**INC: Board Resolution**

On March 14, 2024, IDICO Investment Consultancy JSC announced Resolution No. 08/NQ-HDQT on approving the report on the production and business results in 2023, production and business Plan for 2024 and orientation for the next 5 years as follows:

Article 1: The Board of Directors approved the Company Manager's Report on:

1. Production and business results in 2023:

| No. | Main target | Unit | Results in 2022 | Plan for 2023 | Results in 2023 | Results in 2023/Plan for 2023 | Results in 2023/ Results in 2022 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | Output value | VND million | 31,000 | 30,000 | 25,500 | 85% | 82% |
| 2 | Revenue from consulting activities | VND million | 27,095 | 26,595 | 24,667 | 93% | 91% |
| 3 | Profit after tax | VND million | 2,684 | 2,620 | 2,016 | 77% | 75% |
| 4 | Realized salary fund  | VND million | 13,440 | 13,764 | 13,208 | 96% | 98% |
| 5 | Average number of employees | Person | 57 | 57 | 49 | 86% | 86% |
| 6 | Payable to the State budget | VND million | 3,024 |  | 2,716 |  | 90% |
| 7 | Dividend (%/charter capital) | % | 15% | 15% | 8% | 53.33% | 53.33% |

1. Production and Business Plan for 2024:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Main target | Unit | Results in 2023 | Plan for 2024 | Plan for 2024/Results in 2023 |
| 1 | Consulting output value | VND million | 25,500 | 26,000 | 102% |
| 2 | Revenue from consulting activities | VND million | 24,667 | 25,000 | 102% |
| 3 | Profit after tax | VND million | 2,016 | 2,194 | 109% |
| 7 | Dividend (%/charter capital) | % | 8% | 10% | 125% |

1. Orientation for the next 5 years (2024 - 2028):

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Main target | Unit | In 2024 | In 2025 | In 2026 | In 2027 | In 2028 |
| 1 | Consulting output value | VND million | 26,000 | 27,000 | 28,000 | 29,000 | 30,000 |
| 2 | Revenue from consulting activities | VND million | 25,000 | 25,500 | 26,300 | 27,100 | 27,900 |
| 3 | Total expense | VND million | 22,250 | 22,495 | 23,147 | 23,799 | 24,451 |
| 4 | Profit before tax | VND million | 2,750 | 3,005 | 3,153 | 3,301 | 3,449 |
| 5 | Corporate income tax | VND million | 550 | 601 | 631 | 660 | 690 |
| 3 | Profit after tax | VND million | 2,194 | 2,404 | 2,522 | 2,641 | 2,759 |
| 7 | Dividend (%/charter capital) | % | 10% | 10% | 10% | 10% | 10% |

Article 2: Assign the Company Manager to direct relevant Departments to implement and comply with the law, Charter and regulations of the Company.

Article 3: Members of the Board of Directors, the Manager, the Deputy Manager, the Heads of Departments of the Company are responsible for implementing this Resolution.