

**IDICO INVESTMENT CONSULTING JOINT  
STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAMNAM  
Independence - Freedom - Happiness**

Number ~~135~~ CT-INC

*Ho Chi Minh City, April 25, 2025*

On the announcement of information of the  
Resolution Annual General Meeting of Shareholders  
2025

**To: Hanoi Stock Exchange.**

- Company Name: **IDICO Investment Consulting Joint Stock Company**
- Stock code: **INC**
- Head office address: No. 100 Nguyen Gia Tri Street, Ward 25, Binh Thanh District, Ho Chi Minh City.
- Phone: 0283 8995588                      Fax: 0283 8995588
- Person making information disclosure: **Lai Van Hoan** - Position: Chief Accountant
- Information disclosure type: ☐ periodic ☐ irregular ☒ 24 hours ☐ upon request
- Information disclosure content:  
*Resolution No. 01/NQ-CT dated April 24, 2025 on organizing the 2025 Annual General Meeting of Shareholders (attached are the Minutes of the 2025 Annual General Meeting of Shareholders, Report of the Board of Directors, Report of the Supervisory Board and Minutes of vote counting)*
- The above information is posted on the Website: [idico-incon.com.vn](http://idico-incon.com.vn) (shareholder relations section)

We commit that the information published above is true and are fully responsible before the law for the content of the information provided.

**Recipient :**

- As above;
- Save: HCNS.

**AUTHORIZED PERSON  
CHIEF ACCOUNTANT**



*Lai Van Hoan*

Number: 01/NQ-HĐQT

*Ho Chi Minh City, April 24, 2025*

**RESOLUTION  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY**

*Base:*

Enterprise Law No. 59/2020/QH14 and documents guiding its implementation;  
Securities Law No. 54/2019/QH14 and documents guiding its implementation;  
IDICO Investment Consulting Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company, which was unanimously approved by the General Meeting with the number of shareholders representing 100% of the total number of votes of all shareholders attending and voting at the General Meeting in favor.

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY**

**RESOLUTION:**

**Article 1.** The General Meeting of Shareholders votes to approve the contents presented at the General Meeting, including:

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

*Unit: Million VND*

Status	Target	Implemented in 2024	Plan year 2025	KH 2025 /TH 2024
1	<b>Total Revenue &amp; Other</b>	<b>21,539</b>	<b>24,524</b>	<b>114%</b>
	- Consulting activities	21,520	24,500	114%
	- Other activities	18.6	24	129%
2	<b>Profit before tax</b>	<b>798</b>	<b>2.014</b>	<b>252%</b>
3	<b>Expected dividend payout</b>	<b>0%</b>	<b>10%</b>	
4	<b>Total investment value</b>	-	-	-

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

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

**Article 2.** The Congress approved the Reports submitted by the Board of Directors and the Board of Supervisors to the Congress, including:

1. Proposal to approve the audited 2024 Financial Statements.



2. Proposal for selecting an auditing unit for the 2025 Financial Statements .
3. Report on approval of production, business and investment plan for 2025.

Status	Target	Implemented in 2024	Plan year 2025	KH 2025/ TH 2024
<b>1</b>	<b>Total Revenue &amp; Other Income</b>	<b>21,539</b>	<b>24,524</b>	<b>114%</b>
	- Consulting Activities	21,520	24,500	114%
	- Other activities	18.6	24	129%
<b>2</b>	<b>Profit before tax</b>	<b>798</b>	<b>2.014</b>	<b>252%</b>
<b>3</b>	<b>Expected dividend payout ratio</b>	<b>0%</b>	<b>10%</b>	
<b>4</b>	<b>Total investment value</b>	-	-	-

4. Proposal to approve the 2024 profit distribution plan and 2025 plan.

*\* Profit distribution in 2024:*

Status	Target	2024 (Bronze)
<b>I</b>	<b>Undistributed profit after tax</b>	<b>2,717,584,789</b>
	As of the end of last year (2023)	2,430,376,062
	This year (2024)	287,208,727
<b>II</b>	<b>Profit Distribution 2024</b>	
<b>1</b>	<b>Fund deduction</b>	<b>Not implemented</b>
<b>2</b>	<b>Dividend payment 2024</b>	
	In cash	Not implemented
	By shares	Not implemented
<b>III</b>	<b>Undistributed profits carried forward to next</b>	<b>2,717,584,789</b>

*\* Profit distribution plan for 2025 :*

Status	Target	2025 (VND)
<b>I</b>	<b>Undistributed profits from previous years carried forward</b>	<b>2,717,584,789</b>
<b>II</b>	<b>Profit after tax in 2025</b>	<b>1,600,000,000</b>
<b>II I</b>	<b>Profit Distribution 2025</b>	
<b>1</b>	<b>Fund deduction</b>	<b>380,000,000</b>
	Bonus fund	300,000,000
	Welfare fund	80,000,000
	Other funds (Add other detailed funds according to unit needs )	Not implemented



Status	Target	2025 (VND)
2	Pay dividends in 2025 in cash (rate 10%/charter capital)	2,000,000,000
IV	Undistributed profits carried forward to next year	1,937,584,789

5. Proposal to approve the total remuneration, salary, and bonus of the Board of Directors and the Board of Supervisors in 2024 and the plan for 2025.

5.1. Total remuneration and bonuses of the Board of Directors and the Board of Supervisors is 238,222,223 VND

In there:

- Board of Directors: 148,666,667 VND
- Board of Supervisors: 89,555,556 VND

5.2. The total plan for remuneration and bonuses of the Board of Directors and the Board of Supervisors of the Company in 2025 is: VND 457,000,000 , specifically as follows:

- Total remuneration and bonus of the Board of Directors is: 293,000,000 VND . The remuneration of each member is decided by the Company's Board of Directors on the principle of consensus.

- Total remuneration and bonus of the Board of Supervisors is: 164,000,000 VND.

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

6. Submission on approval of contracts and transactions between the Company and Related Persons. *(List of related parties attached)*

7. Proposal to approve the plan to issue private shares to investors to increase charter capital.

**Article 3.** Approving the dismissal of Mr. Do Tan Khiem from the Board of Supervisors. Approving the results of the election of members of the Board of Supervisors for the 2022-2027 term. Mr. Bui The Cong has been elected as a member of the Board of Supervisors for the 2022-2027 term.

#### **Article 4. Implementation provisions**

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

This Resolution consists of 03 pages, prepared and approved at the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company on April 24, 2025 with number of shareholders representing 100% of the total



number of votes of all shareholders attending and voting at the General Meeting in favor and posted on the website: [www.idico-incon.com.vn](http://www.idico-incon.com.vn) for shareholders and investors to find information.

**Recipient:** *ML*

- Shareholders, Company Website;
- HNX;
- Board of Directors, Supervisory Board;
- Save HR .

**ON BEHALF OF. GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE CONGRESS**



**Hoang Tuan Anh**





## LIST OF STAKEHOLDERS

Attached to Resolution No. 01/NQ-HĐQT dated April 24, 2025

Status	Name of the parties involved	Relationship	Transaction value maximum (Coin)
1	IDICO Corporation - JSC	IDICO is a "Shareholder owning more than 10% of the total common shares of the Company (Major Shareholder)"	20,000,000,000
2	IDICO Construction Investment and Material Development Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
3	IDICO Housing and Urban Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
4	Long An IDICO Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
5	IDICO Petroleum Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
6	IDICO Construction Investment Joint Stock Company No. 10	Related Person of Major Shareholder	10,000,000,000
7	IDICO Urban and Industrial Park Development Company Limited	Related Person of Major Shareholder	10,000,000,000
8	Srok Phu Mieng IDICO Hydropower Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
9	IDICO Infrastructure Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
10	IDICO Que Vo Urban and Industrial Park Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
11	Thai Binh IDICO Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
12	IDICO Construction and Installation Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
13	IDICO Tien Giang Joint Stock Company	Related Person of Major Shareholder	30,000,000,000
14	IDICO Ha Nam Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
15	IDICO Ninh Binh Joint Stock Company	Related Person of Major Shareholder	15,000,000,000

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Status	Name of the parties involved	Relationship	Transaction value maximum (Coin)
16	IDICO Vinh Quang Joint Stock Company	Related Person of Major Shareholder	10,000,000,000

T.C.P. ★ K



*Ho Chi Minh City April 24, 2025*

**REPORT  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY**

**I. Business Information:**

Business name: **IDICO INVESTMENT CONSULTING JOINT STOCK**  
Head office address: No. 100 Nguyen Gia Tri, Ward 25, Binh Thanh District, Ho  
Phone: 028 38995588  
Business registration 0304843611  
Stock code: INC

**II. Time and location of the Congress:**

Time : 08 hours  
Location : No. 100 Nguyen Gia Tri, Ward 25, Binh Thanh District, Ho  
Chi Minh City  
Meeting format: Direct

**III . Participants :**

- Board of Directors;
- Board of Control;
- Board of Directors;
- Shareholders and authorized representatives of the Company's shareholders (at the time of closing the shareholder list on March 26, 2025).

**IV. Conditions for holding the Congress:**

- Head of the Shareholders' Qualifications Verification Committee, Mr. Do Duc Duy, reported to the General Meeting the results of the shareholders' qualifications verification to attend the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company, opening at 8:00 a.m.

- Total number of shareholders invited to attend: All shareholders whose names are on the shareholder list as of March 26, 2025, owning 2,000,000 voting shares of IDICO Investment Consulting Joint Stock Company.

- Shareholders attending the Meeting and shareholder representatives: 14 shareholders, owning and representing ownership of 1,592,700 shares, accounting for 79.64% of the total number of voting shares of IDICO Investment Consulting Joint Stock Company.

*(Appendix List of Shareholders attending the 2025 Annual General Meeting of Shareholders attached).*



- According to the Law on Enterprises and the Charter of IDICO Investment Consulting Joint Stock Company, the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company is eligible to hold the General Meeting.

## **V. Personnel structure of the Presidium and Working Groups at the Congress:**

The personnel structure of the Presidium and the supporting groups at the Congress was introduced and approved by the General Meeting of Shareholders at the Congress with the voting ratio, specifically as follows:

### **1. Approval of the list of the Presidium:**

- Mr. Hoang Tuan Anh Chairman of the Board of Directors - Chairman.

- Mr. Nguyen Ngoc Khanh Member of Board of Directors - Company Director.

The Presidium personnel was unanimously approved by the Congress with 100% of the total votes of shareholders attending and voting at the Congress.

### **2. The Chairman appoints the Secretariat:**

- Ms. Nguyen Thi Phuong Dung - In charge of Company Administration.

The Secretariat personnel were unanimously approved by the Congress with 100% of the total votes of shareholders attending and voting at the Congress.

### **3. Approval of the list of the Ballot Counting Committee:**

- Mr. Do Duc Duy - Head of the Board.

- Mr. Nguyen Thanh Ngan - Member .

The Vote Counting Committee's personnel was unanimously approved by the General Meeting with a rate of 100 % calculated based on the total number of votes of shareholders attending and voting at the General Meeting.

## **VI. Summary of meeting proceedings and opinions expressed at the meeting:**

### **1. Approval of the Congress agenda.**

The Congress agenda was unanimously approved by the Congress with 100% of the total votes of shareholders attending and voting at the Congress.

### **2. Approve the Working Regulations of the Congress.**

The working regulations of the Congress were unanimously approved by the Congress with 100% of the total votes of shareholders attending and voting at the Congress.

### **3. Adoption of the Election Regulations:**

The election regulations were unanimously approved by the Congress with 100% of the total votes of shareholders attending and voting at the Congress.

### **4. The Congress listened to the presentation of the contents of the reports and proposals:**

- Report on production, business and investment results in 2024 and plan for 2025.

- Report on the Board of Directors' activities in 2024 and plan for 2025.



- Report on the Board of Supervisors' activities in 2024 and plan for 2025.
- Proposal to approve the audited 2024 Financial Statements.
- Proposal for selecting an auditing unit for the 2025 Financial Statements.
- Report on approval of production, business and investment plan for 2025.
- Proposal to approve the 2024 profit distribution plan and 2025 plan.
- Report on approval of total remuneration and bonuses of the Board of Directors and the Board of Supervisors in 2024 and the plan for 2025.
- Report on approval of contracts and transactions between the Company and Related Persons.
- Proposal to dismiss and elect additional members of the Board of Supervisors for the 2022-2027 term.
- Proposal to approve the plan to issue private shares to investors to increase charter capital.

## VII. Issues approved at the General Meeting of Shareholders:

After reviewing the contents at the Congress and discussing related issues, based on the voting results of the Congress on the contents, the Company's 2025 Annual General Meeting of Shareholders unanimously approved the contents, specifically as follows:

At the time of voting, there were 14 shareholders participating, representing 1,592,700 voting shares of the Company, accounting for 100% of the total number of voting shares. Of which:

- Total number of valid votes: 14, representing 1,592,700 shares, accounting for 100% of total voting shares.
- Total number of invalid votes is: 0

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

Unit: Million VND

Status	Target	Implemented in 2024	Plan year 2025	KH 2025/ TH 2024
1	Total Revenue & Other Income	21,539	24,524	114%
	- Consulting Activities	21,520	24,500	114%
	- Other activities	18.6	24	129%
2	Profit before tax	798	2.014	252%
3	Expected dividend payout	0%	10%	
4	Total investment value	-	-	

#### Voting results:

Number of votes in favor:	- Number of shares: 1,592,700	Equivalent to 100 % of the total number of votes of Shareholders
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		attending and voting at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of invalid votes :	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.

## 2. Approval of the Board of Directors ' 2024 Operational Report and 2025 Plan

Number of votes in favor:	- Number of shares: 1,592,700	Equivalent to 100 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of invalid votes:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.

## 3. Approval of the Board of Supervisors' 2024 Operational Report and 2025 Plan

Number of votes in favor:	- Number of shares: 1,592,700	Equivalent to 100 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.



Number of invalid votes:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
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#### 4. Approve the Reports:

##### 4.1. Approval of the content of the Audited Financial Report for 2024:

Number of votes in favor:	- Number of shares: 1,592,700	Equivalent to 100 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of invalid votes:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.

##### 4.2. Approval of the content of the Proposal on the selection of an Auditing Company for the 2025 Financial Statements of IDICO Investment Consulting Joint Stock Company

Number of votes in favor:	- Number of shares: 1,592,700	Equivalent to 100 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of invalid votes:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.

##### 4.3. Approval of the content of the Report on production, business and investment plan for 2025

Number of votes in favor:	- Number of shares: 1,592,700	Equivalent to 100 % of the total number of votes of Shareholders
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		attending and voting at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of invalid votes:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.

*4.4. Approval of the content of the Proposal on the 2024 profit distribution plan and the 2025 plan*

Number of votes in favor:	- Number of shares: 1,592,700	Equivalent to 100 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of invalid votes:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.

*4.5. Approval of the content of the Proposal on the total remuneration and bonuses of the Board of Directors and the Board of Supervisors in 2024 and the plan for 2025*

Number of votes in favor:	- Number of shares: 1,592,700	Equivalent to 100 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.



Number of invalid votes:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
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*4.6. Approve the content of the Submission on the approval of contracts and transactions between the company and Related Persons .*

At the time of voting, there were 07 shareholders and authorized representatives. entitled to vote on this matter , representing 171,400 voting shares of the Company . Of which:

- Total number of valid votes is: 07, representing 171,400 shares, accounting for 100% of total voting shares.

- Total number of invalid votes is: 0.

Maximum transaction value for IDICO Tien Giang Joint Stock Company: 30,000,000,000 VND.

*(List of stakeholders attached).*

Number of votes in favor:	- Number of shares: 171,400	Equivalent to 100 % of the total number of votes of shareholders attending and having the right to vote at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of shareholders attending and having the right to vote at the General Meeting.
Number of abstentions:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of shareholders attending and having the right to vote at the General Meeting.
Number of invalid votes:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of shareholders attending and having the right to vote at the General Meeting.

*4.7. Approving the content of the Proposal for issuing individual shares to investors to increase charter capital.*

Number of votes in favor:	- Number of shares: 1,592,700	Equivalent to 100 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.



Number of abstentions:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of invalid votes:	- Number of shares: 0	Equivalent to 0 % of the total number of votes of Shareholders attending and voting at the General Meeting.

*4.8. Approval of the content of the Proposal for dismissal and election of additional members of the Board of Supervisors for the 2022-2027 term.*

Number of votes in favor:	- Number of shares: 1,592,700	Equivalent to 100% of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares: 0	Equivalent to 0% of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares: 0	Equivalent to 0% of the total number of votes of Shareholders attending and voting at the General Meeting.
Number of invalid votes:	- Number of shares: 0	Equivalent to 0% of the total number of votes of Shareholders attending and voting at the General Meeting.

**VIII. Election of additional members of the Board of Supervisors for the 2022-2027 term:**

1. The Congress approved the List of nominees for additional election of members of the Board of Supervisors for the 2022-2027 term, with the approval rate being: 100% of the total number of votes of Shareholders attending and voting at the Congress.

2. Based on the vote counting results announced by the Vote Counting Committee at the Congress, Mr. Bui The Cong was elected as a member of the Board of Supervisors for the 2022-2027 term with the number of votes: 1,592,700 votes.

The General Meeting of Shareholders assigns the Board of Directors, the Board of Supervisors, and the Executive Board of the Company to implement the contents voted and approved by the General Meeting of Shareholders at this General Meeting to ensure the interests of shareholders, the enterprise, and in accordance with the provisions of the Law.

The contents of the meeting were recorded in the Minutes read publicly at the General Meeting and the General Meeting of Shareholders voted unanimously to approve with the number of shares in favor being: 1,592,700 shares, reaching 100%

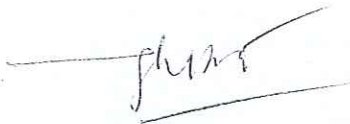


of the total number of shares with voting rights of the shareholders attending and voting.

The congress ended at 12:00 p.m. the same day.

The minutes of the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company are made in writing and published in full on the Company's website (<https://idico-incon.vn>) to notify all Shareholders in accordance with the provisions of the Law.

**SECRETARY**



**Nguyen Thi Phuong Dung**

**CHAIRMAN OF THE CONGRESS  
CHAIRMAN OF BOARD OF  
DIRECTORS**



**Hoang Tuan Anh**



## LIST OF STAKEHOLDERS

Attached is the minutes of the annual general meeting of shareholders of IDICO Investment Consulting Joint Stock Company on April 24, 2025.

Status	Name of the parties involved	Relationship	Transaction value maximum (Coin)
1	IDICO Corporation - JSC	IDICO is a "Shareholder owning more than 10% of the total common shares of the Company (Major Shareholder)"	20,000,000,000
2	IDICO Construction Investment and Material Development Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
3	IDICO Housing and Urban Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
4	Long An IDICO Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
5	IDICO Petroleum Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
6	IDICO Construction Investment Joint Stock Company No. 10	Related Person of Major Shareholder	10,000,000,000
7	IDICO Urban and Industrial Park Development Company Limited	Related Person of Major Shareholder	10,000,000,000
8	Srok Phu Mieng IDICO Hydropower Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
9	IDICO Infrastructure Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
10	IDICO Que Vo Urban and Industrial Park Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
11	Thai Binh IDICO Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
12	IDICO Construction and Installation Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
13	IDICO Tien Giang Joint Stock Company	Related Person of Major Shareholder	30,000,000,000
14	IDICO Ha Nam Joint Stock Company	Related Person of Major Shareholder	10,000,000,000



Status	Name of the parties involved	Relationship	Transaction value maximum (Coin)
15	IDICO Ninh Binh Joint Stock Company	Related Person of Major Shareholder	15,000,000,000
16	IDICO Vinh Quang Joint Stock Company	Related Person of Major Shareholder	10,000,000,000

*Ho Chi Minh City, April, 01, 2025*

**REPORT**  
**Board of Directors' activities in 2024 and plan for 2025**

**Dear : General meeting of shareholders**

**I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024:**

The Company's Board of Directors (BOD) consists of 03 members, including 01 independent member of the Board of Directors and 01 concurrent member of the Executive Board, specifically as follows:

- |                          |                                      |
|--------------------------|--------------------------------------|
| 1. Mr. Hoang Tuan Anh    | - Chairman of the Board of Directors |
| 2. Mr. Nguyen Ngoc Khanh | - Member - Director of the Company   |
| 3. Mr. Huynh Anh Tuan    | - Independent member                 |

The Board of Directors of the Company operates under a collective regime based on the principle of democratic centralism, each member is assigned specific tasks and responsibilities. The Board of Directors of the Company shows high solidarity and unanimity, issues under the authority of the Board of Directors are discussed collectively and expressed in the Minutes of meetings or Written Opinion Forms.

**1. Summary of Board of Directors meetings and Board of Directors decisions:**

In 2024, the Board of Directors held direct meetings and consulted to issue 10 resolutions and 07 decisions on issues related to the Company's production and business activities. The Board of Directors' meetings were attended by members of the Board of Directors, the Board of Supervisors and the Company's departments.

**1.1. The contents of the Resolutions of the Board of Directors include:**

- Approval of: Business production results in 2023, first 6 months of 2024; Plan and documents for organizing the 2024 Annual General Meeting of Shareholders; Dividend payment plan in 2023; Short-term credit limit in 2025 and Company's financial regulations.

- Approve the transaction contracts signed between IDICO-INCON and IDICO Ha Nam.

**1.2. The contents of the Board of Directors' decisions include:**

- Approve the transaction contracts signed between IDICO-INCON and IDI.

- Approve the salary fund and revenue bonus plan for 2024.

- Issue: Regulations on assignment of work to members of the Board of Directors; Regulations on information disclosure, Company financial regulations.

- Decision on selecting a financial audit unit; Rename VPTH to P.HCNS.



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

### 2.1/ Production and business activities :

The Board of Directors holds quarterly meetings to discuss and issue decisions related to production and business activities and to consult Board members on specific matters.

Production and business plan targets for 2024: Not achieved.

Unit: Million VND

Target	Plan 2024	Perform 2024	TH/KH ratio
1. Charter capital	20,000	20,000	100%
2. Equity			
- Equity as of January 1, 2024		24,378	
- Equity as of December 31, 2024		22,966	
3. Total assets		36,487	
4. Total revenue and other income	25,000	21,539	86%
5. Profit before tax	2,700	798	30%
6. Financial indicators:			
- Profit before tax/Net revenue		3.7%	
- Profit before tax/Equity (ROA)		3.5%	
- Profit before tax/Total assets (ROE)		2.2%	

### 2.2/ Organization and personnel work :

The company always maintains a stable organizational structure and the number of employees in the company is from 49-51 people.

- Board of Directors: 03 people (Concurrent)

- Board of Control: 03 people (Concurrent)

- Board of Directors: 04 people .

- The Company's departments include: Human Resources Administration Department: 07 people; Planning - Investment Department: 04 people; Finance and Accounting Department: 02 people; Quality Management Department: 06 people; Construction Engineering Design Department: 06 people; Infrastructure Engineering Design Department: 07 people; Construction Architecture Design Department: 05 people; Architectural Planning Design Department: 04 people; Project Management Department: 06 people.

### 2.3/ Financial work :



Unit: Million VND

Target	2024	Compared to 2023
<b>Total short-term receivables</b>	<b>12,854</b>	<b>Reduce 5%</b>
Accounts receivable from customers	13,210	Reduce 8%
Prepay to seller	298	Reduce 29%
Other short-term receivables	378	Reduce 7%
Provision for doubtful debts	(1,033)	Reduce 33%
<b>Total current liabilities</b>	<b>13,521</b>	<b>Up 6%</b>
Payable to seller	3,779	Reduce 8%
Buyer pays in advance	2,716	Up 4%
Taxes and payables	1,243	Up 33%
Other payables	5,783	Increase 11%

The company actively promotes debt collection, receivables decreased by 5% compared to the beginning of the year. Regarding payables, the company always ensures payment capacity.

**2.4/ Other work : (Do not have)**

### **3. Supervisory activities of the Board of Directors :**

#### **3.1/ Regarding the form of supervision :**

The Board of Directors supervises production and business activities through the following forms: regular meetings, consulting members, direct work reports from the Board of Directors, etc.

#### **3.2/ Regarding the results of supervision of the Director and the Executive Board:**

##### **a/ On the implementation of production and business plans**

- The Board of Directors has performed well the functions and tasks assigned to each member.

- All managers have the appropriate capacity, experience and professional qualifications, have a spirit of cooperation, internal solidarity, and perform well assigned tasks.

##### **b/ Regarding compliance with internal regulations and Company Charter**

- The implementation of the Resolution of the General Meeting of Shareholders and the Resolutions and Decisions of the Board of Directors was carried out seriously and achieved good results; Complying with the Charter and the Regulations and Rules of the Company.

##### **c/ About financial management**

The Director and the Executive Board closely direct the implementation of the production and business plan, especially debt management and collection. Results: Total short-term receivables in 2024 decreased by 5%; Final accounting for some



unfinished costs that had been suspended for many years; Finding sources of compensation for the risk of negative profit targets in 2024, which will cause many disadvantages for the Company's bidding work...

#### **4. Remuneration, expenses and other benefits 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 Enterprise Law and the Securities Law.

- Specific information and figures are presented in detail in the audited 2024 Financial Report and the 2024 Annual Report. Shareholders please see the details in these Reports posted on the website of IDICO Investment Consulting Joint Stock Company at the link: <http://idico-incon.com.vn>

#### **5. Activities of independent members of the Board of Directors and results of independent members' assessment of the activities of the Board of Directors:**

The Company's Board of Directors has operated in compliance with the provisions of the Enterprise Law, Decree No. 155/2020/ND-CP dated December 31, 2020, the Company's Charter, the Company's internal regulations on corporate governance and the Board of Directors' operating regulations.

The Board of Directors works with a high sense of responsibility and transparency in governance, fully complying with regulations for public companies; Performing well the function of guiding the development of the Company, through planning, controlling and adjusting strategic decisions. All members of the Board of Directors have a high sense of responsibility, properly performing their roles, proposing many solutions and giving correct and timely opinions in accordance with the actual situation of the Company.

In 2024, the Board of Directors held regular and extended meetings in accordance with regulations. The meeting contents were discussed and evaluated fully and carefully by the Board members to make the best decisions and solutions for the Company. The decisions of the Board of Directors at the meetings were democratic and in harmony with the interests of shareholders, in accordance with the provisions of current laws, in accordance with the Charter, the Company's Governance Regulations and the Resolutions passed by the General Meeting of Shareholders.

Issues related to business production plans, enterprise operations and management system development have been regularly reviewed and evaluated by the Board of Directors in regular meetings.

Minutes of meetings are fully, detailed and clearly recorded with signatures of all Board of Directors members attending the meeting.

#### **6. Activities of subcommittees under the Board of Directors: (None)**

The Board of Directors operates on a collective basis, led by the Chairman of the Board of Directors, and does not establish subcommittees.

#### **7. Report on related transactions:**



- Transactions between insiders of the Company, related persons of insiders and the Company: No.

- Stock transactions of insiders and related persons of insiders: No.

- Transactions between the Company and companies in which members of the Board of Directors, members of the Board of Supervisors, and Executive Director have been and are founding members or members of the Board of Directors, Executive Directors within the past three (03) years: None

- Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, and Executive Director are members of the Board of Directors, Executive Director: No.

- Other transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, and Executive Director: No.

- Transactions between the Company and related persons of the Company with major shareholders, insiders and related persons of insiders:

Specific information and figures are presented in detail in the 2024 Corporate Governance Report No. 24/HĐQT-BC dated January 21, 2025. Shareholders please see the specific contents of this Report posted on the website of IDICO Investment Consulting Joint Stock Company at the link: <http://idico-incon.com.vn>

## **II. BOARD OF DIRECTORS' 2025 ACTIVITY PLAN:**

### **Production and business plan for 2025:**

The Board of Directors agreed to submit to the Annual General Meeting of Shareholders the 2025 production and business plan with a number of specific targets as follows:

- Total revenue and other income: 24,524 million VND
- Profit before tax: 2,014 million VND
- Profit after tax: 1,600 million VND
- Dividend: 10 %.

### **2. Key goals and tasks of the Board of Directors in 2025:**

#### **2.1 Objective:**

- Bring the Company to safe and stable operation, soon achieving growth in production and business targets.
- Sustainable development of markets and traditional partners while seeking to expand market share in potential consulting markets.

#### **2.2 Key tasks :**

- Research and issue corporate governance policies in accordance with actual conditions and general market trends, including: Feasible and competitive recruitment and salary solutions to attract talent and stabilize highly skilled labor; Plans to arrange a streamlined, flexible and optimal organizational structure; Ensure maximum benefits for shareholders, income for employees and ensure that businesses comply with relevant legal regulations.



- The Board of Directors closely directs capital recovery plans, and effectively approves measures to handle outstanding debts.

Above is the Board of Directors' assessment report on the Company's management and operation in 2024, and the Board of Directors' operation plan in 2025. The Company's Board of Directors hopes to continue to receive the attention, support and sharing of Shareholders, and the cooperation and support of partners and investors.

On behalf of the Board of Directors, we wish you health and success.

Wish the Congress great success.

Best regards./.

**ON BEHALF OF BOARD OF DIRECTORS**  
**CHAIRPERSON**



**Hoang Tuan Anh**

*Ho Chi Minh City, March 20, 2025*

**REPORT**  
**the Company's Board of Supervisors**  
**at the 2025 Annual General Meeting of Shareholders**

**To: General Meeting of Shareholders**

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

IDICO Investment Consulting Joint Stock Company (IDICO-INCON) ;

Based on the Company's financial statements prepared for the fiscal year ending December 31, 2024 audited by Ernst & Young Vietnam Co., Ltd. ;

Based on the results of inspection, supervision and management of the Company's production and business activities in 2024.

**The Board of Supervisors (BOS) of IDICO Investment Consulting Joint Stock Company (IDICO-INCON) would like to report to Shareholders the results of operations in 2024 and the plan for 2025 as follows:**

**I. ACTIVITIES OF THE SUPERVISION BOARD:**

**1. Human resources:**

The Board of Supervisors was established under Resolution No. 01/2024/NQ-CT dated April 24, 2024 of the General Meeting of Shareholders (GMS) elected with 03 members working part-time, including:

Status	Board Member	Position	Start date as a member of the BKS	Professional qualifications
1	Mr. Vu Tuan Anh	Chiefban	April 24, 2024	Bachelor of Accounting - Auditing
2	Ms. Vu Thi Thuy Phuong	Member	April 24, 2024	Bachelor of Economics
3	Mr. Do Tan Khiem	Member	April 24, 2024	Bachelor of Finance and Banking
4	Mrs. Tran Thi Ngoc Loan	Original Member	Dismissal April 24, 2024	Bachelor of Economics

**2. Summary of meetings:**



Status	Board Member	Number of meetings attended	Participation rate attend meeting	Voting ratio	Reason for not attending
1	Mr. Vu Tuan Anh	02/02	100%	100%	
2	Ms. Vu Thi Thuy Phuong	02/02	100%	100 %	
3	Mr. Do Tan Khiem	01/02	50%	100%	New appointment on 24/4/2024
4	Mrs. Tran Thi Ngoc Loan	01/02	50%	100%	Dismissed on April 24, 2024

The meetings of the Supervisory Board are held in accordance with the provisions of the issued Supervisory Board Operating Regulations.

### **3. Remuneration and operating expenses of the Board of Supervisors in 2024:**

- Regarding the remuneration of the Board of Supervisors in 2024: details of the remuneration of the members of the Board of Supervisors 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 Report and the 2024 Annual Report. Shareholders please see the details in these Reports posted on the Company's website at the link: <https://idico-incon.com.vn>.
- Operating expenses of the Board of Supervisors in 2024: comply with the Company's internal regulations and rules.

### **4. Activities of the Supervisory Board:**

The activities of the Supervisory Board comply with the issued Operating Regulations and relevant legal regulations on the basis of suitability with the needs and actual operating situation of the Company. Some key activities of the Supervisory Board in 2024 are as follows:

- Monitor the activities of the Board of Directors (BOD) and Board of Management (BOD) in managing and operating the company. Review the appropriateness of the Decisions and Resolutions of the BOD and Board of Management of the company.
- Monitor the implementation and results of compliance with the Company's Charter, implementation of the Resolution of the Annual General Meeting of Shareholders, and the Company's internal management regulations and rules.
- Check the reasonableness, legality, honesty and level of prudence in managing and operating business activities.
- Check the systematicity, consistency and suitability of accounting, statistics and financial reporting (FS).
- Assess the completeness, legality and honesty of the Company's financial statements, annual and 6-month business performance reports.
- Coordinate with the independent auditor, discuss with the Board of Directors about feedback to understand and clarify issues arising during the 2024 financial



statement audit process.

- Other tasks as prescribed by the Charter, Resolution of the General Meeting of Shareholders and Regulations on the operation of the Board of Supervisors.

## **II. RESULTS OF INSPECTION AND EVALUATION OF SOME MAIN ACTIVITIES:**

### **1. Results of checking and evaluating Financial Reports:**

- Recording, storing documents, accounting information systems and preparing basic accounting books are carried out in accordance with current regulations.

- The Board of Supervisors has reviewed the semi-annual and full-year 2024 financial statements and agrees with the assessments of the Independent Auditor.

- The financial statements are prepared and presented honestly, in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting Regime and legal regulations related to the preparation and presentation of financial statements. In terms of materiality, the financial statements have honestly and reasonably reflected the financial situation of the Company as of December 31, 2024.

- Transactions with related parties are closely monitored and fully explained, no irregularities were detected in the transactions.

### **2. Financial situation, results of monitoring the operating situation and operating situation in 2024:**

financial statements prepared for the fiscal year ending December 31, 2024, audited by Ernst & Young Vietnam Co., Ltd., the Supervisory Board finds that the financial statements are presented in accordance with current regulations, fully and accurately reflecting the Company's production and business activities. Some key indicators are as follows:

#### **2.1. Value of assets and capital of the Company as of December 31, 2024:**

(Unit : million VND)



Target	12/31/2024
Current assets	30.605
Long-term assets	5.882
<b>Total assets</b>	<b>36.487</b>
Liabilities	13.521
Equity	22.966
<b>Total capital</b>	<b>36.487</b>
<b>Asset structure</b>	<b>100%</b>
- Current assets/Total assets	83,88%
- Long-term assets/Total assets	16,12%
<b>Capital structure</b>	<b>100%</b>
- Liabilities/Total capital	37.06 %
- Equity/Total capital	62,94%
<b>Financial indicators</b>	
Return on Assets (ROA)	0.79 %
Return on Equity (ROE)	1,25%
- Debt to Equity Ratio	0,59 times
- Overall solvency	2,7 times
- Current payment capacity	2,26 times

Through analysis of IDICO-INCON's 2024 financial indicators, it can be seen that the Company's financial situation still has some potential risks, which may lead to the following difficulties:

- Large customer receivables: 13,210 million VND, equivalent to 5.8% of equity, of which the largest proportion is receivables of Binh Tien Investment and Tourism Joint Stock Company; bad debt is 1.043 billion VND, recoverable value is 10.5 million VND.

- The inventory value of 13,648 billion VND is the cost of consulting contracts (Survey, supervision, design, planning) being implemented and awaiting settlement by the Investor.

## 2.2. Production and business results:

(Unit : million VND)

Target	2024	Compared to 2023
<b>Total revenue and other income</b>	<b>21.539</b>	<b>Reduce 13,15%</b>
Sales and service revenue	21.520	Reduce 12,76%
Financial revenue	19	Reduce 70,31%
<b>Total cost</b>	<b>20.740</b>	<b>Reduce 6,88%</b>
Cost of goods sold	16.284	Reduce 5,74%



Target	2024	Compared to 2023
Financial costs	19	
Selling and administrative expenses	4.386	Reduce 12,23%
Other costs	51	
<b>Accounting profit before tax</b>	<b>798</b>	<b>Reduce 68,41%</b>
Corporate income tax	511	Increase 0.39%
<b>Profit after tax</b>	<b>287</b>	<b>Reduce 85,76%</b>

### 2.3. Operational status:

- In general, in 2024, the real estate and construction market has not shown signs of recovery, the economy is still facing difficulties, so the Company's production and business activities are affected, the production and business results in 2024 compared to the plan have not been achieved, the production and business results in 2024 compared to 2023 also decreased, specifically: The profit margin after tax / revenue reached 1.3%. Net revenue target decreased by 12.8%; Profit before tax decreased by 65.46% compared to 2023.

- The development strategy set forth by the Board of Directors is consistent with the actual situation of the real estate industry in general and the situation of IDICO-INCON in particular. The direction of business organization is carried out systematically.

- The Board of Directors 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 provisions of law and the Company's Charter.

- Regarding human resources, the Board of Directors continues to consolidate and perfect the human resources apparatus in accordance with the development orientation of IDICO-INCON.

- Departments continue to improve 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, Board of Management and evaluating the coordination between the Board of Supervisors, the Board of Management, and shareholders:

- Faced with major fluctuations in the macro economy, the Board of Directors and the Board of Management have adapted quickly and flexibly to prepare for the direct and indirect impacts of the market in general. The members of the Supervisory Board uphold a sense 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 provisions of law, the Company's Charter and the decisions of the General Meeting of Shareholders.

- In the process of performing its duties, the Supervisory Board always coordinates well with the members of the Board of Directors, members of the Board of Management and related management staff and always receives cooperation. In 2024, the Supervisory

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Board always accepts the opinions of Shareholders related to the management work of the Board of Directors and the operation work of the Board of Management.

#### **4. Report on internal transactions:**

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

### **III. SUGGESTIONS OF THE SUPERVISION BOARD:**

Based on the results of monitoring the management and operation of production and business activities, financial management of IDICO-INCON, and the implementation of the resolutions of the General Meeting of Shareholders, the Board of Supervisors recommends to the Board of Directors and the Board of Management the following contents:

- The Board of Directors, the Executive Board and department managers continue to coordinate and provide timely information so that the Supervisory Board can continue to fully perform its functions and tasks.

- The Board of Directors needs to enhance its role in control and self-control to minimize risks in operations; including increasing the application of technology in management, perfecting and improving system management capacity.

- The Board of Directors needs to develop a salary and bonus mechanism linked to KPIs, and have a plan to update new information to improve the business process system. In addition, regular training should be conducted to help employees master documents related to personal and unit responsibilities, raise awareness of compliance and encourage contributions during the performance of tasks.

- The Board of Directors needs to have a specific plan to apply artificial intelligence (AI) to improve business process systems and optimize work performance.

- The unit needs to further strengthen financial management at the enterprise, especially debt collection, handling unfinished costs, handling and recovering overdue and uncollectible debts.

- The company needs to continue to pay attention to ensuring the quality of the unit's consulting products, further improving product quality to build the IDICO-INCON brand in the consulting market.

- The company needs to continue to strengthen and further promote marketing, bidding and develop cooperative relationships to expand the market.

- Based on the 2024 production and business results, the Company needs to analyze and evaluate the effectiveness of consulting activities and build a development strategy suitable to the production and business situation of the unit.

### **IV. ORIENTATION OF BOARD OF SUPERVISION'S ACTIVITIES IN 2025:**

Operational orientation of IDICO-INCON's Board of Directors in 2025 with the following main contents:

- Continue to fully perform the obligations, powers and complete the objectives of the Supervisory Board in accordance with the Supervisory Board's Operating



Regulations; complete other tasks in accordance with the provisions of law, the Charter, and the Company's internal governance regulations.

- Strengthen supervision of the implementation of legal regulations, Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors and internal governance regulations of IDICO-INCON; inspect and supervise the implementation results of goals and plans.

- Conduct audit of semi-annual and annual financial statements according to regulations; coordinate with the Board of Directors, Board of Management and units within IDICO to improve and enhance internal control activities of IDICO-INCON.

- Regularly inspect and monitor the activities of departments in IDICO-INCON and make recommendations to improve the Company's governance and risk management processes.

- Participate in discussions with the auditor on issues related to annual financial reports to coordinate in resolving problems (if any).

- Other tasks according to the Board of Supervisors' Operating Regulations.

Above is the 2024 Supervisory Board's Activity Report and 2025 Plan.

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

Thanks a lot.

Recipient:

- As above;
- Save HR.

**ON BEHALF OF. BOARD OF SUPERVISION  
PREFECT**

**Vu Tuan Anh**





*Ho Chi Minh City April 24, 2025*

**REPORT  
COUNTING OF VOTING BALLOTS AND MEMBERSHIP BALLOTS  
BOARD OF SUPERVISORS TERM 2022 - 2027**

The Vote Counting Committee was elected by the 2025 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company, consisting of:

- |                             |                   |
|-----------------------------|-------------------|
| <b>1. Mr. Do Duc Duy</b>    | Head of the Board |
| <b>2. Mr. Le Thanh Ngan</b> | Member            |

Pursuant to the Report on the results of checking the list of shareholders attending the 2025 Annual General Meeting of Shareholders;

Pursuant to the Working Regulations and Election Regulations approved by the 2025 Annual General Meeting of Shareholders;

The counting committee announced the vote counting results as follows:

**1. Voting on issues at the Congress:**

- Total number of voting cards issued: 14 cards, total number of shares owned and authorized representatives: 1,592,700 shares, reaching 79.64% of the Company's charter capital.

- Total number of voting cards collected: 14 cards, total number of shares owned and authorized representatives attending the election: 1,592,700 shares, reaching 100% of total shares with voting rights.

**Voting results:**

1. Report on production and business results in 2024; Goals and plans for 2025

- Number of shares voting in favor: 1,592,700 shares, reaching 100%.

- Number of shares voting against: 0 shares.

- Number of shares with no vote: 0 shares.

2. Report of the Board of Directors

- Number of shares voting in favor: 1,592,700 shares, reaching 100%.

- Number of shares voting against: 0 shares.

- Number of shares with no vote: 0 shares.

3. Report of the Board of Supervisors

- Number of shares voting in favor: 1,592,700 shares, reaching 100%.

- Number of shares voting against: 0 shares.

- Number of shares with no vote: 0 shares.

4. Submission for approval of the audited 2024 Financial Statements

- Number of shares voting in favor: 1,592,700 shares, reaching 100%.

- Number of shares voting against: 0 shares.



- Number of shares with no vote: 0 shares.
- 5. Proposal for selection of Auditing Unit:
  - Number of shares voting in favor: 1,592,700 shares, reaching 100%.
  - Number of shares voting against: 0 shares.
  - Number of shares with no vote: 0 shares.
- 6. Submission for approval of production, business and investment plan for 2025
  - Number of shares voting in favor: 1,592,700 shares, reaching 100%.
  - Number of shares voting against: 0 shares.
  - Number of shares with no vote: 0 shares.
- 7. Proposal to approve the 2024 profit distribution plan and 2025 profit plan
  - Number of shares voting in favor: 1,592,700 shares, reaching 100%.
  - Number of shares voting against: 0 shares.
  - Number of shares with no vote: 0 shares.
- 8. Proposal to approve the total remuneration and bonuses of the Board of Directors and the Board of Supervisors in 2024 and the plan for 2025.
  - Number of shares voting in favor: 1,592,700 shares, reaching 100%.
  - Number of shares voting against: 0 shares.
  - Number of shares with no vote: 0 shares.
- 9. Proposal to approve the plan to issue individual shares to investors to increase charter capital.
  - Number of shares voting in favor: 1,592,700 shares, reaching 100%.
  - Number of shares voting against: 0 shares.
  - Number of shares with no vote: 0 shares.
- 10. Proposal to approve the dismissal and election of additional members of the Board of Supervisors for the 2022-2027 term.
  - Number of shares voting in favor: 1,592,700 shares, reaching 100%.
  - Number of shares voting against: 0 shares.
  - Number of shares with no vote: 0 shares.
- 11. Submission for approval of contracts and transactions signed between the Company and related parties: Number of cards issued: 07, number of cards collected: 07.
- 07. Total number of shares with voting rights: 171,400 shares.
  - Number of shares voting in favor: 171,400 shares, reaching 100%.
  - Number of shares voting against: 0 shares.
  - Number of shares with no vote: 0 shares.

## **2. Election of members of the Board of Supervisors:**

- Total number of voting cards issued: 14 cards.
- Total number of ballot cards collected: 14 cards.
- Total number of votes eligible: 1,592,700 votes.

*\* The voting results are as follows :*





- Mr. **Bui The Cong** : Number of votes: 1,592,700 votes, reaching 100%.

The minutes were drawn up at 11:30 a.m. on April 24, 2025 and announced by the Vote Counting Committee before the General Meeting of Shareholders.

The Vote Counting Committee commits to and is responsible for the accuracy of the voting and election results before the Company's Annual General Meeting of Shareholders in 2025.

**ON BEHALF OF. VOTE COUNTING COMMITTEE  
PREFECT**



**Do Duc Duy**





*Ho Chi Minh City, April, 01, 2025*

**SUBMISSION**  
**Approval on Audited Financial Statements for 2024**

**To: General Meeting of Shareholders**

- Pursuant to the Enterprise Law No. 59/2020/QH14 and its implementing documents;
- Pursuant to the Charter of IDICO Investment Consulting Joint Stock Company;
- Pursuant to the 2024 Financial Statements audited by Ernst & Young Vietnam Co., Ltd.;

The Board of Directors respectfully presents to the General Meeting of Shareholders the audited 2024 Financial Statements with the following main contents:

<b>I</b>	<b>Balance sheet</b>	
	Total assets	36,486,740,593 VND
	Liabilities	13,521,105,804 VND
	Equity	22,965,634,789 VND
<b>II</b>	<b>Business results</b>	
	Total revenue and other income	21,538,998,212 VND
	Total accounting profit before tax	798,394,014 VND
	Basic earnings per share	144 VND/share

*( Detailed content in the attached audited financial statements for 2024 ) .*

We hereby respectfully present to the General Meeting of Shareholders for consideration and approval.

Best regards./.

**Recipient:**

- As above; *JM*
- Save HCNS.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



**Hoang Tuan Anh**



*Ho Chi Minh City, April, 01, 2025*

**SUBMISSION**

**Regarding the selection of an Auditing Company for the 2025 Financial Statements  
of IDICO Investment Consulting Joint Stock Company**

**To: General Meeting of Shareholders**

Base:

- Enterprise Law No. 59/2020/QH14 and documents guiding its implementation;
- Securities Law No. 54/2019/QH14 and documents guiding its implementation;
- The Charter of IDICO Investment Consulting Joint Stock Company approved by the General Meeting of Shareholders on April 21, 2024;
- Pursuant to the recommendation of the Board of Supervisors dated March 20, 2025 on selecting the list of approved auditing companies to audit the 2025 Financial Statements of IDICO Investment Consulting Joint Stock Company.

The Board of Directors respectfully presents to the General Meeting of Shareholders for approval the Plan for selecting an Auditing Company (*an auditing organization approved by the Ministry of Finance and the State Securities Commission to conduct audits and practicing auditors to audit public interest entities in the securities sector in 2025 in Decision No. 2730/QD-BTC dated November 15, 2024 of the Ministry of Finance*) with a reputation for audit quality, with audit fees appropriate to the quality and scope of the audit to audit the 2025 Financial Statements of IDICO Investment Consulting Joint Stock Company as follows:

**1. List of Auditing Companies:**

**- PWC Vietnam Company Limited (Enterprise code: 0100157406)**

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

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

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

**- KPMG Company Limited (Enterprise code: 0100112042)**

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

**- Deloitte Vietnam Auditing Company Limited (Business code: 0100112500)**


Address: 15th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City.



2. The General Meeting of Shareholders will authorize the Company's Board of Directors to decide on selecting an auditing company from the above list to audit the 2025 Financial Statements.

We hereby respectfully present to the General Meeting of Shareholders for consideration and approval.

**Recipient:**

- As above; 
- Save HCNS.

**ON BEHALF OF. BOARD OF DIRECTORS  
CHAIRPERSON**



**Hoang Tuan Anh**



*Ho Chi Minh City, April, 01, 2025*

**SUBMISSION**  
**Approval on production, business and investment plan for 2025**

**To: General Meeting of Shareholders**

*Base:*

- Enterprise Law No. 59/2020/QH14 and implementing documents;
- Charter of IDICO Investment Consulting Joint Stock Company;
- Report on the Company's 2024 business results and 2025 Plan.

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

*Unit: Million VND*

Status	Indicator	Actual result in 2024	Target for 2025	Growth percentage
1	Total Revenue and Other Income	21,539	24,524	114%
	- Consulting activities	21,520	24,500	114%
	- Other activities	18.6	24	129%
2	Profit before tax	798	2.014	252%
3	Expected dividend payout	0%	10%	
4	Total investment value	-	-	-

We hereby respectfully present to the General Meeting of Shareholders for consideration and approval.

Best regards ./.

*Recipient:*

- As above; *JM*
- Save HCNS.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



*Hoàng Tuan Anh*



*Ho Chi Minh City, April, 01, 2025*

**SUBMISSION**  
**Approval of the 2024 profit distribution plan**  
**and plan for 2025**

**To: General Meeting of Shareholders**

*Base:*

- Enterprise Law No. 59/2020/QH14 and implementing documents;
- Charter of IDICO Investment Consulting Joint Stock Company;
- The 2024 financial statements have been audited by Ernst & Young Vietnam Co., Ltd.;

Board of Directors respectfully presents The General Meeting of Shareholders approved the 2024 profit distribution plan and the 2025 profit distribution plan as follows:

**1. Profit distribution plan for 2024 :**

Status	Target	2024 (Bronze)
<b>I</b>	<b>Undistributed profit after tax</b>	<b>2,717,584,789</b>
	As of the end of last year (2023)	2,430,376,062
	This year (2024)	287,208,727
<b>II</b>	<b>Profit Distribution 2024</b>	
<b>1</b>	<b>Fund deduction</b>	<b>Not implemented</b>
<b>2</b>	<b>Dividend payment 2024</b>	
	In cash	Not implemented
	By shares	Not implemented
<b>III</b>	<b>Undistributed profits carried forward to next</b>	<b>2,717,584,789</b>

**2. Profit distribution plan for 2025 :**

Status	Target	2025 (Bronze)
<b>I</b>	<b>Undistributed profits from previous years carried</b>	<b>2,717,584,789</b>
<b>II</b>	<b>Profit after tax in 2025</b>	<b>1,600,000,000</b>
<b>II I</b>	<b>Profit Distribution 2025</b>	
<b>1</b>	<b>Fund deduction</b>	<b>380,000,000</b>
	Bonus fund	300,000,000
	Welfare fund	80,000,000
	Other funds (Add other detailed funds according to unit needs )	Not implemented




Status	Target	2025 (Bronze)
2	Pay dividends in 2025 in cash (rate 10%/charte capital)	2,000,000,000
IV	Undistributed profits carried forward to next year	1,937,584,789

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

Best regards./.

Recipient:

- As above; 
- Save HCNS.

ON BEHALF OF. BOARD OF DIRECTORS

CHAIRMAN



Hoang Tuan Anh

2025 (Bronze)	Target	Status
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	I
1,937,584,789	Undistributed profits carried forward to next year	II
		III
		IV
		V
		VI
		VII
		VIII
		IX
		X
		XI
		XII

2025 (Bronze)	Target	Status
2,000,000,000	Pay dividends in 2025 in cash (rate 10%/charte capital)	I
1,937,584,789	Undistributed profits carried forward to next year	II
		III
		IV
		V
		VI
		VII
		VIII
		IX
		X
		XI
		XII



*Ho Chi Minh City, April, 01, 2025*

**SUBMISSION**

**Through the total remuneration and bonus of  
Board of Directors, Supervisory Board in 2024 and plan for 2025**

**To: General Meeting of Shareholders**

*Base:*

- Enterprise Law No. 59/2020/QH14 and implementing documents;
- Charter of IDICO Investment Consulting Joint Stock Company;
- Resolution of the 2024 Annual General Meeting of Shareholders;
- Production, business and investment results in 2024 and production, business and investment plan in 2025 of IDICO Investment Consulting Joint Stock Company;

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

**1. Total remuneration and bonus of the Board of Directors and the Board of Supervisors is 238.222.223 VND (*The General Meeting of Shareholders approved the 2024 plan of 300.000.000 VND*):**

In which: - Board of Directors: 148.666.667 VND.

- Board of Control: 89.555.556 VND.

**2. The total plan for remuneration and bonuses of the Board of Directors and the Board of Supervisors of the Company in 2025 is: VND 457.000.000, specifically as follows:**

- Total remuneration and bonus of the Board of Directors is: 293.000.000 VND.  
The remuneration of each member is decided by the Company's Board of Directors on the principle of consensus.

- Total remuneration and bonus of the Board of Supervisors is: 164.000.000 VND.

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

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

Best regards./.

*Recipient:*

- As above; *[Signature]*
- Save HCNS.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



**Hoang Tuan Anh**



*Ho Chi Minh City, April, 01, 2025*

**SUBMISSION**

**Re: Approval on contracts and transactions  
between the Company and the Related Person**

**To : General Meeting of Shareholders**

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

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019 and implementing documents;

Pursuant to the Charter of IDICO Investment Consulting Joint Stock Company;

Pursuant to the Operating Regulations of the Board of Directors of IDICO Investment Consulting Joint Stock Company;

Based on the Company's production and business activities,

In order to comply with the law on transactions and contracts between the Company and major shareholders or related persons of major shareholders as prescribed in Article 167 of the Law on Enterprises, Point b), Point c), Clause 4, Article 293 of Decree 155/2020/ND-CP and the Company Charter,

The Board of Directors reports on the status of signing and implementation of contracts and transactions signed between IDICO Investment Consulting Joint Stock Company and IDICO Corporation or related parties of IDICO Corporation approved by the 2024 Annual General Meeting of Shareholders as follows:

- Number of contracts and additional Appendices:
- Pre-tax transaction value: VND 8,890,877,751

**The Board of Directors submits to the 2025 Annual General Meeting of Shareholders for approval of the following construction consulting transactions and contracts between the Company and related parties:**

1. Related parties: According to the attached list of related parties.
2. Relationship with the Company: According to the attached list of related parties.
3. Head office address: 151A Nguyen Dinh Chieu, Vo Thi Sau Ward, District 3, Ho Chi Minh City.
4. Transaction address: 32nd floor, Pearl Plaza building, 561 Dien Bien Phu, Ward 25, Binh Thanh District, Ho Chi Minh City.
5. Contract content: Consulting on investment and construction projects.
6. Maximum transaction value: According to the attached list of related parties.
7. Contract term: 12 months from the date of the first transaction.




8. The General Meeting of Shareholders assigns the Board of Directors to:

- Based on the actual situation and business needs of the Company, have full authority to decide, negotiate, amend, supplement terms and conditions and sign contracts/transactions with relevant parties (including amending, supplementing, canceling, terminating, liquidating transactions/contracts).

- Organize, manage, and settle transactions and contracts in accordance with the approval of the General Meeting of Shareholders and legal regulations, ensuring the interests of the Company.

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

**Recipient:**

- As above; 
- Save HCNS.

**ON BEHALF OF. BOARD OF DIRECTORS  
CHAIRMAN**



**Hoang Tuan Anh**



## LIST OF STAKEHOLDERS

(Attached to the Submission April 01, 2025)

Status	Name of the parties involved	Relationship	Transaction value maximum (Coin)
1	IDICO Corporation - JSC	IDICO is a "Shareholder owning more than 10% of the total common shares of the Company (Major Shareholder)"	20,000,000,000
2	IDICO Construction Investment and Material Development Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
3	IDICO Housing and Urban Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
4	Long An IDICO Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
5	IDICO Petroleum Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
6	IDICO Construction Investment Joint Stock Company No. 10	Related Person of Major Shareholder	10,000,000,000
7	IDICO Urban and Industrial Park Development Company Limited	Related Person of Major Shareholder	10,000,000,000
8	Srok Phu Mieng IDICO Hydropower Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
9	IDICO Infrastructure Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
10	IDICO Que Vo Urban and Industrial Park Development Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
11	Thai Binh IDICO Construction Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
12	IDICO Construction and Installation Investment Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
13	IDICO Tien Giang Joint Stock Company	Related Person of Major Shareholder	30,000,000,000
14	IDICO Ha Nam Joint Stock Company	Related Person of Major Shareholder	10,000,000,000
15	IDICO Ninh Binh Joint Stock Company	Related Person of Major Shareholder	15,000,000,000





Status	Name of the parties involved	Relationship	Transaction value maximum (Coin)
16	IDICO Vinh Quang Joint Stock Company	Related Person of Major Shareholder	10,000,000,000





*Ho Chi Minh City, April 21/2025*

**SUBMISSION**  
**On Approval of the plan to issue individual shares to investors**

**To: General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company**

*Based on :*

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and implementing documents;
- Securities Law No. 54/2019/QH14 dated November 26, 2019 and implementing documents;
- Decree 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of contents on offering, issuing securities, public offering, repurchasing shares, registering public companies and canceling public company status;
- The Charter of IDICO Investment Consulting Joint Stock Company was approved by the General Meeting of Shareholders on April 24, 2024.

The Board of Directors ("BOD") of IDICO Investment Consulting Joint Stock Company respectfully submits to the General Meeting of Shareholders ("GMS") for approval of the plan. chào bán cổ phiếu riêng lẻ to increase charter capital with the following content:

- 1. Stock name :** IDICO Investment Consulting Joint Stock Company Stock.
- 2. Type of shares:** Common shares.
- 3. Stock code:** INC.
- 4. Par value of shares:** VND 10,000/share.
- 5. Current charter capital:** VND 20,000,000,000.
- 6. Number of shares before issuance:** 2,000,000 shares.
- 7. Maximum number of shares offered:** 1,200,000 shares.
- 8. Total value of shares expected to be offered at par value:** VND 12,000,000,000.
- 9. Offering form:** Private offering of shares.
- 10. Offering purpose:** Increase charter capital to supplement working capital and invest in the Company's production and business activities to improve financial capacity, competitiveness and in line with the Company's development strategy.



**11. Offering subjects:** Professional securities investors as prescribed by the Securities Law with financial capacity, advantages in business scope, and the ability to support and accompany IDICO-INCON in medium and long-term business development plans. Securities investors meet the conditions of being domestic professional securities investors as prescribed by law.

**12. Principles for determining the offering price:** Par value.

**13. Offering price:** VND 10,000/share.

**14. Total expected capital mobilization value:** VND 12,000,000,000 (In words: Twelve billion VND).

**15. Restrictions on transfer and assignment of purchase rights:**

The transaction and assignment of privately offered shares are restricted for a minimum of 03 years for strategic investors and a minimum of 01 year for professional securities investors from the date of completion of the offering, except for transactions and assignments between professional securities investors or in accordance with a court judgment or decision that has come into legal effect, an arbitration decision or inheritance in accordance with the provisions of law.

**16. Solution in case of not being fully offered:**

The number of shares not fully distributed as planned will be assigned by the General Meeting of Shareholders to the Board of Directors to decide to offer for sale to strategic investors and other professional securities investors at a selling price not lower than VND 10,000/share according to the offering conditions approved by the General Meeting of Shareholders and in accordance with the provisions of law. In case the Board of Directors still cannot find a suitable investor, the General Meeting of Shareholders assigns the Board of Directors to adjust the total number of shares offered to be reduced according to the actual number of shares distributed.

**17. Capital use plan:** The expected amount of money raised from the issuance is: VND 12,000,000,000, used to supplement capital for production and business activities, restructure capital sources and improve financial capacity in accordance with the Company's business situation and ensure the interests of shareholders.

Specific capital use plan is as follows:

- Use to supplement working capital: VND 2,000,000,000.
- Use to invest in projects invested by IDICO member companies: VND 10,000,000,000.

**18. Expected implementation time:** After being approved by the General Meeting of Shareholders and after being notified by the State Securities Commission (SSC) of receiving full issuance report documents. Expected implementation in the third and fourth quarters of 2025.

**19. Minimum successful offering rate:** Not specified.

**20. Securities registration and additional listing registration:** All additional shares offered for sale will be registered for additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and registered for additional securities listing with the Hanoi Stock Exchange (HNX).



**21. Approval of changes to the Charter Capital:** Approval of changes to the Charter (Charter Capital, shares, founding shareholders) and adjustment of the Business Registration Certificate at the Ho Chi Minh City Department of Finance after receiving notification from the State Securities Commission of receipt of the full Report on issuance results.

**22. Implementation:**

The General Meeting of Shareholders assigns the Board of Directors to carry out the following tasks related to the issuance:

- Implement the share offering plan, decide on the time to implement the offering plan, carry out necessary procedures with competent authorities to register the share offering;

- Proactively develop and explain the application for permission to issue securities to the State Securities Commission and other competent authorities. At the same time, proactively adjust the offering plan and other relevant documents according to the actual situation of the Enterprise or at the request of the State Securities Commission and other competent authorities;

- Determine criteria, select a list of professional securities investors, conduct negotiations, decide on terms and conditions, and make a list of professional securities investors who are allowed to purchase the undistributed number of shares. with a selling price greater than or equal to the par value. The selection of investors ensures that the offering of shares meets the maximum foreign ownership ratio at the Company according to current laws;

- Decide on a specific capital use plan and proactively adjust the use of the collected capital, the time of capital disbursement, and the purpose of capital use in accordance with the actual situation of the Company;

- Carry out necessary procedures with competent authorities to register for share offering, register securities and register for additional listing of shares offered for sale to increase charter capital;

- Carry out procedures to increase charter capital and amend the Company Charter (Charter Capital section) after completing the offering;

- Carry out procedures to adjust the Company's Business Registration Certificate after the end of the offering in accordance with the provisions of law.

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

Best regards.

**ON BEHALF OF. BOARD OF DIRECTORS**  
**CHAIRPERSON**

*Recipient :*

- As above;
- Save HR.



**Hoàng Tuan Anh**



*Ho Chi Minh City, April, 01, 2025*

**SUBMISSION**  
**On the dismissal and election of additional members of the Board of Supervisors**  
**Term 2022 - 2027**

**To : General Meeting of Shareholders**

Base:

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Securities Law No. 54/2019/QH14 dated November 26, 2019;
- IDICO Investment Consulting Joint Stock Company;
- Resignation letter dated March 6, 2025 of Mr. Do Tan Khiem - member of the Board of Supervisors of IDICO Investment Consulting Joint Stock Company,

The Board of Directors submits the following contents to the General Meeting of Shareholders for approval:

1. Dismissal of Mr. Do Tan Khiem from the position of member of the Board of Supervisors for the 2022-2027 term.
2. Elect 01 additional member of the Board of Supervisors for the 2022-2027 term to ensure the number of members of the Company's Board of Supervisors is: 03 members.

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

Best regards.

**ON BEHALF OF. BOARD OF DIRECTORS**  
**CHAIRPERSON**

*Recipient :*

- As above; *[Signature]*
- Save HCNS.



**Hoang Tuan Anh**