

Number: **88** /CT-INC

Ho Chi Minh City, April 1, 2026

Regarding the publication of documents
for the 2026 Annual General
Meeting of Shareholders.

To: Hanoi Stock Exchange.

- Company Name: **IDICO Investment Consulting Joint Stock Company**
- Stock ticker: **INC**
- Head office address: 100 Nguyen Gia Tri Street, Thanh My Tay Ward, Ho Chi Minh City.
- Phone: 0283 8995588
- Email: headoffice@idico-incon.com.vn Website: <https://idico-incon.com.vn>
- Person responsible for disclosing information: **Lai Van Hoan** - Position: Chief Accountant
- Type of information disclosure: periodic or irregular, 24-hour as required.
- Content of the information disclosure:

Resolution No. 03/NQ-HĐQT dated April 1, 2026, of the Board of Directors of IDICO Investment Consulting Joint Stock Company on the approval of the documents for the 2026 Annual General Meeting of Shareholders (Resolution and documents attached)

- This information is published on the website: idico-incon.com.vn (*shareholder relations section*)

I hereby declare that the information published above is true and accurate, and I take full legal responsibility for the content of this information.

Recipient:

- As above;
- Saved: HR Department.

AUTHORIZED PERSON FOR DISCLOSURE

CHIEF ACCOUNTANT



Lai Van Hoan

Ho Chi Minh City, April 1, 2026

Number: 03/NQ-HĐQT

RESOLUTION

Regarding the organization of the 2026 Annual General Meeting of Shareholders.
IDICO Investment Consulting Joint Stock Company

BOARD OF DIRECTORS

IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;

- Based on the current Charter (“Charter”) of IDICO Investment Consulting Joint Stock Company;

- Based on the Minutes of the IDICO-INCON Company Board of Directors Meeting dated March 31, 2026.

RESOLUTION

Article 1: The Board of Directors unanimously agrees:

1. Regarding the time, location, format, and documents for the 2026 Annual General Meeting of Shareholders:

- Time: 8:30 AM on April 22, 2026.

- Location: 100 Nguyen Gia Tri Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam.

- Format of organization: In-person.

- Personnel for the Congress:

+ Establishment: Organizing Committee; Support Team (Document preparation team, Invitation sending team for the Congress).

+ Appointments: Delegate Credentials Verification Committee, Congress Secretariat.

+ Introduction: The Presidium.

No.	Full name	Position	Mission
1	Committee for Verifying Delegate Eligibility		
	Mr. Do Duc Duy	Head of Design	Team leader
	Ms. Dau Thi Thu Huong	Head of Administration and Human Resources	Member
	Mr. Lai Van Hoan	Chief Accountant	Member
2	Congress Secretary		
	Ms. Nguyen Thi Phuong Dung	Head of planning	Team leader



No.	Full name	Position	Mission
3	Presidium		
	Mr. Hoang Tuan Anh	Chairman of the Board	Chairman
	Mr. Nguyen Ngoc Khanh	Board Member	Member Presidium

2. Documents to be voted on at the Congress include:

- Congress Program.
- Rules of Procedure for the Congress.
- Report on business and investment results for 2025 and plans for 2026.
- Report on the Board of Directors' activities in 2025 and plans for 2026.
- Report by independent board members on the board's activities in 2025.
- Report on the activities of the Supervisory Board in 2025 and plan for 2026.
- Proposal for approval of the audited financial statements for 2025 (Attached are the audited financial statements).
- Proposal for selecting an auditing firm for the 2026 financial statements (as suggested by the Supervisory Board).
- Proposal for approval of the production, business, and investment plan for 2026.
- Proposal for approval of the profit distribution plan for 2025 and the plan for 2026.
- Proposal for approval of the total remuneration, salaries, and bonuses for the Board of Directors and Supervisory Board for 2025 and the plan for 2026.
- A report on the approval of contracts and transactions between the Company and related parties.
- Proposal for adjusting business lines and activities, and amending and supplementing the Company's charter.
- Proposal for amending and supplementing the internal regulations on company governance.
- Proposal for amending and supplementing the Regulations on the operation of the Company's Board of Directors.
- Proposal for amending and supplementing the Regulations on the operation of the Company's Supervisory Board.
- Minutes of the Annual General Meeting of Shareholders 2026.
- Resolution of the Annual General Meeting of Shareholders 2026.

3. Regarding production and business indicators:

* *Business and production plan for 2026:*

Unit of measurement : Million VND

S TT	Target	Implemented in 2025	Plan 2026	KH 2026/ TH 2025
1	Total revenue and other income	26,048	28,600	110%

S TT	Target	Implemented in 2025	Plan 2026	KH 2026/ TH 2025
2	Profit before tax	2,028	2,800	138%

* Profit distribution plan for 2025:

Unit of measurement: Vietnamese Dong

No.	Target	2025
I	Undistributed after-tax profit	4,167,610,178
	As of the end of last year (2024)	2,717,584,789
	This year	1,450,025,389
II	Profit distribution in 2025	
1	Fund allocation	
	Bonus fund (21% of net profit)	300,000,000
	Welfare fund (6% of net profit)	80,000,000
2	Dividend payment for 2025	
	In cash (6.25% of the total value)	2,000,000,000
III	Undistributed profits carried over to the following year.	1,787,610,178

* Profit distribution plan for 2026:

Unit of measurement: Vietnamese Dong

No.	Target	2026
I	Undistributed profits from the previous year carried over.	1,787,610,178
II	Net profit after tax this year	2,170,000,000
III	Profit distribution in 2026	
1	Fund allocation	
	Bonus fund (14% of net profit)	300,000,000
	Welfare fund (4% of net profit)	80,000,000
2	Dividend payment for 2026 (6% of charter capital)	1,920,000,000
IV	Undistributed profits carried over to the following year.	1,657,610,178

Article 2: The Company Director is responsible for organizing the implementation of this Resolution and preparing for the Company's 2026 Annual General Meeting of Shareholders, ensuring compliance with the law, the Company's Charter, and other relevant regulations.

Article 3: Members of the Board of Directors, the Director, Deputy Directors, Heads of departments/divisions, and all relevant individuals and departments are responsible for implementing this Resolution.

Recipient:

- As per Article 3;
- Supervisory Board;
- Company Website;
- Save HR.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



[Handwritten signature]

Hoang Tuan Anh



Ho Chi Minh City, April 01, 2026

PROGRAMME
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Time	Content
08:00-08:30	Register the list of shareholders
	Opening of the Congress
08:30-09:00	- State the reason.
	- Report on verifying the eligibility of shareholders to attend the General Meeting.
	- Through the personnel of the Presidium, the Secretary, and the Vote Counting Committee.
	- Through the Congress Program.
	- The Rules of Procedure for the Congress have been adopted.
	Congress Program
09:00-09:30	Through the reports:
	- Report on business and investment results for 2025 and plans for 2026.
	- Report on the Board of Directors' activities in 2025 and plans for 2026.
	- Report by independent board members on the board's activities in 2025.
	- Report on the activities of the Supervisory Board in 2025 and plan for 2026.
09:30-09:45	Through the following submissions:
	- The submission concerns the approval of the audited financial statements for 2025.
	- Proposal for selecting an auditing firm for the 2026 financial statements.
	- Proposal for approval of the production, business, and investment plan for 2026.
	- Proposal for approval of the profit distribution plan for 2025 and the plan for 2026.
	- Proposal for approval of the total remuneration and bonuses for the Board of Directors and the Supervisory Board for 2025 and the plan for 2026.
	- A report on the approval of contracts and transactions between the Company and related parties.
	- Proposal for adjusting business lines and amending/supplementing the Company's Charter.
	- Proposal for amending and supplementing the internal regulations on company governance.
	- Proposal for amending and supplementing the Regulations on the operation of the Company's Board of Directors.
- Proposal for amending and supplementing the Regulations on the operation of the Company's Supervisory Board.	
- Other additional issues (if any).	
09:45-10:30	Discuss and vote on the contents at the Congress.
10:30-11:00	Break time.
11:00-11:15	Announcing the results of the vote count.
11:15-11:30	Through the Minutes and Resolutions of the Congress.
	The Congress is closing.

Ho Chi Minh City, April 01, 2026

**WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY**

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;

- Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and its implementing guidelines;

- Based on the current Charter ("Charter") of IDICO Investment Consulting Joint Stock Company;

- Internal regulations on corporate governance of IDICO Investment Consulting Joint Stock Company.

In order to ensure the successful conduct of the 2026 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company, the Board of Directors has established the following regulations and working principles for the meeting:

Article 1. Subjects and Scope:

- **Scope of application:** This regulation applies to the organization of the 2026 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company, to be held on **April 22, 2026**.

- **Applicable subjects:** All shareholders and representatives (authorized persons) of shareholders owning shares of IDICO Investment Consulting Joint Stock Company according to the shareholder list as of **March 23, 2026**. All guests attending the Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company must comply with and adhere to the regulations in this Statute, the Company's Charter, and current legal regulations.

Article 2. Explanation of terms/abbreviations:

- Company : IDICO Investment Consulting Joint Stock Company
- BOD : Board of Directors.
- SB : Supervisory Board.
- OC : Organizing Committee.
- GSM : General Shareholders' Meeting.
- Delegate : Shareholders, representatives (*authorized persons*)

Article 3. Conditions for holding a General Meeting of Shareholders:

- The General Shareholders' Meeting is held when the number of shareholders in



attendance represents more than 50% of the total number of voting shares.

- If there are not enough delegates present within thirty (30) minutes from the time of the meeting's opening, the convener shall postpone the meeting. The General Meeting of Shareholders must be reconvened within thirty (30) days from the date of the first scheduled General Meeting of Shareholders. The second General Meeting of Shareholders may only be held when the number of shareholders attending represents at least 33% of the voting shares.

- If the second general meeting cannot be held due to insufficient number of delegates within thirty (30) minutes from the scheduled opening time of the meeting, a third general meeting of shareholders may be convened within twenty (20) days from the date of the planned second general meeting. In this case, the meeting shall be held regardless of the total number of votes entitled to vote on all matters to be approved at the first general meeting of shareholders.

Article 4. Delegates participating in the 2026 Annual General Meeting of Shareholders:

1. All shareholders or their written authorized representatives whose names are listed in the Company's shareholder list at the time of the final registration date to exercise their right to attend the 2026 Annual General Meeting (March 23, 2026).

2. Rights of shareholders when attending the General Meeting:

- You may attend the General Assembly meeting in person or authorize someone else to attend on your behalf in writing using the provided form.

- All matters within the General Meeting's authority, as stipulated by the Enterprise Law, other relevant legal documents, and the Company's Charter, shall be discussed and voted on.

- The Organizing Committee will inform you of the content, program of the Congress, and accompanying documents.

- Each shareholder or authorized representative attending the General Meeting will receive a Voting Card and Voting Slip after registering their attendance with the Shareholder Eligibility Verification Committee.

- Shareholders or authorized representatives who arrive late before the General Meeting concludes have the right to register and participate in voting immediately at the General Meeting on issues not yet voted on. In such cases, the Chairman is not obligated to stop the meeting, and the validity of any votes already cast will not be affected.

3. Shareholders' obligations when attending the General Meeting:

- Shareholders or authorized representatives attending the General Meeting must bring their Citizen Identity Card/Passport, Meeting Invitation, Power of Attorney (for authorized representatives), and register their attendance with the Shareholder Eligibility Verification Committee.

- Dress appropriately.

- Speak and vote in accordance with the instructions of the Presiding Committee.

- Strictly abide by these Regulations and respect the results of the Congress's work.

Article 5. Guests at the Congress:

- This includes company management officials, guests, and members of the General Meeting Organizing Committee who are not shareholders of the company but are invited to attend the meeting.

- Guests are not allowed to speak at the Congress (*except in cases where they are invited by the Congress Chairman, or have registered in advance with the Congress Organizing Committee and have received the Chairman's approval*).

Article 6. Chairman and Presidium of the Congress:

1. The Presidium consists of two people, including the Chairperson and one Member.

2. The Chairman of the Board of Directors presides over the General Meeting, or the Chairman of the Board of Directors authorizes another member of the Board of Directors to preside over the General Meeting, nominates members of the Presidium, and the nominations are approved by vote of the General Meeting.

In the event that the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them as the Chairperson of the General Meeting by majority vote.

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

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

4. Responsibilities of the Presidium:

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

- Assigning and introducing representatives from the Board of Directors and Supervisory Board of the Company to present reports at the General Meeting;

- Introduce the members of the vote counting committee for the General Assembly to vote on;

- To guide the Congress in discussing and voting on issues included in the Congress's agenda and related issues throughout the Congress;

+ Respond to and take note of issues related to the agenda approved by the Congress;

+ Addressing issues that arise throughout the Congress;

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

Article 7. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee of the General Meeting consists of one Chairman and members who are accountable to the Presidium and the General Meeting of Shareholders for their duties. The Shareholder Eligibility Verification Committee is appointed by the Board of Directors.

2. Task:

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- Verify the eligibility of shareholders or authorized representatives attending the meeting: Shareholders, authorized representatives attending the General Meeting, and guests are required to present their Identity Card/Citizen ID/Passport, Meeting Invitation, and Power of Attorney (for authorized representatives).

- Distribute voting cards and ballots containing the General Meeting documents to shareholders or their authorized representatives attending the meeting.

- Reporting to the General Meeting on the results of verifying the eligibility of shareholders to attend the General Meeting at the following times:

+ Before the opening of the Congress.

+ Before each vote at the General Meeting, if there is a change in the number of shareholders registered to attend the meeting (shareholders arriving late may register to attend).

Article 8. Congress Secretariat:

1. The General Meeting Secretariat consists of one person who is responsible to the Presidium and the General Meeting of Shareholders for their duties and operates under the direction of the Presidium. The Secretariat is appointed by the Chairman.

2. Task:

- Receive and review shareholder opinion registration forms, and forward them to the Presidium for decision;

- Record the minutes of the General Meeting of Shareholders fully and truthfully, including all the proceedings of the meeting and the issues that were approved or raised by shareholders at the meeting.

- Assist the Chairperson in announcing the draft minutes of the Congress meeting and the resolutions on issues adopted at the Congress.

- Perform other tasks as assigned by the Presidium.

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

Article 9. Vote Counting Committee:

1. The vote counting committee, nominated by the Chairman and elected by the General Assembly, consists of one Chairman and several members.

2. Task:

- Instructions on how to vote and conduct the vote counting process.

- Prepare and announce the minutes of the vote count for the General Meeting of Shareholders.

- Be accountable to the Presidium and the General Meeting of Shareholders for the performance of their duties.

Article 10. Discussion at the Congress:

1. Principle:

- Discussions will only be conducted within the allotted time and will be limited to the issues presented in the General Shareholders' Meeting agenda.

Delegates can register their questions on the Question Form and submit it to the

Congress secretary.

- The General Meeting Secretary will arrange the shareholder question forms in the order of registration and forward them to the Presidium.

- Delegates who wish to speak or debate should raise their hands; they may only speak if the Presiding Committee agrees. Each delegate's speech should not exceed 3 minutes, and the content should be concise and avoid repetition.

- The proposed content does not violate the law, does not relate to personal matters, or exceed the authority of the business.

- The Chairperson of the General Meeting has the right to remind or suggest that shareholders focus on the key points to be discussed in order to save time and ensure the quality of the discussion. The Chairperson has the right to interrupt a shareholder's presentation if deemed necessary.

2. Addressing the Delegates' questions:

- Based on the questions submitted by the delegates, the chairperson or a member designated by the chairperson will answer the delegates' questions.

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

Article 11. Voting at the General Assembly:

1. Principle:

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

Voting cards and ballots are printed, stamped with the company seal, and sent directly to delegates at the General Meeting (along with the set of documents for attending the General Meeting of Shareholders). Each delegate is issued a voting card and ballot. The voting card and ballot clearly state the delegate's full name, number of shares owned, and authorized voting rights.

2. Voting at the Congress:

2.1. Voting method:

- Voting by raising voting cards: This method is used to approve the following items: the Congress program; the working regulations of the Congress and the personnel of the Presidium, Secretariat, and Vote Counting Committee; the minutes and resolutions of the Congress.

- Voting by filling out a ballot: This method is used to approve the content of reports and proposals at the Congress, specifically:

- Through the Report:

+ Report on business and investment results for 2025 and plans for 2026.

+ Report on the Board of Directors' activities in 2025 and plans for 2026.

+ Report by independent board members on the board's activities in 2025.

+ Report on the Supervisory Board's activities in 2025 and plan for 2026.

- Through the Submission:

+ The submission for approval of the audited financial statements for 2025.

- + Proposal for selecting an auditing firm for the 2026 financial statements.
- + Proposal for approval of the production, business, and investment plan for 2026.
- + Proposal for approval of the profit distribution plan for 2025 and the plan for 2026.
- + Proposal for approval of the total remuneration and bonuses for the Board of Directors and Supervisory Board in 2025 and the plan for 2026.
- + A report on the approval of contracts and transactions between the Company and related parties.
- + Proposal for adjusting business lines and amending/supplementing the Company's Charter.
- + Proposal for amending and supplementing the internal regulations on company governance.
- + Proposal for amending and supplementing the Company's Board of Directors' operating regulations.
- + Proposal for amending and supplementing the Regulations on the operation of the Company's Supervisory Board.
- + Other additional issues (if any).

2.2. Voting method:

- Delegates vote to "*Approve*," "*Disapprove*," or "*No Opinion*" on an issue put to a vote at the Congress by raising their Voting Cards or filling in their chosen options on the Voting Form.

- Voting by raising Voting Cards: Shareholders or their authorized representatives with voting rights can express their opinion ("Agree," "Disagree," or "No Opinion" by raising their Voting Cards as directed by the Presiding Board.

- Voting by filling out the Voting Card: For each item, delegates choose one (01) out of three (03) options "*Agree*", "*Disagree*", "*No opinion*" printed on the Voting Card by marking "X" in the box they choose. After completing the items to be voted on at the Congress, delegates send the Voting Card to the sealed ballot box at the Congress according to the instructions of the Vote Counting Committee. The Voting Card must have the signature and clearly state the full name of the delegate.

2.3. Validity and Invalidity of the Voting Ballot:

- A valid ballot is:

+ The ballot paper must be a pre-printed form provided by the Organizing Committee, bearing the company's red seal, and must not be altered, erased, torn, or damaged. No additional content beyond what is stipulated must be included, and it must be signed and clearly state the full name of the attending delegate.

+ Voting content (Report, Presentation) is marked by the delegate to select one (01) out of three (03) voting boxes.

- Invalid ballots are:

Add other information to the ballot;

+ Voting ballots that are not in the pre-printed format provided by the Organizing Committee, ballots without the company's red seal, or those that have been erased,

altered, or have additional content beyond what is stipulated, ballots without signatures, or ballots that do not clearly state the names of the delegates.

+ Voting content (Report, Presentation) Delegates do not mark or mark more than one (01) of the three (03) voting boxes.

2.4. Voting Rules:

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

- As of the shareholder record date (**March 23, 2026**), the total number of voting shares of the Company is: 3,200,000 shares, equivalent to 3,200,000 voting rights.

- The contents of the Congress are approved when voting on them. approved by shareholders owning/representing more than fifty percent (50%) of the total voting rights of all shareholders attending and voting at the meeting, except in the following cases:

- The contents of the General Meeting are approved when they are endorsed by shareholders owning/representing sixty-five percent (65%) or more of the total voting shares of all shareholders attending and voting at the meeting, including:

+ Type of shares and total number of shares of each type;

+ Changes in the company's industry, profession, and business sector;

+ Changes to the company's organizational and management structure;

+ Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;

+ Reorganize or dissolve the company.

- The election of members of the Board of Directors and the Supervisory Board shall be conducted by cumulative voting as stipulated in Clause 5, Article 21 of the Company's Charter.

- Any changes that adversely affect the rights and obligations of preferred shareholders shall only be approved if they are voted in favor by seventy-five percent (75%) or more of the total number of preferred shares of that class at a General Meeting of Shareholders or through written consultation.

3. Record the voting results:

The vote counting committee will check, compile, and report to the Presidium the results of the vote count for each issue according to the agenda of the Congress. The vote counting results will be announced by the vote counting committee immediately before the closing of the meeting.

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

All proceedings at the General Meeting of Shareholders must be recorded in the Meeting Minutes by the Meeting Secretariat. The Meeting Minutes must be read and approved before the closing of the meeting.

Article 13. Implementation of the Regulations:

These organizational regulations will be read publicly before the 2026 Annual General Meeting of Shareholders and will take effect immediately upon the General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company voting

to approve them.

Shareholders, authorized representatives, and guests who violate these Regulations will be subject to disciplinary action by the Board of Directors, depending on the specific offense, in accordance with the Company's Charter and the Enterprise Law.

Recipient: 

- Dear Shareholders;
- Board of Directors;
- Supervisory Board;
- Saved: HR Department.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRPERSON**



Hoang Tuan Anh