

**IDICO INFRASTRUCTURE
DEVELOPMENT INVESTMENT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April... .. 2025



No. 01/2025/NQ-ĐHĐCĐ

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

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

Pursuant to the Law on Securities No. 54/2019/QH14;

Pursuant to the Charter of IDICO Infrastructure Development Investment Joint Stock Company approved by the General Meeting of Shareholders on 19/9/2007, (amended and supplemented 9th time on 25/4/2024);

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

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
IDICO INFRASTRUCTURE DEVELOPMENT INVESTMENT JOINT
STOCK COMPANY

RESOLVES:

Article 1. The General Meeting of Shareholders approves the contents presented at the Meeting, including:

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

Unit: million VND

No.	Indicator	2024 Actual	2025 Plan	2025 Plan /2024 Actual
1	Total Revenue and Other Income	500,812	526,480	105.1%
2	Profit Before Tax	79,866	126,905	158.9%
3	Dividend payout ratio (expected)	18%	18-20%	100%

No.	Indicator	2024 Actual	2025 Plan	2025 Plan /2024 Actual
4	Total Investment Value	0	470,000	

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

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

Article 2. The General Meeting approves the submissions of the Board of Directors and the Board of Supervisors to the General Meeting, including:

1. Proposal for approval of the audited 2024 Financial Statements;
2. Proposal for selection of audit firm for the 2025 Financial Statements;
- 2.1. List of Auditing Firms:

- *PWC Vietnam Limited (Enterprise Code: 0100157406)*

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

- *Ernst & Young Vietnam Limited (Enterprise Code: 0300811802)*

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

- *KPMG Limited (Enterprise Code: 0100112042)*

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

- *Deloitte Vietnam Audit Company Limited (Enterprise Code: 0100112500)*

Address: 15th Floor, Vinaconex Building, 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City.

2.2 The General Meeting of Shareholders assigns the Board of Directors of the Company to decide on the selection of an auditing unit from the above list to audit the 2025 Financial Statements.

3. Proposal for approval of the production and business plan, investment in 2025;

Unit: million VND

No.	Indicator	2024 Actual	2025 Plan	2025 Plan /2024 Actual
1	Total Revenue and Other Income	500,812	526,480	105.1%
2	Profit Before Tax	79,866	126,905	158.9%

No.	Indicator	2024 Actual	2025 Plan	2025 Plan /2024 Actual
3	Total Investment Value	0	470,000	

4. Proposal for approval of the profit distribution plan for 2024 and the plan for 2025

* Profit distribution in 2024:

Unit: VND

No.	Indicator	Year 2024
I	Undistributed profit after tax	90,480,400,596
	As of the end of the previous year (year 2023)	26,697,927,717
	Year 2024	63,782,472,879
II	2024 Profit Distribution	47,578,034,187
1	Fund Appropriation	2,669,474,187
	Reward Fund (2%/Profit after tax)	1,275,649,458
	Welfare Fund (1%/Profit after tax)	637,824,729
	Bonus Fund for the Board of Directors and Executive Board: 20% of profit after tax exceeding the plan.	756,000,000
2	2024 Dividend Payment	44,908,560,000
	By cash (18%/Charter capital)	44,908,560,000
	By shares (Ratio/Charter capital)	0
	Expected dividend payment time	Quarter 2 of 2025
III	Undistributed profit carried forward to the next year	42,902,366,409

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* Profit Distribution Plan for 2025:

Unit: VND

TT	Indicator	Year 2025
I	Undistributed profit from the previous year carried forward	42,902,366,409
II	Profit after tax in 2025	101,524,000,000
III	2025 Profit Distribution	

TT	Indicator	Year 2025
1	Fund Appropriation	3,045,720,000
	Reward Fund (2%/Profit after tax)	2,030,480,000
	Welfare Fund (1%/Profit after tax)	1,015,240,000
	Bonus Fund for the Board of Directors and Executive Board	Maximum 20% of after-tax profit exceeding the plan.
2	Dividend payment in 2025 (18%-20%/Charter capital)	49,898,400,000
IV	Undistributed profit carried forward to the next year	91,482,246,409

5. Proposal for approval of the total remuneration, salaries, and bonuses of the Board of Directors and Board of Supervisors in 2024 and the plan for 2025

5.1. The total remuneration, salaries, and bonuses of the Board of Directors and Board of Supervisors is 776,250,000 VND (The General Meeting of Shareholders approved the plan for 2024 at 1,099,000,000 VND):

Where in:

- Board of Directors: 362,000,000 VND
- Board of Supervisors: 414,250,000 VND

5.2. Plan for Total remuneration, salary, and bonus of the Board of Directors and Board of Supervisors of the Company in 2025 is: 960,000,000 VND, specifically as follows:

- Total remuneration, salary, and bonus of the Board of Directors is 671,000,000 VND. The remuneration level of each member is decided by the Board of Directors of the Company based on the principle of unanimity.

- Total remuneration and bonus of the Board of Supervisors is: 289,000,000 VND. The remuneration level is decided by the Board of Supervisors based on the principle of unanimity.

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

6. Proposal for approval of the investment policy for the BOT Project: Renovation and Upgrading of National Highway 22 (from An Suong intersection to Ring Road 3) at Hoc Mon District, District 12, Ho Chi Minh City; BOT Project: Upgrading and Expanding National Highway 1 (from Kinh Duong Vuong Street to the border of Long An Province).

7. Proposal for amending and supplementing the Board of Supervisors's Operating Regulations (attached Amendment Appendix)

Article 3. Implementation Clause

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

This Resolution consists of 04 pages, formulated and adopted at the 2025 Annual General Meeting of Shareholders of IDICO Infrastructure Development Investment Joint Stock Company on 28/4/2025 with shareholders representing% of the total voting shares of all shareholders attending and voting at the General Meeting in favor and is posted on the website <http://www.idico-idi.com.vn> for shareholders and investors to access information.

Recipients:

- Shareholders (Company Website);
- BOD;
- BOS;
- File: Human Resources and Administration.

**GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON OF THE MEETING**

Nguyen Hong Hai



