fax, or email according to the following provisions:

a. In case of sending by mail, the answered opinion collection ballot must bear the signature of the individual Shareholder, of the authorized representative, or the legal representative of the institutional Shareholder. The opinion collection ballot sent to IDICO must be enclosed in a sealed envelope, and no one is allowed to open it prior to the vote counting;

b. In case of sending by fax or email, the opinion collection ballot sent to IDICO must be kept confidential until the time of vote counting;

c. Opinion collection ballots sent to IDICO after the deadline specified in the contents of the opinion collection ballot, or those that have been opened in case of sending by mail, or disclosed in case of sending by fax or email, are invalid. Opinion collection ballots that are not returned are considered as non-voting ballots.

6. The Board of Directors shall count the votes and prepare a vote-counting minute under the witness of a Shareholder who does not hold the position of Enterprise Manager of IDICO. The vote-counting minute must contain the following principal contents:

a. Name, head office address, and enterprise code number of IDICO;

b. Purpose and matters requiring opinions to pass the resolution;

c. Number of Shareholders with the total number of voting votes having participated in the voting, distinguishing between valid and invalid voting votes and the method of sending the voting ballot, attached to an appendix of the list of Shareholders participating in the voting;

d. Total number of affirmative, negative, and abstention votes for each matter;

e. Passed matters and the corresponding approval voting percentage;

f. Full names and signatures of the Chairperson of the Board of Directors, the vote counter, and the vote-counting supervisor.

Members of the Board of Directors, the vote counter, and the vote-counting supervisor must bear joint responsibility for the truthfulness and accuracy of the vote-counting minute; and bear joint responsibility for damages arising from passed resolutions due to untruthful or inaccurate vote counting.

7. The vote-counting minute and the resolution must be sent to the Shareholders within fifteen (15) days from the end date of vote counting. The sending of the vote-counting minute and the resolution may be replaced by posting them on IDICO's website within twenty-four (24) hours from the completion time of vote counting.

8. The answered opinion collection ballots, the vote-counting minute, the passed resolution, and related documents attached to the opinion collection ballots must be retained at the head office of IDICO.

9. A resolution passed via the form of collecting written opinions of Shareholders if approved by a number of Shareholders owning more than fifty percent (50%) of the total voting votes of all Shareholders with voting rights is valid identically to a resolution passed at a General Meeting of Shareholders, except for the case prescribed in Clause 6, Article 21 of this Charter.

Article 23. Resolutions and Minutes of the General Meeting of Shareholders

1. 1. The General Meeting of Shareholders must be minuted and may be audio-recorded or recorded and stored in other electronic forms. The minute must be prepared in Vietnamese, may additionally be prepared in a foreign language, and includes the following principal contents:

a. Name, head office address, and enterprise code number of IDICO;

b. Agenda and contents of the meeting;

c. Chương trình họp và nội dung cuộc họp;

d. Full names of the chair and secretary;

e. Summary of the meeting proceedings and statements made at the

General Meeting of Shareholders regarding each matter in the meeting agenda;

f. Number of Shareholders and total voting votes of the attending Shareholders, an appendix of the registration list of Shareholders, and representatives of attending Shareholders with the corresponding number of shares and votes;

g. Total number of voting votes for each voted matter, clearly stating the voting method, total number of valid and invalid votes, affirmative, negative, and abstention votes; the corresponding percentage over the total voting votes of the attending Shareholders;

h. Passed matters and the corresponding approval voting percentage;

i. Full names and signatures of the chair and secretary. In case the chair or the secretary refuses to sign the meeting minute, this minute shall be valid if signed by all other members of the Board of Directors attending the meeting and having full contents as prescribed in Clause 1 of this Article (excluding the provision in this Point (i)). The meeting minute shall clearly state the refusal of the chair or the secretary to sign the meeting minute.

2. The minute of the General Meeting of Shareholders must be completed and approved prior to the closing of the meeting. The chair and secretary of the meeting or other persons signing the meeting minute must bear joint responsibility for the truthfulness and accuracy of the contents of the minute.

3. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of any discrepancy in contents between the Vietnamese minute and the foreign language minute, the contents of the Vietnamese minute shall prevail.

4. The Resolution, the Minute of the General Meeting of Shareholders, the appendix of the list of Shareholders registered to attend with the signatures of the Shareholders (if meeting in person) or the list of shareholders registered to attend recorded by the electronic voting system as attending the online general meeting of shareholders (if meeting online), the written authorization to attend the meeting, all documents attached to the minute (if any), and related documents enclosed with the notice of invitation to the meeting must be disclosed in accordance with the law on information disclosure on the securities market and must be retained at the head office of IDICO.

Article 24. Validity of Resolutions of the General Meeting of Shareholders

1. Resolutions of the General Meeting of Shareholders take effect from the date of approval or from the effective time stated in such resolutions or otherwise

prescribed by law.

2. Resolutions of the General Meeting of Shareholders passed by one hundred percent (100%) of the total voting shares are lawful and effective even if the sequence and procedures for passing such resolutions are not carried out in accordance with regulations, or the procedures for convening the meeting and passing the resolutions violate the Enterprise Law and the Charter.

3. In case a Shareholder or group of Shareholders requests the Court to cancel a resolution of the General Meeting of Shareholders as prescribed in Clause 4 below, such resolutions shall remain valid for implementation until the Court issues another decision, except for cases applying provisional emergency measures under an official decision of the competent State authority.

4. Within ninety (90) days from the date of receiving the resolution or the minute of the General Meeting of Shareholders or the minute on the vote-counting results collecting opinions from the General Meeting of Shareholders, a Shareholder or a group of Shareholders owning five percent (5%) or more of the total ordinary shares has the right to request the Court or Arbitration to review and cancel the resolution or a part of the contents of the resolution of the General Meeting of Shareholders in the following cases:

   a. The sequence and procedures for convening the meeting and issuing resolutions of the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and IDICO's Charter, except for the case prescribed in Clause 7, Article 21 of this Charter.

   b. The contents of the resolution violate the law or this Charter.

CHAPTER VII
BOARD OF DIRECTORS

Article 25. Nomination and Candidacy for Members of the Board of Directors

1. 1. In case the candidates to the Board of Directors have been identified, IDICO must disclose information related to such candidates at least ten (10) days prior to the opening date of the General Meeting of Shareholders on IDICO's website for Shareholders to learn about these candidates before voting. Candidates to the Board of Directors must commit in writing to the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and for the highest interests of IDICO if elected as members of the Board of Directors. Information related to candidates to the Board of Directors to be disclosed includes:

   a. Full name, date, month, and year of birth;

   b. Professional qualifications;

c. Working history;

d. Other managerial positions (including Board of Directors positions in other companies);

e. Related interests with IDICO and related parties of IDICO;

f. Other information (if any) as prescribed in the Charter;

g. Companies in which the candidate to the Board of Directors is holding the position of member of the board of directors, other managerial titles, and related interests of the candidate to the Board of Directors in such companies (if any).

2. A Shareholder or a group of Shareholders owning ten percent (10%) or more of the total ordinary shares has the right to nominate and stand for election as members of the Board of Directors. A Shareholder or a group of Shareholders holding from ten percent (10%) to less than twenty percent (20%) of the total ordinary shares is entitled to nominate one (01) candidate; from twenty percent (20%) to less than thirty percent (30%) is entitled to nominate a maximum of two (02) candidates; from thirty percent (30%) to less than forty percent (40%) is entitled to nominate a maximum of three (03) candidates; from forty percent (40%) to less than fifty percent (50%) is entitled to nominate a maximum of four (04) candidates; from fifty percent (50%) and above is entitled to nominate the full number of candidates.

   Shareholders holding ordinary shares have the right to aggregate their voting votes to nominate candidates to the Board of Directors. Ordinary Shareholders forming a group to nominate persons to the Board of Directors must notify the attending Shareholders of the group formation prior to the opening of the General Meeting of Shareholders.

3. In case the number of candidates to the Board of Directors through nomination and candidacy is still insufficient for the necessary number as prescribed in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors shall introduce additional candidates or organize a nomination according to the provisions of the Charter, Internal Regulations on Corporate Governance, and Regulations on the Operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. Members of the Board of Directors must meet the standards and conditions according to the following provisions:

a. Not falling into the category of subjects not allowed to manage an enterprise as prescribed in Clause 2, Article 17 of the Enterprise Law;

b. Possessing professional qualifications and experience in business management or in IDICO's business lines and sectors, and not necessarily being a Shareholder of IDICO;

c. A member of the Board of Directors of IDICO shall only be permitted to simultaneously serve as a member of the Board of Directors or the Members' Council of a maximum of five (05) other companies.

d. Independent members of the Board of Directors must meet the standards and conditions prescribed by law, specifically as follows:

(i) Not being a person currently working for IDICO, its parent company, or its subsidiaries; not being a person who has worked for IDICO, its parent company, or its subsidiaries for at least three (03) consecutive preceding years.

(ii) Not being a person currently receiving salaries or remunerations from IDICO, except for allowances that members of the Board of Directors are entitled to under regulations;

(iii) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adoptive child, biological brother, biological sister, or biological sibling is a major shareholder of IDICO; or is a manager of IDICO or IDICO's subsidiaries;

(iv) Not being a person directly or indirectly owning at least one percent (1%) of the total voting shares of IDICO;

(v) Not being a person who has served as a member of the Board of Directors or the Supervisory Board of IDICO for at least five (05) consecutive preceding years, except in the case of being appointed for two (02) consecutive terms.

Independent members of the Board of Directors must notify the Board of Directors upon no longer satisfying the conditions to be an independent member of the Board of Directors as stated above and shall automatically cease to be independent members of the Board of Directors from the date they no longer satisfy the above standards and conditions. The Board of Directors must announce the case where an independent member of the Board of Directors no longer satisfies the standards and conditions at the nearest General Meeting of Shareholders, or convene a General Meeting of Shareholders to elect a supplemental or replacing independent member of the Board of Directors within six (06) months from the date of receiving the notice from the relevant independent member of the Board of Directors.

Article 26. Composition and Term of Office of Members of the Board of

Directors

1. The number of members of the Board of Directors is five (05) persons.

2. The term of office of a member of the Board of Directors shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than two (02) consecutive terms. In case all members of the Board of Directors end their term of office concurrently, such members shall continue to be members of the Board of Directors until new members are elected as replacements and take over the duties.

3. Composition of the Board of Directors: The composition of the Board of Directors must ensure that at least 20% of the total number of Board members are independent members, and the number of non-executive Board members of IDICO must comply with the following regulations:

   a. At least 01 non-executive member if the Company has 03 to 05 Board members;
   b. At least 02 non-executive members if the Company has 06 to 08 Board members;
   c. At least 03 non-executive members if the Company has 09 to 11 Board members.

4. A member of the Board of Directors shall lose their status as a member of the Board of Directors in the event of being dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Enterprise Law and this Charter.

   a. The General Meeting of Shareholders dismisses a Member of the Board of Directors in the following cases:
      (i) Failing to meet the standards and conditions to act as a member of the Board of Directors as prescribed in Clause 4, Article 25 of the Charter;
      (ii) Submitting a resignation letter, which is approved;
      (iii) Pursuant to a decision of the General Meeting of Shareholders.

   b. The General Meeting of Shareholders removes a Member of the Board of Directors in the following cases:
      (i) Failing to attend meetings of the Board of Directors for six (06) consecutive months, except in force majeure events;
      (ii) Committing multiple or serious violations of the obligations of a member of the Board of Directors as prescribed by the Enterprise Law and the Charter;
      (iii) Other cases under a resolution of the General Meeting of

Shareholders.

c. The Board of Directors must convene a General Meeting of Shareholders to elect supplementary members to the Board of Directors in the following cases:

(i) The number of members of the Board of Directors is reduced by more than one-third compared to the number stipulated in the Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of members is reduced by more than one-third;

(ii) The number of independent members of the Board of Directors falls short, failing to meet the required ratio as prescribed in Clause 3, Article 26 of this Charter and Point (b), Clause 1, Article 137 of the Enterprise Law. In such case, the provisions in Clause 4, Article 25 of the Charter shall apply;

(iii) Except for the cases prescribed in Items (i) and (ii), Point (c), Clause 4 of this Article, the General Meeting of Shareholders shall elect new members to replace the members of the Board of Directors who have been dismissed or removed at the nearest meeting.

5. The appointment, dismissal, removal, and replacement of members of the Board of Directors must be disclosed in accordance with the law on information disclosure on the securities market.

Article 27. Rights and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, having full authority to act in the name of the Company to decide on and exercise the rights and obligations of the Company, except for the rights and obligations within the competence of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are governed by law, the Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:

a. To decide on strategies, medium-term development plans, and annual business plans of IDICO;

b. To recommend the classes of shares and total number of authorized shares to be offered of each class;

c. To decide on the sale of unsold shares within the authorized offering limit of each class; to decide on mobilizing additional capital through other forms;

d. To decide on the selling price of shares and bonds of IDICOTo decide on the repurchase of up to ten percent (10%) of the total number of shares of each class sold within a twelve (12) month period; To decide on the repurchase price of shares in accordance with Clause 2, Article 133 of the Enterprise Law;

e. To decide on investment plans and investment projects within its competence and limits prescribed by law;

f. To decide on solutions for market development, marketing, and technology;

g. To approve purchase, sale, borrowing, lending contracts, and other contracts valued at thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements of the Company, except for contracts and transactions falling within the competence of the General Meeting of Shareholders as prescribed in Point (d), Clause 1, Article 15 and Clause 8, Article 42 of this Charter;

h. To elect, dismiss, and remove the Chairperson of the Board of Directors; To appoint, dismiss, sign contracts with, and terminate contracts of the General Director; to appoint and dismiss the Deputy General Directors and the Chief Accountant of IDICO, and to decide on the salaries, bonuses, and other benefits of such persons; To appoint, dismiss, and remove the Chairperson of the Members' Council or the Company President of subsidiaries of which the Company holds one hundred percent (100%) of the charter capital; To decide on signing and terminating contracts with the General Director (Director) of subsidiaries of which the Company holds one hundred percent (100%) of the charter capital; and to decide on the salaries, bonuses, and other benefits of such persons;

i. To appoint authorized representatives to participate in the Members' Council or authorized persons to attend the General Meeting of Shareholders, to appoint representatives to stand for election to the board of directors in other enterprises in which IDICO has invested capital (where IDICO is a capital-contributing member or shareholder), and to decide on the remuneration and other benefits of such persons;

j. To supervise and direct the General Director and Enterprise Managers, other Enterprise Executives in managing the daily business operations of IDICO;

k. To decide on the organizational structure and internal management regulations of IDICO; to decide on the establishment of subsidiaries,

branches, representative offices, and capital contributions or share purchases in other enterprises;

l. To approve the agenda and meeting documents serving the General Meeting of Shareholders, to convene the General Meeting of Shareholders or collect written opinions from shareholders for the General Meeting of Shareholders to pass resolutions;

m. To submit the audited annual financial statements to the General Meeting of Shareholders;

n. To propose the dividend rate to be paid; to decide on the timeline and procedures for paying dividends or dealing with losses incurred during business operations;

o. To propose the reorganization or dissolution of IDICO; to request bankruptcy of IDICO;

p. To propose the promulgation of the Regulations on the Operation of the Board of Directors and the Internal regulations on corporate governance; To decide on the promulgation of the Regulations on the operation of the audit committee under the Board of Directors and the Regulations on information disclosure of the Company;

q. To resolve IDICO's complaints against Enterprise Executives as well as decide to select IDICO's representative to resolve matters related to legal proceedings against Enterprise Executives;

r. To implement the payment of dividends to shareholders in accordance with the law after being approved by the Annual General Meeting of Shareholders;

s. Other rights and obligations as prescribed by the Enterprise Law, the Securities Law, other provisions of law, and the Charter.

3. The Board of Directors must report to the General Meeting of Shareholders the operational results of the Board of Directors according to the provisions in Article 280 of Decree No. 155/2020/ND-CP, amended and supplemented by Clause 82, Article 1 of Decree No. 245/2025/ND-CP.

4. The Board of Directors passes resolutions and decisions by voting at meetings, collecting written opinions, or in other forms prescribed by the Company's Charter. Each member of the Board of Directors or authorized representative of a member of the Board of Directors has one (01) vote.

5. When performing its functions, rights, and obligations, the Board of Directors shall fully comply with the provisions of law, the Charter, and resolutions of the General Meeting of Shareholders. In the event that a resolution or decision

approved by the Board of Directors contravenes the provisions of law, the Charter, or a Resolution of the General Meeting of Shareholders, causing damage to IDICO, the members who voted in favor of such resolution or decision shall bear joint personal liability for that resolution or decision and must compensate IDICO for damages; members who voted against the passage of the aforementioned resolution or decision shall be exempted from liability. In this case, Shareholders of IDICO have the right to request a court to suspend the execution of or cancel the aforementioned resolution or decision.

Article 28. Remuneration, bonuses, and other benefits of members of the Board of Directors

1. IDICO has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.

2. Members of the Board of Directors are entitled to work remuneration and bonuses.

   Work remuneration is calculated based on the number of working days necessary to complete the duties of a member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration rate for each member on the principle of consensus. The total level of remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors is included in IDICO's business expenses according to the provisions of law on corporate income tax, presented as a separate item in IDICO's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in sub-committees of the Board of Directors or performing tasks outside the scope of normal duties of a Board member, may receive additional remuneration in the form of a lump-sum payment per occasion, salary, commission, a percentage of profits, or in other forms upon decision of the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, and other reasonable expenses they have incurred in the performance of their duties as members of the Board of Directors, including expenses arising from attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance

purchased by IDICO upon approval by the General Meeting of Shareholders. This insurance does not cover liabilities of members of the Board of Directors related to violations of the law and the Charter.

Article 29. Chairperson of the Board of Directors

1. 1. The Chairperson of the Board of Directors is elected, dismissed, or removed by the Board of Directors from among its members.

2. 2. The Chairperson of the Board of Directors shall not concurrently serve as the General Director.

3. The Chairperson of the Board of Directors has the following rights and obligations:

   a. To formulate the operational programs and plans of the Board of Directors, and assign duties to members of the Board of Directors;

   b. To prepare agendas, contents, and documents serving meetings of the Board of Directors; to convene and chair meetings of the Board of Directors to discuss and decide on matters within the competence of the Board of Directors; to preside over the collection of written opinions from members of the Board of Directors to approve matters in cases where convening an extraordinary meeting of the Board of Directors is deemed unnecessary;

   c. To organize the passage of resolutions and decisions of the Board of Directors; on behalf of the Board of Directors, to sign resolutions, decisions, and other documents of the Board of Directors after obtaining consensus from the majority of members of the Board of Directors on matters within the decision-making authority of the Board of Directors;

   d. To supervise the process of organizing the implementation of resolutions and decisions of the Board of Directors;

   e. To chair the General Meeting of Shareholders;

   f. Other rights and obligations as prescribed by the Enterprise Law and the Charter.

4. In case the Chairperson of the Board of Directors submits a resignation letter or is dismissed or removed, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation letter or the effective date of the Board of Directors' Decision on the dismissal or removal of the Chairperson of the Board of Directors.

5. In case the Chairperson of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to

exercise the rights and obligations of the Chairperson of the Board of Directors. In case no person is authorized or the Chairperson of the Board of Directors dies, goes missing, is temporarily detained, is serving a prison sentence, is subject to administrative handling measures at a compulsory detoxification center or compulsory educational institution, absconds from their residence, has limited or lost civil act capacity, has difficulties in cognition and behavioral control, or is banned by a Court from holding positions, practicing certain professions, or doing certain jobs, the remaining members shall elect one person among themselves to hold the position of Chairperson of the Board of Directors on the principle of majority approval by the remaining members until the Board of Directors issues a new decision.

6. When deemed necessary, the Board of Directors may decide to appoint a Company Secretary. The Company Secretary has the following rights and obligations:

   a. To support the organization of convening the General Meeting of Shareholders and the Board of Directors; to record meeting minutes;
   b. To support members of the Board of Directors in exercising assigned rights and obligations;
   c. To support the Board of Directors in applying and implementing corporate governance principles;
   d. To support the company in building shareholder relations and protecting the lawful rights and interests of shareholders; to comply with obligations to provide information, disclose information, and administrative procedures;
   e. Other rights and obligations as prescribed in the Charter.

Article 30. Meetings of the Board of Directors

1. The Chairperson of the Board of Directors is elected at the first meeting of the Board of Directors within seven (07) working days from the end date of that Board of Directors election. This meeting is convened and chaired by the member with the highest number of votes or the highest voting percentage. In case there is more than one member with the highest and equal number or percentage of votes, the members shall vote by majority rule to select one (01) person among themselves to convene the meeting of the Board of Directors.

2. The Board of Directors must meet at least once (01) per quarter and may hold extraordinary meetings.

3. The Chairperson of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

   a. Upon request by an independent member of the Board of Directors;

   b. Upon request by the General Director or at least five (05) other

managers;

c. Upon request by at least two (02) members of the Board of Directors.

4. The request prescribed in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions within the competence of the Board of Directors.

5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the request prescribed in Clause 3 of this Article. In case of failing to convene a meeting of the Board of Directors as requested, the Chairperson of the Board of Directors shall be liable for damages caused to IDICO; the requesters have the right to replace the Chairperson of the Board of Directors to convene the meeting of the Board of Directors.

6. The Chairperson of the Board of Directors or the convenor of the meeting of the Board of Directors must send a notice of invitation to the meeting at least three (03) working days prior to the meeting date. The notice of invitation must specify the meeting time and venue, agenda, issues for discussion, and decisions. The notice of invitation must be accompanied by documents to be used at the meeting and members' voting ballots.

   The notice of invitation to the meeting of the Board of Directors may be sent via invitation letter, telephone, fax, electronic means, or other methods prescribed by IDICO's Charter, ensuring it reaches the contact address of each Board member registered with IDICO.

7. A meeting of the Board of Directors shall be conducted when three-quarters (3/4) or more of the total number of members attend the meeting. In case a meeting convened in accordance with this clause lacks the required number of attending members as prescribed, a second meeting shall be convened within seven (07) days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half (1/2) of the members of the Board of Directors attend the meeting.

   Meetings of the Board of Directors may be organized via online conference among members of the Board of Directors when all or some members are in different locations, provided that each participating member can:

   a. Hear each other participating member of the Board of Directors speak in the meeting;

   b. Speak to all other participating members of the Board of Directors simultaneously. Discussions among members of the Board of Directors may be conducted directly by phone or other communication means, or a combination of these methods. A member of the Board of Directors participating in such a meeting shall be deemed to be

"present" at that meeting. The venue of a meeting organized under this provision shall be the location where the largest number of members of the Board of Directors gathers, or the location where the Chair of the meeting is present.

Decisions approved in meetings via phone, organized and conducted legitimately, shall be effective immediately upon the conclusion of the meeting but must be confirmed by signatures in the minutes by all members of the Board of Directors attending this meeting.

8. A member of the Board of Directors shall be considered as attending and voting at a meeting in the following cases:

   a. Attending and voting directly at the meeting;

   b. Authorizing another person to attend the meeting and vote in accordance with Clause 10 of this Article;

   c. Attending and voting via online conference, electronic voting, or other electronic forms;

   d. Sending voting ballots to the meeting via mail, fax, or email.

9. In case voting ballots are sent to the meeting via mail, the voting ballot must be enclosed in a sealed envelope and delivered to the Chairperson of the Board of Directors at least one (01) hour prior to the opening of the meeting. Voting ballots may only be opened under the witness of all attendees.

10. Members must fully attend the meetings of the Board of Directors. A member is allowed to authorize another person to attend and vote at the meeting if approved by the majority of members of the Board of Directors.

11. The Board of Directors passes resolutions and decisions by voting at meetings. Each member of the Board of Directors or authorized representative of a member of the Board of Directors has one (01) vote. Resolutions and decisions of the Board of Directors are passed if approved by the majority (more than half) of the attending members; in case of equal votes, the final decision shall belong to the side containing the opinion of the Chairperson of the Board of Directors.

12. The Board of Directors is authorized to pass resolutions and decisions by collecting written opinions regarding all matters within its competence as prescribed in Article 27 of this Charter. Each member of the Board of Directors or authorized representative of a member of the Board of Directors has one (01) vote. Resolutions and decisions of the Board of Directors are passed if approved by the majority (more than half) of the members of the Board of Directors with voting rights; in case of equal votes, the final decision shall belong to the side containing the opinion of the Chairperson of the Board of Directors.

13. Resolutions of the Board of Directors regarding transactions with related persons are passed in accordance with Article 42 of this Charter and Article 167 of the Enterprise Law.

Article 31. Sub-committees under the Board of Directors

1. The Board of Directors may establish affiliated sub-committees to oversee development policies, human resources, remuneration, internal audit, and risk management. The number of members of a sub-committee is decided by the Board of Directors with a minimum of three (03) persons, including members of the Board of Directors and external members. The operations of sub-committees must comply with the regulations of the Board of Directors. A resolution of a sub-committee shall only take effect when the majority of attending members vote for approval at the sub-committee's meeting.
2. The implementation of decisions of the Board of Directors, or of sub-committees under the Board of Directors, must comply with current legal regulations and provisions in this Charter, and IDICO's Internal regulations on corporate governance.

Article 32. Person in charge of corporate governance

1. The Board of Directors of IDICO must appoint at least one (01) person in charge of corporate governance to support corporate governance tasks. The person in charge of corporate governance may concurrently serve as the Company Secretary or Secretary to the Board of Directors of IDICO. The term of the person in charge of corporate governance at IDICO is decided by the Board of Directors and may be reappointed for an unlimited number of terms.
2. The person in charge of corporate governance shall not concurrently work for the approved audit organization that is auditing IDICO's financial statements.
3. The person in charge of corporate governance has the following rights and obligations:
    a. To advise the Board of Directors on organizing the General Meeting of Shareholders according to regulations and related tasks between IDICO and Shareholders;
    b. To prepare meetings of the Board of Directors and the General Meeting of Shareholders at the request of the Board of Directors;
    c. To advise on the procedures of meetings;
    d. To attend meetings;
    e. To advise on procedures for drafting resolutions of the Board of Directors in compliance with the law;

f. To provide financial information, copies of Board meeting minutes, and other information to members of the Board of Directors;

g. To monitor and report to the Board of Directors on IDICO's information disclosure activities;

h. Là đầu mối liên lạc với các bên có quyền lợi liên quan; To act as the contact point with parties holding related interests;

i. To keep information confidential in accordance with the law and the Charter;

j. Other rights and obligations as prescribed by law.

CHAPTER VIII
GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Organizational management structure

The management system of IDICO must ensure that the management apparatus is responsible to the Board of Directors and subject to the supervision and direction of the Board of Directors in the daily business operations of IDICO. IDICO has a General Director, Deputy General Directors, a Chief Accountant, and other managerial positions appointed by the Board of Directors. The appointment, dismissal, and removal of the above titles must be implemented by resolutions and decisions of the Board of Directors lawfully and validly passed in accordance with this Charter and the Enterprise Law.

Article 34. Enterprise Executives of IDICO

1. The Enterprise Executives of IDICO include the General Director, Deputy General Directors, Chief Accountant, and other Enterprise Executives as prescribed in this Charter.

2. Subject to the approval of the Board of Directors, IDICO is permitted to recruit other executives with the quantity and standards suitable to IDICO's structure and management regulations as prescribed by the Board of Directors. Enterprise Executives must be responsible for assisting IDICO in achieving the set operational and organizational objectives.

3. The General Director is paid a salary and bonus. The salary and bonus of the General Director are decided by the Board of Directors.

4. The salaries of the executives are included in IDICO's business expenses according to the provisions of law on corporate income tax, presented as a separate item in IDICO's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, dismissal, duties, and powers of the General Director

1. The Board of Directors appoints one (01) member of the Board of Directors or hires another person to act as the General Director.

2. The General Director is the person who runs the daily business operations of IDICO; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and the law for the performance of assigned rights and obligations.

3. The term of office of the General Director shall not exceed five (05) years and may be reappointed for an unlimited number of terms. The appointment shall automatically expire if the labor contract signed between the General Director and IDICO is terminated.

4. The General Director must meet the following standards and conditions:

   a. To have full civil act capacity and not falling into the category of persons not permitted to manage enterprises according to the provisions of Clause 2, Article 17 of the Enterprise Law;

   b. To have professional qualifications and experience in business administration suitable for IDICO and as prescribed in Article 162 of the Enterprise Law;

   c. Must not be the biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, wife, husband, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law of an Enterprise Manager, the representative of state capital, or the representative of enterprise capital at the Company and the parent company.

5. The General Director has the following rights and obligations:

   a. To implement resolutions of the Board of Directors and the General Meeting of Shareholders, IDICO's business plans and investment plans approved by the Board of Directors and the General Meeting of Shareholders;

   b. To decide on matters related to IDICO's daily business operations that do not fall within the competence of the Board of Directors, including signing financial and commercial contracts on behalf of IDICO, organizing and managing IDICO's daily business activities in accordance with the law, the Charter, and the regulations, rules, resolutions, and decisions issued by the Board of Directors;

   c. To organize the implementation of IDICO's business plans and investment plans;

   d. To recommend IDICO's organizational structure plan and internal

management regulations;

e. To appoint, dismiss, and remove managerial positions in IDICO, except for positions within the competence of the Board of Directors;

f. To decide on salaries and other benefits for employees in IDICO, including Enterprise Managers whose appointment falls within the competence of the General Director;

g. To recruit employees;

h. To propose plans for paying dividends or handling business losses;

i. To propose measures to improve the operations and management of IDICO;

j. To perform all other activities as prescribed by the Charter and the regulations and rules of IDICO, resolutions and decisions of the Board of Directors, and in accordance with the law.

k. Other rights and obligations as prescribed by law, this Charter, IDICO's internal regulations and rules, resolutions and decisions of the Board of Directors, and the labor contract signed with IDICO.

6. The General Director is responsible to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers and must report to these bodies upon request.

7. The Board of Directors may dismiss the General Director when the majority (more than half) of the members of the Board of Directors with voting rights attending the meeting approve and appoint a new General Director as a replacement.

CHAPTER IX
AUDIT COMMITTEE UNDER THE BOARD OF DIRECTORS

Article 36. Nomination and candidacy for members of the Audit Committee

1. The Chairperson of the Audit Committee and other members of the Audit Committee are nominated by the Board of Directors and must not be Enterprise Executives.
2. The appointment of the Chairperson of the Audit Committee and other members of the Audit Committee must be approved by the Board of Directors at a meeting of the Board of Directors.

Article 37. Composition of the Audit Committee

1. The Audit Committee consists of two (02) or more members. The Chairperson of the Audit Committee must be an independent member of the

Board of Directors. Other members of the Audit Committee must be non-executive members of the Board of Directors.

2. Members of the Audit Committee must have knowledge of accounting and auditing, general understanding of the law and IDICO's operations, and must not fall into the following cases:
   a. Working in the accounting or finance department of IDICO;
   b. Being a member or employee of the approved audit organization performing audits of IDICO's financial statements within the three (03) consecutive preceding years.
3. The Chairperson of the Audit Committee must hold a bachelor's degree or higher in one of the following majors: economics, finance, accounting, auditing, law, or business administration.

Article 38. Rights and obligations of the Audit Committee

The Audit Committee has the rights and obligations prescribed in Article 161 of the Enterprise Law, the Charter, and the following rights and obligations:

1. To have the right to access documents related to IDICO's operational status, to discuss with other members of the Board of Directors, the General Director, the Chief Accountant, and other managers to collect information serving the operations of the Audit Committee.
2. To have the right to request representatives of the approved audit organization to attend and answer matters related to the audited financial statements at meetings of the Audit Committee.
3. To use external legal, accounting, or other consulting services when necessary.
4. To develop and to submit to the Board of Directors policies on risk detection and management; proposing to the Board of Directors solutions to handle risks arising in IDICO's operations.
5. To prepare a written report to the Board of Directors upon discovering that members of the Board of Directors, the General Director, and other managers fail to fully perform their responsibilities as prescribed in the Enterprise Law and the Charter.
6. To develop the Regulations on the operation of the Audit Committee and to submit them to the Board of Directors for approval.

Article 39. Meetings of the Audit Committee

1. The Audit Committee must meet at least twice (02) a year. Meeting minutes must be prepared in detail, clearly, and fully retained. The minute taker and the members of the Audit Committee attending the meeting must sign the meeting minutes.

2. The Audit Committee passes decisions by voting at meetings, collecting written opinions, or in other forms prescribed in the Regulations on the Operation of the Audit Committee. Each member of the Audit Committee has one voting vote. Decisions of the Audit Committee are passed if approved by the majority of attending members; in case of equal votes, the final decision shall belong to the side containing the opinion of the Chairperson of the Audit Committee.

Article 40. Operational report of independent members of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders

1. Independent members of the Board of Directors in the Audit Committee are responsible for reporting their operations at the Annual General Meeting of Shareholders.
2. The operational report of the independent members of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders must ensure the following contents:
   a. Remuneration, operating expenses, and other benefits of the Audit Committee and each member of the Audit Committee in accordance with the Enterprise Law and the Charter;
   b. Summary of meetings of the Audit Committee and the conclusions and recommendations of the Audit Committee;
   c. Supervision results regarding the financial statements, operational status, and financial status of IDICO;
   d. Evaluation report on transactions between IDICO, subsidiaries, and other companies where IDICO controls fifty percent (50%) or more of the charter capital with members of the Board of Directors, the General Director, other Enterprise Executives, and related persons of such subjects; transactions between IDICO and companies in which members of the Board of Directors, the General Director, or other Enterprise Executives are founding members or enterprise managers during the three (03) most recent years prior to the transaction time;
   e. Evaluation results of IDICO's internal control and risk management system;
   f. Supervision results regarding the Board of Directors, the General Director, and other Enterprise Executives;
   g. Evaluation results of the operational coordination between the Audit Committee, the Board of Directors, the General Director, and the shareholders.

CHAPTER X
RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 41. Duty of care

1. Members of the Board of Directors, the General Director, and other Enterprise Executives are responsible for performing their duties, including duties as members of sub-committees of the Board of Directors, honestly and carefully for the interests of IDICO.
2. To perform assigned rights and obligations strictly in accordance with this Charter, resolutions of the General Meeting of Shareholders, resolutions and decisions of the Board of Directors, and provisions of law.

Article 42. Duty of loyalty and avoidance of conflicts of interest

1. Members of the Board of Directors, the General Director, Enterprise Managers, and other Enterprise Executives must disclose their related interests in accordance with the Enterprise Law and relevant legal documents.
2. Members of the Board of Directors, the General Director, Enterprise Managers, other Enterprise Executives, and their related persons may only use information obtained through their positions to serve the interests of IDICO.
3. Members of the Board of Directors, the General Director, Enterprise Managers, and other Enterprise Executives have the obligation to notify the Board of Directors in writing of transactions between IDICO, subsidiaries, or other companies where IDICO controls more than fifty percent (50%) of the charter capital with themselves or their related persons in accordance with the law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, IDICO must disclose information about these resolutions in accordance with the securities law on information disclosure.
4. Members of the Board of Directors are not allowed to vote on transactions bringing benefits to such members or their related persons in accordance with the Enterprise Law and the Charter.
5. Members of the Board of Directors, the General Director, Enterprise Managers, other Enterprise Executives, and their related persons are not allowed to use or disclose to others inside information to execute related transactions.
6. The General Meeting of Shareholders or the Board of Directors approves contracts and transactions between IDICO and one of the following subjects:
   a. A Shareholder, authorized representative of a shareholder owning more than ten percent (10%) of the total ordinary shares of IDICO, and their related persons;
   b. Members of the Board of Directors, the General Director, other

managers, and their related persons;

c. Enterprises that members of the Board of Directors, the General Director, and other managers of IDICO must declare in accordance with Clause 2, Article 164 of the Enterprise Law.

7. The Board of Directors approves the following contracts and transactions:

a. Contracts and transactions prescribed in Clause 6 of this Article with a transaction value of less than thirty-five percent (35%) of the total asset value of IDICO recorded in the most recent financial statements;

b. Contracts and transactions of borrowing, lending, and selling assets with a value equal to or less than ten percent (10%) of the total asset value of IDICO recorded in the most recent financial statements between IDICO and a Shareholder owning fifty-one percent (51%) or more of the total voting shares or a related person of such Shareholder;

c. In case of granting loans or guarantees to related organizations of members of the Board of Directors, the General Director, or other managers where IDICO and organizations *(provided that the organizations being such related person is not a shareholder of IDICO as prescribed in Clause 2, Article 293 of Decree No. 155/2020/ND-CP)* are companies within the same corporate group or operating in a group of companies, including parent-subsidiary companies, economic groups, where the value of the transaction is less than thirty-five percent (35%) of the total asset value of IDICO recorded in the most recent financial statements.

In this case, the representative of IDICO signing the contract or transaction must notify the Board of Directors of the related subjects regarding such contract or transaction and attach the draft contract or the main contents of the transaction. The Board of Directors shall decide on approving the contract or transaction within fifteen (15) days from the date of receiving the notice; members of the Board of Directors with interests related to the parties in the contract or transaction do not have the right to vote.

8. The General Meeting of Shareholders approves the following contracts and transactions:

a. Contracts and transactions prescribed in Clause 6 of this Article with a transaction value equal to or greater than thirty-five percent (35%) of the total asset value of IDICO recorded in the most recent financial statements or transactions leading to a total transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the most recent financial statements;

b. Contracts and transactions of borrowing, lending, and selling assets with a value greater than 10% of the total asset value of IDICO recorded in the most recent financial statements between IDICO and a Shareholder owning fifty-one percent (51%) or more of the total voting shares or a related person of such Shareholder.

c. Granting loans or guarantees to members of the Board of Directors, the General Director (Director), other managers who are not shareholders, and individuals and organizations related to these subjects;

d. In case of granting loans or guarantees to related organizations of members of the Board of Directors, the General Director, or other managers where IDICO and organization *(provided that the organization being such related person is not a shareholder of IDICO as prescribed in Clause 2, Article 293 of Decree No. 155/2020/ND-CP)* are companies within the same corporate group or operating in a group of companies, including parent-subsidiary companies, economic groups, where the value of the transaction is equal to or greater than thirty-five percent (35%) of the total asset value of IDICO recorded in the most recent financial statements.

In case of approving a contract or transaction prescribed in Clause 8 of this Article, the representative of IDICO signing the contract or transaction must notify the Board of Directors of the related subjects regarding such contract or transaction and attach the draft contract or notify the main contents of the transaction. The Board of Directors submits the draft contract or transaction or explains the main contents of the contract or transaction at the General Meeting of Shareholders or collects written opinions from Shareholders. In this case, Shareholders with interests related to the parties in the contract or transaction do not have the right to vote; the contract or transaction is approved in accordance with this Charter and the Enterprise Law.

9. Transactions between IDICO and one or more members of the Board of Directors, the General Director, other executives, and individuals or organizations related to these subjects shall not be invalidated in the following cases:

a. For transactions with a value of less than thirty-five percent (35%) of the total asset value recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, the General Director, and other executives have been reported to the Board of Directors and approved by the Board of Directors with the affirmative majority vote of Board members without related interests;

b. For transactions with a value of thirty-five percent (35%) or more, or transactions leading to a transaction value arising within twelve (12) months from the date of the first transaction of thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements, the important contents of this transaction as well as the relationships and interests of the members of the Board of Directors, the General Director, and other Enterprise Executives have been disclosed to the Shareholders and approved by the General Meeting of Shareholders by the voting ballots of Shareholders without related interests in accordance with this Charter and the Enterprise Law.

10. Contracts and transactions invalidated by a decision of the Court and handled in accordance with the law when signed improperly under this Charter and legal provisions; the person signing the contract or transaction, Shareholder, member of the Board of Directors, or General Director involved must be jointly liable for damages incurred, and refund to IDICO the benefits obtained from the performance of such contract or transaction.

11. Other obligations as prescribed by the Charter and the law.

Article 43. Liability for damages and compensation

1. Members of the Board of Directors, the General Director, and other Enterprise Executives who violate their duties, responsibilities of honesty and care, or fail to fulfill their obligations must be liable for damages caused by their violations.

2. IDICO considers indemnifying persons who have been, are, or may become a related party in claims, lawsuits, or prosecutions (including civil, administrative matters, and not lawsuits initiated by IDICO) if such person has been or is a member of the Board of Directors, the General Director, other executive, employee, or authorized representative of IDICO who has performed or is performing duties authorized by IDICO, acting honestly and carefully for the interests of IDICO based on compliance with the law and there is no evidence confirming that such person has breached their duties.

3. Compensation costs include judgment costs, fines, and payable amounts actually incurred (including attorney's fees) when resolving these matters within the framework permitted by law. IDICO considers purchasing insurance for these persons to avoid the aforementioned compensation liabilities.

CHAPTER XI
RIGHT TO INSPECT BOOKS AND RECORDS OF IDICO

Article 44. Right to inspect books and records

1. Ordinary Shareholders have the right to inspect books and records, specifically as follows:

   a. Ordinary Shareholders have the right to examine, consult, and extract information regarding their names and contact addresses in the list of shareholders with voting rights; request correction of their inaccurate information; examine, consult, extract, or copy the Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

   b. A Shareholder or a group of Shareholders owning five percent (05%) or more of the total ordinary shares has the right to examine, consult, extract minutes and resolutions/decisions of the Board of Directors, mid-year and annual financial statements, contracts, and transactions requiring approval by the Board of Directors, and other documents, except documents related to trade secrets and business secrets of IDICO.

2. In case an authorized representative of a Shareholder or a group of Shareholders requests to inspect books and records, it must be accompanied by a power of attorney of the Shareholder or group of Shareholders represented by that person, or a notarized copy of such power of attorney.

3. Members of the Board of Directors, the General Director, and other Enterprise Executives have the right to inspect IDICO's shareholder register, list of shareholders, and other books and records of IDICO for purposes related to their positions, provided that this information must be kept confidential.

4. IDICO retains this Charter and amendments, supplements to the Charter, the Enterprise Registration Certificate, regulations, documents proving asset ownership, resolutions of the General Meeting of Shareholders and the Board of Directors, meeting minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, annual financial statements, accounting books, and other documents as prescribed by law at the head office or another location, provided that Shareholders and the Business Registration Authority are notified of the location where these documents are stored.

5. The Charter is published on IDICO's website.

CHAPTER XII
EMPLOYEES AND TRADE UNION

Article 45. Employees and trade union

1. The General Director prepares plans for the Board of Directors to approve matters related to recruitment, dismissal of employees, salary, social

insurance, welfare, rewards, and discipline for employees and enterprise executives.

2. The General Director prepares plans for the Board of Directors to approve matters related to IDICO's relationship with IDICO's trade union organization in accordance with the best management standards, practices, and policies, the practices and policies prescribed in this Charter, IDICO's regulations, and current laws.

CHAPTER XIII
PROFIT DISTRIBUTION

Article 46. Profit distribution

1. The General Meeting of Shareholders decides the annual dividend payment rate and method of dividend payment from the retained earnings of IDICO.

2. IDICO does not pay interest on dividend payments or payments related to a class of shares.

3. The Board of Directors may recommend the General Meeting of Shareholders to approve the payment of all or part of dividends in shares, and the Board of Directors is the body executing this decision.

4. In case dividends or other amounts related to a class of shares are paid in cash, IDICO must pay in Vietnamese Dong. Payment may be made directly or through banks based on detailed bank account information provided by shareholders. In case IDICO has transferred funds in accordance with the detailed bank information provided by a Shareholder but such Shareholder does not receive the funds, IDICO shall not be responsible for the funds IDICO has transferred to this Shareholder. The payment of dividends for shares listed/registered for trading on the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation.

5. Pursuant to the Enterprise Law and the Securities Law, the Board of Directors passes a resolution or decision determining a specific date to finalize the list of Shareholders. Based on that date, persons registered as Shareholders or owners of other securities are entitled to receive dividends in cash or shares, receive notices, or other documents.

6. Other matters related to profit distribution are implemented in accordance with the law.

CHAPTER XIV

BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING REGIME

Article 47. Bank accounts

1. IDICO opens accounts at Vietnamese banks or branches of foreign banks permitted to operate in Vietnam.
2. Subject to prior approval from competent authorities, if necessary, IDICO may open bank accounts abroad in accordance with the law.
3. IDICO conducts all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where IDICO opens accounts.

Article 48. Financial year

The financial year of IDICO begins on the first (1st) day of January each year and ends on the thirty-first (31st) day of December each year.

Article 49. Accounting regime

1. The accounting regime used by IDICO is the enterprise accounting regime or a specific accounting regime promulgated and approved by competent authorities.
2. IDICO maintains accounting books in accordance with accounting laws. IDICO retains accounting records according to the types of business activities that IDICO engages in. These records must be accurate, updated, systematic, and sufficient to prove and explain IDICO's transactions.
3. IDICO uses Vietnamese Dong as the monetary unit in accounting. In case IDICO mainly has economic transactions arising in a foreign currency, it may choose that foreign currency as the monetary unit in accounting, bear responsibility for that choice before the law, and notify its direct tax management agency.

CHAPTER XV
FINANCIAL STATEMENTS, ANNUAL REPORT AND INFORMATION DISCLOSURE RESPONSIBILITY

Article 50. Annual, semi-annual, and quarterly financial statements

1. IDICO must prepare annual financial statements, and the annual financial statements must be audited in accordance with the law. IDICO discloses the audited annual financial statements in accordance with the law on information disclosure on the securities market and submits them to the competent state agencies.
2. Annual financial statements must fully include reports, appendices, and notes

in accordance with corporate accounting laws. Annual financial statements must truthfully and objectively reflect IDICO's operational status.

3. IDICO must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure on the securities market and submit them to the competent state agencies.

Article 51. Annual report

IDICO must prepare and disclose the Annual Report in accordance with the laws on securities and the securities market.

CHAPTER XVI
AUDIT OF IDICO

Article 52. Audit

1. The General Meeting of Shareholders designates an independent audit firm or approves a list of independent audit firms and authorizes the Board of Directors to decide on selecting one of these entities to audit IDICO's financial statements for the subsequent financial year based on terms and conditions agreed with the Board of Directors.

2. The audit report is attached to IDICO's annual financial statements.

3. The independent auditor performing the audit of IDICO's financial statements is entitled to attend the General Meetings of Shareholders, receive notices and other information related to the General Meetings of Shareholders, and express opinions at the meeting regarding matters related to the audit of IDICO's financial statements.

CHAPTER XVII
ENTERPRISE SEAL

Article 53. Enterprise seal

1. The seal includes a seal made at a seal engraving establishment or a seal in the form of a digital signature in accordance with the law on electronic transactions.

2. The Board of Directors decides on the type, quantity, form, and content of the seal of IDICO, its branches, and representative offices (if any).

3. The Board of Directors and the General Director use and manage the seal in accordance with current laws.

CHAPTER XVIII
DISSOLUTION OF IDICO

Article 54. Dissolution of IDICO

1. IDICO may be dissolved in the following cases:
   a. According to a resolution or decision of the General Meeting of Shareholders;
   b. To have its Enterprise Registration Certificate revoked, unless otherwise prescribed by the Law on Tax Administration;
   c. Other cases as prescribed by law.
2. Dissolution decided by the General Meeting of Shareholders shall be implemented by the Board of Directors. This dissolution decision must be notified to the competent authority as prescribed.

Article 55. Liquidation

1. At least six (06) months prior to the decision to dissolve IDICO, the Board of Directors must establish a Liquidation Committee consisting of three (03) members, of which two (02) members are designated by the General Meeting of Shareholders and one (01) member is designated by the Board of Directors from an independent audit firm. The Liquidation Committee prepares its operating regulations. Members of the Liquidation Committee may be selected from among IDICO's employees or independent experts. All expenses related to the liquidation are given priority for payment by IDICO over other debts of IDICO.
2. The Liquidation Committee is responsible for reporting to the Business Registration Authority on the date of establishment and the date of commencing operations. From that time, the Liquidation Committee represents IDICO in all matters related to IDICO's liquidation before Courts and administrative agencies.
3. Proceeds from the liquidation shall be paid in the following order:
   a. Liquidation expenses;
   b. Salary arrears, severance allowances, social insurance, and other benefits of employees according to the collective labor agreement and signed labor contracts;
   c. Tax debts;
   d. Other debts of IDICO;
   e. The remainder after paying all debts from Point (a) to (d) above is distributed to the Shareholders. Preference shares (if any) are given

priority for payment.

CHAPTER XIX
RESOLUTION OF INTERNAL DISPUTES

Article 56. Resolution of internal disputes

1. In case a dispute or complaint arises relating to IDICO's operations, or the rights and obligations of Shareholders under the Enterprise Law, the Charter, other legal regulations, or agreements between:

   a. A Shareholder and IDICO;

   b. A Shareholder and the Board of Directors, the General Director, or another executive.

   The related parties shall attempt to resolve such dispute through negotiation and mediation. Except for disputes relating to the Board of Directors or the Chairperson of the Board of Directors, the Chairperson of the Board of Directors shall preside over the dispute resolution and request each party to present information relating to the dispute within fifteen (15) working days from the date the dispute arises. In case the dispute relates to the Board of Directors or the Chairperson of the Board of Directors, any party may request the Board of Directors to appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case a mediation decision is not reached within six (06) weeks from the start of the mediation process, or if the mediator's decision is not accepted by the parties, a party may bring the dispute to a competent Court in Vietnam for resolution.

3. The parties shall bear their own costs related to the negotiation and mediation procedures. Payment of Court costs shall be made according to the Court's judgment.

Article 57. Right to file lawsuits against Members of the Board of Directors and the General Director

1. A Shareholder or a group of Shareholders owning at least one percent (01%) of ordinary shares has the right to initiate, individually or on behalf of IDICO, a civil liability lawsuit against a member of the Board of Directors or the General Director in the following cases:

   a. To breach the obligations of an IDICO Manager as prescribed in this Charter;

   b. To fail to properly perform assigned rights and obligations; failing to perform, improperly performing, or untimely performing a resolution of the Board of Directors;

c. To perform assigned rights and obligations contrary to the law, the Charter, or resolutions of the General Meeting of Shareholders and the Board of Directors;

d. To abuse position and power, and use information, know-how, business opportunities, and other assets of IDICO for personal gain or to serve the interests of other organizations or individuals;

e. Other cases as prescribed by law.

2. The sequence and procedures for initiating lawsuits shall comply correspondingly with the civil procedure law. Litigation costs in the event a Shareholder or group of Shareholders initiates a lawsuit on behalf of IDICO shall be accounted for as IDICO's expenses, except where the initiating member's claim is rejected.

3. The Shareholder or group of Shareholders prescribed in this Article has the right to examine, consult, and extract necessary information based on a Court decision prior to or during the litigation process.

CHAPTER XX
SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Article 58. Supplements and Amendments to the Charter

1. Amendments and supplements to this Charter must be considered and decided by the General Meeting of Shareholders of IDICO.

2. In case the law contains provisions relating to IDICO's operations that have not been mentioned in this Charter, or in case there are new legal provisions different from those in this Charter, such legal provisions shall automatically apply to govern IDICO's operations.

CHAPTER XXI
EFFECTIVE DATE

Article 59. Effective date

1. This Charter, consisting of twenty-one (21) chapters and fifty-nine (59) articles, was unanimously approved by the 2026 Annual General Meeting of Shareholders on _____.

2. The Charter is made in eight (08) copies with equal validity and must be retained at the head office of IDICO.

3. This Charter is the unique and official Charter of IDICO, replacing the Charter approved by the 2025 Annual General Meeting of Shareholders on _____ and its amended documents in 2025.

4. Copies or extracts of the Charter are valid when bearing the signature of the

Legal Representative, or the Chairperson of the Board of Directors, or at least one-half (1/2) of the total members of the Board of Directors of IDICO and stamped with IDICO's seal.

LEGAL REPRESENTATIVE
IDICO CORPORATION - JSC
GENERAL DIRECTOR

Dang Chinh Trung

IDICO CORPORATION – JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 251 /TTr-HĐQT

HCM City, dated April 1st, 2026

PROPOSAL
ON AMENDMENT, SUPPLEMENTATION OF THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF IDICO CORPORATION – JSC

To: **General Meeting of Shareholders IDICO Corporation - JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025, and implementing documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024, and implementing documents;

Pursuant to the current Charter ("Charter") of IDICO Corporation - JSC ("Corporation");

Pursuant to the Internal regulations on corporate governance of IDICO Corporation – JSC.

As of the current date, Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing the Enterprises Law, taking effect as of July 01, 2025; Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing the Securities Law; Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing Decree No. 155/2020/ND-CP detailing the implementation of a several articles of the Securities Law, taking effect as of September 11, 2025. Accordingly, certain provisions of the existing Internal Regulations on Corporate Governance of IDICO Corporation – JSC must be amended to ensure compliance with legal regulations *(Please refer to the Appendix - Amendments and Supplements to the Internal Regulations on Corporate Governance of IDICO Corporation – JSC).*

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

1. Approve the amendments and supplements to the Corporation's Internal Regulations on Corporate Governance. The detailed amended and supplemented contents of the Internal Regulations on Corporate Governance are specified in the "*Appendix: Amendments and Supplements to the Internal Regulations on Corporate Governance of IDICO Corporation – JSC*" attached hereto.

2. Approve the draft (amended) Internal Regulations on Corporate Governance of IDICO Corporation – JSC. This amended Internal Regulations on Corporate Governance takes effect from the date of approval by the General Meeting of Shareholders and replaces the current Internal Regulations on Corporate Governance.

3. Assign the Chairperson of the Board of Directors to carry out the necessary procedures and sign and issue the Internal Regulations on Corporate Governance approved by the General Meeting of Shareholders in accordance with the provisions of law.

Recipients:
- As above;
- BOD;
- Archive: Admin, Legal Dept

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

[Signed]

Nguyen Thi Nhu Mai

APPENDIX
AMENDMENTS AND SUPPLEMENTS TO REGULATION ON THE OPERATION OF THE BOARD OF DIRECTORS OF IDICO CORPORATION - JSC

1. The amended and supplemented contents in the Regulation on the Operation of the Board of Directors of IDICO Corporation - JSC ("IDICO" or the "Company") include:

Article, Clause	Name of Article, Clause	Provisions in the old Regulations	Amended and supplemented provisions in the new Regulations	Reason for amendment
Legal Basis section		No provision	Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing Decree No. 155/2020/ND-CP	Supplemented the legal basis with Decree No. 245/2025/ND-CP dated September 11, 2025, which amends and supplements Decree No. 155/2020/ND-CP
Article 3, clause 3	Rights and obligations of Board Members	Independent member of the Board of Directors of IDICO must prepare an evaluation report on the operation of the Board of Directors	Each independent member of the Board of Directors of IDICO must prepare an evaluation report on the operation of the Board of Directors	Amended to ensure consistency with Clause 80, Article 1 of Decree No. 245/2025/ND-CP
Article 5, clause 1	Term of office and number of members of the Board of Directors	The Board of Directors has five (05) members. The structure of the Board of Directors must ensure that at least one-third (1/3) of the total number of Board members are non-executive members and shall ensure at least one (01) member of the Board of Directors is an independent member.	The Board of Directors has five (05) members. The structure of the Board of Directors must ensure that at least 20% of the members of the Board of Directors are independent members, and the number of non-executive members of IDICO's Board of Directors must satisfy the following provisions: a. Having at least 01 non-executive member in case the Company has from 03 to 05 Board members;	Amended to ensure consistency with Clause 79, Article 1 of Decree No. 245/2025/ND-CP and Point b, Clause 1, Article 137 of the Law on Enterprises.

Article, Clause	Name of Article, Clause	Provisions in the old Regulations	Amended and supplemented provisions in the new Regulations	Reason for amendment
			b. Having at least 02 non-executive members in case the Company has from 06 to 08 Board members; c. Having at least 03 non-executive members in case the Company has from 09 to 11 Board members.	
Article 6, clause 1, Point c	Standards and conditions for members of the Board of Directors	A member of IDICO's Board of Directors can concurrently serve as a member of the Board of Directors but not exceeding five (05) companies	A member of IDICO's Board of Directors can concurrently serve as a member of the Board of Directors or Member's Council of other companies, but not exceeding five (05) companies	Amended to ensure consistency with the provisions of Clause 78, Article 1 of Decree No. 245/2025/ND-CP
Article 11, clause 2, Point i	Rights and obligations of the Board of Directors	Elect, dismiss, and remove the Chairperson of the Board of Directors; Appoint, dismiss, sign contracts, and terminate contracts with the General Director; appoint and dismiss Deputy General Directors and the Chief Accountant and other Key Management Personnel of IDICO; and determine the salary, bonuses, and other benefits for those persons;...	Elect, dismiss, and remove the Chairperson of the Board of Directors; Appoint, dismiss, sign contracts, and terminate contracts with the General Director; appoint and dismiss Deputy General Directors and the Chief Accountant of IDICO; and determine the salary, bonuses, and other benefits for those persons;...	Correspondingly adjust the content of Point i, Clause 2, Article 27 of the Charter.
Article 11, clause 2, Point s	Rights and obligations of the Board of Directors	No provision	Execute the payment of dividends to shareholders according to legal regulations after being approved by the Annual General Meeting of Shareholders	Supplemented to ensure consistency with the provisions of Clause 81, Article 1 of Decree No. 245/2025/ND-CP
Article 11, clause 3	Rights and obligations of the Board of Directors	The Board of Directors must report to the General Meeting of Shareholders on the results of the Board's activities in accordance with Article 280 of Decree No. 155/2020/NĐ-CP	The Board of Directors must report to the General Meeting of Shareholders on the results of the Board's activities in accordance with Article 280 of Decree No. 155/2020/NĐ-CP, as amended and	Amended to ensure consistency with the provisions of Clause 82, Article 1 of Decree No. 245/2025/ND-CP

Article, Clause	Name of Article, Clause	Provisions in the old Regulations	Amended and supplemented provisions in the new Regulations	Reason for amendment
			supplemented by Clause 82, Article 1 of Decree No. 245/2025/NĐ-CP	
Article 12, clause 3	Duties and powers of the Board of Directors in approving and signing transaction contracts	The Board of Directors approves the provision of loans or guarantees to related organizations of members of the Board of Directors, the General Director, or other managers where IDICO and the organization are companies within the same group or operate as a group of companies, including parent-subsidiary companies, economic groups, where the transaction value is less than thirty-five percent (35%) of IDICO's total asset value recorded in its most recent financial statement.	The Board of Directors approves the provision of loans or guarantees to related organizations of members of the Board of Directors, the General Director, or other managers where IDICO and the organization (provided that such related organization is not an IDICO shareholder as defined in Clause 2, Article 293 of Decree No. 155/2020/NĐ-CP) are companies within the same group or operate as a group of companies, including parent-subsidiary companies, economic groups, where the transaction value is less than thirty-five percent (35%) of IDICO's total asset value recorded in its most recent financial statement.	Amended to ensure compliance with the provisions of Clause 84, Article 1 of Decree No. 245/2025/ND-CP.
Article 13, clause 2, point b	Responsibilities of the Board of Directors in convening extraordinary meetings of the General Meeting of Shareholders	If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed, the shareholder or group of shareholders stipulated in Point (c), Clause 1 of this Article has the right to represent IDICO to convene a General Meeting of Shareholders in accordance with the Law on Enterprises	If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed, within the next 30 days, the shareholder or group of shareholders stipulated in Point (c), Clause 1 of this Article has the right to represent IDICO to convene a General Meeting of Shareholders in accordance with the Law on Enterprises.	Amended in accordance with the provisions of Article 140, Clause 4a of the Law on Enterprises as amended and supplemented in 2025

2. In addition to the amendments and supplements in Section 1 of this Appendix, the new Regulations include detailed revisions to sentence structure, phrasing, terminology, and certain references to ensure the consistency of the Regulations' form and content (without altering the original meaning).
3. Following the deletion or addition of certain provisions, the numbering and sequence of several Articles in the new Regulations have been adjusted accordingly.

4. If any provisions of the Charter or law relating to the Company's operations are not provided for in the Regulations, or if new provisions of law are inconsistent with the terms of the Regulations, such legal provisions shall prevail and govern the Company's operations.

DRAFT

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF IDICO CORPORATION - JSC

Ho Chi Minh City, 2026

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IDICO CORPORATION - JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: _____ *Ho Chi Minh City,* *2026*

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF IDICO CORPORATION - JSC

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly on June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025 ("**Law on Enterprises**");
- Law on Securities No. 54/2019/QH14 promulgated by the National Assembly on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024 ("**Law on Securities**");
- Law amending and supplementing a number of articles of the Law on Public Investment, the Law on Public-Private Partnership Investment, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Excise Tax, and the Law on Civil Judgment Enforcement No. 03/2022/QH15 dated January 11, 2022;
- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree 155/2020/ND-CP;
- Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- The Charter of IDICO Corporation - JSC ("**IDICO**" or "**Company**") adopted by the General Meeting of Shareholders of IDICO at the Annual General Meeting of Shareholders held on [*] [*], 2026 ("**Charter**");
- Resolution of the Annual General Meeting of Shareholders held on [*] [*], 2026.

The Board of Directors promulgates the Internal Regulations on corporate governance of the Company ("**Regulations**"). The Regulations include the following provisions:

CHAPTER I: GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The internal regulations on corporate governance of IDICO stipulate contents regarding the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; the sequence and procedures for convening the General Meeting of Shareholders; and the nomination, candidacy, election, dismissal, and removal of members of the BOD, the General Director, and other activities in accordance with the Company's Charter and other current provisions of law.

2. Subjects of application: These Regulations apply to members of the Board of Directors, the General Director, and related persons mentioned herein.

Article 2. Interpretation of terms and abbreviations

1. Abbreviations:

   In these Regulations, the words and phrases below are abbreviated as follows:

   a. "Corporation" or "IDICO": refers to IDICO Corporation - JSC;
   b. "BOD": refers to the Board of Directors;
   c. "GMS": refers to the General Meeting of Shareholders;
   d. "HNX": refers to the Hanoi Stock Exchange;
   e. "VSDC" (TTLKCK): refers to the Securities Depository and Clearing Corporation.

2. Interpretation of terms:

   In these Regulations, the terms and phrases below are understood as follows:

   a. *"Major shareholder"* is a shareholder defined in Clause 18, Article 4 of the Law on Securities;
   b. *"Charter"* is the Charter of IDICO Corporation - JSC adopted by the GMS at the Annual General Meeting of Shareholders held on ___ ___, 2026, and any amended, supplemented, or replaced documents of the Charter;
   c. *"Delegate"*: refers to a voting Shareholder or an authorized representative of a voting Shareholder attending the GMS meeting in accordance with the Charter and the Law on Enterprises;
   d. "*Law on Enterprises"* means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its amending, supplementing, and guiding documents;

e. *"Law on Securities"* means the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, and its amending, supplementing, and guiding documents;

f. *"Enterprise manager"* is defined in Clause 24, Article 4 of the Law on Enterprises and Clause 1, Article 1 of the Charter;

g. *"Enterprise executive"* means the General Director, Deputy General Director; Chief Accountant, and other executives according to IDICO's Charter;

h. *"Related person"* means individuals or organizations defined in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;

i. *"Non-executive BOD member"* means a BOD member who is not the General Director; Deputy General Director; Chief Accountant, and other Enterprise executives according to the Charter or approved by the GMS or appointed by the BOD under its authority, from time to time;

j. *"Independent BOD member"* means a BOD member who meets the criteria and conditions specified in Clause 2, Article 155 of the Law on Enterprises.

In these Regulations, references to one or more provisions or legal documents shall include their amendments, supplements, or replacement documents. In case specialized laws have corporate governance regulations different from those in these Regulations, the provisions of the specialized laws shall apply.

The headings (Chapters, Articles of these Regulations) are used for convenience in understanding the content and do not affect the substance of these Regulations.

CHAPTER II: GENERAL MEETING OF SHAREHOLDERS

Article 3. Roles, rights, and obligations of the GMS

1. The GMS includes all shareholders with voting rights and is the highest decision-making body of IDICO.
2. The GMS has the following rights and obligations:
   a. To pass IDICO's development orientation;
   b. To decide on the classes of shares and the total number of shares of each class authorized to be offered; to decide on the annual dividend rate for each class of shares;
   c. To elect, dismiss, and remove members of the BOD;

d. To decide on investments or sales of assets valued at thirty-five percent (35%) or more of the total asset value recorded in IDICO's most recent financial statements;
e. To decide on amending and supplementing the Charter;
f. To approve the annual financial statements;
g. To decide on redeeming more than ten percent (10%) of the total issued shares of each class;
h. To consider and handle violations by BOD members that cause damage to IDICO and its shareholders;
i. To decide on the reorganization or dissolution of IDICO;
j. To decide on the budget or total remuneration, bonuses, and other benefits for the BOD;
k. To approve the internal governance regulations and the BOD's operational regulations;
l. To approve the list of approved audit firms; to decide on the approved audit firm to inspect IDICO's operations, and dismiss approved auditors when deemed necessary;
m. Other rights and obligations according to the provisions of law and the Charter.

Article 4. Authority to convene the GMS

1. Convening the Annual GMS: The GMS meets annually once a year within four (04) months from the end of the financial year. The BOD has the authority to convene the Annual GMS or decide to extend the Annual GMS meeting when necessary, but not exceeding six (06) months from the end of the financial year.
2. Convening the Extraordinary GMS:
   a. The BOD must convene an Extraordinary GMS within thirty (30) days from the date the remaining number of BOD members or independent BOD members is as specified in Point b, Clause 3, Article 14 of the Charter, or upon receiving a request as specified in Point c, Clause 3, Article 14 of the Charter;
   b. If the BOD fails to convene the GMS as specified in Point a, Clause 4, Article 14 of the Charter, within the next 30 days, the shareholder or group of shareholders specified in Point c, Clause 3, Article 14 of the Charter has the right to convene the GMS on behalf of IDICO in accordance with the Law on Enterprises.

Article 5. Notice of finalizing the shareholder list and compiling the list of shareholders entitled to attend the GMS

1. IDICO must disclose information about compiling the list of shareholders entitled to attend the GMS at least twenty (20) days before the final registration date. The final registration date is the date to determine the shareholders entitled to attend the GMS. IDICO shall send a notice and related documents to HNX and VSDC regarding the final registration date to compile the shareholder list.
2. IDICO must prepare a list of shareholders eligible to participate and vote at the GMS. The list of shareholders entitled to attend the GMS shall be compiled no more than ten (10) days before the date of sending the invitation notice to the GMS.

Article 6. Notice of convening the GMS

1. The notice of meeting must include the name, head office address, enterprise code of IDICO; the name and contact address of the shareholder, the time, venue of the meeting, and other requirements for attendees.
2. The notice of convening the GMS shall be sent to all shareholders by a method ensuring it reaches the shareholders' registered addresses, simultaneously published on the websites of HNX, the State Securities Commission, and posted on IDICO's website (www.idico.com.vn). The convener of the GMS must send the notice of meeting to all Shareholders on the List of Shareholders entitled to attend at least twenty-one (21) days prior to the opening date of the meeting (calculated from the date the notice is validly sent or dispatched).
3. The GMS agenda and documents related to the matters to be voted on at the Meeting shall be sent to shareholders and/or posted on IDICO's website. In case related documents are not attached to the notice of convening the GMS, the notice must clearly state the website address and a specific link to all meeting documents so that Shareholders can access them.

Article 7. Agenda and contents of the GMS meeting

1. The convener of the GMS must perform the following tasks:
   a. Prepare a list of Shareholders eligible to participate and vote at the GMS meeting according to Article 5 of these Regulations;
   b. Prepare the agenda and contents of the Meeting;
   c. Prepare documents for the Meeting;

d. Draft GMS resolutions based on the expected contents of the meeting; the list and detailed information of candidates for the BOD election;
e. Determine the time and venue of the Meeting;
f. Notify and send the notice of convening the GMS meeting to all Shareholders entitled to attend;
g. Other tasks serving the Meeting.
h. A shareholder or group of shareholders as stipulated in Clause 2, Article 12 of the Charter has the right to propose matters to be included in the GMS meeting agenda. The proposal must be made in writing and sent to IDICO at least three (03) working days before the opening date of the meeting. The proposal must clearly state the Shareholder's name, the number of each class of shares held by the Shareholder, and the proposed matters to be included in the meeting agenda.

2. The convener of the GMS meeting has the right to reject the proposal specified in Clause 1 of this Article if it falls under one of the following cases:

a. The proposal is not sent in accordance with Clause 1 of this Article;
b. At the time of the proposal, the shareholder or group of shareholders does not hold at least five percent (5%) of the ordinary shares or more as prescribed in Clause 2, Article 12 of the Charter;
c. The proposed matter does not fall within the decision-making authority of the GMS;
d. Other cases in accordance with the law and this Charter.

3. The convener of the GMS meeting must accept and include the proposal specified in Clause 1 of this Article in the tentative agenda and contents of the meeting, except in the cases specified in Clause 2 of this Article; the proposal shall be officially added to the agenda and contents of the meeting if approved by the GMS.

Article 8. Authorization for representatives to attend the GMS meeting

1. A shareholder, or an authorized representative of an institutional shareholder, may directly attend the meeting or authorize in writing one or more other individuals or organizations to attend the meeting, or attend through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises. In case more than one representative is appointed, the specific number of shares and votes authorized to each representative must be determined.
2. The authorization for an individual or organization to attend the GMS meeting must be made in writing. The power of attorney shall be prepared in

accordance with the civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the authorization term, and the signatures of the authorizing party and the authorized party. The authorized person attending the GMS meeting must submit the written authorization upon registration before entering the meeting room. In case of sub-authorization, the attendee must also present the original power of attorney of the shareholder or the authorized representative of the institutional shareholder (if not previously registered with IDICO).

3. The voting ballot of the authorized person within the scope of authorization remains valid in any of the following events, provided that IDICO does not receive a written notice and the GMS meeting has already opened:

   a. The principal is dead, has restricted civil act capacity, or has lost civil act capacity;

   b. The principal has revoked the designation of authorization;

   c. The principal has revoked the authority of the person performing the authorization.

   This clause shall not apply if IDICO receives a written notice of any of the above events before the opening time of the GMS meeting or before the meeting is reconvened.

Article 9. Registration method to attend the GMS meeting

1. A shareholder shall be deemed to attend and vote at the GMS meeting in the following cases:

   a. Attending and voting directly at the meeting;

   b. Authorizing another individual or organization to attend and vote at the meeting;

   c. Attending and voting via an online conference, electronic voting, or other electronic means;

   d. Sending voting ballots to the meeting by mail, fax, email, or other means in accordance with the law and IDICO's regulations.

2. If IDICO applies modern technology to organize the GMS via online meetings, IDICO must make the maximum effort to apply modern information technology so that Shareholders can best participate in the GMS meetings, including guiding Shareholders on remote voting and voting via online GMS meetings.

3. Prior to the opening of the meeting, IDICO must carry out shareholder registration procedures as specified in the Notice of convening the GMS and must carry out the registration until all eligible Shareholders present have registered. Shareholders attending the meeting directly must bring the documents specified in the Notice of convening the GMS to verify their status as participating Shareholders.
4. Upon registration, IDICO shall provide each Delegate attending the GMS directly with a voting card/ballot, which contains information on the registration number, full name of the shareholder or the full name of the authorized representative of the Shareholder, and the number of votes of that Shareholder. Direct registration to attend the GMS shall be carried out at the venue of the GMS meeting.
5. Delegates arriving at the GMS after the meeting has opened ("Late arriving delegates") have the right to register immediately and subsequently participate and vote at the meeting right after registration. The Chairperson is not responsible for pausing the meeting for Late arriving delegates to register, and the validity of items already voted on prior to the Late arriving delegates' attendance remains unchanged.

Article 10. Conditions for conducting the GMS meeting

1. The GMS meeting is conducted directly or via online forms or other forms when the number of attending Shareholders represents over fifty percent (50%) of the total voting shares.
2. If the first meeting does not meet the conditions for convening as stipulated in Clause 1 of this Article, the notice to convene the second meeting shall be sent within thirty (30) days from the intended date of the first meeting. The second GMS meeting shall be conducted when the attending shareholders represent from thirty-three percent (33%) or more of the total voting shares.
3. If the second meeting does not meet the conditions for convening as stipulated in Clause 2 of this Article, the notice to convene the third meeting must be sent within twenty (20) days from the intended date of the second meeting. The third GMS meeting shall be conducted regardless of the total voting shares of the attending shareholders.

Article 11. Methods of passing GMS resolutions

1. The GMS shall pass resolutions within its authority by voting at the meeting or collecting written opinions.

2. The GMS shall pass resolutions by voting at the meeting on the following contents:

   a. Amending and supplementing the contents of IDICO's Charter;

   b. IDICO's development orientation;

   c. Classes of shares and total number of shares of each class;

   d. Changing the lines of business and business sectors of IDICO;

   e. Changing the management organizational structure of IDICO;

   f. Electing, dismissing, and removing members of the BOD;

   g. Deciding on investments or sales of assets valued at thirty-five percent (35%) or more of the total asset value recorded in IDICO's most recent financial statements;

   h. Approving IDICO's annual financial statements;

   i. Reorganizing or dissolving IDICO;

   j. Other contents as stipulated in the Charter.

3. The GMS shall pass resolutions by collecting written opinions for all matters within the authority of the GMS as stipulated in Article 15 of the Charter, except for matters that must be passed by voting at a meeting as stipulated in Clauses 2, 3, and 4, Article 21 of the Charter.

Article 12. Methods of direct voting

1. The GMS shall elect persons responsible for counting votes or supervising the vote-counting process upon the proposal of the Chairperson. The number of members of the Vote Counting Committee shall be decided by the GMS based on the Chairperson's proposal.

2. Voting methods:

   The GMS shall discuss and vote on each issue in the meeting agenda using a form suitable for the session's progress, specifically:

   a. **Voting by Ballots:** detailed voting contents are recorded on the Ballot; Shareholders vote by marking the corresponding box of their choice (approve, disapprove, or no opinion) available on the Ballot. The Ballot must clearly state the registration number, full name of the Shareholder, full name of the authorized representative, and the number of votes of that Shareholder. Subsequently, Delegates shall cast their Ballots into the ballot box at the voting area.

   b. **Voting by Voting Cards:** Shareholders raise their Voting Cards (Approve, Disapprove, or No opinion cards) at the GMS to vote on each

specific content. The total number of votes for approval, disapproval, and no opinion for each voting item shall be announced at the Meeting.

c. Voting method for cumulative voting: The election of BOD members must be conducted via the cumulative voting method. Accordingly, each Delegate has a total number of votes corresponding to the total number of shares owned or represented multiplied by the number of BOD members to be elected. Attending delegates have the right to cast all or part of their total votes for one or more candidates.

Article 13. Methods of direct vote counting

1. Vote counting for voting by Ballots: "approve", "disapprove", and "no opinion" statuses will be aggregated separately. For online voting, the Vote Counting Committee shall follow the provisions in Article 28 of these Regulations. Online votes are aggregated together with the Ballots distributed directly at the GMS.

2. Vote counting for voting by Voting Cards: This is conducted by collecting "approve" cards, then "disapprove" cards; finally, the Vote Counting Committee gathers the number of approval, disapproval, and no opinion cards. Online voting cards are aggregated with direct voting cards at the GMS.

3. For the cumulative voting method: Elected persons are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the required number of members is reached. If two (02) or more candidates achieve the same number of votes for the last position, a re-election shall be held among them or a selection shall be made according to IDICO's election regulations. If the first election result does not meet the required quantity, further elections will be conducted until the required number of members is reached.

4. For sensitive issues and upon request by Delegates, IDICO must appoint an independent organization to collect and count votes.

Article 14. Conditions for the passage of GMS resolutions

1. GMS resolutions on the following contents shall be passed when approved by Shareholders representing at least sixty-five percent (65%) of the total votes of all attending and voting Shareholders, except as provided in Clauses 5 and 6 of Article 21 and Clause 9 of Article 22 of the Charter:

   a. Classes of shares and total number of shares of each class;

   b. Changes to IDICO's business lines and sectors;

   c. Changes to IDICO's management organizational structure;

d. Investment projects or sales of assets valued at 35% or more of the total asset value in the most recent financial statements;

e. Reorganization or dissolution of IDICO;

f. Other matters prescribed by the Charter.

2. Other resolutions are passed when approved by Shareholders owning over fifty percent (50%) of the total votes of all attending and voting Shareholders, unless otherwise specified in Clauses 3, 5, 6 of Article 21 and Clause 9 of Article 22 of the Charter.

3. The election of BOD members must be performed via cumulative voting. Elected members are determined by the number of votes from high to low until the number of members specified in the Charter and IDICO's election regulations is reached.

4. Resolutions resulting in adverse changes to the rights and obligations of preferred shareholders are only passed if approved by preferred shareholders of the same class owning at least seventy-five percent (75%) of that class of preferred shares.

5. GMS's resolution passed by 100% of the total voting shares is legal and effective even if the sequence and procedures for convening the meeting and passing such resolution violate the Law on Enterprises and IDICO's Charter.

Article 15. Notice of vote-counting results

After counting the votes, the Vote Counting Committee shall notify the Chairperson of the results for each content. Vote-counting results shall be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting.

Article 16. Methods of objecting to decisions of GMS

1. A shareholder voting against a resolution of the GMS on the reorganization of IDICO or a change in the rights and obligations of shareholders stipulated in the Charter has the right to request IDICO to repurchase their shares. The request must be in writing, clearly stating the name and address of the Shareholder, the number of shares of each class, the intended selling price, and the reason for requesting IDICO to repurchase. The request must be sent to IDICO within ten (10) days from the date the GMS passes the resolution on the matters stipulated in this Clause.

2. IDICO must repurchase the shares at the request of the Shareholder as stipulated in Clause 1 of this Article at the market price or a price calculated in accordance with the principles stipulated in IDICO's Charter at the time, within ninety (90) days from the date of receipt of the request. In case an agreement on the price cannot be reached, the parties may request a professional valuation organization to conduct a valuation. IDICO shall

recommend at least three (03) valuation organizations for the shareholder to select from, and such selection shall be the final decision.

3. Within ninety (90) days from the date of receipt of the resolution or minutes of the GMS meeting or the minutes of the vote counting results for consulting the GMS, a shareholder or a group of shareholders holding five percent (5%) or more of the total ordinary shares has the right to request a Court or Arbitration to review and annul the resolution or a part of the resolution of the GMS in the following cases:

   a. The order and procedures for convening the meeting and making decisions of the GMS seriously violate the provisions of the Law on Enterprises and the Charter, except as provided in Clause 2, Article 152 of the Law on Enterprises;

   b. The content of the resolution violates the law or the Charter.

Article 17. Preparation of the minutes of the GMS meeting

1. The GMS meeting must be recorded in minutes and may be audio-recorded or recorded and stored in electronic form.The minutes must be prepared in Vietnamese, may also be prepared in a foreign language, and must include the following principal contents:

   a) Name, head office address, enterprise code;

   b) Time and venue of the GMS meeting;

   c) Agenda and contents of the meeting;

   d) Full names of the Chairperson and the secretary;

   e) Summary of the meeting proceedings and opinions expressed at the GMS meeting regarding each issue in the meeting agenda;

   f) The number of shareholders and total voting shares of the attending shareholders, an annex of the registered list of shareholders and shareholders' representatives attending the meeting with their respective number of shares and votes;

   g) Total votes for each voting issue, specifying the voting method, total valid and invalid votes, total votes of approval, disapproval, and no opinion; and the corresponding proportions to the total voting shares of attending shareholders;

   h) The issues passed and their respective approval voting rates;

   i) Full names and signatures of the Chairperson and the secretary. In case the chairperson or the secretary refuses to sign the meeting minutes, such minutes are effective if signed by all other attending members of the BOD and contain full contents as prescribed in this Clause. The meeting minutes shall clearly

state the refusal of the chairperson or the secretary to sign the meeting minutes.

2. The GMS meeting minutes must be completed and approved prior to the closing of the meeting. The Chairperson and the secretary of the meeting or other persons signing the meeting minutes shall be jointly liable for the truthfulness and accuracy of the minutes' contents.

3. Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case of any discrepancies in content between the Vietnamese minutes and the foreign language minutes, the content of the Vietnamese minutes shall prevail.

4. The GMS minutes are considered authentic evidence of the tasks conducted at the GMS.

5. The GMS meeting minutes, the annex of the registered list of attending shareholders with the signatures of shareholders (if meeting directly) or the list of registered attending shareholders recorded by the electronic voting system as attending the online GMS meeting (if meeting online), the powers of attorney to attend the meeting, the passed resolutions, and relevant documents enclosed with the notice of meeting must be archived at IDICO's head office.

Article 18. Disclosure of GMS Resolutions

The GMS Resolution must be disclosed on IDICO's website and in accordance with the law within twenty-four (24) hours after the conclusion of the GMS meeting.

Article 19. GMS passing Resolutions by collecting written opinions

1. The BOD has the right to collect written opinions from the GMS to pass decisions of the GMS when deemed necessary for the interests of IDICO. The GMS passes resolutions by collecting written opinions for all matters within the decision-making authority of the GMS, except for matters that the GMS must pass at a meeting as specified in Clauses 2, 3, and 4 of Article 21 of the Charter.

2. The BOD shall prepare opinion-collecting forms, draft GMS resolutions, explanatory documents for the draft resolutions, and send them to all Shareholders with voting rights at least ten (10) days prior to the deadline for returning the opinion-collecting forms. The compilation of the list of Shareholders to send the opinion-collecting forms shall be carried out in accordance with Point a, Clause 2, Article 18 of the Charter. The list of Shareholders entitled to attend the GMS must contain the contents specified in Clause 2, Article 141 of the Law on Enterprises. The requirements and methods for sending the opinion-collecting forms and enclosed documents shall comply with Clause 3, Article 18 of the Charter.

3. The opinion-collecting form must include the following principal contents: a)

   a. Name, head office address, enterprise code;
   b. Purpose of collecting opinions;
   c. Full name, contact address, nationality, legal document number of the individual for individual Shareholders; name, enterprise code or legal document number of the organization, head office address for institutional Shareholders; or full name, contact address, nationality, legal document number of the individual for the representative of the institutional Shareholder;
   d. The number of shares of each class and the number of votes of the Shareholder;
   e. The issues requiring opinions to be passed;
   f. Voting options including approval, disapproval, and no opinion for each consulted issue;
   g. The deadline by which the completed opinion-collecting form must be returned to IDICO;
   h. Full name and signature of the Chairperson of the BOD.

4. The answered opinion-collecting form must bear the signature of the individual Shareholder; of the authorized representative or legal representative of the institutional Shareholder; or of the individual authorized by the Shareholder; or of the legal representative of the organization authorized by the Shareholder.

5. Shareholders may send the answered opinion-collecting forms to IDICO via the following methods:

   a. By mail: The opinion-collecting form sent to IDICO must be enclosed in a sealed envelope, and no one is permitted to open it prior to the vote counting;
   b. By fax or email: The opinion-collecting form sent to IDICO via fax or email must be kept confidential until the time of vote counting.

   Opinion-collecting forms returned to IDICO after the deadline specified in the form, or those that have been opened in the case of mail, or disclosed in the case of fax or email, are invalid. Unreturned opinion-collecting forms are considered as non-participating votes.

6. The BOD organizes the vote counting and prepares a vote-counting minutes under the witness and supervision of a Shareholder not holding any Enterprise manager position in IDICO. The vote-counting minutes must include the following principal contents:

a. Name, head office address, enterprise code;
b. Purposes and issues needing opinions to pass the resolution;
c. The number of shareholders with the total number of votes participating in the voting, differentiating between the number of valid votes, invalid votes, and the method of sending voting forms, accompanied by an annex of the list of voting Shareholders;
d. Total number of approval, disapproval, and no opinion votes for each issue;
e. The passed issues and their respective approval voting rates;
f. Full names and signatures of the Chairperson of the BOD, the vote counter, and the vote-counting supervisor.

The BOD members, the vote counter, and the vote-counting supervisor must be jointly liable for the truthfulness and accuracy of the vote-counting minutes; and jointly liable for any damages arising from decisions passed due to dishonest or inaccurate vote counting.

7. The vote-counting minutes must be disclosed on IDICO's website and in accordance with the law within twenty-four (24) hours from the conclusion of the vote counting.
8. The answered opinion-collecting forms, the vote-counting minutes, the passed resolutions, and related documents enclosed with the opinion-collecting forms must all be archived at IDICO's head office.
9. A GMS resolution passed by the form of collecting Shareholders' written opinions is approved when Shareholders owning more than fifty percent (50%) of the total votes of all voting Shareholders approve, and has the same validity as a resolution passed at a GMS meeting, except in the cases specified in Clauses 3, 5, and 6 of Article 21 of the Charter.

CHAPTER III: GENERAL MEETING OF SHAREHOLDERS PASSING RESOLUTIONS VIA ONLINE CONFERENCES OR A COMBINATION OF DIRECT AND ONLINE CONFERENCES

Article 20. Notice of convening an online GMS meeting

Implemented in accordance with Article 6 of these Regulations.

Article 21. Registration method for attending online GMS meetings Prior to the opening of the meeting, the registration of Shareholders attending the GMS must be conducted as specified in the Notice of convening the GMS, specifically as follows:

1. Conditions for attending the GMS meeting:

a. Shareholders whose names are on the list of shareholders entitled to attend the GMS;
b. Authorized representatives of Shareholders eligible to attend the GMS as prescribed by the Charter.

2. Technical requirements: Delegates need an electronic device with an internet connection (including but not limited to computers, tablets, mobile phones, and other electronic devices with internet connection).

3. Method of recording Delegates attending the online GMS: A Delegate is recorded by the electronic voting system as attending the online GMS when such Delegate accesses the system using the access information provided according to Article 22 of these Regulations and has performed electronic voting on any issue of the online GMS meeting agenda.

4. Delegates who access the system to attend the GMS after the meeting has opened ("Late arriving delegates") have the right to participate and vote at the Meeting on unvoted issues. The validity of the contents already voted on before the Late arriving delegates attended the GMS remains unchanged.

Article 22. Provision of login information and electronic voting at online GMS

1. The access link to the electronic voting system, login name, access password, and other identification elements (if any) to attend the online GMS will be provided in the Notice of convening the GMS (or other forms of notifying login information as determined by the BOD). Delegates are responsible for keeping their login names, passwords, and other issued identification elements confidential to ensure that only the Delegate has the right to vote on the electronic voting system, and are fully responsible for the information, management, and use of such registered and provided information.

2. When a Delegate requests the re-issuance of login information, the Organizing Committee of the Meeting may notify via: direct contact, email, or telephone. The provision of login information via email or phone shall only be sent to the email address or phone number recorded in the Shareholder information in the list of shareholders entitled to attend the GMS compiled by VSDC.

3. Delegates shall use the login name, access password, or other identification elements (if any) to access the electronic voting system and perform electronic voting according to the contents of the online GMS meeting agenda.

Article 23. Authorization for representatives to attend online GMS meetings

1. Shareholders authorize representatives to attend the GMS as prescribed in Article 8 of these Regulations.

2. In addition to the provisions in Clause 1 of this Article, Shareholders must provide full information on the phone number, contact address, email address of the Shareholder's authorized representative, and other information as requested by IDICO. This is the basis for IDICO to issue login names, access passwords, and other identification elements (if any) to the Shareholder's authorized representative.

3. Validity of authorization to attend the online GMS: The authorization is only legally effective when all of the following conditions are met:

   a) The Shareholder fully fills in the information according to the online Power of Attorney form and completes the authorization procedures to attend the online GMS as prescribed in this Article;

   b) The Shareholder sends the original Power of Attorney, which is fully filled with information as prescribed in this Article, fully signed, with full name stated, and sealed (if an organization) by the authorizing party and the authorized party, to IDICO at the address notified by IDICO;

   c) IDICO receives the original Power of Attorney before the official opening of the Meeting.

4. Cancellation or termination of authorization to attend and vote at the online GMS: In case a Shareholder terminates the authorization to attend the GMS, the Shareholder must send an official written notice of termination of the online GMS Power of Attorney to IDICO before the official opening of the Meeting. All issues and contents of the online GMS agenda on which the authorized representative has cast votes shall remain valid if IDICO receives the official written notice of cancellation or termination of the Power of Attorney after the time of voting.

Article 24. Conditions for conducting online GMS

Implemented in accordance with Article 10 of these Regulations.

Article 25. Discussion at online GMS

1. Principles:

   a) Discussions shall only be conducted within the prescribed time and within the scope of issues presented in the GMS meeting agenda;

   b) Only Delegates are allowed to participate in discussions;

   c) Delegates having opinions shall register their discussion contents in specific forms prescribed in the working regulations of the Meeting;

   d) The Secretariat shall arrange the Delegates' discussion contents in the order of registration and forward them to the Chairperson.

2. Answering Delegates' opinions:

a) Based on the Delegates' discussion contents, the Chairperson or a member designated by the Chairperson shall answer the Delegates' opinions;

b) In case of time constraints during the organization, questions that have not been answered directly at the Meeting will be answered by IDICO later.

Article 26. Forms of passing Resolutions at online GMS

The online GMS passes Resolutions within its authority through electronic voting.

Article 27. Method of online voting

1. Method of casting approval/disapproval votes:
   a. Delegates select one of three voting options: approve, disapprove, or no opinion for each issue put up for voting at the GMS meeting, as configured in the electronic voting system.
   b. Afterwards, Delegates confirm their votes for the electronic voting system to record the results.

2. Method of election voting:

   a) Election via cumulative voting: Voting to elect BOD members is conducted by cumulative voting. Accordingly, Delegates perform the election by ticking the "Cumulative voting" box and clearly writing the number of votes in the "Number of votes" box for each respective candidate on the Election Ballot configured in the electronic voting system. Afterwards, Delegates confirm their election for the electronic voting system to record the results.

   b) Election via voting (if any): Implemented in accordance with the voting provisions stated in Clause 1 of this Article.

3. Other regulations when performing electronic voting:

   a) If a Delegate does not vote on all issues required to be voted on or elected according to the GMS meeting agenda, the unvoted/unelected issues are considered as if the Delegate did not cast a vote/election for those issues.

   b) In case issues arise outside of the circulated GMS meeting agenda, Delegates may cast additional votes/elections. If a Delegate does not cast a vote/election for such arising issues, it is considered as if the Delegate did not cast a vote/election for those arising issues.

   c) Delegates may change their voting/election results (but cannot cancel their voting/election results); including the additional voting/election results for issues arising outside the GMS meeting agenda. The online system only records the final voting/election results at the closing time of electronic voting for each vote-counting phase specified in the working regulations of the GMS.

d) In case a Delegate performs election by entering numbers: An invalid ballot is one where the total number of votes for the candidates is different (greater or lesser) than the total number of votes represented by the Delegate calculated at the time of counting the election votes.

e) The electronic voting time is specifically prescribed in the working regulations of the Meeting. Upon the end of the voting time, the system will not record any further electronic voting results from Delegates.

Article 28. Method of online vote counting

1. When Delegates cast votes/elections, the number of votes is recorded on the system under the principle of approval votes, disapproval votes, and no opinion votes.
2. For cumulative voting, the vote counting method is recorded on the system under the principles prescribed in Point a, Clause 2, Article 27 of these Regulations.

Article 29. Notice of vote counting results

Based on the vote-counting minutes recorded on the system as prescribed in Article 28 of these Regulations, the Vote Counting Committee shall verify, aggregate, and report to the Chairperson the vote counting results for each issue according to the GMS meeting agenda. Vote-counting results will be announced by the Chairperson or the Vote Counting Committee immediately before the closing of the meeting.

Article 30. Preparing online GMS meeting minutes

1. Implemented in accordance with Article 23 of the Charter.
2. The venue recorded in the online GMS meeting minutes is the location where the Chairperson is present to chair the Meeting. This location must be within the territory of Vietnam.

Article 31. Disclosure of Resolutions and GMS meeting minutes

Implemented in accordance with Article 18 of these Regulations.

Article 32. Passing GMS resolutions via a combination of direct and online conferences

In case IDICO organizes a GMS meeting to pass GMS resolutions through a combination of direct and online conferences, the sequence and procedures for organizing the meeting and voting are implemented as follows:

1. Procedures for notifying and convening the GMS: Implemented according to Article 6.
2. Registration method to attend the GMS: Implemented according to Article 9 and Article 21.

3. Authorization for representatives to attend the GMS: Implemented according to Article 8 and Article 23.

4. Conditions for conducting: Implemented according to Article 10.

5. Form of passing GMS resolutions: Implemented according to Article 11 and Article 26.

6. Voting method: Implemented according to Article 12 and Article 27.

7. Vote counting method: Implemented according to Article 13 and Article 28.

8. Notice of vote counting results: Implemented according to Article 15 and Article 29.

9. Preparing GMS meeting minutes: Implemented according to Article 17 and Article 30.

10. Disclosure of GMS resolutions: Implemented according to Article 18.

CHAPTER IV: THE BOARD OF DIRECTORS

Article 33. Roles, rights, and obligations of the BOD and responsibilities and rights of BOD members

1. The BOD is the management body of IDICO, having full authority to make decisions and exercise the rights and obligations of IDICO in its name, except for the rights and obligations falling under the authority of the GMS.

2. The rights and obligations of the BOD are prescribed by law, the Charter, and the GMS. Specifically, the BOD has the following rights and obligations:

   a) To decide on the strategy, medium-term development plan, and annual business plan of IDICO;

   b) To recommend the classes of shares and the total number of shares of each class authorized to be offered;

   c) To decide on the sale of unsold shares within the number of shares authorized to be offered of each class; to decide on raising additional capital in other forms;

   d) To decide on the selling price of shares and bonds of IDICO;

   e) To decide on the redemption of no more than ten percent (10%) of the total number of sold shares of each class within twelve (12) months in accordance with Sub-point (i), Point (a), Clause 1, Article 10 of the Charter; To decide on the share redemption price in accordance with Sub-point (ii), Point (a), Clause 1, Article 10 of the Charter, Clause 2, Article 133 of the Law on Enterprises, or the provisions of the Law on Securities;

   f) To decide on investment plans and investment projects within its authority and limits prescribed by law;

g) To decide on solutions for market development, marketing, and technology;

h) To approve contracts for purchase, sale, borrowing, lending, and other contracts valued at thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements of IDICO, except for contracts and transactions falling under the decision-making authority of the GMS as prescribed in Point d, Clause 1, Article 15 and Clause 8, Article 42 of the Charter;

i) To elect, dismiss, and remove the Chairperson of the BOD; to appoint, dismiss, sign contracts, and terminate contracts with the General Director; To appoint and dismiss Deputy General Directors and the Chief Accountant of IDICO, and to decide on their salary, bonus, and other benefits; To appoint, dismiss, and remove the Chairperson of the Member's Council, the Company President of subsidiaries 100% owned by IDICO, and authorized representatives to manage IDICO's capital contribution in other enterprises; To decide on the signing and termination of contracts with the General Director (Director) of subsidiaries 100% owned by IDICO; and to decide on their salary, bonus, and other benefits;

j) To designate authorized representatives to participate in the Member's Council or to attend the GMS, to designate representatives to run for the BOD in other enterprises where IDICO has invested capital (IDICO as a contributing member or shareholder), and to decide on their remuneration and other benefits;

k) To supervise and direct the General Director and other Enterprise managers and Enterprise executives in managing the daily business operations of IDICO;

l) To decide on the organizational structure and internal management regulations of IDICO, to decide on the establishment of subsidiaries, branches, representative offices, and the capital contribution or purchase of shares of other enterprises;

m) To approve the agenda and contents of documents for the GMS meetings, to convene GMS meetings, or to collect written opinions from Shareholders for the GMS to pass resolutions;

n) To submit the audited annual financial statements to the GMS;

o) To recommend the dividend rate to be paid; to decide on the time limit and procedures for paying dividends or handling losses incurred during business operations;

p) To recommend the reorganization or dissolution of IDICO; to request bankruptcy of IDICO;

q) To recommend the promulgation of the Operational Regulations of the BOD and these Regulations; To decide on the promulgation of the Operational Regulations of the Audit Committee under the BOD and the Regulations on Information Disclosure of IDICO;

r) To resolve complaints of IDICO against Enterprise executives as well as to decide on the selection of IDICO's representative to handle legal proceedings involving Enterprise executives;

s) To implement the payment of dividends to shareholders in accordance with the law after being approved by the Annual General Meeting of Shareholders;

t) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other legal regulations, and the Charter.

3. The BOD must report to the General Meeting of Shareholders on the results of the BOD's activities in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Clause 82, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government.

4. BOD members have the following obligations and responsibilities:

a) To perform their duties honestly and prudently for the best interests of the Shareholders and IDICO;

b) To fully attend BOD meetings and provide opinions on issues brought up for discussion;

c) To promptly and fully report to the BOD on the remuneration received from subsidiaries, affiliated companies, and other organizations;

d) To report to the BOD at the nearest BOD meeting on transactions between IDICO, its subsidiaries, companies controlled by IDICO with 50% or more of charter capital, and BOD members or their related persons; transactions between IDICO and companies in which a BOD member is a founding member or an enterprise manager within the last three (03) years prior to the transaction;

e) To disclose information when trading IDICO's shares in accordance with the law;

f) Each independent BOD member of IDICO must prepare an evaluation report on the BOD's activities;

g) To research, evaluate the situation, performance results, and contribute to the formulation of IDICO's business directions and plans in each period;

h) Other obligations and responsibilities of BOD members as prescribed by law and the Charter.

5. BOD members have the following rights:

a) BOD members have full rights as prescribed by the Law on Enterprises, the Law on Securities, relevant laws, and the Charter;

b) BOD members have the right to request the General Director, Deputy General Directors, Enterprise managers, and other Enterprise executives of IDICO (hereinafter collectively referred to as "IDICO Managers") to provide information and documents on the financial situation and business operations of IDICO and its units, provided that such provision serves the performance of that BOD member's duties and complies with the procedures for requesting information provision as prescribed in Clause 6, Article 33 of these Regulations. IDICO Managers are required to provide information and documents promptly, fully, and accurately upon the request of a BOD member.

6. The sequence and procedures for requesting information provision are as follows:

a) A BOD member must send the content of the information provision request to the Chairperson of the BOD, clearly stating the information and documents to be provided and the purpose of the request;

b) If approved by the Chairperson of the BOD, the requesting BOD member must prepare a written request for information provision and send it to the relevant IDICO Manager. The request must clearly state the required information and documents, the reasons for the request, the intended use of the information, along with a commitment to use the provided information and documents for the right purposes and to keep them confidential;

c) The relevant IDICO Manager shall provide the requested information within seven (07) days from the date of receiving the request from the BOD member.

Article 34. Number, term of office, and structure of the BOD

1. The number of BOD members is five (05).

2. The term of office of a BOD member shall not exceed five (05) years and members may be re-elected for an unlimited number of terms. One individual may only be elected as an independent BOD member of a company for no more than two (02) consecutive terms. In case all BOD members' terms expire at the same time, such members shall continue to serve as BOD members until new members are elected as replacements and take over the duties, unless otherwise provided by the Charter.

3. The structure of the BOD is as follows: The BOD structure must ensure that at least 20% of the BOD members are independent members, and the number of non-executive BOD members of IDICO must ensure the following regulations:

a) At least 01 non-executive member if the Company has 03 to 05 BOD members;

b) At least 02 non-executive members if the Company has 06 to 08 BOD members;

c) At least 03 non-executive members if the Company has 09 to 11 BOD members.

Article 35. Standards for BOD members and independent BOD members

1. A BOD member must meet the following standards and conditions:

a) Having full civil act capacity and not belonging to the categories prohibited from managing an enterprise as prescribed in Clause 2, Article 17 of the Law on Enterprises;

b) Having professional qualifications and experience in business management or in the business fields and lines of IDICO;

c) A member of the Board of Directors of IDICO shall only be permitted to simultaneously serve as a member of the Board of Directors or the Members' Council of a maximum of five (05) other companies;

d) A BOD member is not required to be a shareholder of IDICO;

e) Other standards and conditions as prescribed in the Charter.

2. An independent BOD member must meet the following standards and conditions:

a) Not being a person currently working for IDICO, its parent company, or its subsidiaries; not being a person who has worked for IDICO, its parent company, or its subsidiaries for at least three (03) consecutive years prior thereto;

b) Not being a person currently receiving salary or remuneration from IDICO, except for allowances that a BOD member is entitled to receive as prescribed;

c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of IDICO; or is an Enterprise manager of IDICO or its subsidiaries;

d) Not being a person who directly or indirectly owns at least one percent (01%) of the total voting shares of IDICO;

e) Not being a person who has served as a member of the BOD or the Supervisory Board of IDICO for at least five (05) consecutive years prior thereto, except in the case of being appointed for two (02) consecutive terms;
f) Other standards and conditions as prescribed by the Law on Enterprises, the Law on Securities, and the Charter.

3. An independent BOD member must notify the BOD if he/she no longer meets the standards and conditions prescribed in Clause 2 of this Article, and naturally ceases to be an independent BOD member from the date of failing to meet the aforementioned standards and conditions. The BOD must notify the case of an independent BOD member no longer meeting the standards and conditions at the nearest GMS meeting or convene a GMS meeting to elect supplementary or replacement independent BOD members within six (06) months from the date of receiving the notice from the relevant independent BOD member.

Article 36. Nomination and candidacy for BOD members

1. Shareholders holding ordinary shares have the right to aggregate their voting shares to nominate candidates for the BOD. Ordinary shareholders forming a group to nominate persons to the BOD must notify the attending Shareholders of the group formation before the opening of the GMS.

2. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% or more may nominate the full number of candidates.

3. In case the number of BOD candidates through nomination and candidacy is still insufficient as prescribed, the incumbent BOD may introduce additional candidates or organize a nomination in accordance with the Charter, the Operational Regulations of the BOD, and these Regulations. The introduction of additional candidates by the incumbent BOD must be clearly announced before the GMS votes to elect BOD members in accordance with the law.

Article 37. Method of electing BOD members

1. The voting to elect BOD members shall be conducted via the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of BOD members to be elected, and the shareholder has the right to cast all or part of his/her total votes for one or more candidates. Elected BOD members are determined by the number of votes from high to low, starting

from the candidate with the highest number of votes until the number of BOD members specified in the Charter and these Regulations is reached.

2. If two (02) or more candidates achieve the same number of votes for the last member of the BOD, a re-election shall be held among the candidates with equal votes, or a selection shall be made according to the criteria prescribed in the Election Regulations of IDICO.

Article 38. Cases of dismissal, removal, and supplementation of BOD members

1. The GMS shall dismiss a BOD member in the following cases:

   a) Failure to meet the standards and conditions to be a BOD member as prescribed in Clause 4, Article 25 of the Charter and Article 155 of the Law on Enterprises;

   b) Upon submitting a resignation letter which is approved;

   c) By decision of the GMS.

2. The GMS shall remove a BOD member in the following cases:

   a) Failure to participate in the activities of the BOD for six (06) consecutive months, except in cases of force majeure;

   b) Multiple violations or severe violations of the obligations of a BOD member as prescribed by the Law on Enterprises and the Charter;

   c) Other cases under the resolution of the GMS.

3. Supplementation of BOD members:

   The BOD must convene a GMS meeting to elect supplementary BOD members in the cases specified in Point c, Clause 4, Article 26 of the Charter.

Article 39. Notice of election, dismissal, and removal of BOD members

After making a decision on the election, dismissal, or removal of a BOD member, IDICO is responsible for disclosing information in accordance with regulations on information disclosure on the securities market and provisions of the law.

Article 40. Method of introducing and nominating candidates for BOD members

1. In case the BOD candidates have been identified, IDICO must publish information related to the candidates at least ten (10) days before the opening date of the GMS meeting on IDICO's website so that shareholders can learn about these candidates before voting. A BOD candidate must have a written commitment to the truthfulness and accuracy of the disclosed personal information and must commit to performing duties honestly, prudently, and for the best interests of IDICO if elected as a BOD member. Information related to BOD candidates to be disclosed includes:

   a) Full name, date of birth;

b) Professional qualifications;

c) Working experience;

d) Other management positions (including BOD positions in other companies);

e) Interests related to IDICO and related parties of IDICO;

f) Other information (if any) as prescribed in the Charter;

g) Information about companies where the candidate holds the position of a BOD member, other management positions, and interests related to the candidate's companies (if any).

2. The method of nominating and running for BOD members is implemented in accordance with Article 36 of these Regulations.

Article 41. Election, removal, and dismissal of the Chairperson of the BOD

1. The Chairperson of the BOD shall be elected, dismissed, or removed by the BOD from among its members. The Chairperson of the BOD shall not concurrently hold the position of General Director of IDICO.

2. The Chairperson of the BOD has the following rights and obligations:

a) To prepare the operational programs and plans of the BOD;

b) To prepare the agenda, contents, and documents for meetings; to convene, chair, and preside over BOD meetings;

c) To organize the passage of BOD resolutions and decisions;

d) To monitor the implementation of BOD resolutions and decisions;

e) To preside over GMS meetings;

f) Other rights, obligations, and responsibilities as prescribed in the Charter and the Law on Enterprises.

3. In case the Chairperson of the BOD resigns or is dismissed or removed, the BOD must elect a replacement within ten (10) days from the date of receiving the resignation letter or being dismissed or removed.

4. In case the Chairperson of the BOD is absent or unable to perform his/her duties, he/she must authorize in writing another member to exercise the rights and perform the duties of the Chairperson in accordance with the principles prescribed in the Charter. In case no person is authorized or the Chairperson is dead, missing, placed in temporary detention, serving an imprisonment sentence, serving administrative handling measures at a compulsory detoxification establishment or compulsory educational establishment, absconding from his/her residence, having restricted or lost civil act capacity, having cognitive difficulties or difficulties in behavior control, or prohibited by the Court from holding certain positions, practicing certain professions, or

doing certain jobs, the remaining members shall elect one person among the members holding the position of Chairperson of the BOD under the principle of majority approval of the remaining members until a new decision is made by the BOD.

Article 42. Remuneration, bonuses, and other benefits of BOD members

1. IDICO has the right to pay remuneration and bonuses to BOD members based on business results and efficiency.
2. BOD members are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to fulfill the duties of a BOD member and the daily remuneration rate. The BOD estimates the remuneration for each member on the principle of consensus. The total remuneration and bonuses for the BOD are decided by the GMS at the annual meeting.
3. The remuneration of each BOD member is included in IDICO's business expenses in accordance with the provisions of corporate income tax law, presented as a separate item in IDICO's annual financial statements, and must be reported to the GMS at the annual meeting.
4. BOD members holding executive positions or BOD members working in sub-committees of the BOD or performing other tasks beyond the scope of normal duties of a BOD member, may be paid additional remuneration in the form of a lump-sum payment per task, commission, percentage of profit, or in other forms as decided by the BOD.
5. BOD members have the right to be reimbursed for all travel, accommodation, and other reasonable expenses incurred in performing their duties as a BOD member, including expenses incurred in attending meetings of the GMS, the BOD, or sub-committees of the BOD.
6. BOD members may be provided with liability insurance by IDICO subject to the approval of the GMS. This insurance does not cover liabilities of BOD members relating to violations of the law and the Charter.

CHAPTER V: SEQUENCE AND PROCEDURES FOR ORGANIZING BOD MEETINGS

Article 43. BOD meetings

1. The Chairperson of the BOD shall be elected in the first meeting of the BOD within seven (07) working days from the conclusion of the election of that BOD. This meeting shall be convened and chaired by the BOD member who received the highest number of votes or the highest percentage of votes. In case there is more than one member with the highest and equal number or percentage of votes, the members shall elect under the principle of majority to select one (01) person among them to convene the BOD meeting.

2. The BOD must hold regular meetings at least once (01) every quarter and may hold extraordinary meetings when deemed necessary.

Article 44. Extraordinary BOD meetings

1. The Chairperson of the BOD shall convene an extraordinary BOD meeting when:

   a) There is a request from an independent BOD member;

   b) There is a request from the General Director or at least 05 other managers;
   c) There is a request from at least 02 BOD members;

   d) Other cases as prescribed by the Charter.

2. The request to convene an extraordinary BOD meeting must be made in writing, clearly stating the purpose, issues to be discussed, and decisions within the authority of the BOD.

3. The Chairperson of the BOD must convene a BOD meeting within seven (07) working days from the date of receiving the request prescribed in Clause 1 of this Article. If failing to convene a BOD meeting upon request, the Chairperson of the BOD must be liable for any damages caused to IDICO; the requester has the right to replace the Chairperson of the BOD to convene the BOD meeting.

Article 45. Notice of BOD meetings

1. The Chairperson of the BOD or the convener of the BOD meeting must send a notice of meeting at least three (03) working days prior to the meeting date. The notice of meeting must specifically state the time and venue of the meeting, the agenda, the issues for discussion and decision. The notice of meeting must be enclosed with documents to be used at the meeting and the members' voting ballots.

2. The notice of a BOD meeting may be sent via invitation letter, telephone, fax, electronic means, or other methods prescribed by the Charter, and must be ensured to reach the contact address of each BOD member registered at IDICO.

Article 46. Conditions for conducting BOD meetings and voting methods

1. A BOD meeting shall be conducted when three-quarters (3/4) or more of the total number of members attend the meeting. In case the meeting convened in accordance with this Clause does not have a sufficient number of attending members as prescribed, a second meeting shall be convened within seven (07) days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the BOD members attend.

2. BOD meetings may be organized in the form of an online conference among the BOD members when all or some members are at different locations, provided that each participating member can:

a) Hear every other participating BOD member speak in the meeting. b) Speak to all other attending BOD members simultaneously.

b) Discussions among BOD members may be conducted directly via telephone, or by other communication means, or a combination of these methods. A BOD member participating in such a meeting is considered "present" at that meeting. The venue of the meeting organized under this provision is the location with the largest number of BOD members, or the location where the Chairperson of the meeting is present.

Decisions passed in a meeting via telephone properly organized and conducted shall take effect immediately upon the conclusion of the meeting but must be confirmed by the signatures in the minutes of all BOD members attending this meeting.

3. A BOD member is considered to attend and vote at the meeting in the following cases:

a) Attending and voting directly at the meeting;

b) Authorizing another person to attend the meeting and vote in accordance with Clause 5 of this Article;

c) Attending and voting via an online conference, electronic voting, or other electronic means;

d) Sending voting ballots to the meeting via mail, fax, email;

e) Sending voting ballots by other means as prescribed in the Charter.

4. In case of sending voting ballots to the meeting by mail, the ballot must be enclosed in a sealed envelope and delivered to the Chairperson of the BOD no later than one (01) hour prior to the opening. The ballot shall only be opened under the witness of all attendees.

5. A member may authorize another person to attend the meeting and vote if approved by a majority of the BOD members.

6. Each BOD member or authorized person attending the BOD meeting has one (01) vote. In case of voting to approve contracts or transactions between IDICO and a BOD member, their related persons, or enterprises that the BOD member must declare according to Clause 2, Article 164 of the Law on Enterprises, the provisions in Article 42 of the IDICO Charter and Article 167 of the Law on Enterprises shall apply. A BOD member with related interests in the parties to the contract or transaction does not have the right to vote.

Article 47. Passage of BOD Resolutions and decisions

1. A BOD resolution or decision is passed if approved by a majority (more than half) of the attending members; in case of a tie, the final decision shall belong to the side with the opinion of the Chairperson of the BOD.

2. A BOD resolution or decision in the form of collecting written opinions is passed if approved by a majority (more than half) of the voting members. In case of a tie, the final decision shall belong to the side with the opinion of the Chairperson of the BOD. This resolution is as valid and effective as a resolution passed by BOD members at a meeting convened and organized in accordance with the law and the Charter.

Article 48. Minutes of BOD meetings

1. BOD meetings must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may additionally be prepared in a foreign language, including the following principal contents:

   a) Name, head office address, enterprise code;

   b) Time and venue of the meeting;

   c) Purpose, agenda, and contents of the meeting;

   d) Full names of each attending member or authorized attendee and the method of attendance; full names of non-attending members and reasons thereof;

   e) Issues discussed and voted on at the meeting;

   f) Summary of opinions expressed by each attending member in the chronological order of the meeting;

   g) Voting results clearly stating the members approving, disapproving, and having no opinion;

   h) Passed issues and the corresponding approval voting rates;

   i) Full names and signatures of the chairperson and the minutes taker, except in the case prescribed in Clause 2 of this Article.

2. In case the chairperson or the minutes taker refuses to sign the meeting minutes, but if all other attending BOD members who agree to pass the meeting minutes sign them and the minutes contain full contents as prescribed in Points a, b, c, d, e, f, g, and h, Clause 1 of this Article, such minutes are valid. The meeting minutes must clearly state the refusal of the chairperson or the minutes taker to sign the meeting minutes. Persons signing the meeting minutes shall be jointly liable for the accuracy and truthfulness of the contents of the BOD meeting minutes. The chairperson and the minutes taker shall be personally liable for damages caused to the enterprise due to their refusal to

sign the meeting minutes in accordance with the Law on Enterprises, the Charter, and relevant laws.

3. The chairperson, the minutes taker, and the persons signing the minutes must be responsible for the truthfulness and accuracy of the contents of the BOD meeting minutes.

4. BOD meeting minutes and documents used in the meeting must be archived at IDICO's head office.

5. Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case of any discrepancies in content between the Vietnamese minutes and the foreign language minutes, the content of the Vietnamese minutes shall prevail.

Article 49. Notice of BOD resolutions

After promulgating a BOD Resolution or Decision, IDICO is responsible for disclosing information internally within IDICO and to relevant agencies and organizations in accordance with regulations on information disclosure on the securities market, IDICO's regulations, and legal provisions.

Article 50. Sub-committees of the BOD

1. The BOD may establish subordinate sub-committees in charge of development policies, human resources, remuneration, internal audit, and risk management. The number of members of a sub-committee shall be decided by the BOD and must be at least three (03) persons, including BOD members and external members. The activities of the sub-committee must comply with the BOD's regulations. Resolutions of the sub-committee shall only take effect when approved by a majority of attending members at the sub-committee's meeting.

2. The implementation of decisions of the BOD, or of a sub-committee under the BOD, must comply with current legal regulations and the provisions of the Charter, these Regulations, and the Operational Regulations of the Board of Directors.

Article 51. Person in charge of corporate governance of IDICO

1. The BOD must appoint at least one (01) person in charge of corporate governance of IDICO to support IDICO's corporate governance. The person in charge of corporate governance of IDICO may concurrently serve as the IDICO Secretary or the IDICO BOD Secretary.

2. The BOD may dismiss/remove the Person in charge of corporate governance when necessary but not in contravention of current labor laws.

3. The person in charge of corporate governance of IDICO must not concurrently work for the approved audit organization performing audits of IDICO's financial statements.

4. The person in charge of corporate governance of IDICO has the following rights and obligations:

a) To advise the BOD in organizing GMS meetings in accordance with regulations and matters involving IDICO and its Shareholders;

b) To prepare BOD and GMS meetings upon the BOD's request;

c) To advise on the procedures of meetings;

d) To attend meetings;

e) To advise on procedures for drafting BOD resolutions in compliance with the law;

f) To provide financial information, copies of BOD meeting minutes, and other information to BOD members;

g) To monitor and report to the BOD on IDICO's information disclosure activities;

h) To act as a focal point of contact with stakeholders;

i) To maintain information confidentiality in accordance with the law and the Charter;

j) Other rights and obligations as prescribed by law and the Charter.

5. After issuing a decision to appoint or dismiss the Person in charge of corporate governance, IDICO is responsible for disclosing information internally and to relevant agencies in accordance with IDICO's regulations and current laws.

CHAPTER VI: AUDIT COMMITTEE UNDER THE BOARD OF DIRECTORS

Article 52. Candidacy and nomination of Audit Committee members

1. The Chairperson of the Audit Committee and other members of the Audit Committee are nominated by the BOD and must not be Enterprise executives.

2. The appointment of the Chairperson of the Audit Committee and other members of the Audit Committee must be approved by the BOD at a BOD meeting.

Article 53. Composition of the Audit Committee

1. The Audit Committee consists of two (02) or more members. The Chairperson of the Audit Committee must be an independent BOD member.

Other members of the Audit Committee must be non-executive BOD members.

2. Members of the Audit Committee must have knowledge of accounting and auditing, a general understanding of the law and IDICO's operations, and must not fall under the following cases:

   a) Working in IDICO's accounting or finance department;

   b) Being a member or employee of the approved audit organization performing audits of IDICO's financial statements within three (03) consecutive years prior thereto.

3. The Chairperson of the Audit Committee must have a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, or business administration.

Article 54. Rights and obligations of the Audit Committee

The Audit Committee has the rights and obligations prescribed in Article 161 of the Law on Enterprises, IDICO's Charter, and the following rights and obligations:

1. Has the right to access documents related to IDICO's operations, and to exchange with other BOD members, the General Director, the Chief Accountant, and other management officers to collect information serving the Audit Committee's operations.
2. Has the right to request representatives of the approved audit organization to attend and answer issues related to the audited financial statements at the Audit Committee's meetings.
3. Use external legal, accounting, or other consulting services when necessary.
4. Develop and submit to the BOD policies for detecting and managing risks; propose to the BOD solutions to address risks arising in IDICO's operations.
5. Prepare a written report to be sent to the BOD upon discovering that a BOD member, the General Director, or another manager fails to fully perform their responsibilities as prescribed in the Law on Enterprises and the Charter.
6. Formulate the Operational Regulations of the Audit Committee and submit them to the Board of Directors for approval.

Article 55. Meetings of the Audit Committee

1. The Audit Committee must meet at least twice (02) a year. Meeting minutes must be prepared in a detailed and clear manner and must be fully archived. The minutes taker and the Audit Committee members attending the meeting must sign the meeting minutes.
2. The Audit Committee passes decisions by voting at a meeting, collecting written opinions, or other forms prescribed in the Operational Regulations of

the Audit Committee. Each Audit Committee member has one vote. A decision of the Audit Committee is passed if approved by a majority of the attending members; in case of a tie, the final decision belongs to the side with the opinion of the Chairperson of the Audit Committee.

Article 56. Operational report of independent BOD members in the Audit Committee at the Annual GMS meeting

1. Independent BOD members in the Audit Committee are responsible for reporting on their activities at the Annual GMS meeting.

2. The operational report of independent BOD members in the Audit Committee at the Annual GMS meeting must ensure the following contents:

a) Remuneration, operational expenses, and other benefits of the Audit Committee and each Audit Committee member in accordance with the Law on Enterprises and the Charter;

b) Summary of Audit Committee meetings and conclusions and recommendations of the Audit Committee;

c) Supervision results regarding IDICO's financial statements, operational situation, and financial situation;

d) Evaluation report on transactions between IDICO, its subsidiaries, other companies controlled by IDICO with 50% or more of charter capital, and BOD members, the General Director, other Enterprise executives, and their related persons; transactions between IDICO and companies in which a BOD member, the General Director, or another Enterprise executive is a founding member or an enterprise manager within three (03) years prior to the transaction;

e) Evaluation results on IDICO's internal control and risk management system;

f) Supervision results concerning the BOD, the General Director, and other Enterprise executives;

g) Evaluation results on the coordination of activities between the Audit Committee, the BOD, the General Director, and the Shareholders.

CHAPTER VII: GENERAL DIRECTOR

Article 57. Rights and obligations of the General Director

1. The General Director is the person managing the daily business operations of IDICO. The General Director is accountable to the BOD and the GMS for the performance of assigned duties and powers and must report to these bodies upon request.

2. The General Director has the following rights and obligations:

a) To implement resolutions of the BOD and GMS, and IDICO's business plans and investment plans approved by the BOD and GMS;

b) To decide on issues relating to IDICO's daily business operations that do not fall under the BOD's authority, including signing financial and commercial contracts on behalf of IDICO, organizing and managing IDICO's daily business operations in accordance with the law, IDICO's Charter, and the regulations, rules, resolutions, and decisions promulgated by the BOD;

c) To organize the implementation of IDICO's business plans and investment plans;

d) To recommend the organizational structure plan and internal management regulations of IDICO;

e) To appoint, dismiss, and remove management positions within IDICO, except for positions falling under the BOD's authority;

f) To decide on salaries and other benefits for IDICO's employees, including managers appointed by the General Director;

g) To recruit employees;

h) To recommend plans for dividend payment or handling of business losses;
i) To propose measures to enhance IDICO's operations and management;

j) To perform all other activities as prescribed by the Charter and IDICO's regulations, BOD resolutions, and the law;

k) Other rights and obligations as prescribed by law, the Charter, IDICO's internal regulations, BOD resolutions, and the labor contract signed with IDICO.

Article 58. Appointment, dismissal, and standards of the General Director

1. The BOD appoints one (01) BOD member or hires another person to act as the General Director. The term of office of the General Director is five (05) years and he/she may be re-appointed for an unlimited number of terms.
2. The appointment shall naturally become invalid if the labor contract signed between the General Director and IDICO terminates.
3. The BOD may dismiss the General Director when a majority (more than half) of the voting BOD members attending the meeting approve and appoint a new General Director as a replacement.
4. The standards and conditions for the General Director are as follows:

a) Having full civil act capacity and not belonging to the categories prohibited from managing an enterprise as prescribed in Clause 2, Article 17 of the Law on Enterprises;

b) Having professional qualifications and experience in business administration suitable for IDICO and as prescribed in Article 162 of the Law on Enterprises;

c) Not being the biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, spouse, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law of an Enterprise manager, the representative of State capital, or the representative of enterprise capital at IDICO and its parent company.

Article 59. Notice of appointment and dismissal of the General Director

After obtaining the decision to appoint or dismiss the General Director, IDICO is responsible for disclosing information internally and to relevant agencies, and publishing it on IDICO's website in accordance with IDICO's regulations and legal provisions.

Article 60. Salary and other benefits of the General Director

The General Director is paid a salary and bonuses. The salary and bonuses of the General Director are decided by the BOD. The General Director's salary is included in IDICO's business expenses in accordance with the law on corporate income tax, presented as a separate item in IDICO's annual financial statements, and must be reported to the GMS at the annual meeting.

CHAPTER VIII: COORDINATION OF ACTIVITIES BETWEEN THE BOARD OF DIRECTORS AND THE GENERAL DIRECTOR

Article 61. Working principles

1. BOD members, the General Director, and other Enterprise executives must be self-responsible in the process of performing their assigned duties and must seriously coordinate their activities to protect the legitimate rights of shareholders and the development of IDICO.
2. All members have the right to reserve their consenting or dissenting opinions on each content and are responsible for explaining the same when requested.

Article 62. Coordination between the BOD and the General Director

1. Regarding the organization of the Annual GMS meeting, the BOD must notify the General Director about the coordination and use of resources within a reasonable time as prescribed in the Charter.
2. In urgent cases, the BOD has the right to request the General Director and other Enterprise executives of IDICO to provide information on IDICO's operations. The BOD must not use the provided and unreleased information of IDICO to execute contracts or transactions in which a BOD member has

an interest. The BOD must not disclose the provided and unreleased information of IDICO to any third party.

3. Matters within the approval authority of the BOD under the law and IDICO's Charter proposed by the General Director must be responded to by the BOD within the time limit prescribed in the Charter.

4. The BOD shall reward or discipline the General Director based on his/her fulfillment or non-fulfillment of the BOD's resolutions, decisions, and other matters assigned or authorized by the BOD.

Article 63. Coordination between the General Director and the BOD

1. The General Director manages the daily business operations of IDICO, ensuring IDICO operates continuously and efficiently.

2. The General Director is accountable to the GMS and the BOD for performing assigned duties and powers and must report to these bodies when requested.

3. When proposing measures to improve IDICO's operations and management, the General Director shall submit them to the BOD as soon as possible but no less than seven (07) working days before the date such contents need to be decided.

4. When preparing IDICO's long-term, annual, and quarterly estimates (hereinafter referred to as the "Annual Estimates") serving IDICO's long-term, annual, and quarterly management activities according to the business plan; the Annual Estimates (including the projected balance sheet, income statement, and cash flow statement) for each financial year must be submitted by the General Director for the BOD's approval.

5. The General Director must formulate plans for the BOD's approval on matters related to recruitment, employee dismissal, salary, social insurance, welfare, rewards, and discipline regarding management officers approved by the BOD.

Article 64. Performance evaluation of BOD members, the General Director, and Enterprise executives

1. The BOD is responsible for establishing performance evaluation standards for all subjects being BOD members, the General Director, and other Enterprise executives.

2. The performance evaluation standards must balance the interests of Enterprise executives with the long-term interests of IDICO and Shareholders. Financial and non-financial indicators used in the evaluation are carefully considered and decided by the BOD at any given time. Non-financial indicators may include: the interests of stakeholders, operational efficiency, progress and improvements achieved, and other indicators.

3. Annually, based on the assigned functions and duties, the established evaluation standards, and the achieved results, the BOD organizes the performance evaluation of BOD members.

4. The performance evaluation of other Enterprise executives is carried out in accordance with IDICO's internal regulations or may be based on the self-evaluation reports of these Enterprise executives.

Article 65. Rewards

1. The BOD or the relevant BOD sub-committee is responsible for formulating reward policies. Rewards are granted based on the performance evaluation results under Article 64 of these Regulations.

2. Forms of reward: in cash, in shares (issuance of shares under the employee stock ownership plan in IDICO), or other forms as decided by the BOD. Reward forms shall be planned by the General Director and submitted to the BOD for approval. If exceeding the BOD's authority, the BOD shall submit them to the GMS for approval.

3. The reward regime for BOD members is decided by the GMS.

4. For Enterprise executives: the bonus fund is extracted from IDICO's Bonus and Welfare Fund and other legal sources. The reward level is based on IDICO's actual annual business results; the General Director shall propose it for the BOD's approval. If it exceeds the BOD's authority, the BOD shall submit it to the GMS for approval.

CHAPTER IX: AMENDMENTS AND SUPPLEMENTS TO THE REGULATIONS

Article 66. Amendments and supplements to the Regulations

1. Any amendments or supplements to these Regulations must be considered and decided by the GMS.

2. In case there are legal provisions related to corporate governance not yet addressed in these Regulations, or in case new legal provisions differ from those in these Regulations, such legal provisions shall naturally apply and govern IDICO's operations.

CHAPTER X: EFFECTIVE DATE

Article 67. Effective date

1. These Regulations consisting of 10 Chapters and 67 Articles were unanimously passed by the Company's 2026 Annual GMS on _____.

2. These Regulations are the sole and official internal regulations on corporate governance of IDICO, replacing the Internal Regulations on corporate governance No. 07/QD-TCT dated April 26, 2024, of IDICO.

3. Copies or extracts of these Regulations are valid only with the signature of the Chairperson of the BOD, or the Legal Representative, or at least 1/2 of the total number of BOD members of IDICO, and the seal of IDICO.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

Recipients:

- *BOD;*
- *Audit Committee;*
- *General Director; Deputy General Directors;*
- *IDICO's Departments and Divisions;*
- *Affiliated units;*
- *Subsidiaries;*
- *Filed: HR-Admin Dept.*

Nguyen Thi Nhu Mai

IDICO CORPORATION – JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 252 /TTr-HĐQT

HCM City, dated April 1st, 2026

PROPOSAL
ON AMENDMENT, SUPPLEMENTATION OF THE OPERATING REGULATIONS OF THE BOARD OF DIRECTORS OF IDICO CORPORATION – JSC

To: **General Meeting of Shareholders IDICO Corporation - JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025, and implementing documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024, and implementing documents;

Pursuant to the current Charter ("Charter") of IDICO Corporation - JSC ("Corporation");

Pursuant to the Operating Regulations of the Board of Directors of IDICO Corporation – JSC ("Operating Regulations") of IDICO Corporation – JSC.

As of the current date, Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing the Enterprises Law, taking effect as of July 01, 2025; Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing the Securities Law; Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing Decree No. 155/2020/ND-CP detailing the implementation of a several articles of the Securities Law, taking effect as of September 11, 2025. Accordingly, certain provisions of the existing Internal Regulations on Corporate Governance of the Board of Directors must be amended to ensure compliance with legal regulations *(Please refer to the Appendix - Amendments and Supplements to the Operational Regulations of the Board of Directors of IDICO Corporation – JSC).*

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

1. Approve the amendments and supplements to the Corporation's Operating Regulations of the Board of Directors. The detailed amended and supplemented contents of the Operating Regulations are specified in the "*Appendix: Amendments and Supplements to the Operating Regulations of the Board of Directors of IDICO Corporation – JSC*" attached hereto.

2. Approve the draft (amended) Operating Regulations of the Board of Directors. This amended Operating Regulations takes effect from the date of approval by the General Meeting of Shareholders and replaces the current Operating Regulations.

3. Assign the Chairperson of the Board of Directors to carry out the necessary procedures and sign and issue the Operating Regulations approved by the General Meeting of Shareholders in accordance with the provisions of law.

Recipients:
- As above;
- BOD;
- Archive: Admin, Legal Dept

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

[Signed]

Nguyen Thi Nhu Mai

APPENDIX
AMENDMENTS AND SUPPLEMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF IDICO CORPORATION - JSC

1. The amended and supplemented contents in the Internal Regulations on Corporate Governance of IDICO Corporation - JSC ("IDICO" or the "Company") include:

Article, Clause	Name of Article, Clause	Provisions in the old Regulations	Amended and supplemented provisions in the new Regulations	Reason for amendment
Article 4, clause 2	Triệu tập ĐHĐCĐ bất thường	b. In the event that the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point (a), Clause 4 of Article 14 of Charter, the shareholder or group of shareholders as specified in Point (c), Clause 3 of Article 14 of Charter shall have the right to represent IDICO in convening the General Meeting of Shareholders in accordance with the Enterprises Law.	b. In the event that the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point (a), Clause 4 of Article 14 of Charter, *within the subsequent 30 days,* the shareholder or group of shareholders as specified in Point (c), Clause 3 of Article 14 of Charter shall have the right to represent IDICO in convening the General Meeting of Shareholders in accordance with the Enterprises Law.	Amended in accordance with Clause 4a, Article 140 of the Enterprise Law as amended and supplemented in 2025.
Article 16, clause 3	Methods of objecting to decisions of GMS	3. Within ninety (90) days from the date of receipt of the resolution or minutes of the GMS meeting or the minutes of the vote counting results for consulting the GMS, a shareholder or a group of shareholders as specified in Clause 2, Article 115 of the Enterprises Law has the right to request a Court or Arbitration to review and annul the resolution or a part of the resolution of the GMS in the following cases: ….	3. Within ninety (90) days from the date of receipt of the resolution or minutes of the GMS meeting or the minutes of the vote counting results for consulting the GMS, a shareholder or a group of shareholders *holding five percent (5%) or more of the total ordinary shares* has the right to request a Court or Arbitration to review and annul the resolution or a part of the resolution of the GMS in the following cases: ….	Amended in accordance with Clause 4, Article 24 of the Charter.

Article, Clause	Name of Article, Clause	Provisions in the old Regulations	Amended and supplemented provisions in the new Regulations	Reason for amendment
Article 33 clause 2 point (i)	Roles, rights, and obligations of the BOD	To elect, dismiss, and remove the Chairperson of the Board of Directors. To appoint, dismiss, sign contracts with, and terminate contracts of the General Director, the Deputy General Directors, the Chief Accountant, and other key managers of IDICO, and ….	To elect, dismiss, and remove the Chairperson of the Board of Directors; *To appoint, dismiss, sign contracts with, and terminate contracts of the General Director, to appoint and dismiss the Deputy General Directors and the Chief Accountant of IDICO, and* ….	To adjust the authority for signing labor contracts for the positions of Deputy General Director and Chief Accountant to comply with Article 18 of the Labor Code.
Article 33 clause 2 point (s)	Roles, rights, and obligations of the BOD	No provision	s. To implement the payment of dividends to shareholders in accordance with the law after being approved by the Annual General Meeting of Shareholders.	Amended for consistency with Clause 81, Article 1 of Decree 245/2025.
Article 33 clause 4 point (f)	BOD members have the following obligations and responsibilities	The independent BOD member of IDICO must prepare an evaluation report on the BOD's activities;	*Each independent BOD member* of IDICO must prepare an evaluation report on the BOD's activities;	Amended for consistency with Clause 80, Article 1 of Decree 245/2025.
Article 34 clause 3	Structure of the BOD	The composition of the Board of Directors shall be as follows: The composition of the Board of Directors must ensure that at least one-third (1/3) of the total number of Board members are non-executive members and that there is at least one (01) independent Board member.	3. The structure of the BOD is as follows: The BOD structure must ensure that *at least 20% of the BOD members are independent members, and the number of non-executive BOD members of IDICO must ensure the following regulations:* *a) At least 01 non-executive member if the Company has 03 to 05 BOD members;* *b) At least 02 non-executive members if the Company has 06 to 08 BOD members;* *c) At least 03 non-executive members if the Company has 09 to 11 BOD members.*	Amended for consistency with Clause 79, Article 1 of Decree 245/2025 and Point (b), Clause 1, Article 137 of the Enterprise Law.
Article 35 clause 1 point (c)	Tiêu chuẩn thành viên HĐQT	A member of the Board of Directors of IDICO may be simultaneously serve as a member of the Board of Directors of a	A member of the Board of Directors of IDICO shall only be permitted to simultaneously serve as a member of the Board of Directors	Amended for consistency with Clause 78, Article 1 of Decree 245/2025.

Article, Clause	Name of Article, Clause	Provisions in the old Regulations	Amended and supplemented provisions in the new Regulations	Reason for amendment
		maximum of five (05) other companies.	*or the Members' Council* of a maximum of five (05) other companies.	
Article 58 clause 4 point (c)	The standards and conditions for the General Director	Must not be a family member of an Enterprise Manager.	*Not being the biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, spouse, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law of an Enterprise manager, the representative of State capital, or the representative of enterprise capital at IDICO and its parent company.*	Amended for consistency with Clause 83, Article 1 of Decree 245/2025.

2. In addition to the amendments and supplements in Section 1 of this Appendix, the new Regulations include detailed revisions to sentence structure, phrasing, terminology, and certain references to ensure the consistency of the Regulations' form and content (without altering the original meaning).
3. Following the deletion or addition of certain provisions, the numbering and sequence of several Articles in the new Regulations have been adjusted accordingly.
4. If any provisions of the Charter or law relating to the Company's operations are not provided for in the Regulations, or if new provisions of law are inconsistent with the terms of the Regulations, such legal provisions shall prevail and govern the Company's operations.

DRAFT

REGULATION ON THE OPERATION OF THE BOARD OF DIRECTORS OF IDICO CORPORATION - JSC

Ho Chi Minh city, , 2026

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IDICO CORPORATION - JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Số: _____

Ho Chi Minh city, 2026

REGULATION ON THE OPERATION OF THE BOARD OF DIRECTORS

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020; ("**Law on Enterprises**");
- Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019 ("**Law on Securities**");
- Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of several articles of the Law on Securities;
- Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing Decree No. 155/2020/ND-CP;
- Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Minister of Finance providing guidance on a number of articles on corporate governance applicable to public companies as prescribed in Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- The Charter of IDICO Corporation - JSC ("**IDICO's Charter**");
- Resolution of the Annual General Meeting of Shareholders dated 2026.

The Board of Directors hereby promulgates the Regulation on the Operation of the Board of Directors of IDICO Corporation - JSC ("**the Regulation**") with the following contents:

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: This Regulation stipulates the personnel structure, operational principles, powers, and obligations of the Board of Directors, members of the Board of Directors, and the working relationship between the Board of Directors and other departments of IDICO to ensure operations comply with the Law on Enterprises, IDICO's Charter, and other relevant legal provisions.

2. Subjects of application: This Regulation applies to the Board of Directors and members of the Board of Directors of IDICO.

Article 2. Working principles of the Board of Directors

1. The Board of Directors works collectively. Members of the Board of Directors are personally responsible for their assigned duties and jointly responsible to the General Meeting of Shareholders and the law regarding resolutions and decisions of the Board of Directors concerning IDICO's development. All activities of the Board of Directors, its members, and its assisting apparatus must strictly comply with the law and the IDICO's Charter, and safeguard IDICO's interests.
2. The Board of Directors delegates the responsibility to the General Director to organize and execute its resolutions and decisions.

CHAPTER II
MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Rights and obligations of Board Members

1. Board Members have full rights as prescribed by the Law on Enterprises, Law on Securities, relevant laws, and the IDICO Charter, including the right to be provided with information and documents regarding the financial status and business operations of IDICO and its units.
2. Members of the Board of Directors have obligations according to the provisions in the IDICO Charter and the following obligations:
   a) Perform their duties honestly and carefully for the best interests of the shareholders and IDICO;
   b) Attend all meetings of the Board of Directors and provide opinions on matters brought up for discussion;
   c) Timely and fully report to the Board of Directors the remuneration received from subsidiaries, affiliated companies, and other organizations;
   d) Report to the Board of Directors at its most recent meeting on transactions between IDICO, subsidiaries, and other companies controlled by IDICO with 50% or more of charter capital, with members of the Board of Directors and related persons of such members; transactions between IDICO and companies in which a member of the Board of Directors is a founding member or enterprise manager within the 03 most recent years prior to the transaction time;
   e) Disclose information when trading IDICO shares as prescribed by law;

f) Study, evaluate the situation, operational results, and contribute to the development of IDICO's business operation plans and directions in each period.

3. Each independent member of the Board of Directors of IDICO must prepare an evaluation report on the operation of the Board of Directors.

Article 4. Right to be provided with information of members of the Board of Directors

1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, Enterprise Managers, and other Enterprise Executives of IDICO (hereinafter collectively referred to as "**IDICO Managers**") to provide information and documents on the financial situation and business operations of IDICO and units within IDICO, provided that such provision is to serve the performance of the duties of that Board member and complies with the information request procedure as stipulated in Clause 2, Article 4 of this Regulation.

2. IDICO Managers are required to provide information and documents promptly, fully, and accurately upon the request of a member of the Board of Directors:

   a) The member of the Board of Directors must send the content of the information request to the Chairperson of the Board of Directors, clearly stating the contents of the information and documents needed and the purpose of this request;

   b) If approved by the Chairperson of the Board of Directors, the requesting member must make a written request for information provision and send it to the relevant IDICO Manager. The information request must clearly state the requested information and documents, the reason for the request, the intended use of the information, along with a commitment to use the provided information and documents for the right purpose and keep them confidential;

   c) The relevant IDICO Manager will provide the requested information within seven (07) days from the date of receiving the request from the member of the Board of Directors.

Article 5. Term of office and number of members of the Board of Directors

1. The Board of Directors has five (05) members. The structure of the Board of Directors must ensure that at least 20% of the members of the Board of Directors are independent members, and the number of non-executive members of IDICO's Board of Directors must satisfy the following provisions:

a. Having at least 01 non-executive member in case the Company has from 03 to 05 Board members;

b. Having at least 02 non-executive members in case the Company has from 06 to 08 Board members;

c. Having at least 03 non-executive members in case the Company has from 09 to 11 Board members.

2. The term of a member of the Board of Directors shall not exceed five (05) years and they can be re-elected for an unlimited number of terms. An individual can only be elected as an independent member of the Board of Directors of a company for no more than two (02) consecutive terms.

3. In the event that all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work, unless otherwise provided by the IDICO Charter.

4. Independent members of the Board of Directors have full rights and obligations of a member of the Board of Directors in accordance with the Law on Enterprises, Law on Securities, IDICO Charter, and this Regulation.

Article 6. Standards and conditions for members of the Board of Directors

1. Members of the Board of Directors must meet the following standards and conditions:

   a) Not falling into the categories specified in Clause 2, Article 17 of the Law on Enterprises;

   b) Having professional qualifications and experience in business administration or in the fields and business lines of IDICO, and not necessarily being a shareholder of IDICO;

   c) A member of IDICO's Board of Directors can concurrently serve as a member of the Board of Directors or Member's Council of other companies, but not exceeding five (05) companies.

2. Independent members of the Board of Directors must meet the following standards and conditions:

   a) Not being a person currently working for IDICO or its parent company or subsidiary; not being a person who has worked for IDICO or its parent company or subsidiary for at least the three (03) consecutive preceding years;

   b) Not being a person currently receiving a salary or remuneration from the company, except for the allowances that a member of the Board of Directors is entitled to according to regulations;

c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of IDICO; or is an enterprise manager of IDICO or a subsidiary of IDICO;

d) Not being a person who directly or indirectly owns at least one percent (01%) of the total voting shares of IDICO;

e) Not being a person who has served as a member of the Board of Directors or Supervisory Board of IDICO for at least five (05) consecutive preceding years, except in the case of being continuously appointed for two (02) terms.

3. An independent member of the Board of Directors must notify the Board of Directors if they no longer meet the standards and conditions stipulated in Clause 2 of this Article and shall naturally cease to be an independent member of the Board of Directors from the date they fail to meet the above standards and conditions. The Board of Directors must announce the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect supplementary or replacement independent members of the Board of Directors within six (06) months from the date of receiving the notice from the relevant independent member of the Board of Directors.

Article 7. Chairperson of the Board of Directors

1. The Chairperson of the Board of Directors is elected, dismissed, or removed by the Board of Directors among its members.

2. The Chairperson of the Board of Directors of IDICO cannot concurrently serve as the General Director of IDICO.

3. The Chairperson of the Board of Directors has the following rights and obligations:

a) Formulate programs and operational plans for the Board of Directors, assign tasks to members of the Board of Directors;

b) Prepare the agenda, contents, and documents serving meetings; convene, chair, and preside over meetings of the Board of Directors to discuss and decide on matters within the authority of the Board of Directors. Decide to collect written opinions from members of the Board of Directors to pass matters in cases where it is deemed unnecessary to convene an extraordinary Board of Directors meeting;

c) Organize the adoption of resolutions and decisions of the Board of Directors; Sign resolutions, decisions, and other documents of the

Board of Directors on its behalf after obtaining the consensus of the majority of Board members regarding matters within its decision-making authority.

d) Monitor the implementation process of the resolutions and decisions of the Board of Directors;

e) Chair the General Meeting of Shareholders.

f) Other rights and obligations prescribed by the Law on Enterprises and the IDICO Charter.

4. If the Chairperson of the Board of Directors submits a resignation letter or is dismissed or removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or the effective date of the Board's Decision on the dismissal or removal of the Chairperson. If the Chairperson of the Board of Directors is absent or unable to perform their duties, they must authorize another member in writing to perform the rights and obligations of the Chairperson in accordance with the principles set out in the IDICO Charter. If there is no authorized person or if the Chairperson of the Board of Directors falls into cases of: death, going missing, being temporarily detained, serving a prison sentence, complying with administrative handling measures at a compulsory detoxification establishment or compulsory education establishment, fleeing from their residence, being restricted or having lost their civil act capacity, having difficulties in understanding or controlling acts, or being prohibited by the Court from holding certain positions, practicing certain professions, or doing certain jobs, then the remaining members shall elect one person among the members to hold the position of Chairperson based on the principle of the majority of the remaining members' approval until there is a new decision from the Board of Directors.

5. When deemed necessary, the Board of Directors decides to appoint a Company Secretary. The Company Secretary has the following rights and obligations:

a) Assist in organizing and convening the General Meeting of Shareholders and Board of Directors meetings; Record meeting minutes;

b) Assist members of the Board of Directors in performing their assigned rights and obligations;

c) Assist the Board of Directors in applying and implementing corporate governance principles;

d) Assist IDICO in building shareholder relations and protecting the legitimate rights and interests of shareholders; ensure compliance with

obligations to provide information, publicly disclose information, and administrative procedures;

e) Other rights and obligations according to the provisions of the IDICO Charter.

Article 8. Dismissal, removal, replacement, and supplementation of members of the Board of Directors

1. The General Meeting of Shareholders dismisses a member of the Board of Directors in the following cases:

   a) Not having sufficient standards and conditions as stipulated in Article 155 of the Law on Enterprises and Clause 4, Article 25 of the IDICO Charter;

   b) Having submitted a resignation letter that is accepted;

   c) According to a decision of the General Meeting of Shareholders.

2. The General Meeting of Shareholders removes a member of the Board of Directors in the following cases:

   a) Not participating in the activities of the Board of Directors for six (06) consecutive months, except in force majeure events;

   b) Committing repeated violations, or seriously violating the obligations of a Board member under the provisions of the Law on Enterprises and the IDICO Charte;

   c) According to a decision or resolution of the General Meeting of Shareholder.

3. When deemed necessary, the General Meeting of Shareholders decides to replace a member of the Board of Directors; dismiss or remove a member of the Board of Directors apart from the cases prescribed in Clauses 1 and 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect supplementary members to the Board of Directors in the following cases:

   a) The remaining number of Board members is less than the minimum number required by law. In this case, the Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of members decreased;

   b) The number of independent members of the Board of Directors does not ensure the ratio stipulated in Clause 1, Article 5 of this Regulation.

In such a case, the provisions in Clause 3, Article 6 of this Regulation shall be applied.

c) Except for the cases specified in Points (a) and (b) of this Clause, the General Meeting of Shareholders shall elect new members to replace the Board members who have been dismissed or removed at the nearest meeting.

5. The appointment, dismissal, removal, and replacement of members of the Board of Directors must be disclosed as information in accordance with legal regulations on information disclosure on the stock market.

Article 9. Methods of electing, dismissing, and removing members of the Board of Directors

1. A shareholder or a group of shareholders owning from ten percent (10%) or more of the total number of ordinary shares has the right to nominate candidates to the Board of Directors. The nomination of candidates to the Board of Directors is carried out as follows:

   a) Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate Board candidates. Ordinary shareholders forming a group to nominate candidates to the Board of Directors must notify the shareholders attending the meeting of the group formation prior to the opening of the General Meeting of Shareholders;

   b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders stipulated in this Clause is entitled to nominate one or a number of persons as decided by the General Meeting of Shareholders as Board candidates. If the number of candidates nominated by a shareholder or group of shareholders is lower than the number they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the incumbent Board of Directors.

2. If the number of Board candidates through nomination and self-nomination is still insufficient according to Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the IDICO Charter, the Internal Regulation on Corporate Governance, and this Regulation. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect Board members in accordance with the law.

3. Voting to elect members of the Board of Directors must be carried out by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number

of members to be elected to the Board of Directors, and the shareholder has the right to cast all or a part of their total votes for one or a number of candidates. The successful candidates for the Board of Directors are determined based on the number of votes calculated from highest to lowest, starting from the candidate with the highest number of votes until the sufficient number of Board members specified in the Charter and this Regulation is reached. If two (02) or more candidates achieve the same number of votes for the final member of the Board of Directors, a re-election will be conducted among the candidates with equal votes or selected based on the criteria of IDICO's election regulations.

4. The dismissal and removal of members of the Board of Directors are decided by the General Meeting of Shareholders through voting at the meeting. The voting ratio to pass the dismissal or removal of a member of the Board of Directors shall comply with the provisions in Clause 4, Article 21 of the IDICO Charter.

Article 10. Notice of election, dismissal, and removal of members of the Board of Directors

1. Once the candidates for the Board of Directors have been identified, IDICO must publicly disclose information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on IDICO's website so that shareholders can research these candidates before voting. A candidate for the Board of Directors must have a written commitment to the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and for the highest interests of IDICO if elected as a Board member. Information related to Board candidates disclosed includes:

   a) Full name, date, month, and year of birth;

   b) Professional qualifications;

   c) Work history;

   d) Other management titles (including the title of Board member of other companies);;

   e) Interests related to IDICO and related parties of IDICO;

   f) Information about the companies where the candidate holds a position as a Board member, other management titles, and interests related to the company of the Board candidate (if any);

   g) Other information (if any) as stipulated in the Charter.

2. Notifying the results of the election, dismissal, and removal of members of the Board of Directors is carried out in accordance with legal regulations on information disclosure on the stock market.

CHAPTER III
BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

1. The Board of Directors is the management body of IDICO, with full authority to represent IDICO in deciding and exercising the rights and obligations of IDICO, except for the rights and obligations under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are prescribed by law, the IDICO Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:

   a) Decide on medium-term development strategies and plans, and the annual business plan of IDICO;

   b) Recommend the types of shares and the total number of authorized shares for each type to be offered;

   c) Decide on selling unsold shares within the authorized number of shares for each type to be offered; decide on mobilizing additional capital through other forms;

   d) Decide the selling prices of shares and bonds of IDICO;

   e) Decide on repurchasing no more than ten percent (10%) of the total number of shares of each type sold within a twelve (12) month period as specified in Point (i), Clause 1, Article 10 of the IDICO Charter; Decide the share repurchase price as prescribed in Clause 2, Article 133 of the Law on Enterprises;

   f) Decide on investment plans and investment projects within its competence under the IDICO Charter and within limits prescribed by law;

   g) Decide on market development, marketing, and technological solutions;

   h) Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions valued at thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statement of IDICO, except for contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 1, Article 15 and Clause 8, Article 42 of the IDICO Charter;

   i) Elect, dismiss, and remove the Chairperson of the Board of Directors; Appoint, dismiss, sign contracts, and terminate contracts with the General Director; appoint and dismiss Deputy General Directors and

the Chief Accountant of IDICO; and determine the salary, bonuses, and other benefits for those persons. Appoint, dismiss, and remove the Chairperson of the Member's Council and the Company President at subsidiaries where IDICO holds one hundred percent (100%) of the charter capital; decide on signing and terminating contracts with Directors or General Directors of subsidiaries where IDICO holds one hundred percent (100%) of the charter capital; decide on the salaries, remuneration, bonuses, and other benefits of those managers;

j) appoint authorized representatives to participate in the Member's Council or General Meeting of Shareholders of other companies, and decide the remuneration and other benefits of those persons;

k) Supervise and direct the General Director, Enterprise Managers, and other Enterprise Executives in managing the daily business operations of IDICO;

l) Decide on the organizational structure and internal management regulations of IDICO, decide on the establishment of subsidiaries, branches, and representative offices, and on capital contributions or purchasing shares of other enterprises;

m) Approve the agenda, contents, and documents serving the General Meeting of Shareholders, convene the General Meeting of Shareholders, or solicit written opinions from shareholders for the General Meeting to pass resolutions;

n) Submit the audited annual financial statements to the General Meeting of Shareholders;

o) Recommend the dividend rate to be paid; decide the time limit and procedures for dividend payment or handle losses incurred during business operations;

p) Recommend the reorganization or dissolution of IDICO; request bankruptcy of IDICO;

q) Recommend the promulgation of this Regulation and the Internal Corporate Governance Regulation after approval by the General Meeting of Shareholders; decide to promulgate the Operation Regulation of the Audit Committee under the Board of Directors, and the Company's Information Disclosure Regulation;

r) Settle IDICO's complaints against Enterprise Executives, as well as decide on selecting IDICO's representatives to handle issues related to legal proceedings against Enterprise Executives;

s) Execute the payment of dividends to shareholders according to legal regulations after being approved by the Annual General Meeting of

Shareholders;

t) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other laws, and the Company Charter.

3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board's activities in accordance with Article 280 of Decree No. 155/2020/NĐ-CP, as amended and supplemented by Clause 82, Article 1 of Decree No. 245/2025/NĐ-CP.

4. The Board of Directors passes resolutions and decisions by voting at a meeting or soliciting written opinions. Each member of the Board of Directors has one (01) vote. Resolutions and decisions of the Board of Directors are passed at a meeting if approved by a majority (more than half) of the participating members; in case of a tie, the final decision belongs to the side with the opinion of the Chairperson of the Board of Directors.

   The Board of Directors has the right to pass resolutions and decisions by soliciting written opinions for all matters within the authority of the Board of Directors as stipulated in the IDICO Charter. Each member of the Board of Directors has one (01) vote. Resolutions and decisions of the Board of Directors are passed if approved by a majority (more than half) of the members having voting rights; in case of a tie, the final decision belongs to the side with the opinion of the Chairperson of the Board of Directors.

5. When performing its functions, rights, and obligations, the Board of Directors strictly complies with the law, the Charter, and resolutions of the General Meeting of Shareholders. If a resolution or decision passed by the Board of Directors is contrary to the law, resolutions of the General Meeting of Shareholders, or the IDICO Charter, causing damage to IDICO, the members who voted to pass that resolution or decision shall be jointly and personally liable for it and must compensate IDICO for damages; members who opposed the passing of the said resolution or decision are exempt from liability. In this case, IDICO shareholders have the right to petition a Court to suspend or cancel the said resolution or decision..

Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts

1. The Board of Directors approves contracts and transactions between IDICO and one of the following subjects, when such a contract or transaction has a value of less than thirty-five percent (35%) of the total asset value recorded in IDICO's most recent financial statement, or if the contract or transaction leads to a total transaction value arising within twelve (12) months from the first transaction that is less than thirty-five percent (35%) of the total asset value recorded in IDICO's most recent financial statement:

   a) Members of the Board of Directors, the General Director, and their

related persons;

b) Shareholders or authorized representatives of institutional shareholders owning more than ten percent (10%) of IDICO's total ordinary shares and their related persons;

c) Enterprises that members of the Board of Directors, the General Director, and other Enterprise Managers of IDICO must declare in accordance with Clause 2, Article 164 of the Law on Enterprises.

2. The Board of Directors approves contracts, borrowing, lending transactions, and asset sales valued at equal to or less than ten percent (10%) of IDICO's total asset value recorded in its most recent financial statement between IDICO and shareholders holding fifty-one percent (51%) or more of the total voting shares or related persons of such shareholders.

3. The Board of Directors approves the provision of loans or guarantees to related organizations of members of the Board of Directors, the General Director, or other managers where IDICO and the organization (provided that such related organization is not an IDICO shareholder as defined in Clause 2, Article 293 of Decree No. 155/2020/NĐ-CP) are companies within the same group or operate as a group of companies, including parent-subsidiary companies, economic groups, where the transaction value is less than thirty-five percent (35%) of IDICO's total asset value recorded in its most recent financial statement.

4. IDICO's representative signing the contract or transaction must notify the Board of Directors members of the related subjects involved in that contract or transaction, accompanied by the draft contract or the main contents of the transaction. The Board of Directors decides on approving the contract or transaction within fifteen (15) days from receiving the notice, unless the IDICO Charter stipulates another timeframe; members of the Board of Directors having interests related to the parties in the contract or transaction do not have the right to vote.

Article 13. Responsibilities of the Board of Directors in convening extraordinary meetings of the General Meeting of Shareholders

1. The Board of Directors must convene an extraordinary meeting of the General Meeting of Shareholders in the following cases:

a) The Board of Directors deems it necessary for the interests of IDICO;

b) The remaining number of Board of Directors members is less than the minimum number prescribed by law;

c) Upon the request of a shareholder or a group of shareholders owning from five percent (05%) or more of the total number of ordinary shares as prescribed in Point (a), Clause 2, Article 12 of the IDICO Charter.

The request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, and containing sufficient signatures of the relevant shareholders, or the written request must be made in multiple copies and gather sufficient signatures of the relevant shareholders;

d) Other cases as prescribed by law and the IDICO Charter.

2. Convening an extraordinary meeting of the General Meeting of Shareholders:

a) The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the remaining number of Board of Directors members is less than the minimum number prescribed by law or upon receiving a request as prescribed in Point c, Clause 1 of this Article;

b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed, within the next 30 days, the shareholder or group of shareholders stipulated in Point (c), Clause 1 of this Article has the right to represent IDICO to convene a General Meeting of Shareholders in accordance with the Law on Enterprises;

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the sequence and procedures for convening, conducting the meeting, and issuing decisions of the General Meeting of Shareholders. All reasonable expenses for convening and conducting the General Meeting of Shareholders shall be reimbursed by IDICO. These expenses do not include the expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

3. The convener of the General Meeting of Shareholders must perform the following tasks:

a) Prepare a list of shareholders entitled to attend the meeting;

b) Provide information and resolve complaints related to the list of shareholders;

c) Prepare the agenda and contents of the meeting;

d) Prepare documents for the meeting;

e) Draft the resolution of the General Meeting of Shareholders according to the proposed contents of the meeting; a list and detailed information of the candidates in case of electing members of the Board of Directors;

f) Determine the time and location of the meeting;;

g) Send meeting invitations to each shareholder entitled to attend the

meeting in accordance with the Law on Enterprises;

h) Other tasks serving the meeting.

Article 14. Subcommittees assisting the Board of Directors

1. The Board of Directors may establish affiliated subcommittees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of subcommittee members decided by the Board of Directors shall be a minimum of three (03) persons, including members of the Board of Directors and external members. The activities of the subcommittees must comply with the regulations of the Board of Directors. A resolution of a subcommittee is only valid when a majority of members attend and vote to pass it at a subcommittee meeting.

2. The implementation of decisions of the Board of Directors or of the subcommittees affiliated with the Board of Directors must comply with current legal regulations, the provisions in the Company Charter, the Internal Regulation on Corporate Governance, and this Regulation.

CHAPTER IV
BOARD OF DIRECTORS MEETING

Article 15. Board of Directors meeting

1. First meeting: The Chairperson of the Board of Directors is elected in the first meeting of the Board of Directors within seven (07) working days from the end date of the election of that Board of Directors. This meeting is convened and chaired by the member of the Board of Directors who received the highest number of votes or the highest percentage of votes. If more than one member has the highest and equal number or percentage of votes, the members shall vote on the principle of majority to select one (01) person among them to convene the Board of Directors meeting.

2. Regular meeting of the Board of Directors:

   a) The Board of Directors holds a regular meeting once a quarter, in the first week of every quarter. Attendees include the Chairperson, members of the Board of Directors, and other participants invited by the Chairperson's decision.

   b) Regular meetings of the Board of Directors are convened and chaired by the Chairperson. In case the Chairperson of the Board of Directors is absent, an authorized member of the Board of Directors shall convene and chair the meeting. In the event that a Board of Directors meeting is not held at the prescribed time, the Chairperson of the Board of Directors must notify the members of the Board of Directors at least three (03) working days in advance.

c) Prior to regular meetings, the Chairperson of the Board of Directors requires the General Director to prepare a report on the business situation during the quarter and important issues falling under the decision-making authority of the Board of Directors.

d) The meeting invitation, agenda, and documents shall be sent to the members of the Board of Directors and the General Director at least three (03) days prior to the meeting date. The meeting invitation can be sent by written invitation, telephone, fax, or email.

e) Members of the Board of Directors and the General Director may propose that the Chairperson of the Board of Directors add items to the meeting agenda that the proposer deems important and urgent. This proposal must be sent to the Chairperson of the Board of Directors no later than one (01) working day before the meeting date.

3. Extraordinary meeting of the Board of Directors:

a) The Chairperson of the Board of Directors must convene an extraordinary meeting of the Board of Directors in the following cases:

(i) Upon the request of an independent member of the Board of Directors;

(ii) Upon the request of the General Director or at least five (05) other Managers;

(iii) Upon the request of at least two (02) members of the Board of Directors.

The request to convene a Board of Directors meeting in these cases must be made in writing, clearly stating the purpose, the issues to be discussed, and decisions falling within the authority of the Board of Directors.

b) The Chairperson of the Board of Directors must convene the Board of Directors meeting within seven (07) working days from the date of receiving the request stipulated in Point (a), Clause 3 of this Article. Failure to convene a meeting as requested shall render the Chairperson of the Board of Directors liable for damages caused to IDICO; the person requesting to hold the meeting mentioned above has the right to replace the Chairperson of the Board of Directors in convening the Board of Directors meeting.

c) The Chairperson of the Board of Directors or the convener of the Board of Directors meeting must send the meeting invitation, agenda, and

meeting documents to the members of the Board of Directors and the meeting attendees at least three (03) working days prior to the meeting date. The meeting invitation must specify the time and place of the meeting, the agenda, and issues for discussion and decision. The meeting invitation must be accompanied by documents to be used at the meeting and the member's voting slip. The invitation to the Board of Directors meeting can be sent via a written letter, telephone, fax, electronic means, or other methods prescribed in the IDICO Charter and must ensure delivery to the contact address of each Board of Directors member registered with IDICO.

d) The content of the extraordinary meeting is decided by the Chairperson of the Board of Directors or prepared by the person requesting to convene the extraordinary meeting to discuss and decide on issues within the authority of the Board of Directors that cannot wait to be presented at a regular Board of Directors meeting.

e) An extraordinary meeting of the Board of Directors is chaired by the Chairperson of the Board of Directors. If the Chairperson of the Board of Directors is absent, an authorized member of the Board of Directors shall convene and chair the meeting. In the case where the requester for convening the Board of Directors meeting replaces the Chairperson in convening the meeting as provided in Point (b) above, the requester shall chair the Board of Directors meeting.

4. A meeting of the Board of Directors shall be conducted when at least three-quarters (3/4) of the total number of members attend. If the meeting convened in accordance with this Clause lacks the required quorum of attendees, a second meeting shall be convened within seven (07) days from the intended date of the first meeting. In this case, the meeting shall proceed if more than half (1/2) of the Board of Directors members attend.

5. A meeting of the Board of Directors can be organized as an online conference among the members of the Board of Directors when all or some members are at different locations, provided that each participating member can:

a) Hear each of the other participating Board of Directors members speak during the meeting;

b) Speak to all other participating Board of Directors members simultaneously. Discussions among Board of Directors members can be carried out directly via phone or other communication means, or a combination of these methods. A member of the Board of Directors participating in such a meeting is considered "present" at that meeting. The location of the meeting held under this provision is the location

where the largest number of Board of Directors members are present, or the location where the Chairperson of the meeting is present. Decisions passed during a telephone meeting that is duly organized and conducted shall take effect immediately upon the conclusion of the meeting but must be confirmed by the signatures of all participating Board of Directors members in the minutes.

6. A member of the Board of Directors is considered to attend and vote at the meeting in the following cases:

   a) Tham dự và biểu quyết trực tiếp tại cuộc họp;

   b) Authorizing another person to attend the meeting and vote in accordance with Clause 8 of this Article;

   c) Attending and voting via an online conference, electronic voting, or other electronic forms;

   d) Sending voting slips to the meeting via mail, fax, or email.

7. In the case of sending voting slips to the meeting via mail, the voting slip must be enclosed in a sealed envelope and must be delivered to the Chairperson of the Board of Directors no later than one (01) hour prior to the opening. The voting slip shall only be opened in the presence of all attendees.

8. Members must fully attend the meetings of the Board of Directors. A member may authorize another person to attend the meeting and vote if approved by a majority of the Board of Directors members. Each member or authorized representative of a member of the Board of Directors participating in the meeting has one (01) vote.

9. For important issues related to personnel, capital, interests of IDICO, and the obligations of members of the Board of Directors and the General Director, the person chairing the Board of Directors meeting may decide to conduct a secret ballot.

   In cases of voting to decide on contracts or transactions between IDICO and a member of the Board of Directors or their related persons, or an enterprise that the member of the Board of Directors must declare according to Clause 2, Article 164 of the Law on Enterprises, the provisions of Article 42 of the IDICO Charter and Article 167 of the Law on Enterprises shall apply. The related member of the Board of Directors shall not be counted in the quorum required to conduct the Board of Directors meeting and shall not have voting rights.

10. A resolution or decision of the Board of Directors is passed if it is approved by the majority (more than half) of the attending members; in the event of a tied vote, the final decision rests with the side carrying the opinion of the Chairperson of the Board of Directors.

Article 16. Minutes of the Board of Directors meeting

1. Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may additionally be prepared in a foreign language, encompassing the following main contents:

   a) Name, headquarters address, enterprise code;

   b) Time and location of the meeting;

   c) Purpose, agenda, and contents of the meeting;

   d) Full names of each member attending or an authorized proxy attending and the method of attendance ; full names of members not attending and the reasons;

   e) Issues discussed and voted on at the meeting;

   f) A summary of the statements made by each attending member according to the sequential progress of the meeting;

   g) Voting results, clearly indicating the members who approve, disapprove, and have no opinion;

   h) Issues that have been passed and the corresponding approval voting ratio;

   i) Full names and signatures of the chairperson and the minutes taker, except for the case prescribed in Clause 2 of this Article.

2. In the event that the chairperson or the minutes taker refuses to sign the meeting minutes, such minutes shall be valid if all other attending members of the Board of Directors agree to pass and sign the minutes, and they contain all the details required under points (a), (b), (c), (d), (e), (f), (g), and (h) of Clause 1 of this Article. The meeting minutes must explicitly state that the chairperson or the minutes taker refused to sign. The persons signing the meeting minutes are jointly responsible for the accuracy and truthfulness of the contents of the Board of Directors meeting minutes. The chairperson or the minutes taker bears personal responsibility for damages occurring to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the IDICO Charter, and relevant laws.

3. The chairperson, the minutes taker, or the persons whose signatures appear on the minutes must be responsible for the truthfulness and accuracy of the contents of the Board of Directors meeting minutes.

4. Minutes of the Board of Directors meetings and documents used during the meeting must be archived at the IDICO headquarters.

5. Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In the event of discrepancies in content between the Vietnamese minutes and the foreign language minutes, the content of the Vietnamese minutes shall prevail.

CHAPTER V
REPORTING, DISCLOSURE OF INTERESTS

Article 17. Submission of annual reports

1. At the end of the financial year, the Board of Directors must submit the following reports to the General Meeting of Shareholders:
   a) Report on IDICO's business results;
   b) Financial statements;
   c) Evaluation report on the management and operations of IDICO.
2. The reports stipulated in Clause 1 of this Article and the audit report must be kept at the IDICO headquarters no later than ten (10) days before the opening date of the Annual General Meeting of Shareholders. A shareholder possessing IDICO shares continuously for at least one (01) year has the right, independently or together with lawyers, accountants, or auditors holding a practicing certificate, to directly review the reports specified in this Article.

Article 18. Remuneration, bonuses, and other benefits of members of the Board of Directors

1. IDICO has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.
2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the duties of a Board of Directors member and the daily remuneration rate. The Board of Directors estimates the remuneration level for each member on a consensus basis. The total remuneration and bonuses for the Board of Directors are decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each member of the Board of Directors is accounted for as a business expense of IDICO according to the legal regulations on corporate income tax, presented as a separate item in IDICO's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.
4. Members of the Board of Directors holding executive positions or members of the Board of Directors working on subcommittees of the Board, or performing other duties outside the scope of the regular duties of a Board of Directors member, may be paid additional remuneration in the form of a lump-sum payment per occasion, salary, commission, profit percentage, or

other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, and other reasonable expenses they have incurred in executing their responsibilities as a member of the Board of Directors, including expenses arising from attending the General Meeting of Shareholders, Board of Directors meetings, or meetings of Board subcommittees.

6. Members of the Board of Directors may be provided with liability insurance by IDICO after approval by the General Meeting of Shareholders. This insurance does not cover liabilities of the Board of Directors members relating to violations of the law or the IDICO Charter.

7. The Chairperson and full-time or concurrent members of the Board of Directors are arranged a working office at the IDICO headquarters. Working conditions, facilities, and stationery serving the operations of the Board of Directors members are applied in accordance with the general regulations of IDICO.

Article 19. Disclosure of related interests

The disclosure of interests and related persons of IDICO is implemented under the following provisions:

1. Members of the Board of Directors must declare their related interests to IDICO, including:
   a) Name, enterprise code, headquarters address, and business lines of enterprises that they own, or in which they hold capital contributions or shares ; the ownership ratio and the time of owning such capital contributions or shares;
   b) Name, enterprise code, headquarters address, and business lines of enterprises that their related persons own, jointly own, or separately own capital contributions or shares representing more than ten percent (10%) of the charter capital.

2. The declaration stipulated in Clause 1 of this Article must be carried out within seven (07) working days from the date the related interest arises ; any amendments or supplements must be notified to IDICO within seven (07) working days from the date of the corresponding amendment or supplement.

3. Members of the Board of Directors, whether in a personal capacity or acting on behalf of another person, performing work in any form within the scope of IDICO's business operations must explain the nature and contents of that work to the Board of Directors and may only perform it when approved by a majority of the remaining members of the Board of Directors

; if such activities are performed without declaration or without the approval of the Board of Directors, all income derived from those activities shall belong to IDICO.

CHAPTER VI
RELATIONSHIPS OF THE BOARD OF DIRECTORS

Article 20. Relationship among members of the Board of Directors

1. The relationship among the members of the Board of Directors is a coordinating relationship; members of the Board of Directors have the responsibility to inform each other about relevant issues during the course of handling assigned tasks.
2. During the course of handling tasks, the member of the Board of Directors assigned the primary responsibility must proactively coordinate and handle matters if there are issues related to areas overseen by another member of the Board of Directors. In the event that differing opinions still exist among the members of the Board of Directors, the member with the primary responsibility shall report to the Chairperson of the Board of Directors for consideration and decision within their authority, or organize a meeting or solicit opinions from the Board of Directors members in accordance with the law, the IDICO Charter, and this Regulation.
3. In the event of a reassignment of duties among the members of the Board of Directors, the members of the Board of Directors must hand over the work, files, and relevant documents. This handover must be documented in writing and reported to the Chairperson of the Board of Directors regarding the handove.

Article 21. Relationship with Enterprise Executives

1. In its governance role, the Board of Directors issues resolutions and decisions for the General Director and other Enterprise Executives to implement. Concurrently, the Board of Directors inspects and supervises the execution of its resolutions and decisions.
2. The General Director is the person responsible for organizing the implementation of the resolutions and decisions of the Board of Directors. If, while implementing a resolution or decision of the Board of Directors, issues are discovered that are disadvantageous to IDICO, the General Director shall report to the Board of Directors to adjust such resolution or decision. If the Board of Directors does not make adjustments, the General Director must continue to execute it but has the right to reserve their opinion.
3. Members of the Board of Directors have the right, but not the obligation, to attend the monthly executive briefings of the executive apparatus and must regularly grasp information about affiliated units to thereby carry out the

leadership, inspection, and supervisory functions of the Board of Directors. They shall listen to and promptly handle recommendations relating to development guidelines, mechanisms, and policies of the company that fall under the authority of the Board of Directors.

4. The General Director must submit reports on the business and production situation and the financial situation of IDICO to the Board of Directors as follows:
   a) Quarterly report: Complete and report to the Board of Directors at the regular quarterly meeting.
   b) Annual report: Complete and report to the Board of Directors within 60 days from the end date of the financial year.

Article 22. Relationship with the Audit Committe

1. The relationship between the Board of Directors and the Audit Committee is a coordinating relationship. The working relationship between the Board of Directors and the Audit Committee is based on the principle of equality and independence, while closely coordinating and supporting each other during the execution of duties.
2. Upon receiving inspection minutes or synthesis reports from the Audit Committee, the Board of Directors bears the responsibility to study and direct the General Director and relevant departments to coordinate and develop a timely plan for consolidation and rectification.

CHAPTER VII
IMPLEMENTATION PROVISIONS

Article 23. Amendment and supplementation of the Regulation

The General Meeting of Shareholders holds the authority to amend and supplement this Regulation. The amendment and supplementation of the Regulation are based on the recommendations of the members of the Board of Directors, the General Director, or adjustments in current laws regarding contents related to the provisions in this Regulation.

Article 24. Effect of the Regulation

1. This Regulation consists of 07 Chapters and 24 Articles, passed at the 2026 Annual General Meeting of Shareholders of IDICO held on day ____ month _____ year _____. This Regulation replaces the Regulation on the Organization and Operation of the Board of Directors No. 08/QĐ-TCT dated April 26, 2024.
2. The Regulation takes effect from the date of signing.

3. Contents that haven't been prescribed in this Regulation shall apply in accordance with the provisions of the IDICO Charter and current provisions of the law.

**** Recipients:***
- Board of Directors;
- Audit Committee;
- General Director; Deputy General Directors;
- IDICO Departments/Divisions;
- Affiliated units;
- Subsidiaries;
- Archives: HR.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON OF THE BOARD OF DIRECTORS

NGUYEN THI NHU MAI

IDICO CORPORATION – JSC
No: .....

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

HCM City, April 24, 2026

DRAFT

RESOLUTION
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF IDICO CORPORATION - JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022, Law No. 76/2025/QH15 dated June 17th, 2025, and implementing documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024, and implementing documents;

Pursuant to the current Charter ("Charter") of IDICO Corporation - JSC ("Corporation");

Pursuant to the documents of the 2026 Annual General Meeting of Shareholders of IDICO Corporation - JSC;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of IDICO Corporation - JSC, which were unanimously approved by the General Meeting, with the number of votes in favor being ...% of the total number of votes of all Shareholders and authorized representatives attending and voting at the General Meeting.

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF IDICO CORPORATION - JSC

RESOLUTION

Article 1: The 2026 Annual General Meeting of Shareholders ("AGM") of IDICO Corporation-JSC ("IDICO" or "Corporation") unanimously approves the matters presented at the Meeting:

1. Approval of the report on business and investment results for 2025 and business and investment plan for 2026 of IDICO Corporation - JSC:

1.1. Results of implemention of the 2025 business and investment plan:

- Parent company, IDICO Corporation - JSC:

Unit: Billion VND

No.	Main indicators	2025 Plan	2025 Actual	2025 Actual/ 2025 Plan
1	Total revenue and income	**3,209**	**3,072**	96%
2	Profit before tax	**1,776**	**1,866**	105%
3	Investment value	**1,497**	**514**	34%

- Consolidation, IDICO Corporation - JSC:

Unit: Billion VND

No.	Main indicators	2025 Plan	2025 Actual	2025 Actual/ 2025 Plan
1	Total revenue and income	**8,918**	**9,008**	101%
2	Profit before tax	**2,596**	**2,918**	112%
3	Investment value	**6,968**	**2,782**	40%

1.2. Business and investment plan for 2026:

Unit: Billion VND

No.	Main indicators	2025 Actual	2026 Plan	2026 Plan/ 2025 Actual
1	Total consolidated revenue	**9,008**	**9,474**	**105%**
	In which: Parent company	*3,072*	*3,376*	*110%*
2	Consolidated profit before tax	**2,918**	**2,903**	**100%**
	In which: Parent company	*1,866*	*2,055*	*110%*
3	Consolidated investment value	**2,782**	**7,742**	**278%**
	In which: Parent company	*514*	*1,835*	*357%*

2. Approval of the Report on the performance of Board of Directors ("BOD") in 2025 and the Action plan for 2026.

3. Approval of the Report of the Independent Member of the BOD on the activities of the BOD at the 2026 AGM.

4. Approval of the Report of the Independent Member of the BOD on Activities in the Audit Committee at the 2026 AGM.

5. Approval of the audited financial statements for 2025 of IDICO Corporation - JSC by Ernst & Young Vietnam Ltd.

Please see the Audited Financial Statement available on the Corporation's website at: https://https://idico.com.vn/vi/quan-he-co-dong/dai-hoi-co-dong.

6. Approval of the business and investment plan for 2026 of IDICO Corporation - JSC:

Unit: Billion VND

No.	Main indicators	2025 Actual	2026 Plan	2026 Plan/ 2025 Actual
1	**Total consolidated revenue**	**9,008**	**9,474**	**105%**
	Of which: Parent company	*3,072*	3,376	110%
2	**Consolidated profit before tax**	**2,918**	**2,903**	**100%**
	Of which: Parent company	*1,866*	2,055	110%
3	**Consolidated investment value**	**2,782**	**7,742**	**278%**
	Of which: Parent Company	*514*	1,835	357%

7. Approval of the profit distribution for 2025 and the plan for 2026:

7.1. Profit Distribution for 2025:

Unit: VND

No.	Indicators	Amount (VND)
I	**Undistributed earnings**	**1,591,982,945,084**
	By the end of prior year (2024)	9,052,894,231
	Current year	1,582,930,050,853
II	**Profit distribution for 2025**	
1	**Fund allocation**	**0**
	Bonus and welfare fund	0
	BOD remuneration	0
2	**Dividend payment 2025 (40%/Charter capital)**	**1,517,995,292,000**
	In cash (40%/Charter capital)	1,138,496,469,000
	Already paid (15%/Charter capital)	*569,248,234,500*
	To be paid (15%/Charter capital)	*569,248,234,500*
	In shares (10%/Charter capital)	379,498,820,000
III	**Undistributed earnings balance**	**73,987,653,084**

(Source: Audited Separate Financial Statements for 2025)

7.2. Profit distribution plan 2026:

- Dividend payment: 40%/Charter capital (from Net profit after tax 2026).
- Allocation plan for Bonus and welfare fund: not allocated.
- Allocation plan for BOD remuneration: not allocated.

8. Approval of the total remuneration and bonuses of the BOD of IDICO Corporation - JSC for 2025 and the plan for 2026.

8.1. The total remuneration, bonuses for the BOD in 2025 is: VND 7,095,000,000 *(equivalent to 97% of the 2025 plan).*

8.2. The plan for total remuneration and bonuses for the BOD in 2026 is equivalent to the 2025 plan, amounting to VND 7,300,000,000. The Parent Company - IDICO Corporation exceeds the profit target, the BOD shall be awarded a bonus equivalent to 0,07% of the planned profit.

The specific remuneration level for each member shall be decided by the BOD based on the principle of unanimity.

8.3. Members of the BOD shall be reimbursed for meal, accommodation, travel and other reasonable expenses incurred in performing their assigned duties based on actual costs.

9. Approval on the selection of the independent audit firm (based on the list of audit firms and practicing auditors approved to audit public interest entities in the securities sector, as most recently updated by the Ministry of Finance) with reputable audit quality and audit fees commensurate with the quality and scope of the audit, to conduct the audit of the 2026 financial statements of IDICO Corporation – JSC, as follows:

9.1. List of audit firms:

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

Address: No. 2, Hai Trieu Street, Sai Gon Ward, Ho Chi Minh City.

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

Address: No. 29, Le Duan Street, Sai Gon Ward, Ho Chi Minh City.

- KPMG Limited (Business Registration No.: 0100112042)

Address: 46th Floor, Keangnam Landmark Tower 72, Pham Hung Street, Yen Hoa Ward, Hanoi City.

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

Address: 12th Floor, Diamond Park Plaza Building, No. 16 Lang Ha Street, Giang Vo Ward, Hanoi City.

9.2. The General Meeting of Shareholders authorizes the Board of Directors of IDICO Corporation - JSC to decide on the selection of the audit firm from the above list to conduct the audit of the 2026 financial statements of IDICO Corporation – JSC and authorizes the General Director of IDICO Corporation - JSC to sign a contract with the selected audit firm.

10. Approval of the share issuance plan for dividend payment for 2025 with the following principal contents.

10.1 Issuance plan:

- Stock name : IDICO Corporation – JSC's share
- Stock symbol : IDC
- Type of shares : Ordinary shares
- Par value of share : VND 10,000 / share
- Current charter capital : VND 3,794,988,230,000
- Number of shares issued : 379,498,823 shares

Of which:

+ Number of outstanding shares: 379,498,823 shares

+ Number of treasury shares: 0 share

- Estimated number of shares to be issued: 37,949,882 shares
- Total issuance value at par value: VND 379,498,820,000
- Purpose of issuance: Share issuance for dividend payment for 2025
- Eligible recipients: Existing shareholders of IDICO listed on the record date for dividend entitlement. The record date shall be determined by the BOD as authorized by the General Meeting of Shareholders.
- Issuance ratio (Estimated number of shares to be issued/ number of outstanding ordinary shares): 10%
- Exercise ratio: 100:10. Shareholder owning 01 share shall have 01 right to receive dividends in shares, and for every 100 rights, shareholders will receive 10 newly issued shares..
- Funding source: Undistributed after-tax profit, determined based on the audited separate financial statements for 2025 of IDICO.
- Estimated implementation timeline: After the General Meeting of Shareholders votes to approve and after the State Securities Commission of Vietnam confirms receipt of complete issuance documents, expected from the second quarter of 2026. The General Meeting of Shareholders authorizes the BOD to determine the appropriate issuance timing in compliance with regulations and in the best interest of shareholders.

- Treatment of fractional shares: The number of newly issued shares will be rounded down to the nearest whole share; fractional entitlements (if any) will be cancelled.

*Example: Shareholder A owns 139 shares on the record date. With a rights exercise ratio of 100:10, shareholder A is entitled to receive (139/100*10 = 13.9), 13 new shares. After rounding, shareholder A shall receive 13 new shares; ; the fractional portion of 0.90 shares will be cancelled.)*

- Approval on the supplementary securities registration and listing of the supplementary issued shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and the Hanoi Stock Exchange (or the Ho Chi Minh City Stock Exchange in case of listing transfer to HOSE).

- Approval for amendments to the Charter (increase charter capital, shares, stocks) and implementation of procedures for amendment ofthe Company's Business Registration Certificate with the competent authorities after receiving the Official Letter from the State Securities Commission of Vietnam on receipt of the issuance results report in accordance with the provisions of law.

10.2 Authorization:

The General Meeting of Shareholders approves the authorization and assigns BOD and the legal representative to decide on all matters relating to the share issuance for dividend payment, including:

- Proactively prepare and provide explanations for the application dossier for securities issuance to be submitted to the State Securities Commission and other competent authorities; and proactively adjust the issuance plan and other related documents in accordance with the requirements of the State Securities Commission and other competent authorities.

- Determine the record date for shareholder to implement the above issuance plan.

- Proactively prepare plans to ensure foreign ownership ratios in accordance with the provisions of law.

- Implement the following actions after receiving official letter from the State Securities Commission on receipt of the complete issuance results report:

+ Carry out procedures to register supplementary securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and list supplementary securities at the Hanoi Stock Exchange (or Ho Chi Minh City Stock Exchange in case IDICO Corporation - JSC transfers its listing to HOSE).

+ Carry out procedures to amend the business registration content of IDICO relating to changes i n charter capital based on the actual results of the issuance with the competent state authorities, after receiving written confirmation from the State Securities Commission on the receipt of the issuance results report in accordance with the provisions of law.

+ Amend provisions relating to charter capital, shares, and types of shares in the Charter of IDICO.

- Depending on specific circumstances, the BOD shall assign the General Director to carry out the tasks approved by the General Meeting of Shareholders in this Submission.

- Perform other related tasks to ensure the successful implementation of the share issuance for dividend payment.

11. Approval of amendmentsto business lines and amendments to the Charter of IDICO Corporation - JSC.

(Attached are the Articles of Charter and the Submission for adjusting business lines and amending/supplementing the Articles of Charter.).

12. Approval of the amendment and supplementation of the Internal Regulations on Corporate Governance of IDICO Corporation - JSC.

(Attached are the Internal Regulations on Corporate Governance of IDICO Corporation - JSC, as amended and supplemented).

13. Approval of the amendment and supplementation of the Operating Regulations of the Board of Directors of IDICO Corporation - JSC.

(Attached are the Operating Regulations of the Board of Directors of IDICO Corporation - JSC, as amended and supplemented).

Article 2: Terms of implementation

The 2026 Annual General Meeting of Shareholders of IDICO Corporation - JSC assigns the Board of Directors to implement and supervise the Board of Management in carrying out the contents of this Resolution to ensure the interests of shareholders and the Corporate in accordance with the provisions of law. The Board of Directors shall be responsible for supervising and reporting on the implementation of these matters to the General Meeting of Shareholders at the nearest meeting.

This Resolution consists of .... pages, was prepared and approved in full at the 2026 Annual General Meeting of Shareholders of IDICO Corporation - JSC on April 24, 2026 and shall take effect from the date of approval.

Recipients:
- Shareholders (IDICO Website);
- State Securities Commission;
- Hanoi Stock Exchange;
- Board of Directors;
- Auditing Committee;
- Archive: Admin..

ON BEHALF OF
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN OF THE GENERAL MEETING

Nguyen Thi Nhu Mai

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

POWER OF ATTORNEY
Ref: ATTENDANCE AND VOTING AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: **IDICO Corporation - JSC**

1. Authorizing Party

- Full name:..... Shareholder No.:.....
- ID/Passport/ERC No.: .....
- Date of issuance:..... Place of issuance: .....
- Address: .....
- Phone number: ..... Email:.....
- Number of shares owned: .....

(In words:.....)

2. Authorized Party

- Full name:.....
- ID/Passport/ERC No.: .....
- Date of issuance:..... Place of issuance: .....
- Address: .....
- Phone number: ..... Email:.....
- Number of shares authorized: .....

(In words:.....)

(If the Shareholder does not specify the number of shares authorized, it shall be deemed that all shares owned by the Shareholder are authorized).

3. Scope of Authorization

The Authorized Party shall have the right to represent the Authorizing Party in attending at the 2026 Annual General Meeting of Shareholders of IDICO Corporation - JSC ("IDICO") to be held on April 24, 2026, and to exercise on behalf of the Authorizing Party all rights and obligations of a shareholder at the General Meeting of Shareholders of IDICO in relation to the authorized shares.

4. Term of Authorization

This Power of Attorney shall be effective from the date of signing until the conclusion of the 2026 Annual General Meeting of Shareholders of IDICO, unless terminated in accordance with IDICO's Charter and IDICO's internal regulations on corporate governance and applicable laws.

The Authorizing Party and the Authorized Party shall be fully responsible for this authorization and undertake to hold IDICO harmless from any related disputes. The Authorizing Party and the Authorized Party undertake to fully and timely comply with the applicable laws, IDICO's Charter and IDICO's internal regulations on corporate governance.

....., 2026

The Authorizing Party	**The Authorized Party**
(Signature and full name)	*(Signature, full name and seal [for organizations only])*
.....	.....

Notes:

- Please send the Power of Attorney (Please attach copies of the ID Card/Passport/ERC of the Authorizer and the Authorized Representative, or the original Meeting Invitation) to the Organizing Committee before the the official opening of the Meeting.
- Please provide the mobile phone number and email of the Authorized Party attending and voting at the Meeting so that we can provide the Username and Password for online access.
- In case of the re-authorisation, the attendee is required to present the original Power of Attorney of the Shareholder or of the representative of an organizational Shareholder (if such Power of Attorney has not been registered with IDICO).

IDICO CORPORATION - JSC
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

VOTING BALLOT
VOTER ID: IDC.000…

Full Name: …

Number of voting ballots owned: … voting ballots

Number of voting ballots authorized: … voting ballots

Total number of voting ballots represented: … voting ballots

(Check the corresponding box of your choice for each content)

Contents	Approve	Disapprove	Abstain
Content 01: Report on business and investment results for 2025 and the business and investment plan for 2026			
Content 02: Report on the performance of the BOD in 2025 and the Action plan for 2026			
Content 03: Report of the Independent Member of the BOD on the activities of BOD			
Content 04: Report on the activities of the Independent Member of the Board of Directors in the Audit Committee			
Content 05: Submission for approval of the audited financial statements for 2025			
Content 06: Submission for approval of the business and investment plan for 2026			
Content 07: Submission for approval of the profit distribution for 2025 and the profit distribution plan for 2026			
Content 08: Submission for approval of the total remuneration and bonuses for the BOD for 2025 and the plan for 2026			
Content 09: Submission for approval of the selection of the audit firm for the 2026 financial statements of IDICO Corporation - JSC			
Content 10: Submission for approval of the share issuance plan for dividend payment for 2025			
Content 11: Submission for approval of amendments to business lines and amendments and supplements to the Charter			
Content 12: Submission for approval of amendments and supplements to the Internal Regulations on Corporate Governance of IDICO Corporation - JSC			
Content 13: Submission for approval of amendments and supplements to the Operating Regulations of the Board of Directors of IDICO Corporation - JSC			

Instruction:

Shareholder checks in one of three boxes: **Approve/Disapprove/Abstain** for each agenda.

……., 2026

VOTER

(Signature and full name)