



**IDICO LONG AN INVESTMENT
CONSTRUCTION JOINT STOCK COMPANY**

No.: 28/CT-HDQT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

Long An, April 08th, 2025

NOTICE

Re: Organizing the 2025 Annual General Meeting of Shareholders

To: Shareholders of IDICO Long An Investment Construction Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020, amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022;

Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on 18/09/2024;

Pursuant to Resolution No. 10/NQ-HDQT dated 03/03/2025 of the Board of Directors of IDICO Long An Investment Construction Joint Stock Company;

The Board of Directors of IDICO-LINCO respectfully announces and invites Shareholders to attend the 2025 Annual General Meeting of Shareholders (AGM):

- 1. Time:** 8:30 a.m. on **April 29th, 2025** (Tuesday).
- 2. Venue:** Hall, 4th Floor – Headquarters of IDICO-LINCO Company.
No 88, Highway 1 (bypass), Ward 6, Tan An City, Long An Province.

3. Content of the Meeting:

Approving the Report on production and business results, investment in 2024 and plan for 2025; Report on the activities of the Board of Directors in 2024 and the plan for 2025; Report on the activities of the Board of Supervisors in 2024 and plan for 2025; Approving the Proposals: Approving the Audited Financial Statements for 2024; Selecting an audit firm for the 2025 Financial statements; Approving the production and business plan, investment in 2025; Approving the profit distribution plan for 2024 and the plan for 2025; Approving the total remuneration, salaries and bonuses of the Board of Directors and the Board of Supervisors in 2024 and plan for 2025; Approving the dismissal and supplementary election of members of Board of Directors; Approving the dismissal and supplementary election of members of Board of Supervisors; Approving the plan to issue shares to pay dividends in 2024; Approving contracts and transactions with related parties of the Company under the authority of the General Meeting of Shareholders; Approving amendments and supplements to IDICO-LINCO's Charter; Other contents (if any)...

4. Participants:

- Shareholders owning shares of IDICO Long An Investment Construction Joint Stock Company whose names are on the list provided by Vietnam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch (CNVSDC), shareholder record date on **28/03/2025**.
- Shareholders who cannot attend the AGM may authorize others to attend.

5. Registration to attend the Meeting:

- For the convenience of organizing, shareholders are kindly requested to send the Registration Form or Power of Attorney to attend the 2025 AGM directly at the Company or by post, or Fax to the Company.

- Shareholders are requested to contribute written opinions on the agenda items of the General Meeting of Shareholders and attend the AGM at the correct time and location mentioned above.

(Time to contribute opinions, send Registration Form or Power of Attorney to attend the AGM before 24/04/2025).

- **This notice replaces the invitation letter.**

IDICO Long An Investment Construction Joint Stock Company respectfully announces!

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

Recipients:

- As above;
- The Corporation (For report);
- BOD, BOS, BOM.
- Archived: BOD, HCNS.

Signed

Dang Chinh Trung

Note: Shareholders can receive the AGM documents on the Website: www.idico-linco.com.vn or Company Office from April 08th, 2025 or at the AGM.



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

**REGISTRATION FORM OR POWER OF ATTORNEY
TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: IDICO Long An Investment Construction Joint Stock Company

Shareholder's name:

Legal Representative (for organizations):

ID card/Citizen ID/Business Registration Certificate No.:.....Date of issue:.....

Place of issue:

Address:

Total number of representative or owned shares:shares

(Shareholders choose one of the two items below, mark the appropriate box)

1. REGISTER TO ATTEND

2. AUTHORIZE THE FOLLOWING MR./MS.

Mr./Ms.: Shareholder's ID (if any)

ID card/Citizen ID No.:.....Date of issue:.....Place of issue.....

Address:.....

Number of authorized shares:.....

Note: In case shareholders are unable to attend and cannot authorize another person, shareholders are kindly requested to authorize a Board of Directors' members of the company according to the list below:

No.	Name	Position	Mark to select	Number of authorized shares
01	Dang Chinh Trung	Chairman of the Board		
02	Nguyen Xuan Tien	Board of Directors' members		

(Note: Please mark (✓) next to the name of the member that the shareholder chooses to authorize, only choose to authorize one person for the entire number of shares owned; in case you want to authorize multiple people, please clearly state the number of shares authorized for each member).

Content:

- The authorized party is entitled to, on behalf of the authorizing party, attend and vote on issues at the 2025 Annual General Meeting of Shareholders of IDICO Long An Investment Construction Joint Stock Company to exercise all rights and obligations at the General Meeting of Shareholders related to the number of shares being authorized.
- We are fully responsible for this authorization and commit to strictly comply with the current regulations of the Law and the Charter of IDICO Long An Investment Construction Joint Stock Company and will not have any complaints thereafter.

Note:

- The authorized party is not allowed to authorize the number of shares it owns and/or of the authorizing party to another person, and must bring their ID card/Citizen ID/Passport when attending the meeting.
- If the authorizing party or the authorized party is an organization, it must have the signature of the legal representative and the seal of the organization.
- This Power of Attorney is only valid if it is an original Power of Attorney and has the live signatures of both parties, if the authorizing party or the authorized party is an organization, it must have the signature of the legal representative and the seal of the organization. This Power of Attorney will expire when the 2025 Annual General Meeting of Shareholders of IDICO Long An Investment Construction Joint Stock Company ends.

Date ____ Month ____ Year ____

Shareholders/Authorizing Party

(Signature and printed full name, seal if available)

Authorized Party

(Signature and printed full name, seal if available)



IDICO CORPORATION - JSC

**IDICO LONG AN INVESTMENT CONSTRUCTION JOINT STOCK
COMPANY**

Address: No 88, Highway 1 (bypass), Ward 6, Tan An City, Long An
Province

Tel: 02723 826 497 - Fax: 02723 826 337

Email: idicolongan@yahoo.com.vn

Website: www.idico-linco.com.vn

IDICO-LINCO 

DOCUMENT

FOR ANNUAL GENERAL MEETING OF SHAREHOLDERS

YEAR 2025

Long An, April 2025

Tan An City, April ..., 2025

**AGENDA
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
April 29th, 2025**

Time	Content
8:30 - 9:00	Shareholder registration
	Opening of the General Meeting of Shareholders
9:00 - 9:30	- Declaration of reasons.
	- Report on verification of attending shareholders.
	- Approval of the Chairperson Board, Secretary Board and Ballot Counting Board.
	- Approval of the Agenda.
	- Approval of the Working Regulations at the General Meeting.
	- Approval of the Regulations on nomination, candidacy and election member of the Board of Directors, the Board of Supervisors (Term 2021 - 2026).
	Agenda
9:30 - 10:00	Approval of the reports: - Report on production and business results, investment in 2024 and plan for 2025. - Report on the activities of the Board of Directors in 2024 and the plan for 2025. - Report on the activities of the Board of Supervisors in 2024 and plan for 2025.
10:00 - 10:30	Approval of the proposals: - Proposal for approval of the Audited Financial Statements for 2024. - Proposal for selection of an audit firm for the 2025 Financial statements. - Proposal for approval of the production and business plan, investment in 2025. - Proposal for approval of the profit distribution plan for 2024 and the plan for 2025. - Proposal for approval of the total remuneration, salaries and bonuses of the Board of Directors and the Board of Supervisors in 2024 and plan for 2025. - Proposal for dismissal and supplementary election of members of Board of Directors. - Proposal for dismissal and supplementary election of members of Board of Supervisors. - Proposal for the plan to issue shares to pay dividends in 2024. - Proposal for approval of contracts and transactions with related parties of the Company under the authority of the General Meeting of Shareholders. - Proposal for amendments and supplements to IDICO-LINCO's Charter. - Other arising contents (if any).
10:30 - 10:45	Discussion and voting to approve the contents at the General Meeting
10:45 - 11:00	Instructions on election procedures and conduct elections of members of the Board of Directors, the Board of Supervisors
11:00 - 11:15	Tea break
11:15 - 11:30	Announcing voting and election results
11:30 - 11:45	Approving the Minutes and Resolution of the General Meeting
11:50	Closing of the General Meeting



Tan An City, April ..., 2025

**WORKING REGULATIONS
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
IDICO LONG AN INVESTMENT CONSTRUCTION JOINT STOCK
COMPANY**

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

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

Pursuant to the Charter of Organization and Operation of IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on 18/09/2024;

Pursuant to the Internal Regulations on Corporate Governance issued together with Decision No. 12/QD-HDQT dated 20/05/2021 of the Company's Board of Directors,

To ensure the success of the 2025 Annual General Meeting of Shareholders (AGM) of IDICO-LINCO Company, the Board of Directors establishes the following regulations and working principles for the AGM:

Article 1. Subjects and Scope

- **Scope of application:** This regulations is applied to the organization of the 2025 Annual General Meeting of Shareholders of IDICO-LINCO Company held on **29/4/2025**.

- **Subjects of application:** All shareholders, representatives (authorized persons) of shareholders owning shares of IDICO-LINCO Company according to the list of shareholders record date on **28/3/2025** and guests attending the Annual General Meeting of Shareholders of IDICO-LINCO Company must comply with the provisions of this regulations, the Company's Charter, and current legal regulations.

Article 2. Interpretation of Terms

- | | |
|----------------------------|---|
| - The Company | : IDICO-LINCO Company |
| - BOD | : Board of Directors |
| - BOS | : Board of Supervisors |
| - the Committee | : Organizing Committee of the GMS |
| - GMS | : General Meeting of Shareholders |
| - Delegates/Representative | : Shareholders, Representatives (<i>Authorized Party</i>) |

Article 3. Conditions for conducting the AGM

- The General Meeting of Shareholders shall be held when the number of attending shareholders represents more than 50% of the total voting shares.

- In case the required number of delegates is not present within thirty (30) minutes from the scheduled opening time of the AGM, the convener shall cancel the meeting. The AGM must be reconvened within thirty (30) days from the date of the first scheduled AGM. The second AGM shall be held only when the number of shareholders present represents at least 33% of the voting shares.

- If the second AGM cannot be held due to the lack of the required number of delegates within thirty (30) minutes from the scheduled opening time, the third AGM may be convened within twenty (20) days from the date of the second scheduled AGM. In this case, the meeting shall be held regardless of the total voting shares on all matters proposed for approval at the first AGM.

Article 4. Delegates participating in the 2025 Annual General Meeting of Shareholders

1. All shareholders or their authorized representatives by written authorization whose names are on the Company's shareholder list at the record date to exercise the right to attend the 2025 Annual General Meeting of Shareholders (28/3/2025).

2. Shareholders' Rights when attending the GMS:

- Have the right to directly attend or authorize another person to attend the GMS in writing using the provided form.

- Have the right to discuss and vote on all matters within the competence of the GMS as prescribed by the Law on Enterprises, other relevant legal documents, and the Company's Charter.

- Be informed by the Organizing Committee about the content, program of the General Meeting and the accompanying documents.

- Each Shareholder or authorized representative attending the General Meeting will receive a ballot after registering their attendance with the Delegate Eligibility Check Committee.

- Shareholders or authorized representatives arriving late, but before the General Meeting concludes, have the right to register and participate in voting on unresolved matters; the Chairman is not responsible for pausing the meeting, and the validity of previous votes is not affected.

3. Obligations of Shareholders when attending the General Meeting:

- Shareholders or authorized representatives attending the General Meeting must bring their ID card/Citizen ID/Passport, invitation letter, Power of Attorney (for authorized representatives), and register their attendance with the Delegate Eligibility Check Committee.

- Dress formally.
- Speak and vote in accordance with the instructions of The Chairperson.
- Strictly comply with this regulations and respect the outcomes of the General Meeting.

Article 5. Guests at the General Meeting of Shareholders

- Management positions of the Company, guests, members of the Organizing Committee who are not Shareholders of the Company but are invited to attend the General Meeting.

- Guests do not participate in speaking at the General Meeting (*except when invited by the Chairman of the General Meeting, or have registered in advance with the Organizing Committee and been approved by the Chairman of the General Meeting*).

Article 6. Chairperson and The Chairperson Board of the GMS

1. The Chairperson Board consists of 03 people, including a chairman and 02 members.

2. Chairman of the Board of Directors is Chairperson of the GMS or authorizes another member of the Board of Directors to chair the GMS, nominates members of the Chairperson, and is approved by the GMS.

If the Chairman of the Board of Directors is absent or not able to work, other members of the Board of Directors shall elect one of them as the Chairperson of the General Meeting under the majority rule.

In other cases, the person who signed the convening notice for the General Meeting of Shareholders will preside over the meeting to elect a Chairperson, and the person with the highest number of votes will be appointed as Chairperson of the General Meeting.

3. The Chairperson is entitled to implement necessary measures for making sure the meeting is kept in order, adheres to the approved agenda and reflects the needs of the majority of participants.

4. Tasks of The Chairperson Board:

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

- Assign and introduce representatives of the Board of Directors and the Board of Supervisors of the Company to present reports at the General Meeting.

- Introduce the members of the Ballot Counting Committee for approval by the General Meeting.

- Guide the General Meeting in discussions and voting on matters within the agenda of the General Meeting and related matters throughout the General Meeting.

- + Respond to and record matters within the agenda approved by the General Meeting.
- + Settle issues that incurred during the General Meeting.
- + Approve and issue documents, results, minutes, and resolutions of the General Meeting after its conclusion.
- + The Chairperson works on the principle of democratic centralism and majority decision-making.

Article 7. Shareholder/Delegate Eligibility Check Committee

1. The Shareholder/Delegate Eligibility Check Committee of the General Meeting comprises one Chairperson Board and members, accountable to the Chairperson Board and the General Meeting of Shareholders for their duties. The Shareholder/Delegate Eligibility Check Committee is decided by the Board of Directors:

2. Duties:

- Verify the eligibility of shareholders or authorized representatives attending the meeting: Request shareholders, authorized representatives, and guests to present their ID card/Citizen ID/Passport, Invitation Letter, and Power of Attorney (for authorized representatives).
- Issue Ballot Cards and General Meeting documents to shareholders or authorized representatives attending the meeting.
- Report to the General Meeting on the results of the shareholder eligibility check at the following times:
 - + Before the opening of the General Meeting.
 - + Before each vote of the General Meeting if there is a change in the number of registered shareholders (late shareholders are registered to attend the meeting).

Article 8. General Meeting Secretariat (Secretary Board):

1. The General Meeting Secretariat consists of two individuals responsible to the Chairperson Board and the General Meeting of Shareholders for their duties and operates under the direction of the Chairperson Board. The Secretariat is appointed by the Chairperson.

2. Duties:

- Receive and review shareholders' registration forms for comments and forward them to the Chairperson Board for decision;
- Record the minutes of the General Meeting of Shareholders completely and truthfully, including all the proceedings of the General Meeting and matters approved by the shareholders or noted at the General Meeting.

- Support the Chairperson in announcing the draft minutes of the General Meeting and the Resolutions on matters approved at the General Meeting.
- Perform other tasks as assigned by the Chairperson Board.
- Be jointly responsible for the truthfulness and accuracy of the content of the Minutes and Resolutions of the General Meeting.

Article 9. Ballot Counting Committee for Voting and Elections

1. The Ballot Counting Committee, introduced by the Chairperson and elected by the General Meeting, consists of one Chairperson and members.

2. Duties:

- Guide the voting and election procedures and conduct ballot counting. Prepare and announce the Minutes of the ballot counting and election results to the General Meeting of Shareholders.
- Be responsible to the Chairperson Board and the General Meeting of Shareholders in carrying out their duties.

Article 10. Discussion at the General Meeting

1. Principles:

- Discussions are only conducted within the allotted time and within the scope of the matters presented in the agenda of the General Meeting of Shareholders;

- Delegates register their comments on the Question Form and submit it to the General Meeting Secretary;

- The General Meeting Secretary will arrange the shareholders' Question Forms in the order of registration and forward them to the Chairperson Board;

- Delegates who wish to speak or debate should raise their hands and may only speak with the unanimous consent of the Chairperson Board. Each delegate may speak for no more than 03 minutes, and the content should be concise and avoid repetition.

- Proposed content must not violate the law, relate to personal matters, or exceed the authority of the enterprise.

- The Chairperson of the General Meeting has the right to remind or request shareholders to focus on the key content of their statements to save time and ensure the quality of the discussion. The Chairperson has the right to interrupt the presentation of opinions by shareholders if deemed necessary.

2. Addressing Delegates' Comments:

- Based on the Delegate's Question Form, the chairperson or a designated member will address the Delegate's comments;

- In cases where, due to time constraints, questions are not addressed directly at the General Meeting, the Company will respond afterward via email or directly in writing.

Article 11. Voting at the General Meeting

1. Principles:

All matters within the agenda and content of the General Meeting must be discussed and voted upon publicly by the General Meeting of Shareholders.

Voting Cards and Ballots are printed, sealed, and sent directly to the delegates at the general meeting (along with the General Meeting of Shareholders document set). Each delegate is issued a Voting Card and a Ballot. The Voting Card and Ballot clearly state the delegate's full name, the number of shares owned, and any authorized voting rights.

2. Voting at the General Meeting:

2.1. Voting Methods:

- Voting by Raising Voting Cards: This method is applied to approve the following matters: the Agenda of the General Meeting; the Working Regulations of the General Meeting; the Personnel of the Chairperson Board, Secretariat, and Vote Counting Committee; the Election Regulations; and the Minutes and Resolutions of the General Meeting.

- Voting by Completing Ballots:

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

Approval of the reports:

- Report on production and business results, investment in 2024 and plan for 2025;
- Report on the activities of the Board of Directors in 2024 and the plan for 2025;
- Report on the activities of the Board of Supervisors in 2024 and plan for 2025.

Approval of the following proposals:

- Proposal for approval of the Audited Financial Statements for 2024.
- Proposal for selection of an audit firm for the 2025 Financial statements.
- Proposal for approval of the production and business plan, investment in 2025.
- Proposal for approval of the profit distribution plan for 2024 and the plan for 2025.
- Proposal for approval of the total remuneration, salaries and bonuses of the Board of Directors and the Board of Supervisors in 2024 and plan for 2025.
- Proposal for dismissal and supplementary election of members of Board of Directors.
- Proposal for dismissal and supplementary election of members of Board of Supervisors.
- Proposal for the plan to issue shares to pay dividends in 2024.
- Proposal for approval of contracts and transactions with related parties of the Company under the authority of the General Meeting of Shareholders.
- Proposal for amendments and supplements to IDICO-LINCO's Charter.
- Other arising contents (if any).

2.2. Voting Procedures:

- Delegates vote "Agree", "Disagree", or "Abstain" on a matter presented for Voting at the General Meeting by raising their Voting Card or filling in the selected options on the Ballot.

- Voting by Raising Voting Cards: Shareholders or their authorized representatives with voting rights can express their "Agree", "Disagree", or "Abstain" votes by raising their Voting Cards as directed by the Chairperson Board.

- Voting by Completing Ballots: For each item, delegates choose one (01) of the three (03) options "Agree", "Disagree", or "Abstain" pre-printed on the Ballot by marking "X" in the chosen box. After completing all Voting items of the General Meeting, delegates submit their Ballots to the sealed ballot box at the General Meeting as instructed by the Vote Counting Committee. Ballots must be signed and clearly state the delegate's full name.

2.3. Validity and Invalidity of Ballots Votting:

- Valid Ballots Votting are:

+ Ballots that follow the pre-printed template issued by the Organizing Committee, bear the Company's red seal, are free from erasure, alteration, tearing, damage, etc., contain no additional content beyond the prescribed information, and must be signed with the delegate's full name clearly stated.

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+ Ballots where the delegate has marked one (01) of the three (03) Voting options for the Voting Content (Report, Proposal).

- Invalid Ballots are:

+ Ballots with additional content written on them;

+ Ballots that do not follow the pre-printed template issued by the Organizing Committee, lack the Company's red seal, or have been erased, altered, or have additional content written beyond the prescribed information, lack a signature, or do not clearly state the delegate's full name.

The representative did not mark or marked more than one (01) of the three (03) voting boxes for the voting content (Report, Proposal).

2.4. Voting Rules:

- Each share is equivalent to one voting right. Each attending representative represents one or more voting rights.

- As of the record date (28/3/2025), the total number of voting shares of the Company is: 17,100,000 shares, equivalent to 17,100,000 voting rights.

- Matters requiring a vote at the GMS are only passed when approved by Shareholders holding more than **50%** of the total votes of all Shareholders attending and voting at the meeting. In certain cases, as stipulated in Clause 3, Article 21 of the Company's Charter, voting matters require the approval of **65%** or more of the total votes of all Shareholders attending and voting at the meeting.

- The voting for members of the Board of Supervisors is conducted by cumulative voting as prescribed in Clause 3, Article 148 of the Law on Enterprises 2020 and Clause 5, Article 21 of the Company's Charter.

3. Recording Voting and Election Results

The Ballot Counting Committee will check, synthesize, and report the vote counting results of each matter to the Chairperson Board according to the AGM Agenda. The voting results will be announced by the Ballot Counting Committee right before the closing of the meeting.

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

All matters at the AGM must be recorded in the Minutes of the AGM by the Secretariat. The Minutes of the GMS must be read and approved before the closing of the AGM.

Article 13. Implementation of the Regulations

These organizational regulations are read publicly before the 2025 Annual General Meeting of Shareholders and take effect immediately upon approval by the GMS of IDICO-LINCO Company.

Depending on the specific level of violation of these regulations by Shareholders, authorized representatives, and guests, the Chairperson Board will consider and take disciplinary action in accordance with the Company's Charter and the Enterprise Law.

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

DANG CHINH TRUNG

- Number of BOD members: 01 member
- Term: 2021 – 2026
- Maximum number of candidates for BOD: unlimited

1. Rights to Nomination and Candidacy for Election to BOD: (according to Article 25 of the company's charter)

Shareholder or a group of Shareholders owning from 05% of the total ordinary shares or more has the right to nominate and self-nominate members of the Board of Directors. Shareholders or a group of Shareholders holding from 05% to 10% of the total ordinary shares nominate one (01) candidate; from over 10% to less than 50% nominate a maximum of two (02) candidates; from 50% or more, nominate the full number of expected candidates of the Board of Directors determined at each specific term according to the General Meeting of Shareholders documents.

Nominees must meet all the criteria stated in section 2 below:

In case the number of candidates for BOD through nomination and candidacy is still insufficient, the incumbent BOD may nominate additional candidates or organize nominations according to a mechanism stipulated by the company in the Internal Regulations on Corporate Governance and the Regulations on the Operation of BOD.

2. Criteria for Candidates for BOD: Candidates for BOD must meet the following standards and conditions (according to Article 155 of the Law on Enterprises No. 59/2020/QH14, Decree 155/2020/ND-CP)

- Have full civil act capacity, not falling under the category of persons prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;
- Have professional qualifications and experience in business management or in the field, industry, or profession of the company and do not necessarily have to be a shareholder of the company;
- Members of BOD of the company can only concurrently be members of BOD of a maximum of 5 other companies.

IV. Regulations on Nomination and Candidacy for Members of the Board of Supervisors:

Number of members of the Board of Supervisors: 01 person

Term: 2021 - 2026

Maximum number of Nominees for the Board of Supervisors: unlimited.

1. Rights to Nomination and Candidacy for Election to BOS: (according to Article 37 of the company's Charter)

Shareholder, or a group of Shareholders owning at least 5% of the total ordinary shares, has the right to nominate members of the Board of Supervisors. A Shareholder, or group of Shareholders, holding from 05% to 10% of the total voting shares may nominate one (01) candidate; from over 10% to less than 50%, a maximum of two (02) candidates may be nominated; from 50% or more, the full number of prospective candidates for the Board of Supervisors may be nominated, as determined for each specific term in the documents of the General Meeting of Shareholders.

Nominees must meet all the criteria stated in section 2 below.

In the event that the number of Nominees for Member of the Board of Supervisors through nomination and candidacy is still not sufficient, the incumbent Board of Supervisors may nominate additional Nominees or organize nominations according to the mechanism prescribed by the company in the Internal Regulations on Corporate Governance and the Regulations on Operation of the Board of Supervisors.

2. Criteria for Nominees for Member of the Board of Supervisors:
Nominees to the Board of Supervisors must meet all of the following criteria and conditions (according to Clause 1, Article 169 of the Law on Enterprises 59/2020/QH14; Decree No. 155/2020/ND-CP and Clause 2, Article 38 of the Company's Charter)

- Have full civil act capacity, not falling under the category of persons prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;

- Be trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major suitable for the business activities of the enterprise;

- Not be a family member (wife, husband, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, biological son, adopted son, son-in-law, daughter-in-law, brother, sister, brother-in-law, sister-in-law, wife's brother, husband's brother, wife's sister, husband's sister, wife's younger sibling, husband's younger sibling) of a member of the Board of Directors, Director and other manager;

- Not be a manager of the company; not necessarily be a Shareholder or employee of the company;

- Not work in the accounting or finance department of the Company;

- Not be a member or employee of the audit organization approved to audit the company's financial statements in the previous three consecutive years.

V. Election Principles:

- Comply with the provisions of the law and the Company's Charter.

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- Voting rights are calculated according to the number of shares owned or represented. Election results are calculated based on the number of voting shares of the Shareholders attending the meeting.
- For each election, a Shareholder representative may only use one ballot corresponding to the number of shares owned or represented.
- The Ballot Counting Committee is nominated by the Chairperson Board and approved by the general meeting. Members of the Ballot Counting Committee must not be on the nomination list for the Board of Directors or the Board of Supervisors.

VI. Election Method:

Implemented according to the Cumulative Voting Method (*According to Clause 3, Article 148 of the Law on Enterprises 2020*)

- Implemented according to the cumulative voting method: whereby each Shareholder has a total number of votes equal to the total number of shares owned multiplied by the number of members to be elected to the Board of Supervisors.

- Delegates attending have the right to cast all of their votes for one or several Nominees.

VII. Voting Ballot

A Voting Ballot (ballot) is a direct Voting Ballot, stating the delegate code, number of shares owned and/or represented, bearing the Company's seal.

In cases where shareholders vote by writing numbers: An invalid Voting Ballot is a ballot with the total number of votes for candidates exceeding the total number of allowed votes calculated at the time of ballot counting.

VIII. Conducting the Election

1. Voting and Ballot Counting

How to mark the Voting Ballot:

- The delegate votes for a maximum number of candidates equal to the number of members to be elected;
- If casting all votes for one candidate or distributing all votes equally among candidates, the delegate marks the " Equally cumulative voting " box for the corresponding candidates.
- If casting an unequal number of votes for each candidate, the delegate clearly writes the number of votes in the "Number of Votes" box for the corresponding candidates.

Note:

In cases where the delegate both marks the "Equally cumulative voting" box and writes a number in the "Number of Votes" box, the result will be based on the number in the "Number of Votes" box.

The Ballot Counting Committee is responsible for preparing the ballot counting minutes, announcing the results, and, together with the Chairperson, resolving shareholders' questions and complaints (If any).

Principles for electing candidates:

- The elected individuals are determined based on the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is reached.
- In the event that two (02) or more candidates receive the same number of votes for the last member position, a re-election will be held among the candidates with the same number of votes.
- If the first election does not result in the required number of elected members, the election will be repeated until the required number of members is elected.

Application documents for nomination and candidacy for the Member of the Board of Directors, Board of Supervisors:

- Application documents for nomination and candidacy to supplement the Member of the Board of Directors, Board of Supervisors include:
- Nomination/Application for election to the Member of the Board of Directors, Board of Supervisors (using the provided form).
- Candidate's Curriculum Vitae (using the provided form).
- Copies of the following documents: ID/Passport (If any).
- Diplomas and certificates of educational and professional qualifications (If any).

Nominees for the Member of the Board of Directors, Board of Supervisors are legally responsible and accountable to the General Meeting of Shareholders for the accuracy and honesty of the content in their application documents.

Please submit your application to IDICO Long An Investment Construction Joint Stock Company before 17:00 on April 18th, 2025, at the following address:

Office of IDICO Long An Investment Construction Joint Stock Company
Address: No. 88, National Highway 1 (Bypass), Ward 6, Tan An City,
Long An Province

Telephone: (0272) 3826 497

Fax: (0272) 3829 337

IX. Principles of Election

According to the provisions of Clause 3, Article 148 of the Law on Enterprises; Clause 4, Article 21 of the Company's Charter;

Elected supplementary members of the Board of Directors, Board of Supervisors are determined based on the number of votes received when approved by shareholders owning more than 50% of the total voting shares of all shareholders attending the meeting.

The above constitutes the complete regulations for nominating and electing supplementary members of the Board of Directors, Board of Supervisors at the 2025 Annual General Meeting of Shareholders of IDICO - Long An Investment Construction Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

This regulations takes effect immediately upon its approval by the General Meeting of Shareholders.

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

DANG CHINH TRUNG





REPORT

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

To: **General Meeting of Shareholders of IDICO - LINCO Company**

IDICO Long An Investment Construction Joint Stock Company would like to report on production and business results, investment in 2024 and plan for 2025 as follows:

A. OPERATING RESULTS IN 2024.

In 2024, the Company successfully implemented the contract to transfer Plot 1 of the Aeon Tan An project, while continuing to maintain construction and building materials business activities. The result reached 178 billion VND in Profit after tax, equal to 128% of the plan and 378% compared to 2023.

1. Main targets achieved in 2024

Unit: Million VND

No.	Indicators	2024 Plan	2024 Actual	Actual/ Plan (%)
I	Total revenue & Other income	447,900	393,212	87.79
	Real Estate Business (Commercial)	316,600	276,635	87.37
	Building Materials Business	55,000	65,677	119.41
	Construction and Installation	75,000	49,954	66.60
	Other	1,300	946	72.76
II	Profit before tax	139,200	178,851	128.48
III	Expected dividend payout Percentage	60%	60%	100
IV	Total investment value	725,128	278,599	38.42

2. Implementation of operating and investing results

2.1. Real Estate Business:

- The Company signed a contract to transfer a part of the project for plot 01 with an area of 14,560m² with a total transaction value of 276,640 million VND to AEON Vietnam to build a Commercial Center; As of the reporting date, AEON has paid 267,904 million VND, the Company recorded Revenue in the accounting books of 276,640 million VND in January 2024.

- Real estate Revenue in 2024 reached 90.8% of the annual plan, gross profit 227,326 million VND, reaching 116.22% of the annual plan.

2.2. Building materials business:

- In 2024, the Company's main product is cement, customers are concrete stations in Long An province and neighboring areas such as Tay Ninh, Tien Giang... At the same time, supplying concrete from these concrete stations to contractors constructing key projects in Long An and neighboring provinces, factory projects in the Industrial Park of the Corporation to both generate profits and ensure debt collection from concrete stations.

- Revenue in 2024 reached 65,676 million VND, equal to 119.41% of the plan; Gross profit: 4,505 million VND, equal to 81.91% of the plan.

2.3. Construction and installation field:

- In 2024, the Company mainly implemented bidding packages belonging to the Huu Thanh Industrial Park project invested by IDICO Corporation: D2 road, N1 road and drainage system, completed the construction of lot 3 and lot 15 ground leveling packages; newly constructed ground leveling package for lot 7.

- Implementing internal bidding packages invested by the Company: Implementing site clearance, ground leveling and sand filling to serve the transfer of the Aeon Tan An Commercial Center project; Implementing site clearance for Road No. 01 and Road No. 19 according to the Resolution of the Board of Directors dated 06/06/2024.

- In addition, the Company implemented some bidding packages for other customers: Ground leveling and internal road package for site 01 in the Aeon Tan An Commercial Center project; BIDV Bank Transaction Office in Thu Thua.

- Business results in 2024: Revenue reached 49,954 million VND, equal to 61.61% of the plan and Gross profit reached 2,194 million VND, equal to 36.57% of the 2024 plan.

3. Implementation of financial work

3.1. Receivables & Payables

- Total receivables are 66,849 million VND, of which:

Receivables from commercial real estate customers are 9,219 million VND.

Receivables from construction customers are 26,663 million VND, mainly from IDICO Corporation with 24,403 million VND.

Receivables from commercial building materials customers are 26,909 million VND.

Account payable in advance is 3,707 million VND.

- *Total Account payable is 983,148 million VND, including:*

The amount payable for the loan is VND 536,459 million VND.

Account payable to commercial real estate customers is 79,356 million VND.

Account payable in the construction field is 27,336 million VND.

Account payable in the commercial building materials field is 10,671 million VND.

Account payable for joint venture capital contribution is 291,516 million VND.

Other account payable is 37,810 million VND.

3.2. Dividends

The 2024 Annual General Meeting of Shareholders agreed on the 2024 dividend payment plan by shares of 60%/Charter capital, equivalent to 102,600,000,000 VND. In 2024, the Company achieved a profit after tax of 142 billion VND, ensuring the dividend payment ratio by shares of the 2024 Annual General Meeting of Shareholders. Therefore, the Company submits to the 2025 Annual General Meeting of Shareholders for approval the policy of paying 2024 dividends by shares at a rate of 60% of charter capital.

3.3. Financial investments

The Company has invested in Hanh Phuc Joint Stock Company (Duc Hoa 1 Industrial Park Investor) since 2021 with a capital contribution of 2.7 billion VND/36 billion VND, equivalent to a 7.5% ratio. As of December 31, 2024, the Company continues to own 7.5% of Hanh Phuc Company's charter capital.

According to Hanh Phuc Company's audited 2024 financial statements, as of December 31, 2024, the equity is 290,584 billion VND, of which: Share capital is 250 billion VND; Undistributed profit after tax is 40,584 billion VND.

4. Project implementation progress

4.1. Ward 6 Expanded Central Residential Area Project implementation:

- The Project implementation has a total area of 300,893m², of which the business area is 158,650m². Total approved investment: 810,543 million VND, including Total infrastructure investment of 422,584 million VND; Total house construction investment (not implemented) is 387,959 million VND. Total Cost invested as of December 31, 2024, is 418 billion VND, including:

+Land acquisition compensation costs: 45,777 million VND;

- +Land use fee Cost: 108,059 million VND;
- +Infrastructure Cost: 168,424 million VND;
- +Other Costs: 96,101 million VND;

-The Project implementation has been confirmed to have completed technical infrastructure, however, there are still 02 items that have not been completed: Le Van Kiet street sidewalk (due to overlapping boundaries with Tan An City's traffic land) and wastewater treatment plant.

-Currently, the Project implementation still has some unsold land lots, including: 04 residential land lots with an area of 2,687.59m²; 01 educational land lot (area of 5,900 m²); 01 medical land lot (area of 1,016 m²). In which the educational and medical lots are social infrastructure items that need to be completed to meet the business conditions as prescribed by law.

-In addition, the Project implementation also has 3,865.4 m² of land that has not been granted a land use right certificate, including: 1,351 m² of land not yet compensated + 489.9 m² of irrigation land interspersed in the Project implementation + 2,024.5 m² of compensated land, not yet allocated. For the uncompensated area of 1,351 m². The company has coordinated with departments and branches to mobilize many times but has not achieved results; Tan An City People's Committee has directed relevant departments and branches to consolidate legal documents to consider compensation options.

-For the land area transferred to Aeon Vietnam to build a commercial center: The transfer procedures for plot 1, with an area of 14,560 m², have been completed with a term of 38 years. For plot 2, with an area of 7,310 m², the transfer has not been completed due to obstacles in financial obligations when converting land use purposes from educational land to commercial services. Currently, the Company is working with local departments to carry out procedures to determine the financial obligations of the Project implementation.

Currently, the Long An Province Department of Natural Resources and Environment is carrying out appraisal procedures to determine financial obligations and calculate land use fees arising from adjustments in planning and changes in land use purposes. However, the current land procedures are being resolved very slowly, affecting the Company's overall plans.

Regarding the procedures for transferring the business of the project's land lots: The Project implementation has completed the investment in constructing technical infrastructure and green parks, in accordance with the approved planning. However, because the Project implementation has not yet completed the investment in constructing social infrastructure works, the Company is not yet permitted to transfer and change the name on the land use rights certificates of the remaining business land lots of the Project implementation to residents.

Regarding the handover of the works: The power supply and water supply items of the Project implementation have been handed over to the local specialized unit for management, operation, and exploitation. The items of traffic infrastructure, drainage, public lighting, and green parks have been

completed, but to date, the local government has not yet accepted the handover for management. Therefore, every year, the Company has to spend a considerable amount of funding to maintain, operate, and repair the technical infrastructure system of the Project implementation.

4.2. Residential Area and Worker Housing Project implementation in Huu Thanh Commune, Duc Hoa, Long An:

-The Project implementation has a total area of: 470,939m², of which the business area is: 275,631m². The total approved investment is: 1,729 billion VND, the total Cost invested as of December 31, 2024 is: 1,130 billion VND, of which:

+Site Clearance and Compensation Cost: 599,534 million VND;

+Land Use Fee Cost: 449,856 million VND;

+Infrastructure Cost: 53 million VND;

+Other Costs: 81,114 million VND;

-The Company has reached a compensation agreement for site clearance for 410,409m²/425,756m² of the area requiring site clearance compensation and 39,672.6m²/45,182.6m² of land managed by the Huu Thanh Commune People's Committee located interspersed within the Project implementation. The remaining area not yet compensated for site clearance is 20,857m² (including 15,347m² of land to compensate households and 5,510m² of public land managed by the Commune People's Committee).

-33.4 hectares of land have been allocated in the first phase; 450 billion VND has been paid for the change of land use purpose and the land use right certificate has been issued for an area of 221,374m²;

-The Project implementation has been appraised by the State Agency for the second phase land allocation dossier for an area of 115,625.6 m² according to the minutes of the land allocation and lease dossier appraisal on July 29, 2024. Currently, the Company has completed the adjustment of the investment policy, thereby separating this cleared area into phase 2 to ensure conditions for land lease according to regulations.

-The uncleared area has been separated into phase 3 and in collaboration with Huu Thanh Commune People's Committee, a compensation and site clearance plan for the remaining area has been prepared and submitted to Duc Hoa District People's Committee for approval as a basis for the next phase of land lease. Site clearance for this remaining area is very difficult as residents have not agreed to receive compensation due to the approved amount being lower than the market price, and some households have requested resettlement land outside the designated resettlement area according to the approved planning.

-Clearing and cleaning the main roads (numbers 01 and 19) of the Project implementation in preparation for construction when conditions permit.

5. Organizational and personnel situation

- The total number of employees as of January 01, 2024 was 47 people and as of December 31, 2024 was 43, of which:

+ Board of Management: 03 people (Full-time)

+ Human Resources and Administration Department: 9 people (Including Security; Driver)

+ Real Estate Investment and Business Department: 04 people.

+ Finance and Accounting Department: 06 people.

+ Technical & Project Management Department: 08 people.

+ Managers of IDICO-LINCO Project implementation: 07 people.

+ IDICO-LINCO Building Materials Business Enterprise: 06 people.

- Total salary fund implemented in 2024 was 13,579 million VND, equal to 100% of the approved planned salary fund, the average income of employees in 2024 was 26 million VND/person/month.

B. BUSINESS PRODUCTION PLAN FOR 2025

In 2025, the Company continues to focus on its core business of commercial real estate investment and business with the goal of exploiting and consuming the remaining land plots of the expanded central residential area Project implementation in Ward 6 and investing in completing land legality, commencing infrastructure investment in the Huu Thanh Residential Area Project implementation; At the same time, continue to maintain the construction and building materials business to support the core business activities.

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

1. Main indicators in the 2025 plan

Unit: million VND

No.	Indicators	2024 Actual	2025 Plan	2025 Plan/ 2025 Plan
1	Total revenue & Other income	393,212	349,241	88.81
	Real Estate Business Commercial	276,635	195,616	70.71
	Building Materials Business	65,677	60,000	91.35
	Construction and Installation	49,954	92,500	185.17
	Other	946	1,125	118.92
2	Profit before tax	178,851	56,487	31.58

No.	Indicators	2024 Actual	2025 Plan	2025 Plan/ 2025 Plan
3	Expected dividend payout Percentage	60%	25%	41.66
4	Total investment value	278,599	637,729	228.91

2. Key tasks in 2025

- Total revenue: 349 billion VND; Revenue by sector: 348 billion VND; Gross profit margin: 28%; Profit before tax 56.5 billion VND; 2025 dividend in shares at the rate of 25%/Charter capital.

- Complete legal procedures to meet the conditions for transferring or leasing land plots: Land plot 2 (7,310m²) for Aeon; Educational land (5,900m²), Medical land (1,016m²); Complete procedures to transfer land use rights for land plots with signed transfer contracts at the Expanded Ward 6 Residential Area Project implementation;

- Complete site clearance for Expanded Ward 6 Residential Area Project implementation and Huu Thanh Residential Area Project implementation; Complete land procedures for phase 3 of Huu Thanh Residential Area Project implementation;

- Research and explore new Project implementation development, carry out procedures to be able to participate in bidding for investor selection for the Industrial Cluster Project implementation in Tan Phuoc - Tien Giang

3. Implementation solutions

3.1. Real Estate Sector:

- Focus on marketing and customer acquisition to transfer the remaining products of the Ward 6 Central Residential Area Project and the Ward 6 Extended Residential Area Project.

- Study market developments and develop marketing and business scenarios for the Huu Thanh Project's products for 2026 to ensure maximum business efficiency.

3.2. Construction and Installation Sector:

- Participate in bidding and competitively quote for technical infrastructure packages in residential and industrial zone projects. Seek sources of fill material with the most competitive prices and legal origin as a basis for bidding and quoting for technical infrastructure packages.

- Execute the technical infrastructure items of the Huu Thanh Residential and Worker Housing Project according to the project's investment plan when conditions are met.

3.3. Construction Materials Trading Sector:

- In 2025, continue trading cement and concrete products with existing contracted customers, while also marketing and seeking new customers. This

basis will ensure output and revenue for the construction and implementation of the 2025 plan.

- Supply goods for projects where the Company and the Corporation act as Developers, as well as civil and transportation infrastructure projects for external customers.

- Focus on collecting due debts to ensure capital efficiency and prevent overdue and bad debts.

4. Financial Activities

a) Capital plan for investment projects:

The financial department in 2025 has the task of meeting the capital demand for investment of VND 638 billion, including: VND 521 billion for the Huu Thanh Residential Area Project and VND 111.6 billion for the Ward 6 Extended Central Residential Area Project. This includes:

- Equity capital of VND 118 billion from real estate business revenue.

- Use of borrowed capital of VND 520 billion, of which VND 285 billion has existing credit facility agreements. For the remaining capital needs, continued engagement with banks will be pursued to sign new long-term loan agreements to finance phase 2 of the Huu Thanh Residential Area Project and invest in social infrastructure of the Ward 6 Extended Residential Area Project.

b) Borrowing - Loan Repayment Plan:

For bank credit limit agreements to supplement working capital: A total limit of VND 160 billion is projected to ensure capital for construction and building materials trading and to support urgent needs of real estate business operations.

c) Plan to pay dividends in shares to increase charter capital:

For bank credit limit agreements to supplement working capital: A total limit of VND 160 billion is projected to ensure capital for construction and building materials trading and to support urgent needs of real estate business operations.

5. Construction Investment Activities

a) Ward 6 Extended Central Residential Area Project:

- In 2025, the Company will carry out the remaining tasks of the project and implement construction investment for social infrastructure items to complete urban service facilities within the project in accordance with the law.

- Continue to finalize the procedures for changing the land use purpose of the Education land plot to Commercial, Service, and Residential with an area of 7,310 m² to complete the transfer procedures for AEON Vietnam.

- Complete the procedures for applying for land lease and paying land use fees for the 2,024.5 m² area that the company has compensated for but has not yet been allocated or leased.

- Carry out construction management in accordance with the approved planning and maintain the project.

- The planned investment expenditure for the Project in 2025 is VND 111.61 billion, including: Construction costs for technical infrastructure and social infrastructure items: VND 50.31 billion; Other expenses (site clearance, land use fees, etc.): VND 61.3 billion.

b) Huu Thanh Commune Residential and Worker Housing Project:

- Implement the construction of site leveling and technical infrastructure, including the main roads No. 1 and No. 19, and the resettlement area, to promptly hand over resettlement land plots to residents for stable living and prepare for the sale of a portion of the project's products in 2026. Develop sales dossiers, landscape and architectural design, urban service facilities, housing construction design, and social infrastructure.

- Continue to research measures to implement site clearance, carry out procedures for land allocation and lease for the remaining area of the project according to the investment phasing, and carry out procedures for paying land use fees in accordance with regulations, and perform land survey and subdivision procedures.

- The planned investment expenditure for the Project in 2025 is VND 521 billion, including: Construction costs for technical infrastructure items: VND 190.8 billion; Other expenses (site clearance, land use fees, loan interest, etc.): VND 330.2 billion.

6. Organization and Personnel Affairs

For the 2025 plan, the Company will develop and implement a plan to restructure its organizational apparatus and arrange personnel with the key objectives of: streamlining the organization, reducing personnel costs, and increasing business efficiency, specifically:

- Reduce working contact points: Consolidate inefficient or overlapping departments; restructure supporting business units towards increased autonomy, self-responsibility, cost balancing, and profit contribution to the Company.

- Reorganize personnel to match capabilities and strengths, reduce surplus personnel. Maintain and effectively utilize capable and experienced human resources to implement the Huu Thanh Residential Area Project investment.

- Optimize workflows: Improve workflows to eliminate waste of resources and time and enhance work quality. Processes that can be automated with technology will be to minimize reliance on personnel.

- Training and development: Enhance training to improve the capabilities of the current workforce, recruit additional personnel when needed with expertise suitable for the Company's development trends (Traffic Engineers, Electrical Engineers, Water Engineers, Fire Safety Engineers, etc.).

The above is the Report on production and business results, investment in 2024 and plan for 2025 of the Company.

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

Sincerely!

DIRECTOR

Signed

Nguyen Xuan Tien





REPORT

The activities of the Board of Directors in 2024 and the plan for 2025

To: **The General Meeting of Shareholders of IDICO-LINCO Company**

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

The Board of Directors (BOD) of the Company consists of 05 members, including 01 member concurrently serving on the Board of Management and no independent Board members, specifically as follows:

1. Mr. Dang Chinh Trung– Chairman of the Board of Directors.
2. Mr. Nguyen Xuan Tien – Member, Director.
3. Mr. Hoang Tuan Anh - Member.
4. Mr. Vo The Minh - Member.
5. Ms. Nguyen Thi Hoa - Member.

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

1. Summary of Board of Directors Meetings and Decisions.

In 2024, the Board of Directors held 04 meetings and issued 13 Resolutions and 04 Decisions related to the management of production and business activities. The Resolutions and Decisions issued by the Board of Directors have received high consensus and agreement from the members and are in accordance with the Company's Charter, specifically as follows:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	- Resolution No. 05/NQ-HDQT	25/01/2024	- Resolution on finalizing the list of shareholders for collecting written opinions.	100%
2	- Resolution No. 07/NQ-HDQT	30/01/2024	- Resolution on finalizing the list of shareholders for collecting written opinions (replacing Resolution No. 05/NQ-HDQT dated 25/01/2024).	100%

3	- Resolution No. 11/NQ-HDQT	22/02/2024	- Approval of documents for collecting written opinions.	100%
4	- Resolution No. 17/NQ-HDQT	29/02/2024	- Approval of the 2024 working capital loan limit at ShinhanBank Vietnam.	100%
5	- Resolution No. 21/NQ-HDQT	05/03/2024	- Approval of the closing date, venue, and time for organizing the 2024 Annual General Meeting of Shareholders.	100%
6	- Resolution No. 27/NQ-HDQT	05/04/2024	- Approval of documents, venue, and time for organizing the 2024 Annual General Meeting of Shareholders.	100%
7	- Resolution No. 45/NQ-HDQT	03/06/2024	- Approval of the 2024 working capital loan limit and guarantee limit.	100%
8	- Resolution No. 46/NQ-HDQT	03/06/2024	- Implementation of issuing shares to increase charter capital from owner's equity.	100%
9	- Resolution No. 51/NQ-HDQT	24/06/2024	- Resolution of the BOD on approving the investment policy and loan mortgage at the Bank for Investment and Development of Vietnam – Long An branch to implement the project in Duc Hoa, Long An Province – Phase 1.	100%
10	- Decision No. 54/QD-HDQT	08/07/2024	- Decision on adjusting the investment project: Residential area expansion in Ward 6.	100%
11	- Decision No. 55/QD-HDQT	09/07/2024	- Decision on promulgating the corporate governance regulations of IDICO Long An Investment Construction JSC.	100%
12	- Decision No. 56/QD-HDQT	09/07/2024	- Decision on selecting the auditor for the semi-annual financial statement as of 30/06/2024 and the annual financial statement ending on 31/12/2024 for IDICO Long An Investment Construction JSC.	100%
13	- Resolution No. 58/NQ-HDQT	19/07/2024	- Resolution on the finalization of the record date for issuing shares to increase charter capital from owner's equity.	100%

14	- Resolution No. 62/NQ-HDQT	11/09/2024	- Resolution on announcing contracts and related transactions.	100%
15	- Resolution No. 64/NQ-HDQT	17/09/2024	- Resolution on approving construction contracts for projects: Phase 7 expansion (project area: 5.24 ha) at Huu Thanh Industrial Park.	100%
16	- Resolution No. 66/NQ-HDQT	18/09/2024	- Resolution on adjusting charter capital; amending Article 1.1 of the company charter and registering additional shares at Vietnam Securities Depository.	100%
17	- Decision No. 68/QD-HDQT	16/10/2024	- Resolution on investing in additional land plots for the Duc Hoa Industrial Park project in Huu Thanh Commune.	100%

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

2.1. Production and business activities:

The Company has essentially completed the key targets set forth in the 2024 Resolution of the General Meeting of Shareholders, including:

No.	Indicators	2024 Plan	2024 Actual	Percentage %
				2024 Actual compared to 2024 Plan
1	Total revenue	447,900	393,212	87.79%
2	Profit before tax	139,200	178,851	128.48%

2.1.1. In the field of construction and installation:

Focus on ensuring construction progress, completion, acceptance, and final settlement of infrastructure works belonging to the resettlement area project and site clearance of Huu Thanh Industrial Park. In addition, the Company also implemented packages for site clearance and internal traffic routes within the AEON Tan An Shopping Center project that have been signed.

2.1.2. Regarding project investment:

Total investment cost in 2024 is 278,599 billion VND (reaching 38.42%), the majority of which is the value of land use fees paid for the area allocated in Phase 1 of the Huu Thanh Residential Area and Worker Housing project. The investment value achieved in the year is lower than the set plan due to the inability to attract investment or implement social infrastructure works belonging to the Ward 6 central residential area expansion project, as well as the delay in resolving land lease procedures for Phase 2, which is the responsibility of the relevant departments, branches, and localities (mainly public land managed by

localities), affecting the implementation progress of the Residential Area and Worker Housing project in Huu Thanh Commune.

- For the Ward 6 central residential area expansion project: In parallel with continuing to implement the contents of the signed transfer contract and granting a certificate to AEON VN for Parcel 1, including procedures (power supply, communication, and wastewater treatment), the Company continues to propose that the Department of Natural Resources and Environment review the land use term of the land parcels transferred to AEON. Regarding the above proposal, the Department of Natural Resources and Environment has also sought opinions from the General Department of Land Resource Planning and Development under the Ministry of Natural Resources and Environment and will advise the Provincial People's Committee after AEON VN completes the procedures for extending the land use term in the coming time. Concurrently, the adjustment of changes from Educational land to Commercial and Service land to ensure the conditions for the transfer of Parcel 2 is also being submitted to the Provincial People's Committee for consideration by the Department of Natural Resources and Environment.

- Project implementation of Huu Thanh Residential Area and Workers' Housing: Fulfilled financial obligations for land use fees for the allocated land area in Phase 1 (33.4 ha/47.09 ha). Provided local support for the lease of the land area managed by Huu Thanh Commune People's Committee, which is within the area proposed for lease in Phase 2, covering 11.5ha within the Project implementation.

2.1.3. For the construction materials production-business sector:

During the year, the unit also strived to surpass the planned targets based on business partners with stable sales and reputable payment history. Constant close monitoring of debt situations is prioritized to prevent bad debts from affecting business performance.

2.2. Organization and personnel Operations:

The total number of employees as of December 31, 2024, is 43 people, of which the number of officials and employees in the company's departments is detailed in the 2024 Production-Business Results Report and the 2025 Plan.

2.3. Financial Operations:

The Company's financial Operations are detailed in the audited 2024 financial statements.

3. Supervisory Operations of the Board of Directors

3.1. On the form of supervision:

The Board of Directors directly and regularly supervises the implementation of tasks according to the Company's Charter, working regulations, management regulations, and relevant legal provisions.

3.2. On the results of supervision of the Director and Board of Management:

a/ On the management of operating results and targets

The company's Board of Management consists of 03 members, always in agreement with the direction and policies of the Board of Directors and individually responsible for their assigned areas.

With the goal of enhancing the effectiveness of production-business Operations, the Board of Directors has provided direction and guidance, and supervised the Board of Management in implementing management solutions, effectively exploiting real estate products to recover capital and generate financial resources for Project implementation investment. The Board of Directors has also identified preferential and reliable credit partners to serve the Company's production-business Operations. In 2024, the Company signed a loan agreement with the Vietnam Bank for Investment and Development - Long An Branch to invest in the Residential Area and Workers' Housing Project implementation in Huu Thanh Commune. The Board of Management also successfully achieved important profit targets according to the plan and the Resolution of the General Meeting of Shareholders.

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

The Company's Board of Management has effectively implemented the policies and directions of the Board of Directors in achieving important objectives across various fields. Constant attention is given to inspecting and controlling the unit's Operations according to regulations, rules, and the Company's Charter.

c/ On financial management

The Company always ensures compliance with State regulations and issued financial regulations; reported figures are presented accurately and truthfully. The unit's business results for the year are inspected and audited in accordance with regulations. Capital management and preservation are carried out in accordance with financial regulations on capital and asset management, and profit distribution as per the Resolution of the General Meeting of Shareholders.

4. Remunerations, bonuses and other benefits of members of the Board of Directors

- Remuneration, Operating Expenses, and Other Benefits of the Board of Directors and each member of the Board of Directors are reported and announced in accordance with the provisions of the Law on Enterprises and the Law on Securities.

- The specific information and figures are presented in detail in the audited 2024 Financial statements and the 2024 Annual Report. Shareholders are kindly requested to refer to these Reports posted on the Company's website at: Website: www.idico-linco.com.vn.

5. Evaluation Results of the Board of Directors' Activities



The Board of Directors has worked with a sense of responsibility and transparency in corporate governance, complying with the regulations for public companies. Board of Directors meetings are always convened promptly and in accordance with the procedures prescribed by the Charter and internal regulations on corporate governance. Meeting contents are always thoroughly discussed and evaluated to formulate appropriate orientations and solutions that benefit the Company and its shareholders.

6. Report on Related Transactions

Regarding transactions between the company, subsidiaries, companies controlled by the public company with more than 50% of the charter capital, with members of the Board of Directors and their related persons: No transactions occurred.

Transactions between the company and related persons of the company, or between the company and major shareholders, insiders, related persons of insiders, including the following units: Details are presented in the audited 2024 Financial statements.

7. Report on Other Matters.

Implementing the 2024 General Meeting of Shareholders Resolution: The Company has completed the issuance of shares to increase charter capital from owner's equity from 85.5 billion to 171 billion.

II. OPERATION PLAN OF THE BOARD OF DIRECTORS FOR 2025

1. Production-Business Plan for 2025

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

No.	Indicators	2024 Actual	2025 Plan	Percentage %
				2025 Plan compared to 2024 Actual
1	Total revenue	393.212	349.241	88.82%
2	Profit before tax	178.851	56.487	31.58%

2. Objectives and Key Tasks of the Board of Directors in 2025

2.1 Objectives

Continue to promote restructuring, innovation, and streamlining of the organizational structure to improve work efficiency in line with practical needs. Propose solutions to surpass the set production-business targets.

2.2 Key Tasks

- In the field of Investment:

Expanded Central Residential Area Project, Ward 6: Continue to focus on completing the remaining procedures to finalize the business transfer of

commercial land plots to AEON Vietnam, continue to effectively exploit and operate the remaining land plots in the expanded central residential area, and simultaneously focus on developing solutions and investment plans to complete social infrastructure projects (educational and medical facilities) with a total area of 6,916m² to recognize revenue, while also working with local authorities to definitively resolve the land clearance compensation.

Huu Thanh Residential Area and Workers' Housing Project: Complete land procedures and financial obligations for the Phase 2 land lease area. Finalize the preparation, verification, appraisal, and approval of the infrastructure construction design to soon deploy infrastructure and hand over resettlement land plots in the project in stages appropriate to the actual situation. Develop model house plans and landscape architecture that meet market demand, creating a business environment to increase financial potential for investment and business in the following years.

Evaluate the phasing of the investment period and related legal aspects concerning the planning adjustment plan (if any), which will be specifically presented in the adjusted feasibility study report, and consider developing plans and forms of project development in each investment phase.

- In the field of Construction, Installation, and Trading:

Enhance competitiveness, effectively meet the requirements for undertaking diverse and complex construction projects with high standards of technical aesthetics and technology. Focus on supervising and effectively implementing the acceptance, finalization of payments, and collection of customer debts.

The Company will assess the potential, efficiency, and risks of the construction materials business segment and propose a business plan to improve the effectiveness of this segment in 2025.

In Organizational Work: Develop and restructure the operating model, personnel organization, salary and bonus regulations, and appropriate benefits; review and improve regulations related to operational organization, and assess risks in operations.

The Board of Directors will closely coordinate with the Management Board to propose solutions and directions for implementing quarterly plans with monitoring, control, and evaluation of performance results to have effective and timely handling measures.

In Financial Work: Re-evaluate the effectiveness of the capital contribution investment in Hanh Phuc Joint Stock Company. Ensure a balance of income and expenditure and expand capital mobilization channels with preferential interest rates to create a source for investment development as well as other production and business activities of the Company. Review accounting practices, assess risks, develop and implement an accounting manual and related regulations and procedures in all production and business activities.



Continue to develop, amend, supplement, and implement regulations and rules in accordance with the actual situation of the unit and current legal regulations.

The above is the Board of Directors' assessment report on the management and administration of the Company in 2024 and the Board of Directors' operating plan for 2025. The Company's Board of Directors sincerely hopes to continue receiving the attention, support, and sharing of esteemed Shareholders, as well as the cooperation and support of partners and investors.

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

I wish the General Meeting success.

Sincerely./.

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

Signed

Dang Chinh Trung





**REPORT
on the Board of Supervisors of IDICO Long An Investment Construction
Joint Stock Company at the 2025 Annual General Meeting of Shareholders**

**To: General Meeting of Shareholders of IDICO Long An Investment
Construction Joint Stock Company**

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

Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company approved by the General Meeting of Shareholders on 18/09/2024;

Pursuant to the results of the inspection and supervision of the management and administration of the production and business activities of IDICO Long An Investment Construction Joint Stock Company in 2024,

The Board of Supervisors of IDICO Long An Investment Construction Joint Stock Company would like to report to the Shareholders on the operating results of 2024 and the plan for 2025 as follows:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2024

1. Explanation of Terms/Abbreviations

- IDICO-LINCO : IDICO Long An Investment Construction
Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- GMS : General Meeting of Shareholders
- FS : Financial Statements

2. Personnel

The BOS was established according to Resolution No. 03 dated May 6, 2024 of the GMS with 03 members:

No.	Member of the Board of Supervisors	Position	Date of becoming a Member of the Board of Supervisors	Qualification
1	Ms. Tran Huynh Thanh Truc	Head	06/05/2024	Bachelor of Accounting

No.	Member of the Board of Supervisors	Position	Date of becoming a Member of the Board of Supervisors	Qualification
2	Ms. Nguyen Thi Thuy Dung	Member	06/05/2024	Bachelor of International Finance
3	Mrs. Nguyen Thi Mai Chung	Member	06/05/2024	Bachelor of Economics

3. Summary of meetings

No.	Member of the Board of Supervisors	Number of meetings attended	Percentage Attendance rate	Voting rate
1	Ms. Tran Huynh Thanh Truc	3	100%	100%
2	Ms. Nguyen Thi Thuy Dung	3	100%	100%
3	Mrs. Nguyen Thi Mai Chung	3	100%	100%

4. Remuneration and operating costs of the BOS in 2024

- Regarding the remuneration of the BOS in 2024: details of the remuneration of the BOS members are reported and announced in accordance with the provisions of the Law on Enterprises and the Law on Securities.

- Specific information and figures are presented in detail in the audited 2024 Financial statements and the 2024 Annual Report. Shareholders are kindly requested to refer to these reports posted on IDICO-LINCO's website at: <https://idico-linco.com.vn/>

- Operating Costs of the BOS in 2024: comply with the regulations and internal rules of IDICO-LINCO

5. Operations of the BOS

The BOS's operations comply with the issued operating regulations, relevant legal regulations based on the needs and actual operating situation of IDICO-LINCO. Some key activities of the BOS in 2024 are as follows:

- Supervise the operations of the Board of Directors and the Board of Management in managing and administering the company. Review the appropriateness of the Decisions and Resolutions of the Board of Directors and the Board of Management.

- Supervise the implementation and results of compliance with the Company's Charter, implementation of the Resolutions of the Annual General Meeting of Shareholders, regulations, and internal management regulations of the Company.

- Inspect the reasonableness, legality, honesty, and prudence in the management and administration of business activities.

- Check the consistency, uniformity, and appropriateness of accounting,

statistics, and financial statement preparation;

- Appraise the completeness, legality, and honesty of the company's Financial statements, annual and semi-annual business reports.

- Other duties as prescribed by the Charter, Resolutions of the General Meeting of Shareholders, and the BOS's operating regulations.

- Coordinate with the independent Auditing unit - Ernst & Young Vietnam Co., Ltd., and discuss with the Board of Management the feedback to understand and clarify issues arising during the 2024 financial statement Auditing process.

II. RESULTS OF INSPECTION AND EVALUATION OF SOME MAIN ACTIVITIES

1. Results of inspection and evaluation of Financial statements

- The recording, archiving of vouchers, accounting information system, and basic accounting books are performed in accordance with current regulations.

- The BOS has reviewed the semi-annual and full-year 2024 Financial statements and agreed with the independent Auditing assessments.

- The Financial Statements are prepared and presented fairly, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting Regime, and relevant legal regulations on the preparation and presentation of Financial Statements. From a materiality perspective, the Financial Statements accurately and reasonably reflect the financial position of IDICO-LINCO as of December 31, 2024.

- Transactions with related parties are strictly inspected and fully explained, with no irregularities detected in the transactions.

2. Results of Monitoring the Company's Operational Status in 2024

- The development strategy set by the Board of Directors is consistent with the reality of the real estate industry in general, as well as the specific situation of IDICO-LINCO. The direction of business organization is systematically implemented.

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

- Regarding personnel, the BOD continues to consolidate and strengthen the personnel apparatus in line with IDICO-LINCO's development orientation.

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

3. Results of monitoring the activities of the Board of Directors, the Board of Management, and assessing the coordination between the Member of the Board of Supervisors with the Board of Directors, the Board of Management, and shareholders.

- Faced with major fluctuations in the macroeconomy, the Board of Directors and the Board of Management have adapted quickly and flexibly to prepare for both direct and indirect impacts of the market in general. Members of the Board of Supervisors uphold the spirit of responsibility in performing their duties, ensuring honesty and objectivity in the work of the Board of Directors and the Board of Management.

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

- In the performance of their duties, the Member of the Board of Supervisors always coordinates well with members of the Board of Directors, members of the Board of Management, and related managers and always receives cooperation. In 2024, the Member of the Board of Supervisors always listened to the opinions of shareholders regarding the management of the Board of Directors and the administration of the Board of Management.

4. Report on Internal Transactions

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

III. RECOMMENDATIONS OF THE MEMBER OF THE BOARD OF SUPERVISORS

- The Board of Directors, the Board of Management, and the management of departments continue to coordinate and provide timely information so that the Member of the Board of Supervisors can continue to fully perform its functions and duties.

- The Board of Management needs to enhance the role of control and self-control to minimize risks in operations; including strengthening the application of technology to management, consolidating, and improving system management capacity.

- Strengthen the control, analysis, and collection of debts for due and overdue debts.

- The Board of Management has a specific plan to update new information to improve the business process system and conduct regular training so that employees can grasp the documents related to the responsibilities of individuals and units; raise awareness of compliance and contribute opinions during the performance of duties.

IV. DIRECTION OF OPERATION OF THE BOARD OF



SUPERVISORS IN 2025

The operational direction of the Board of Supervisors in 2025 is as follows:

- Continue to fully fulfill the obligations, powers, and complete the goals of the Board of Supervisors in accordance with the Operating Regulations of the Member of the Board of Supervisors; complete other tasks in accordance with the provisions of law, the Charter, and the Company's internal governance regulations.

- Enhance the supervision of the implementation of legal regulations, the Charter, resolutions of the GMS, resolutions of the Board of Directors, and internal governance regulations of IDICO-LINCO; inspect and supervise the results of implementing the objectives and plans.

- Conduct the audit of the semi-annual and annual Financial Statements in accordance with regulations; coordinate with the Board of Directors, the Board of Management, and other units within IDICO-LINCO to improve and enhance the internal control activities of IDICO-LINCO.

- Regularly inspect and supervise the operations of departments within IDICO-LINCO, and provide recommendations to improve the corporate governance process and risk management process of the Company.

- Other tasks as per the Charter of operation of the Board of Supervisors.

Above is the Activity Report of the Board of Supervisors for the year 2024 and the plan for the year 2025.

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

Sincere thanks.

Recipients:

- As above;
- Board of Directors;
- Archive: Human Resources and Administration Department.

**ON BEHALF OF THE BOARD OF
SUPERVISORS**

HEAD OF THE BOS

Signed

Tran Huynh Thanh Truc



**IDICO LONG AN INVESTMENT CONSTRUCTION
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

No.: 17/TTr-HDQT

Long An, April 04th, 2025

**PROPOSAL
Approval of the audited 2024 Financial statements**

To: General Meeting of Shareholders of IDICO-LINCO Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and guiding documents;
- Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on 18/09/2024;
- Pursuant to the 2024 Financial statements audited by Ernst & Young Vietnam Co., Ltd.;

The Board of Directors submits to the General Meeting of Shareholders the audited 2024 Financial statements with the following main content:

I	Balance sheet	
	Total assets	1,325,650,336,344 VND
	Liabilities	983,148,082,448 VND
	Owner's Equity	342,502,253,896 VND
II	Operating results	
	Net revenue from sale of goods and rendering of services	392,266,099,584 VND
	Net profit after tax	178,851,446,210 VND
	Basic earnings per share	12,831 VND/share

(Details in the attached audited 2024 Financial statements).

Respectfully request the General Meeting of Shareholders to review and approve.

Sincerely./.

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

Recipients:

- As above;
- Member of the Board of Supervisors;
- Archive: , BOD records.

Signed

Dang Chinh Trung



PROPOSAL

**On the selection of an audit firm for the 2025 Financial statements of
IDICO Long An Investment Construction Joint Stock Company**

To: **General Meeting of Shareholders of IDICO-LINCO Company**

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

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

Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company approved by the General Meeting of Shareholders on 18/09/2024;

Based on the recommendation of the Board of Supervisors on the selection of the list of approved Auditing Companies to audit the 2025 Financial Statements of IDICO Long An Investment Construction Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the selection plan of the Auditing Company (*Auditing Organization approved by the Ministry of Finance and the State Securities Commission for auditing organizations and practicing auditors to audit for public interest entities in the securities sector in 2025 pursuant to Decision No. 2730/QĐ-BTC dated November 15, 2024 of the Ministry of Finance*) with reputable audit quality and appropriate audit fees in line with the quality and scope of the audit to conduct the audit of the 2025 Financial Statements of IDICO Long An Investment Construction Joint Stock Company, as follows:

1. List of Auditing Companies:

- **PWC Vietnam Co., Ltd. (Business Registration Number: 0100157406)**

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

- **Ernst & Young Vietnam Co., Ltd. (Business Registration Number: 0300811802)**

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

- **KPMG Co., Ltd. (Business Registration Number: 0100112042)**

Address: 46th Floor, Keangnam 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 Auditing Co., Ltd. (Business Registration Number: 0100112500)**

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

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

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

Recipients:

- As above;
- Board of Directors;
- Member of the Board of Supervisors;
- File: Human Resources and Administration Department, Finance and Accounting Department.

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

Signed

Dang Chinh Trung





**IDICO LONG AN INVESTMENT
CONSTRUCTION JOINT STOCK COMPANY**

No.: 19/TTr-HDQT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Long An, April 04th, 2025

PROPOSAL

Approving the production and business plan, investment in 2025

To: General Meeting of Shareholders of IDICO-LINCO Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and guiding documents;
- Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on 18/09/2024;

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

Unit: Million VND

No.	Indicators	2024 Actual	2025 Plan	2025 Plan/ 2024 Actual (%)
1	Total revenue & Other income	393.212	349.241	88.81
2	Profit before tax	178.851	56.487	31.58
3	Total investment value	278.599	637.729	228.91

Respectfully request the General Meeting of Shareholders to consider and approve.

Sincerely./.

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

Recipients:

- As above;
- BOS;
- Archive: Human Resources and Administration Department, BOD.

Signed

Dang Chinh Trung



**IDICO LONG AN INVESTMENT
CONSTRUCTION JOINT STOCK COMPANY**

No: 20/TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Long An, April 04th, 2025

PROPOSAL

Approving the profit distribution plan for 2024 and the plan for 2025

To: **General Meeting of Shareholders of IDICO-LINCO Company**

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

- Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on 18/09/2024;

- Pursuant to the Audited Financial Statements for 2024 by Ernst & Young Vietnam Co., Ltd;

The Board of Directors submits to the General Meeting of Shareholders the profit distribution plan for 2024 and the profit distribution plan for 2025 as follows:

1. Profit distribution plan for 2024:

No.	Indicators	2024
I	Undistributed Profit after tax	142,965,206,201 VND
	As of the end of the previous year (year 2023)	0 VND
	Current year	142,965,206,201 VND
II	Profit Distribution in 2024	
1	Appropriation	
	Reward Fund (1%/EAT)	1,430,000,000 VND
	Welfare Fund (0.5%/EAT)	715,000,000 VND
	Other Funds (Bonus Fund for Board of Directors, Board of Supervisors)	600,000,000 VND
2	Dividend Payment in 2024	
	In cash	0 VND
	By shares (60%/Charter Capital)	102,600,000,000 VND
III	Undistributed earnings forward to the next year	37,620,206,201 VND



2. Profit distribution plan for 2025:

No.	Indicators	2025
I	Undistributed earnings from previous year	37,620,206,201 VND
II	Profit after tax current year	45,190,000,000 VND
III	2025 Profit Distribution	
1	Appropriation	
	Reward Fund	1,000,000,000 VND
	Welfare Fund	1,000,000,000 VND
	Other Funds (Bonus Fund for Board of Directors, Board of Supervisors)	1,500,000,000 VND
2	Dividend payment in 2025 (25%/Charter Capital)	68,400,000,000 VND
IV	Undistributed earnings forward to the next year	10,910,206,201 VND

Respectfully request the General Meeting of Shareholders to consider and approve.

Sincerely./.

Recipients:

- As above;
- BOS;
- Archive: Human Resources and Administration Department, BOD.

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

Signed

Dang Chinh Trung





**IDICO LONG AN INVESTMENT
CONSTRUCTION JOINT STOCK COMPANY**

No.: 21/TTr-HDQT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

Long An, April, 2025

PROPOSAL

Approving the total remuneration, salaries and bonuses of the Board of Directors and the Board of Supervisors in 2024 and plan for 2025

To: General Meeting of Shareholders of IDICO-LINCO Company

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

- Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on 18/09/2024;

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

- Pursuant to the production, business, and investment results of 2024 and the production, business, and investment plan of 2025 of IDICO Long An Investment Construction Joint Stock Company;

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

1. The total remuneration and bonus of the Board of Directors and Board of Supervisors is 550,666,000 VND (The General Meeting of Shareholders approved a plan of 728,000,000 VND for 2024):

In which: - Board of Directors: 386,222,000 VND

- Board of Supervisors: 164,444,000 VND

2. The planned total remuneration and bonus for the Board of Directors and Board of Supervisors for 2025 is 778,000,000 VND, specifically as follows:

- The total remuneration and bonus of the Board of Directors is 593,000,000 VND. The remuneration for each member is decided by the Board of Directors based on the principle of unanimity.

- The total remuneration and bonus of the Board of Supervisors is 185,000,000 VND.

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

Respectfully request the General Meeting of Shareholders to consider and approve.

Sincerely./.



Recipients:

- As above;
- BOS;
- Archive: Human Resources and Administration Department, BOD.

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

Signed

Dang Chinh Trung





**IDICO LONG AN INVESTMENT
CONSTRUCTION JOINT STOCK COMPANY**

No.: 22/TTr-HDQT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

Long An, April 04th, 2025

PROPOSAL

Approving the plan to issue shares to pay dividends in 2024

To: General Meeting of Shareholders of IDICO-LINCO Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 enacted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and relevant documents;
- Pursuant to the Securities Law No. 54/2019/QH14 enacted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP of the Government detailing the implementation of a number of Articles of the Securities Law dated December 31, 2020;
- Pursuant to the Charter of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on May 14, 2021, amended and supplemented on September 18, 2024.

The Board of Directors (“BOD”) of IDICO Long An Investment Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the the plan to issue shares to pay dividends in 2024 with the following specific contents:

- 1. Share name:** Shares of IDICO Long An Investment Construction Joint Stock Company
- 2. Share type:** Common shares
- 3. Stock symbol:** LAI
- 4. Par value per share:** 10,000 VND/share
- 5. Current Charter capital:** 171,000,000,000 VND
- 6. Total number of shares issued:** 17,100,000 shares
In which:
 - Number of outstanding shares: 17,100,000 shares
 - Number of treasury shares: 0 shares
- 7. Expected Number of Shares to be Issued:** 10,260,000 shares
- 8. Total Expected Issue Value at Par Value:** 102,600,000,000 VND
- 9. Total Expected Number of Shares After Issuance:** 27,360,000 shares
- 10. Total Expected Share Value After Issuance at Par Value:** 273,600,000,000 VND
- 11. Expected Increase in Charter Capital:** 102,600,000,000 VND



12. **Expected Charter Capital After Issuance:** 273,600,000,000 VND
13. **Form of issuance:** Plan to issue shares as dividends for the year 2024
14. **Issuance target:** Existing shareholders whose names are on the list on the record date to exercise the right to receive shares. The General Meeting of Shareholders authorizes the Board of Directors to decide the record date for shareholders to exercise their right to receive shares.
15. **Issuance Ratio (Expected number of shares to be issued / Number of outstanding shares):** 60%
16. **Rights Exercise Ratio:** 100:60. A Shareholder holding 01 share will have 01 right to receive additional shares. For every 5 rights, 3 new shares will be received
17. **Source of capital for the issuance:** Undistributed Profit after Tax as determined on December 31, 2024, according to the audited Financial Statements of 2024
18. **Plan for handling fractional shares:** The number of additional shares issued to each Shareholder will be rounded down to the unit, and the fractional part (if any) will be canceled
*Example: Shareholder A owns 241 shares on the record date. With the exercise Percentage of 100:60, Shareholder A will receive $(241/100)*60 = 144.6$ new shares. According to the above calculation principle, Shareholder A will receive 144 new shares. The fractional part of 0.6 shares will be canceled*
19. **Implementation time:** After the General Meeting of Shareholders approves and after the State Securities Commission notifies the receipt of complete issuance reporting documents, expected from Quarter II/2025
20. **Supplemental securities registration and supplemental trading registration:** The General Meeting of Shareholders authorizes the Board of Directors to decide and carry out the procedures for supplementary securities registration at the Vietnam Securities Depository and Clearing Corporation (VSDC) and supplementary trading registration at the Hanoi Stock Exchange (HNX) after the issuance is completed, in accordance with the law.
21. **Approval of amendments to the company's Charter:** Approve the amendment of the Company's Charter (regarding charter capital) and the adjustment of the Enterprise Registration Certificate in accordance with the law and the guidance of the competent State Authority.
22. **Authorization of the Board of Directors:**
The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to this issuance, specifically:
 - Decide on the dossier and explanations for the application/report to the competent authorities in accordance with the law. At the same time, decide to adjust the issuance plan and other related documents as required by the State Securities Commission and other competent authorities.
 - Decide on the record date for shareholders to implement the plan to issue shares as dividends for the year 2024.

- Decide on a plan to ensure the foreign investor ownership ratio is in accordance with the law.
- Amend regulations related to charter capital, shares, and stocks in the Company's Charter in accordance with the law and the guidance of the competent State Authority.
- Carry out procedures for registering changes in Charter Capital and adjusting the Enterprise Registration Certificate according to the actual results of the issuance, in accordance with the law and the guidance of the competent State Authority.
- Carry out procedures, tasks, and decide on the appropriate time to register additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and register for supplementary trading at the Hanoi Stock Exchange (HNX), for the number of additional shares issued according to the plan approved by the General Meeting of Shareholders, in accordance with the law and the guidance of the competent State Authority.
- Other related matters concerning the issuance of shares to ensure the successful issuance of shares as dividends.
- Depending on specific circumstances, the Board of Directors may re-authorize the Legal Representative to perform one or several specific tasks mentioned above.

The above is plan to issue shares to pay dividends in 2024. The Board of Directors respectfully submits it to the General Meeting of Shareholders for consider and approval.

Respectfully!

Recipients:

- As above;
- BOS;
- Archive: Human Resources and Administration Department, BOD.

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

Signed

Dang Chinh Trung





**IDICO LONG AN INVESTMENT
CONSTRUCTION JOINT STOCK COMPANY**

No. 23/TTr-HDQT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

Long An, April 04th, 2025

PROPOSAL

Regarding the approval of contracts and transactions between IDICO Long An Investment Construction Joint Stock Company and related parties

To: General Meeting of Shareholders of IDICO-LINCO Company

- Pursuant to the Law on Enterprises 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020;
- Pursuant to the Securities Law 54/2019/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP of the Government detailing the implementation of a number of Articles of the Securities Law dated December 31, 2020;
- Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on 18/09/2024;

The Board of Directors submits to the 2025 Annual General Meeting of Shareholders (AGM) for approval of the policy to sign and execute contracts, transactions, and contract appendices (if any) between IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) and enterprises and related parties as prescribed in Article 167 of the Law on Enterprises; Article 293 of Decree No. 155/2020/ND-CP and the provisions of the Company's Charter, specifically as follows:

- 1. Enterprises and affiliated persons entering into/executing transactions/contracts with the Company:** The list of affiliated persons and the main contents of the transactions are listed in **the attached Appendix.**
- 2. Value of contracts and transactions approved:** Based on the actual situation and business needs of the Company, the GMS authorizes the Board of Directors with full authority to decide, negotiate, amend, supplement the terms and conditions and sign contracts/transactions with affiliated persons (including cancellation, termination, and liquidation of transactions/contracts), and to organize the implementation of contracts/transactions in accordance with the main contents approved by the GMS in the Appendix to this Report, in compliance with legal



regulations, on the principles of equality and voluntariness, ensuring the interests of the Company and the affiliated persons.

- 3. Time of implementation of contracts and transactions:** From the date of approval by the 2025 Annual General Meeting of Shareholders to the 2026 Annual General Meeting of Shareholders.

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

Recipients:

- As above;
- BOS;
- Archive: Human Resources and Administration Department, BOD.

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

Signed

Dang Chinh Trung





APPENDIX

LIST OF TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES OF THE COMPANY

(Attached to Report No 23 dated 04/4/2025 of the Board of Directors of IDICO Long An Investment Construction Joint Stock Company)

No.	Related Parties (including name, enterprise code, address of head office)	Relationship with the Company	Content of Transactions	Estimated Contract/ Transaction Value
1	<p>IDICO Corporation - JSC:</p> <ul style="list-style-type: none"> - Enterprise Code: 0302177966 - Address: 151A Nguyen Dinh Chieu, Vo Thi Sau Ward, District 3, Ho Chi Minh City, Vietnam. 	Parent Company	<ul style="list-style-type: none"> - Investment Cooperation Contracts; - Real Estate Transfer/Lease Contracts; - Consulting Contracts; - Construction Contracts; - Loan Contracts; - Security Contracts; - Capital Transfer/Share Transfer Contracts; - Capital Contribution Contracts; - Contracts for the Sale of Goods and Services; 	Transactions with a value of 10% or more, or transactions leading to a total transaction value arising within 12 months from the date of the first transaction with a value of 10% or more of the total asset value of IDICO-LINCO recorded in the most recent financial statement
2	<p>IDICO No.10 Investment Construction Joint Stock Company (“INCON 10”)</p> <ul style="list-style-type: none"> - Enterprise Code: 1800155910 - Address: 43A, 3/2 Street, Xuan Khanh Ward, Ninh Kieu District, Can Tho City 	Under the same parent company	<ul style="list-style-type: none"> - Investment Cooperation Contracts; - Real Estate Transfer/Lease Contracts; - Consulting Contracts; - Construction Contracts; - Loan Contracts; - Security Contracts; - Capital Transfer/Share Transfer Contracts; - Capital Contribution Contracts; 	Transactions with a value of 10% or more or transactions leading to a total transaction value arising within 12 months from the date of the first transaction with a value of 10% or more of the total asset value of IDICO-LINCO

No.	Related Parties (including name, enterprise code, address of head office)	Relationship with the Company	Content of Transactions	Estimated Contract/ Transaction Value
			<ul style="list-style-type: none"> - Contracts for the Sale of Goods and Services; 	recorded in the most recent financial statement
3	IDICO Investment Consultancy Joint Stock Company (“INCON”) <ul style="list-style-type: none"> - Enterprise Code: 0304843611 - Address: No. 100, Nguyen Gia Tri Street, Ward 25, Binh Thanh District, Ho Chi Minh City. 	Under the same parent company	<ul style="list-style-type: none"> - Consulting Contracts; - Construction Contracts; - Construction Contracts; - Loan Contracts; - Security Contracts; - Capital/Share Transfer Contracts; - Contracts for the Sale of Goods and Services. 	Transactions with a value of 10% or more, or transactions leading to a total transaction value arising within 12 months from the date of the first transaction with a value of 10% or more of the total asset value of IDICO-LINCO recorded in the most recent financial statement
4	IDICO Urban And Industrial Zone Development Company Limited (“Urbiz”) <ul style="list-style-type: none"> - Enterprise Code: 3600257771 - Address: Ton Duc Thang Street, Nhon Trach 1 Industrial Park, Phuoc Thien Commune, Nhon Trach District, Dong Nai Province 	Under the same parent company	<ul style="list-style-type: none"> - Investment Cooperation Contracts; - Real Estate Transfer/Lease Contracts; - Consulting Contracts; - Construction Contracts; - Loan Contracts; - Contracts of Guarantee; - Contracts for Capital Transfer/Share Transfer; - Capital Contribution Contracts; - Contracts for the Purchase and Sale of Goods and Services. 	Transactions with a value of 10% or more, or transactions leading to a total transaction value arising within 12 months from the date of the first transaction with a value of 10% or more of the total asset value of IDICO - Long An Investment Construction Joint Stock Company recorded on the most recent financial statement.
5	IDICO Industrial Zone Service Company Limited (“ISC”) <ul style="list-style-type: none"> - Enterprise Registration 	Under the same parent company	<ul style="list-style-type: none"> - Investment Cooperation Contracts; - Contracts for the Transfer/Lease of Real Estate; 	Transactions with a value of 10% or greater, or transactions leading to an

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No.	Related Parties (including name, enterprise code, address of head office)	Relationship with the Company	Content of Transactions	Estimated Contract/ Transaction Value
	Number: 3602478261 Address: No. 48, Quarter 3, An Hoa Ward, Bien Hoa City, Dong Nai Province		<ul style="list-style-type: none"> - Consulting Contracts; - Construction Contracts; - Loan Contracts; - Contracts of Guarantee; - Contracts for Capital Transfer/Share Transfer; - Capital Contribution Contracts; - Contracts for the Purchase and Sale of Goods and Services. 	aggregate transaction value arising within 12 months from the date of the initial transaction with a value of 10% or greater of the total asset value of IDICO-LINCO recorded on the latest financial statements.
6	IDICO Investment Construction Oil And Natural Gas Joint Stock Company ("CONAC") - Enterprise Registration Number: 3500101298 - Address: No. 326 Nguyen An Ninh, Ward 7, Vung Tau City, Ba Ria - Vung Tau Province	Under the same parent company	<ul style="list-style-type: none"> - Investment Cooperation Contracts; - Contracts for the Transfer/Lease of Real Estate; - Consulting Contracts; - Construction Contracts; - Loan Contracts; - Contracts of Guarantee; - Contracts for Capital Transfer/Share Transfer; - Capital Contribution Contracts; - Contracts for the Purchase and Sale of Goods and Services. 	Transactions with a value of 10% or greater, or transactions resulting in an aggregate transaction value within 12 months from the date of the first transaction with a value of 10% or greater of the total asset value of IDICO-LINCO as reported on the most recent financial statements.
7	Idico Urban and House Development Investment Joint-Stock Company ("UDICO") - Enterprise Registration Number: 3600486108 - Address: Road No. 4, Nhon Trach 1 Industrial Zone, Phuoc Thien Commune, Nhon	Under the same parent company	<ul style="list-style-type: none"> - Investment Cooperation Contracts; - Contracts for the Transfer/Lease of Real Estate; - Consulting Contracts; - Construction Contracts; - Loan Contracts; - Security Contracts; 	Transactions with a value from 10% or more, or Transactions that result in a total transaction value incurred within 12 months from the execution date of the first transaction of 10%

No.	Related Parties (including name, enterprise code, address of head office)	Relationship with the Company	Content of Transactions	Estimated Contract/ Transaction Value
	Trach District, Dong Nai Province		<ul style="list-style-type: none"> - Contracts for Capital Transfer/Share Transfer; - Capital Contribution Contracts; - Contracts for the Purchase and Sale of Goods and Services (including electricity trading) 	or more of the total asset value of LINCO recorded in the most recent financial statements.
8	IDICO Thai Binh Investment and Construction Joint Stock Company <ul style="list-style-type: none"> - Enterprise Code: 1000214807 - Address: No. 304, Tran Hung Dao Street, Thai Binh City, Thai Binh Province 	Under the same parent company	<ul style="list-style-type: none"> - Investment Cooperation Contracts; - Real Estate Transfer/Lease Contracts; - Consulting Contracts; - Construction Contracts; - Loan Contracts; - Guarantee Contracts; - Capital Transfer/Share Transfer Contracts; - Contracts for the Sale of Goods and Services. 	Transactions with a value of 10% or more or transactions leading to a total transaction value arising within 12 months from the date of the first transaction with a value of 10% or more of LINCO's total asset value recorded on the most recent financial statement
9	Que Vo IDICO Urban And Industrial Zone Development Investment Joint Stock Company <ul style="list-style-type: none"> - Enterprise Code: 0102595934 - Address: 13th Floor, HH3 Building, Me Tri Road, My Dinh 1 Ward, Nam Tu Liem District, Hanoi City 	Under the same parent company	<ul style="list-style-type: none"> - Investment Cooperation Contracts; - Real Estate Transfer/Lease Contracts; - Consulting Contracts; - Construction Contracts; - Loan Contracts; - Guarantee Contracts; - Capital Transfer/Share Transfer Contracts; - Contracts for the Sale of Goods and Services. 	Transactions with a value of 10% or more or transactions leading to a total transaction value arising within 12 months from the date of the first transaction with a value of 10% or more of LINCO's total asset value recorded on the most recent financial statement
10	IDICO Material Development And Construction Investment Joint Stock Company	Under the same parent company	<ul style="list-style-type: none"> - Investment Cooperation Contracts; - Real Estate Transfer/Lease Contracts; - Consulting Contracts; 	Transactions with a value of 10% or more or transactions leading to a total transaction

No.	Related Parties (including name, enterprise code, address of head office)	Relationship with the Company	Content of Transactions	Estimated Contract/ Transaction Value
	<ul style="list-style-type: none"> - Enterprise Code: 3600687943 - Address: Nhon Trach 1 Industrial Zone, Phuoc Thien Commune, Nhon Trach District, Dong Nai Province 		<ul style="list-style-type: none"> - Construction Contracts; - Loan Contracts; - Guarantee Contracts; - Capital Transfer/Share Transfer Contracts; - Contracts for the Sale of Goods and Services. 	value arising within 12 months from the date of the first transaction with a value of 10% or more of LINCO's total asset value recorded on the most recent financial statement
11	<p>IDICO Tien Giang Joint Stock Company ("ITC")</p> <ul style="list-style-type: none"> - Enterprise Code: 1201656805 - Address: No. 138 Tran Hung Dao, Ward 4, My Tho City, Tien Giang Province 	Under the same parent company	<ul style="list-style-type: none"> - Investment Cooperation Contracts; - Real Estate Transfer/Lease Contracts; - Consulting Contracts; - Construction Contracts; - Loan Contracts; - Guarantee Contracts; - Capital Transfer/Share Transfer Contracts; - Contracts for the sale of goods and services. 	Transactions with a value of 10% or more, or transactions leading to a total transaction value within 12 months from the date of the first transaction with a value of 10% or more of LINCO's total asset value recorded on the latest financial statement.
12	<p>IDICO Ha Nam Joint Stock Company</p> <ul style="list-style-type: none"> - Enterprise code: 0700881956 - Address: Group 3, Tran Hung Dao Ward, Phu Ly City, Ha Nam Province 	Under the same parent company	<ul style="list-style-type: none"> - Investment cooperation Contracts; - Contracts for the transfer/lease of real estate; - Consulting Contracts; - Construction Contracts; - Loan Contracts; - Security Contracts; - Capital transfer/share transfer Contracts; - Contracts for the sale of goods and services. 	Transactions with a value of 10% or more, or transactions leading to a total transaction value incurred within 12 months from the date of the first transaction with a value of 10% or more of LINCO's total asset value stated on the most recent financial report.





**IDICO LONG AN INVESTMENT
CONSTRUCTION JOINT STOCK COMPANY**

No.: 24/TTr-CT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

Long An, April 04th, 2025

PROPOSAL

Regarding Approving the amendments and supplements to IDICO-LINCO's Charter

To: General Meeting of Shareholders of IDICO-LINCO Company

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022;

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 No. 54/2019/QH14 dated November 26, 2019;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2021 of the Ministry 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;

Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on 18/09/2024.

The Board of Directors of IDICO-LINCO respectfully submits to the General Meeting of Shareholders for approval of amendments and supplements to certain provisions of the IDICO-LINCO Charter as follows:

1. Consideration and approval of the amendment and supplementation of certain provisions in the Charter of IDICO-LINCO Company to comply with current legal regulations (Details of the amendments and supplements are attached).
2. Assigning the Board of Management to carry out the procedures, sign the relevant documents, and complete the amendment, supplementation, and issuance of the IDICO-LINCO Charter in accordance with the regulations.

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

Recipients:

- As above;
- Archive: Human Resources and Administration Department, BOD.

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

Signed

Dang Chinh Trung



COMPARISON OF CURRENT AND PROPOSED AMENDED CHARTER

PROVISIONS IN THE CURRENT CHARTER	PROVISIONS IN THE PROPOSED AMENDED CHARTER	NOTES
ARTICLE 21, CLAUSE 2: FORM AND CONDITIONS FOR PROPOSING GENERAL MEETING OF SHAREHOLDERS RESOLUTIONS TO BE PASSED	ARTICLE 21, CLAUSE 2: FORM AND CONDITIONS FOR PROPOSING GENERAL MEETING OF SHAREHOLDERS RESOLUTIONS TO BE PASSED	
<p>1.The General Meeting of Shareholders shall pass resolutions under its authority by means of voting at the meeting or collecting opinions in writing.</p> <p>2. The General Meeting of Shareholders shall pass resolutions by means of voting at the meeting (including meetings held online) on the following matters:</p> <p>a) Amending and supplementing the contents of the company's Charter;</p> <p>b) Development orientations of the company;</p> <p>c) Types of shares and total number of shares of each type;</p> <p>d) Elect, relieve from duty, remove members of the Board of Directors and Board of Supervisors;</p> <p>đ) Deciding on investment or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statement;</p> <p>e) Approving annual financial statements;</p>	<p>1.The General Meeting of Shareholders shall pass resolutions under its authority by means of voting at the meeting or collecting opinions in writing.</p> <p>2. The General Meeting of Shareholders shall pass resolutions by means of voting at the meeting (including meetings held online) on the following matters:</p> <p>a) Amending and supplementing the contents of the company's Charter;</p> <p>b) Development orientations of the company;</p> <p>c) Types of shares and total number of shares of each type;</p> <p>d) Elect, relieve from duty, remove members of the Board of Directors and Board of Supervisors;</p> <p>đ) Deciding on investment or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statement;</p> <p>e) Approving annual financial statements;</p>	<p>According to Clause 2, Article 147 of the Law on Enterprises, the decision on the dividend rate for each share of each type does not necessarily have to be passed by means of voting at the meeting.</p>



<p>f) Reorganizing, dissolving the company. g) Deciding the dividend rate for each share of each type.</p>	<p>f) Reorganizing, dissolving the company. g) Approving the dividend rate for each share of each type.</p>	
<p>ARTICLE 22, CLAUSE 1: AUTHORITY AND PROCEDURES FOR COLLECTION OF WRITTEN OPINIONS IN ORDER TO PASS A RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS</p>	<p>ARTICLE 22, CLAUSE 1: AUTHORITY AND PROCEDURES FOR COLLECTION OF WRITTEN OPINIONS IN ORDER TO PASS A RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS</p>	
<p>Authority and procedures for collection of written opinions in order to pass a resolution of the General Meeting of Shareholders shall be implemented in accordance with the following provisions:</p> <p>1. The Board of Directors has the authority to collect opinions from shareholders in writing to pass resolutions of the General Meeting of Shareholders when it deems necessary for the benefit of the Company on all matters under the authority of the General Meeting of Shareholders specified in Article 15 of this Charter, except for matters that must be passed by means of voting at the meeting as stipulated in Clause 1, Article 21 of this Charter.</p>	<p>The authority and procedures for collection of written opinions in order to pass a resolution of the General Meeting of Shareholders shall be implemented in accordance with the following regulations:</p> <p>1. The Board of Directors is entitled to collect written opinions from shareholders in order to pass a resolution of the General Meeting of Shareholders when it deems necessary for the benefit of the Company on all matters under the authority of the General Meeting of Shareholders stipulated in Article 15 of this Charter, except for issues that must be approved by means of voting at a meeting as stipulated in Clause 2, Article 21 of this Charter.</p>	<p>Amended to conform to the provisions of Article 147, Clause 2 of the Law on Enterprises.</p>





PROPOSAL

Regarding the dismissal and supplementary election of members of Board of Directors of IDICO-LINCO Company for the 2021-2026 term

To: General Meeting of Shareholders of IDICO-LINCO Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; Amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022;

Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on 18/09/2024;

Considering the resignation letter of Mr. Vo The Minh, Member of the Board of Supervisors, dated 02/04/2025;

To ensure the organizational structure, the Board of Directors of IDICO-LINCO Company respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the dismissal and supplementary election of members of the Board of Directors of IDICO - LINCO Company for the 2021-2026 term at the General Meeting as follows:

1. Dismissal of Member of the Board of Directors:
 - Mr. Vo The Minh
2. Supplementary Election of Member of the Board of Directors:
 - Number of members of the Board of Directors to be supplemented: 01 member.
 - Maximum number of candidates for Board of Directors: unlimited
 - Criteria for Candidates for BOD. (According to Article 155 of the Law on Enterprises No. 59/2020/QH14, Decree 155/2020/ND-CP)

(Through the nomination form, application for Member of the Board of Directors, and curriculum vitae)

Other matters related to the supplementary election of Board of Directors members shall be applied in accordance with the nomination, candidacy, and supplementary election regulations for Board of Directors members at the 2025 Annual General Meeting of Shareholders.

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



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

Recipients:

- As above;
- Archive: Human Resources and Administration Department, BOD.
- *Attached curriculum vitae.*

Signed

Dang Chinh Trung





**IDICO LONG AN INVESTMENT
CONSTRUCTION JOINT STOCK COMPANY**

No. 26/TTr-HDQT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

Long An, April 04th, 2024

PROPOSAL

**Regarding the dismissal and supplementary election of members of
Board of Supervisors of IDICO-LINCO Company for the 2021-2026 term**

To: General Meeting of Shareholders of IDICO-LINCO Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; Amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022;

Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on 18/09/2024;

Considering the resignation letter of Ms. Nguyen Thi Mai Chung, Member of the Board of Supervisors, dated 06/3/2025;

To ensure the organizational structure, the Board of Directors of IDICO-LINCO Company respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the dismissal and supplementary election of members of the Board of Supervisors of IDICO - LINCO Company for the 2021-2026 term at the General Meeting as follows:

1. Dismissal of Member of the Board of Supervisors:
 - Ms. Nguyen Thi Mai Chung
2. Supplementary Election of Member of the Board of Supervisors:
 - Number of members of the Board of Supervisors to be supplemented: 01 member.

(Through the nomination form, application for Member of the Board of Supervisors, and curriculum vitae)

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

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

Recipients:

- As above;
- Archive: Human Resources and Administration Department, BOD.
- Attached curriculum vitae.

Signed

Dang Chinh Trung



**IDICO LONG AN INVESTMENT
CONSTRUCTION JOINT STOCK
COMPANY**

No.: 27/TB-HDQT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

Long An, April 04th, 2025

NOTICE

**Regarding the Nomination of Candidates for the Supplementary Election of
Members of the Board of Directors, Members of the Board of Supervisors of
IDICO-LINCO Company, term 2021-2026**

To: Shareholders of IDICO-LINCO Company

Pursuant to the Notice of the 2025 Annual General Meeting of Shareholders of IDICO-LINCO;

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

Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company approved by the General Meeting of Shareholders on 18/09/2024;

To ensure the organizational structure as prescribed by the Law on Enterprises and the Charter of IDICO-LINCO, IDICO-LINCO hereby announces to Shareholders the nomination of candidates for the supplementary election of Members of the Board of Directors, Members of the Board of Supervisors for the 2021-2026 term as follows:

1. Number of Members of the Board of Directors, Members of the Board of Supervisors to be additionally elected:

- Member of the Board of Directors: 01 member.
- Member of the Board of Supervisors: 01 member.

2. Criteria for members of the Board of Directors and the Board of Supervisors; Conditions for nomination and candidacy; Nomination and candidacy documents for members of the Board of Directors and the Board of Supervisors

Implemented according to the Regulations on Nomination and Election of Supplementary Members of the Board of Directors, Members of the Board of Supervisors of IDICO-LINCO, term 2021-2026, attached to the documents of the 2025 AGM of IDICO-LINCO.

3. Receiving dossiers:

Nomination/candidacy documents should be submitted directly or sent via registered mail to the headquarters of IDICO-LINCO, placed in a sealed envelope clearly marked on the outside as "Nomination/Candidacy Documents for Members of the Board of Directors, Members of the Board of Supervisors".

- Address for receiving dossiers:

IDICO Long An Investment Construction Joint Stock Company

No. 88, National Highway 1 (bypass), Ward 6, Tan An City, Long An Province



Telephone: 02723.826497

Fax: 02723.829337

- Dossier submission deadline:

To inform shareholders of the candidates according to regulations, and to ensure timely preparation of the candidate list and election preparations, IDICO-LINCO requests shareholders to submit nomination dossiers before 17:00 on April 18th, 2025.

- Preparing the list to submit to the AGM:

+ In case shareholders do not nominate a sufficient number of candidates or the nominees do not meet the prescribed standards and conditions, the incumbent Board of Directors shall nominate candidates according to the authority stipulated in the Charter of IDICO-LINCO.

+ Only nomination dossiers that meet the standards and conditions for member of the Board of Directors, Board of Supervisors will be included in the list of candidates announced at the 2025 AGM.

IDICO-LINCO sincerely thanks the Shareholders for their cooperation, support, and trust.

Respectfully!

Recipients:

- As above;
- Board of Directors;
- Board of Supervisors;
- Archive: Human Resources and Administration Department.

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

Signed

Dang Chinh Trung





NOMINATION PROPOSAL

MEMBER OF THE BOARD OF DIRECTORS FOR THE TERM 2021 – 2026

(Applicable to shareholders)

To: IDICO Long An Investment Construction Joint Stock Company

- Shareholder's full name:.....
- ID/Passport/Business Registration Certificate No.:..... Date of issue:.....
Place of issue:.....
- Legal representative (If any):.....
- Number of shares owned:..... (shares)
- Corresponding total value at par:..... (vnd)

I propose to IDICO Long An Investment Construction Joint Stock Company to nominate:

- 1. Mr./Ms.:**.....
ID/Citizen Identification/Passport No.:..... Date of issue:.....
Place of issue:.....
Address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding total value at par:..... (vnd)

As a candidate for the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company for the term 2021 – 2026.

Sincerely!

Attached documents:

- Copy of ID/Passport.
- Curriculum Vitae of the candidate.
- Certificates of cultural and professional qualifications (If any).

....., date..... month year
Nominator

(Signature, seal and full name)



NOMINATION PROPOSAL

MEMBER OF THE BOARD OF DIRECTORS FOR THE TERM 2021 – 2026

(Applicable to shareholder groups)

To: IDICO Long An Investment Construction Joint Stock Company

- Representative of the shareholder group:.....
- ID/Passport/Business Registration Certificate No.:.....Date of issue:.....
Place of issue:..... (attached list of shareholder group)
- Number of shares owned by the shareholder group:.....(shares)
- Corresponding total value at par:..... (vnd)

We propose to IDICO Long An Investment Construction Joint Stock Company to nominate:

1. **Mr./Ms.:**.....
ID/Passport No.:..... Date of issue:..... Place of issue:.....
Address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding total value at par:..... (vnd)

As a candidate for the Board of Directors of IDICO Long An Investment Construction Joint Stock Company for the term 2021 – 2026.

Sincerely!

Attached documents:

- Copy of ID/Passport.
- Curriculum Vitae of the candidate.
- Certificates of cultural and professional qualifications (If any).

....., date..... month year

Shareholder Representative

(Signature, seal and full name)



**LIST OF SHAREHOLDER GROUP
ATTACHED TO THE NOMINATION PROPOSAL OF THE
SHAREHOLDER GROUP**

No.	Name	ID/Business Registration Certificate	Address	Number of shares owned	Shareholder's signature/ signature, seal if an organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
Total					



MINUTES OF MEETING
NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS
IDICO LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
TERM 2021 - 2026

- Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company
- Pursuant to the Regulations on nominating members of the Board of Directors of IDICO Long An Investment Construction Joint Stock Company for the term 2021 - 2026

Today,/...../....., at....., we, the Shareholders of IDICO Long An Investment Construction Joint Stock Company, collectively holding..... shares (in words:..... shares), representing.....% of the Company's voting shares, whose names are listed below:

No.	Shareholder's Name	ID/Passport/Business Registration	Address	Number of shares owned	Shareholder's signature/signature and seal if an organization
1					
2					
3					
4					
5					
	Total				

We unanimously elect:

Mr./Ms.:.....

ID/Passport No.:..... Date of issue:..... Place of issue:.....

Address:.....

As the group's representative to carry out the nomination procedures in accordance with the Regulations on participation in the nomination to the Board of Directors of IDICO Long An Investment Construction Joint Stock Company for the term 2021 - 2026

And unanimously nominate the following candidates to participate in the Board of Directors:

1. Mr./Ms.:.....

ID/Passport No.:..... Date of issue:..... Place of issue:.....

Address:.....

Educational Level:.....Major:.....

Currently owning:..... (shares)



Corresponding total value at par:..... (vnd)

These minutes were drawn up at....hours, on/...../..... at.....
.....

....., date..... month year

Person nominated as group
representative

(Signature, seal and full name)





SELF-NOMINATION PROPOSAL

MEMBER OF THE BOARD OF DIRECTORS TERM 2021 - 2026

(Applicable to shareholders)

To: IDICO Long An Investment Construction Joint Stock Company

- My name is:.....
- ID/Passport/Business Registration Certificate No.:..... Date of issue:.....Place of issue:.....
- Legal representative (If any):.....
- Number of shares owned:..... shares
- Corresponding total par value:..... (vnd)

I respectfully request IDICO Long An Investment Construction Joint Stock Company to allow me to self-nominate for the Board of Directors of IDICO Long An Investment Construction Joint Stock Company for the term 2021 – 2026.

If I am elected as a Member of the Board of Directors by the shareholders, I promise to dedicate all my capacity and enthusiasm to contribute to the development of IDICO Long An Investment Construction Joint Stock Company.

Sincerely!

Enclosed documents:

- Copy of ID/Passport.
- Curriculum Vitae of the candidate.
- Diplomas and certificates of educational and professional qualifications.

....., date..... month year
Self-nominated person
(Signature, seal and full name)



THE SOCIALIST REPUBLIC OF VIETNAM

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CURRICULUM VITAE

1/ Name:	
2/ Gender:	
3/ Date of Birth:	
4/ Place of Birth:	
5/ ID/Passport:	date of issue:
6/ Nationality:	
7/ Ethnicity:	
8/ Address:	
9/ Company Telephone:	Mobile Phone Number:
10/ Email Address:	
11/ Qualification:	
12/ Work Experience:	
+ From ... to ... :	
+ From ... to ... :	
13/ Current Positions:	
14/ Total Shares Held (as of.../.../...).... shares, representing....% of charter capital, of which:	
+ Capital Representative of (name of organization as State shareholder/strategic shareholder/others): shares, representing....% of charter capital
+ Personally Owned: shares, representing....% of charter capital
15/Holding Commitments (if any)	
16/Related Persons Holding Company Shares: – Relationship:; holding: shares, representing of charter capital
 – Relationship:; holding: shares, representing% of charter capital
17/ Related Interests in the Company:	
18/ Conflicts of Interest with the Company:	



I affirm that all declarations herein are entirely truthful, and I bear full legal responsibility for any falsehoods.

....., date month year 2025

Declarant

(Signature, full name)





NOMINATION PROPOSAL

MEMBER OF THE BOARD OF SUPERVISORS FOR THE TERM 2021 – 2026

(Applicable to shareholders)

To: IDICO Long An Investment Construction Joint Stock Company

- Shareholder's full name:.....
- ID/Passport/Business Registration Certificate No.:..... Date of issue:.....
Place of issue:.....
- Legal representative (If any):.....
- Number of shares owned:..... (shares)
- Corresponding total value at par:..... (vnd)

I propose to IDICO Long An Investment Construction Joint Stock Company to nominate:

1. **Mr./Ms.:**.....
ID/Citizen Identification/Passport No.:..... Date of issue:.....
Place of issue:.....
Address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding total value at par:..... (vnd)

As a candidate for the Board of Supervisors of IDICO - Long An Investment Construction Joint Stock Company for the term 2021 – 2026.

Sincerely!

Attached documents:

- Copy of ID/Passport.
- Curriculum Vitae of the candidate.
- Certificates of cultural and professional qualifications (If any).

....., date..... month year

Nominator

(Signature, seal and full name)



NOMINATION PROPOSAL

MEMBER OF THE BOARD OF SUPERVISORS FOR THE TERM 2021 – 2026

(Applicable to shareholder groups)

To: IDICO Long An Investment Construction Joint Stock Company

- Representative of the shareholder group:.....
- ID/Passport/Business Registration Certificate No.:.....Date of issue:.....
Place of issue:..... (attached list of shareholder group)
- Number of shares owned by the shareholder group:.....(shares)
- Corresponding total value at par:..... (vnd)

We propose to IDICO Long An Investment Construction Joint Stock Company to nominate:

1. **Mr./Ms.:**.....
ID/Passport No.:..... Date of issue:..... Place of issue:.....
Address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding total value at par:..... (vnd)

As a candidate for the Board of Supervisors of IDICO Long An Investment Construction Joint Stock Company for the term 2021 – 2026.

Sincerely!

Attached documents:

- Copy of ID/Passport.
- Curriculum Vitae of the candidate.
- Certificates of cultural and professional qualifications (If any).

....., date..... month year

Shareholder Representative

(Signature, seal and full name)



**LIST OF SHAREHOLDER GROUP
ATTACHED TO THE NOMINATION PROPOSAL OF THE
SHAREHOLDER GROUP**

No.	Name	ID/Business Registration Certificate	Address	Number of shares owned	Shareholder's signature/ signature, seal if an organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
Total					



MINUTES OF MEETING

**NOMINATION OF CANDIDATES FOR THE BOARD OF SUPERVISORS
IDICO LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
TERM 2021 - 2026**

- Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company
- Pursuant to the Regulations on nominating members of the Board of Supervisors of IDICO Long An Investment Construction Joint Stock Company for the term 2021 - 2026

Today,/...../....., at....., we, the Shareholders of IDICO Long An Investment Construction Joint Stock Company, collectively holding..... shares (in words:..... shares), representing.....% of the Company's voting shares, whose names are listed below:

No.	Shareholder's Name	ID/Passport/Business Registration	Address	Number of shares owned	Shareholder's signature/signature and seal if an organization
1					
2					
3					
4					
5					
	Total				

We unanimously elect:

Mr./Ms.:.....

ID/Passport No.:..... Date of issue:..... Place of issue:.....

Address:.....

As the group's representative to carry out the nomination procedures in accordance with the Regulations on participation in the nomination to the Board of Supervisors of IDICO Long An Investment Construction Joint Stock Company for the term 2021 - 2026

And unanimously nominate the following candidates to participate in the Board of Supervisors:

1. Mr./Ms.:.....

ID/Passport No.:..... Date of issue:..... Place of issue:.....

Address:.....

Educational Level:.....Major:.....



Currently owning:..... (shares)

Corresponding total value at par:..... (vnd)

These minutes were drawn up at.....hours, on/...../..... at.....

.....

....., date..... month year

Person nominated as group
representative

(Signature, seal and full name)



**SELF-NOMINATION PROPOSAL****MEMBER OF THE BOARD OF SUPERVISORS TERM 2021 - 2026***(Applicable to shareholders)****To: IDICO Long An Investment Construction Joint Stock Company***

- My name is:.....
- ID/Passport/Business Registration Certificate No.:..... Date of issue:.....Place of issue:.....
- Legal representative (If any):.....
- Number of shares owned:..... shares
- Corresponding total par value:..... (vnd)

I respectfully request IDICO Long An Investment Construction Joint Stock Company to allow me to self-nominate for the Board of Supervisors of IDICO Long An Investment Construction Joint Stock Company for the term 2021 – 2026.

If I am elected as a Member of the Board of Supervisors by the shareholders, I promise to dedicate all my capacity and enthusiasm to contribute to the development of IDICO Long An Investment Construction Joint Stock Company.

Sincerely!

Enclosed documents:

- Copy of ID/Passport.
- Curriculum Vitae of the candidate.
- Diplomas and certificates of educational and professional qualifications.

....., date..... month year

Self-nominated person

(Signature, seal and full name)



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

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CURRICULUM VITAE

1/ Name:	
2/ Gender:	
3/ Date of Birth:	
4/ Place of Birth:	
5/ ID/Passport:	date of issue:
6/ Nationality:	
7/ Ethnicity:	
8/ Address:	
9/ Company Telephone:	<i>Mobile Phone Number:</i>
10/ Email Address:	
11/ Qualification:	
12/ Work Experience:	
+ <i>From ... to ... :</i>	
+ <i>From ... to ... :</i>	
13/ Current Positions:	
14/ Total Shares Held (as of.../.../...).... shares, representing....% of charter capital, of which:	
+ Capital Representative of (name of organization as State shareholder/strategic shareholder/others):	<i>.... shares, representing....% of charter capital</i>
+ Personally Owned:	<i>.... shares, representing....% of charter capital</i>
15/Holding Commitments (if any)	
16/Related Persons Holding Company Shares:	<i>..... – Relationship:; holding: shares, representing of charter capital</i>
	<i>..... – Relationship:; holding: shares, representing% of charter capital</i>
17/ Related Interests in the Company:	
18/ Conflicts of Interest with the Company:	



I affirm that all declarations herein are entirely truthful, and I bear full legal responsibility for any falsehoods.

....., date month year 2025

Declarant

(Signature, full name)





**IDICO LONG AN INVESTMENT
CONSTRUCTION JOINT STOCK COMPANY**

No.: /NQ-DHDCD

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

Long An, April 29th, 2025

RESOLUTION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS IDICO LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

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

Pursuant to the Securities Law No. 54/2019/QH14 and guiding documents;

Pursuant to the Charter of IDICO Long An Investment Construction Joint Stock Company approved by the General Meeting of Shareholders on May 14, 2021; amended and supplemented on September 18, 2024;

Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 of IDICO Long An Investment Construction Joint Stock Company on April 29, 2025, which was unanimously approved by the General Meeting with a rate of % of the total voting shares of shareholders and authorized representatives present at the General Meeting.

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS IDICO LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

RESOLVES:

Article 1. The 2025 Annual General Meeting of Shareholders of IDICO Long An Investment Construction Joint Stock Company hereby approves the following contents presented at the General Meeting:

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

Unit: Million VND

No.	Indicators	2024 Actual	2025 Plan	2025 Plan / 2024 Actual
1	Total revenue & Other income	393,212	349,241	88.81
	Real Estate Business Commercial	276,635	195,616	70.71
	Building Materials Business	65,677	60,000	91.35
	Construction and Installation	49,954	92,500	185.17
	Other	946	1,125	118.92



No.	Indicators	2024 Actual	2025 Plan	2025 Plan / 2024 Actual
2	Profit before tax	178,851	56,487	31.58
3	Expected dividend payout Percentage	60%	25%	41.66
4	Total investment value	278,599	637,729	228.91

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

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

Article 2. The General Meeting approves the proposals presented by the Board of Directors and the Board of Supervisors, including:

1. Proposal for approval of the Audited Financial Statements for 2024 by Ernst & Young Vietnam Co., Ltd.;

2. Proposal for selection of an audit firm for the 2025 Financial statements;

The General Meeting of Shareholders authorizes the Board of Directors to select one of the audit firms based on the following list of independent audit firms: *PWC Vietnam Co., Ltd., Ernst & Young Vietnam Co., Ltd., KPMG Co., Ltd., Deloitte Vietnam Co., Ltd.* to audit the 2025 financial statements for IDICO Long An Investment Construction Joint Stock Company.

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

Unit: million VND

No.	Indicators	2024 Actual	2025 Plan	2025 Plan/ 2024 Actual (%)
1	Total revenue & Other income	393.212	349.241	88.81
2	Profit before tax	178.851	56.487	31.58
3	Total investment value	278.599	637.729	228.91

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

* 2024 Profit distribution:

No.	Indicators	2024
I	Undistributed Profit after tax	142,965,206,201 VND

No.	Indicators	2024
	As of the end of the previous year (year 2023)	0 VND
	Current year	142,965,206,201 VND
II	Profit Distribution in 2024	
1	Appropriation	
	Reward Fund (1%/EAT)	1,430,000,000 VND
	Welfare Fund (0.5%/EAT)	715,000,000 VND
	Other Funds (Bonus Fund for Board of Directors, Board of Supervisors)	600,000,000 VND
2	Dividend Payment in 2024	
	In cash	0 VND
	By shares (60%/Charter Capital)	102,600,000,000 VND
III	Undistributed earnings forward to the next year	37,620,206,201 VND

* 2025 Profit distribution plan:

No.	Indicators	2025
I	Undistributed earnings from previous year	37,620,206,201 VND
II	Profit after tax current year	45,190,000,000 VND
III	2025 Profit Distribution	
1	Appropriation	
	Reward Fund	1,000,000,000 VND
	Welfare Fund	1,000,000,000 VND
	Other Funds (Bonus Fund for Board of Directors, Board of Supervisors)	1,500,000,000 VND
2	Dividend payment in 2025 (25%/Charter Capital)	68,400,000,000 VND
IV	Undistributed earnings forward to the next year	10,910,206,201 VND

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

5.1. The total remuneration and bonus of the Board of Directors and Board of Supervisors is **550,666,000 VND** (*The General Meeting of Shareholders approved a plan of 728,000,000 VND for 2024*):

In which: - Board of Directors: 386,222,000 VND
 - Board of Supervisors: 164,444,000 VND

5.2. The planned total remuneration and bonus for the Board of Directors and Board of Supervisors for 2025 is 778,000,000 VND, specifically as follows:

- The total remuneration and bonus of the Board of Directors is 593,000,000 VND. The remuneration for each member is decided by the Board of Directors based on the principle of unanimity.

- The total remuneration and bonus of the Board of Supervisors is 185,000,000 VND.

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

6. Proposal for the approval of the plan to issue shares to pay dividends in 2024;

Share name:	Shares of IDICO Long An Investment Construction Joint Stock Company
Share type:	Common shares
Stock symbol:	LAI
Par value per share:	10,000 VND/share
Current Charter capital:	171,000,000,000 VND (<i>One hundred seventy-one billion VND</i>)
Total number of shares issued:	17,100,000 shares
Number of outstanding shares:	17,100,000 shares
Expected Number of Shares to be Issued:	10,260,000 shares
Total Expected Issue Value at Par Value:	102,600,000,000 VND (<i>One hundred two billion six hundred million dong</i>)
Total Expected Number of Shares After Issuance:	27,360,000 shares
Total Expected Share Value After Issuance at Par Value:	273,600,000,000 VND (<i>Two hundred seventy-three billion six hundred million dong</i>)
Expected Increase in Charter Capital:	102,600,000,000 VND (<i>One hundred two billion six hundred million dong</i>)
Expected Charter Capital After Issuance:	273,600,000,000 VND (<i>Two hundred seventy-three billion six hundred million dong</i>)

Plan for handling fractional shares:	The number of additional shares issued to each Shareholder will be rounded down to the unit, and the fractional part (if any) will be canceled
--------------------------------------	--

- **Approval of amendments to the company's Charter:** Approve the amendment of the Company's Charter (regarding charter capital) and the adjustment of the Enterprise Registration Certificate in accordance with the law and the guidance of the competent State Authority.

The General Meeting of Shareholders authorizes the Board of Directors:

- Decide on all matters related to the issuance: After the issuance is completed, carry out the procedures for supplementary securities registration at the Vietnam Securities Depository and Clearing Corporation1 (VSDC) and supplementary trading registration at the Hanoi Stock Exchange (HNX).

- Amend the Charter Capital in Clause 1, Article 6 of the Company's Charter and adjust the Enterprise Registration Certificate according to the actual results of the issuance in accordance with the law and the guidance of the competent State Authority.

7. Proposal for the dismissal and supplementary election of members of Board of Directors of IDICO-LINCO for the 2021-2026 term.

8. Proposal for the dismissal and supplementary election of members of the Board of Supervisors of IDICO-LINCO for the 2021-2026 term.

9. Proposal for the approval of contracts and transactions with related parties of the Company under the authority of the General Meeting of Shareholders.

10. Proposal for amendments and supplements to IDICO-LINCO's Charter

Article 3: Approval of election results:

1. Unanimously approve the results of the supplementary election of members of the Board of Directors of IDICO-LINCO for the 2021-2026 term:

- Mr./Ms..... is elected as a Member of the Board of Directors of IDICO-LINCO for the 2021-2026 term.

2. Unanimously approve the results of the supplementary election of members of the Board of Supervisors of IDICO-LINCO for the 2021-2026 term:

- Mr./Ms..... is elected as a Member of the Board of Supervisors of IDICO-LINCO for the 2021-2026 term.

Article 4. Implementation Clause

The 2025 Annual General Meeting of Shareholders of IDICO Long An Investment Construction Joint Stock Company assigns the Board of Directors to implement and supervise the Board of Management in executing the contents approved by the GMS at this meeting to ensure the benefits of shareholders and



the enterprise, in accordance with legal regulations. The Board of Directors is responsible for monitoring and reporting on the implementation of this authorization to the GMS at the nearest meeting.

This Resolution consists of 06 pages, formulated and approved at the 2025 GMS of IDICO - Long An Investment Construction Joint Stock Company on April 29th, 2025 with voting shares in favor, accounting for% of the total shares participating in the vote and is posted on the website: <https://idico-linco.com.vn/quan-he-co-dong/> for shareholders and investors to access information.

Recipients:

- Shareholders (Company Website);
- State Securities Commission (Report);
- Board of Directors, Board of Supervisors;
- Board of Management;
- Company Departments;
- Archive: Board of Directors, Human Resources and Administration Department.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**

Dang Chinh Trung




VOTING BALLOT
VOTER ID:

Full name of the Delegate: ...
 Number of shares owned: ... shares
 Number of shares authorized: ... shares
Total number of shares represented: ... shares

FORM

(Delegates are requested to check "X" for their chosen opinion on each voting item)

No.	Contents	Approve	Disapprove	Abstain
1	Report on production and business results, investment in 2024 and plan for 2025.			
2	Report on production and business results, investment in 2024 and plan for 2025.			
3	Report on the activities of the Board of Supervisors in 2024 and plan for 2025.			
4	Proposal for approval of the Audited Financial Statements for 2024.			
5	Proposal for selection of an audit firm for the 2025 Financial statements.			
6	Proposal for approval of the production and business plan, investment in 2025.			
7	Proposal for approval of the profit distribution plan for 2024 and the plan for 2025.			
8	Proposal for approval of the total remuneration, salaries and bonuses of the Board of Directors and the Board of Supervisors in 2024 and plan for 2025.			
9	Proposal for dismissal and supplementary election of members of Board of Directors.			
10	Proposal for dismissal and supplementary election of members of Board of Supervisors.			
11	Proposal for the plan to issue shares to pay dividends in 2024.			
12	Proposal for approval of contracts and transactions with related parties of the Company under the authority of the General Meeting of Shareholders.			
13	Proposal for amendments and supplements to IDICO-LINCO's Charter.			

Instruction:

Shareholders are requested to mark (X) in one of the three boxes: Approve / Disapprove / Abstain for each voting item.

Long An, April ..., 2025
DELEGATE
(Signature and full name)

IDICO-LINCO



**IDICO LONG AN INVESTMENT CONSTRUCTION JSC
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

FORM

**ELECTION BALLOT THE BOARD OF DIRECTORS
VOTER ID: LAI.000...**

Full name of the Delegate: ...

Number of Owned Voting Rights: ... voting rights

Number of Authorized Voting Rights: ... voting rights

Total Number of Voting Rights Represented: ... voting rights

Total Number of Votes: ... voting ballots

I hereby vote for the additional candidates for the Board of Directors term 2021-2026:

No.	Candidate's Full Name	Cumulative Voting (for candidate)	Number of Votes (for candidate)
1	A		

Instructions:

1. Delegates may vote for a maximum number of candidates equal to the number of candidates to be elected. (01 person)
2. If voting to allocate all votes to one or multiple candidates, delegates must check the "Cumulative Voting" box for the respective candidates.
3. If allocating a varying number of votes to multiple candidates, delegates must specify the number of votes in the "Number of Votes" box for the respective candidates.

April ..., 2025
DELEGATES
(Signature and Full Name)

IDICO-LINCO



**IDICO LONG AN INVESTMENT CONSTRUCTION JSC
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

FORM

**ELECTION BALLOT THE BOARD OF SUPERVISORS
VOTER ID: LAI.000...**

Full name of the Delegate: ...

Number of Owned Voting Rights: ... voting rights

Number of Authorized Voting Rights: ... voting rights

Total Number of Voting Rights Represented: ... voting rights

Total Number of Votes: ... voting ballots

I hereby vote for the additional candidates for the Board of Supervisors term 2021-2026:

No.	Candidate's Full Name	Cumulative Voting (for candidate)	Number of Votes (for candidate)
1	A		

Instructions:

1. Delegates may vote for a maximum number of candidates equal to the number of candidates to be elected. (01 person)
2. If voting to allocate all votes to one or multiple candidates, delegates must check the "Cumulative Voting" box for the respective candidates.
3. If allocating a varying number of votes to multiple candidates, delegates must specify the number of votes in the "Number of Votes" box for the respective candidates.

April ..., 2025
DELEGATES
(Signature and Full Name)

