

**IDICO CORPORATION
IDICO INVESTMENT CONSTRUCTION OIL
AND NATURAL GAS JOINT STOCK COMPANY**

No.: 190/CT-VPTH

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh city, March 30, 2026

*Re: Notice of invitation and disclosure of information
on the documents for the 2026 Annual General
Meeting of Shareholders*

INFORMATION DISCLOSURE
Respectfully To: Hanoi Stock Exchange (HNX)


1. Name of Organization: IDICO INVESTMENT CONSTRUCTION OIL AND NATURAL GAS JOINT STOCK COMPANY

- Stock code: ICN
- Address: 326 Nguyen An Ninh Street, Tam Thang Ward, Ho Chi Minh City
- Tel: 02543.838423 - 02543.838426 Fax: 02543.838422
- E-mail: vanthu.idicoconac@gmail.com
- Website: idicoconac.vn

2. Content of information disclosure: Notice of invitation and disclosure of information on the documents for the 2026 Annual General Meeting of Shareholders.

3. This information was published on the Company's website on March 30, 2026 at the link idicoconac.vn (Section Investor Relationship)

We hereby commit that the information published above is true and take full responsibility before the law for the content of the published information.

Receiver: 
- As above;
- BoD, BoS,
- BoM;
- Archive VPTH, TCKT.

Organizational Representative
Person authorized to disclose information



**KT. GIÁM ĐỐC
PHÓ GIÁM ĐỐC**
Vũ Anh Tuấn

Ho Chi Minh city, February 11, 2026

No.: 03 /TB-CT

NOTICE

On the organization of the 2026 Annual General Meeting of Shareholders

To: Shareholders of IDICO Investment Construction Oil
And Natural Gas Joint Stock Company

IDICO Investment Construction Oil And Natural Gas Joint Stock Company (IDICO-CONAC) respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders, with the following details:

1. Time: 9:00 AM, April 22, 2026 (Wednesday)

2. Venue: Hall of IDICO Investment Construction Oil And Natural Gas Joint Stock Company, No. 326 Nguyen An Ninh Street, Tam Thang Ward, HCM City

3. Participants: All shareholders holding shares of IDICO-CONAC according to the shareholder list as of the record date (March 16, 2026).

4. Main agenda of the Meeting:

- Report on production and business performance in 2025 and the plan for 2026;
- Report on the activities of the Board of Directors in 2025 and the plan for 2026;
- Report on the activities of the Supervisory Board in 2025 and the plan for 2026;
- Proposals on: approval of the audited Financial Statements for 2025; selection of the auditing firm for the 2026 financial statements; production, business and investment plan for 2026; profit distribution plan for 2025 and plan for 2026; total remuneration, salaries and bonuses of the Board of Directors and the Supervisory Board for 2025 and plan for 2026;
- Other matters within the authority of the General Meeting of Shareholders.

5. Meeting documents:

All documents related to the Meeting and relevant forms (registration form, proxy form) are available on the Company's website at www.idicoconac.com.vn

under the "Investor Relations" section from March 30, 2026;

These documents will be updated and supplemented at:
<http://idicoconac.vn/vn-37-0/quan-he-co-dong.html>

6. Registration and confirmation of attendance:

For the convenience of organization, shareholders are kindly requested to send the Registration Form and Proxy Form before 4:00 PM on April 21, 2026 by post, email, or phone to the Organizing Committee:

Address: No. 326 Nguyen An Ninh Street, Tam Thang Ward, Ho Chi Minh City

Email: vanthu.idicoconac@gmail.com

Tel: (0254) 3838423 (Ms. Huong, Mr. Tuan)

Sincerely.

Recipients: neul

- As above;
- State Securities Commission of Vietnam;
- Hanoi Stock Exchange;
- Vietnam Securities Depository;
- Archived: Board of Directors, Office.

FOR AND ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN



DANG CHINH TRUNG

AGENDA

Time	Content
9:00 AM - 9:30 AM	Shareholder registration
9:30 AM - 10:00 AM	Opening of the Meeting
	<ul style="list-style-type: none"> - Statement of purpose - Report on shareholder eligibility verification - Approval of the Presidium, the Secretary, and the Vote Counting Committee - Approval of the Meeting Agenda - Approval of the Meeting Working Regulations
10:00 AM - 10:30 AM	Meeting Agenda
	Approval of reports: <ul style="list-style-type: none"> - Report on 2025 business results and 2026 plan - Report on 2025 Board of Directors' activities and 2026 plan - Report on 2025 Supervisory Board's activities and 2026 plan
	Approval of proposals: <ul style="list-style-type: none"> - Proposal for approval of the 2025 audited financial statements - Proposal for selection of an auditing firm for the 2026 financial statements - Proposal for approval of the 2026 business and investment plan - Proposal for approval of the 2025 profit distribution plan and 2026 plan - Proposal for approval of the total remuneration, salary, and bonuses for the Board of Directors and Supervisory Board for 2025 and the 2026 plan
10:30 AM - 10:45 AM	Discussion and voting on meeting agenda items
10:45 AM - 11:00 AM	Break
11:00 AM - 11:05 AM	Announcement of vote counting results
11:05 AM - 11:20 AM	Approval of the Meeting Minutes and Resolution
11:30 AM	Closing of the Meeting

WORKING REGULATIONS
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
IDICO INVESTMENT CONSTRUCTION OIL AND NATURAL
GAS JOINT STOCK COMPANY

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

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

Pursuant to the Charter of IDICO Investment Construction Oil And Natural Gas Joint Stock Company dated December 26, 2006, as amended on September 26, 2025;

Pursuant to the Internal Regulations on Corporate Governance No. 163/QCQTNB-CT dated November 4, 2022, of IDICO Investment Construction Oil And Natural Gas Joint Stock Company;

To ensure the 2026 Annual General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company is conducted successfully, the Board of Directors hereby establishes the rules and principles of the Meeting as follows:

Article 1. Subjects and Scope

- **Scope of application:** *These Rules shall be used for organizing the 2026 Annual General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company, held on April 22, 2026.*

- **Subjects of application:** *All shareholders, representatives (proxies) of shareholders owning shares of IDICO Investment Construction Oil And Natural Gas Joint Stock Company according to the list of shareholders closed on March 16, 2026, and guests attending the Annual General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company shall comply with and adhere to the provisions of these Regulations, the Company's Charter, and current applicable law.*

Article 2. Interpretation of Terms/Abbreviations

- Company : IDICO Investment Construction Oil And Natural Gas Joint Stock Company
- BOD : Board of Directors

- BKS : Supervisory Board
- OC : General Meeting Organizing Committee
- GMS : General Meeting of Shareholders
- Attendee : Shareholder, representative (authorized person)

Article 3. Conditions for Conducting the General Meeting of Shareholders

- The General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents at least 65% of the total voting shares.

- In the event that there is an insufficient number of attendees within thirty (30) minutes from the scheduled opening time of the meeting, the convener shall cancel the meeting. The GMS must be reconvened within thirty (30) days from the date intended for the first GMS. The second GMS shall only be conducted when the number of shareholders attending the meeting represents at least 33% of the total voting shares.

- In the event that the second meeting cannot be conducted due to an insufficient number of attendees within thirty (30) minutes from the scheduled opening time, the third GMS may be convened within twenty (20) days from the date intended for the second meeting. In this case, the meeting shall be conducted regardless of the total number of voting shares for all matters intended to be approved at the first GMS.

Article 4. Attendees of the 2026 Annual General Meeting of Shareholders

1. All shareholders or their authorized representatives in writing of one or more shareholders named in the Company's list of shareholders at the record date for exercising the right to attend the 2026 Annual General Meeting of Shareholders (March 16, 2026).

2. Rights of shareholders when attending the Meeting:

- To attend in person or authorize another person to attend the Meeting in writing using the provided form.

- To discuss and vote on all matters under the authority of the Meeting in accordance with the Law on Enterprises, other relevant legal normative documents, and the Company's Charter.

- To be notified by the Organizing Committee of the content, agenda of the Meeting, and accompanying documents.

- Each shareholder or proxy attending the meeting shall receive a voting card upon registering their attendance with the Shareholder Eligibility Verification Committee.

- Shareholders or proxies arriving late when the Meeting has not yet concluded have the right to register and participate in voting immediately at the Meeting for matters not yet voted upon; in such cases, the Chairperson is not responsible for stopping the meeting, and the validity of votes already conducted shall not be affected.

3. Obligations of shareholders when attending the Meeting:

- Shareholders or proxies attending the Meeting must bring their ID card/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 guidance of the Presidium.

- Strictly comply with these Regulations and respect the results of the Meeting.

Article 5. Guests at the Meeting

- These include the Company's management, guests, and members of the Meeting Organizing Committee who are not shareholders of the Company but are invited to attend the Meeting.

- Guests shall not speak at the Meeting (unless invited by the Chairperson of the Meeting, or have registered in advance and received the Chairperson's approval).

Article 6. Chairperson and Presidium of the Meeting

1. The Presidium consists of 02 persons, including the Chairperson and 01 Member.

2. The Chairman of the Board of Directors shall act as the Chairperson of the Meeting, or the Chairman of the Board of Directors may authorize another member of the Board of Directors to act as the Chairperson of the Meeting, nominate members of the Presidium, and have them approved by the General Meeting.

In the event that the Chairman is absent or temporarily unable to perform their duties, the remaining members of the Board of Directors shall elect one among them to act as the Chairperson of the Meeting by majority vote.

In other cases, the person who signed the notice to convene the GMS shall preside over the election of the Chairperson of the Meeting, and the person with the highest number of votes shall be elected as the Chairperson of the 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 to reflect the wishes of the majority of attendees.

4. Duties of the Presidium:

- To conduct the Meeting in accordance with the agenda and the rules and regulations approved by the Meeting.

- To assign and introduce representatives of the Board of Directors and the Supervisory Board to present reports at the Meeting;

- To introduce the members of the Vote Counting Committee for the General Meeting to vote on;

- To guide the Meeting in discussing and collecting votes on matters within the Meeting's agenda and related issues throughout the Meeting;

- To respond to and record issues within the agenda that have been approved by the Meeting;

- To resolve issues arising throughout the Meeting;

- To approve and issue documents, results, minutes, and resolutions of the Meeting after the conclusion of the Meeting;

Article 7. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee of the Meeting consists of 01 Head and other members, who are responsible to the Presidium and the GMS for their duties. The Shareholder Eligibility Verification Committee shall be decided by the Board of Directors:

2. Duties:

- To verify the eligibility of shareholders or authorized representatives attending the meeting: Require shareholders, proxies, and guests to present their ID card/Citizen Identity Card/passport, Meeting Invitation, and Power of Attorney (for authorized representatives).

- To distribute voting cards and Meeting documents to shareholders or proxies attending the meeting.

- To report to the Meeting on the results of the shareholder eligibility verification at the following times:

- + Before the opening of the Meeting.

- + Before each vote of the Meeting if there is a change in the number of shareholders registered to attend the Meeting (late-arriving shareholders registering to attend).

Article 8. Meeting Secretariat:

1. The Meeting Secretariat consists of 02 persons who are responsible to the Presidium and the General Meeting of Shareholders for their duties and shall operate under the direction of the Presidium. The Secretariat shall be appointed by the Chairperson.

2. Duties:

- To receive and review the speech registration slips from shareholders and submit them to the Presidium for decision;
- To record the GMS Meeting Minutes fully and accurately, covering the entire proceedings of the Meeting and issues approved or noted by shareholders at the Meeting.
- To assist the Chairperson in announcing the draft Meeting Minutes and Resolutions on matters approved at the Meeting.
- To perform other tasks as assigned by the Presidium.
- To be jointly responsible for the truthfulness and accuracy of the content of the Meeting Minutes and Resolutions.

Article 9. Discussion at the Meeting

1. Principles:

- Discussions shall only be conducted within the allotted time and within the scope of issues presented in the GMS agenda;
- Attendees with comments shall register their content on the Question slip and submit it to the Meeting Secretary;
- The Meeting Secretary shall arrange the shareholders' Question slips in the order of registration and submit them to the Presidium;
- When an attendee needs to speak or debate, they shall raise their hand and may only speak upon the agreement of the Presidium. Each attendee shall speak for no more than 03 minutes; the content must be concise and avoid repetition.
- The proposed content shall not violate the law, shall not relate to personal matters, and shall not exceed the authority of the enterprise.
- The Chairperson of the General Meeting has the right to remind or request shareholders to focus on the key content to be addressed in order to save time and ensure the quality of the discussion. The Chairperson has the right to interrupt the presentation of opinions by shareholders if deemed necessary.

2. Responding to the opinions of the Attendees:

- Based on the Question slips of the Attendees, the Chairperson or a member designated by the Chairperson shall respond to the Attendees' opinions;
- In case of time constraints, questions not answered directly at the General Meeting will be answered by the Company later via email or directly in writing.

Article 10. Voting at the General Meeting

1. Principles:

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

Voting cards and Voting ballots shall be printed, stamped with the Company's seal, and delivered directly to attendees at the General Meeting (enclosed with the General Meeting of Shareholders attendance document set). Each attendee shall be issued a Voting card and a Voting ballot. The Voting card and Voting ballot shall clearly state the full name, the number of shares owned, and the authorized voting shares of that attendee.

2. Voting at the General Meeting:

2.1. Voting methods:

- Voting by raising the Voting card: This method is applied to approve the following matters: General Meeting agenda; Rules of Procedure at the General Meeting; and personnel of the Presidium, Secretariat, and Vote Counting Committee; Meeting Minutes and Resolutions of the General Meeting.

- Voting by filling out a Voting ballot: This method is applied to approve the content of Reports and Proposals at the General Meeting, specifically:

+ Report on the results of production, business, and investment in 2025 and the plan for 2026;

+ Report on the activities of the Board of Directors in 2025 and the plan for 2026;

+ Report on the activities of the Supervisory Board in 2025 and the plan for 2026;

+ Proposal for approval of the audited 2025 Financial Statements;

+ Proposal for selection of an auditing firm for the 2026 Financial Statements;

+ Proposal for approval of the 2026 production, business, and investment plan;

+ Proposal for approval of the profit distribution plan for 2025 and the plan for 2026;

+ Proposal for approval of the total remuneration, salary, and bonus for the Board of Directors and the Supervisory Board in 2025 and the plan for 2026.

2.2. Voting procedures:

- Attendees shall vote to "Approve", "Disapprove", or "Abstain" on a matter put to a vote at the General Meeting by raising the Voting card or filling in the selected options on the Voting ballot.

- Voting by raising the Voting card: Shareholders or authorized representatives of shareholders with voting rights shall be polled for "Approve", "Disapprove", or "Abstain" by raising their Voting card under the direction of the Presidium.

- Voting by filling out a Voting ballot: For each item, the attendee shall select one (01) of the three (03) options "Approve", "Disapprove", or "Abstain" pre-printed on the Voting ballot by marking an "X" in the chosen box. After completing the items requiring a vote at the General Meeting, the attendee shall submit the Voting ballot into the sealed ballot box at the General Meeting according to the instructions of the Vote Counting Committee. The Voting ballot must be signed and clearly state the full name of the attendee.

2.3. Validity and invalidity of Voting ballots:

- A valid Voting ballot is:

+ A Voting ballot following the pre-printed template issued by the Organizing Committee, bearing the Company's red seal, without erasures, scraping, tearing, etc., without any content written other than as prescribed, and must be signed and clearly state the full name of the attending attendee.

+ The voting content (Report, Proposal) is marked by the attendee selecting one (01) of the three (03) voting boxes.

- An invalid Voting ballot is:

+ Writing additional content on the voting ballot;

+ A Voting ballot not following the pre-printed template issued by the Organizing Committee, a ballot without the Company's red seal, or one that has been erased, scraped, or has content written other than as prescribed, or a ballot without a signature or the full name of the attendee.

+ The voting content (Report, Proposal) is not marked by the attendee or is marked by selecting more than one (01) of the three (03) voting boxes.

2.4. Voting rules:

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

- As of the shareholder list closing date (March 16, 2026), the total number of voting shares of the Company is: 30,599,923 shares, equivalent to 30,599,923 voting rights.

- Matters are approved when they receive the approval of shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for cases specified in Clause 2, Clause 4, and Clause 5 of Article 20 of the Company's Charter.

- Voting for members of the Board of Directors and the Supervisory Board must be conducted using the cumulative voting method specified in Clause 04, Article 20 of the Company's Charter.

3. Recording of voting and election results

The Vote Counting Committee shall check, summarize, and report to the Presidium the vote counting results for each matter according to the General

Meeting agenda. The vote counting results shall be announced by the Vote Counting Committee immediately before the closing of the meeting.

Article 11. Minutes and Resolutions of the General Meeting of Shareholders

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

Article 12. Implementation of the Regulations

These organizational regulations shall be read publicly before the 2026 Annual General Meeting of Shareholders and shall take effect immediately upon being approved by the General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company.

Shareholders, authorized representatives, and guests who violate these Regulations shall be subject to consideration by the Presidium and handled according to the Company's Charter and the Law on Enterprises, depending on the specific severity.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Dang Chinh Trung

REPORT
2025 BUSINESS OPERATIONS AND INVESTMENT RESULTS AND
2026 BUSINESS OPERATIONS AND INVESTMENT PLAN

To: General Meeting of Shareholders

In implementation of the Resolution of the 2025 Annual General Meeting of Shareholders of the Company, the Board of Management of IDICO Investment Construction Oil And Natural Gas Joint Stock Company hereby reports the 2025 business operations and investment results and the 2026 business operations and investment plan as follows:

I. 2025 BUSINESS OPERATIONS AND INVESTMENT RESULTS

In the context of the socio-economic challenges of 2025, particularly the implementation of the policy on administrative boundary reorganization and streamlining of government apparatus at all levels during the transition of administrative management mechanisms, the coordination and processing of investment procedures for projects were partially affected.

In light of this situation, the Executive Board and all employees of the Company proactively monitored developments, strengthened coordination with state management agencies, focused on resolving difficulties, and decisively implemented the set tasks. As a result, the Company's business operations remained stable, meeting the targets set by the 2025 General Meeting of Shareholders, specifically as follows:

1. Key targets achieved in 2025

Unit: Million VND

No.	Target	2025 Plan	2025 Actual	Actual 2025 / Plan 2025
1	Total Revenue & Other income	440,000	488,542	111%
	(Business Operations)	415,000	450,605	109%
	(Financial activities)	25,000	36,946	148%
	(Other income)		991	
2	Profit before tax	188,000	202,897	108%
3	Expected dividend payout ratio	25%	30%	120%
4	Total investment value	807,860	27,980	3%

2. Business operations performance

2.1. Construction and Installation sector:

In 2025, the construction of projects was carried out ensuring the set quality and schedule. The acceptance, payment, and settlement processes were accelerated, with construction and installation revenue reaching 95 billion VND, contributing to the stability of construction operations and the Company's overall business results.

2.2. Industrial Park Infrastructure business sector:

Regarding the My Xuan B1 – CONAC Industrial Park Project, in 2025, the Company successfully signed 02 land sublease contracts with a total area of 3.73 ha. The entire leased area consists of land plots that were re-planned through a review and conversion process from green space and service land to leasable industrial land, thereby contributing to improved land use efficiency and the commercial exploitation potential of the project.

Revenue from Industrial Park infrastructure and services in 2025 reached 154 billion VND, continuing to be the primary revenue source and a significant contributor to the Company's business results.

2.3. Real Estate business sector:

Regarding the Bac Chau Giang Urban Area Project, Ha Nam province (Osaka Garden), in 2025, the Company completed sales for land plots and shophouse products, contributing to the completion of the project's business plan.

Revenue from real estate business in 2025 reached 199 billion VND, contributing significantly to the total revenue and the Company's overall business results.

2.4. Tourism business sector:

The Company continues to maintain tourism and service business operations, ensuring the effective exploitation of the existing hotel system, while gradually preparing conditions to implement the Thuy Duong Hotel Complex project when conditions are favorable.

3. Financial performance status

3.1. Receivables & Payables

- Regarding receivables management: Capital recovery was carried out decisively. The Company regularly reviews, evaluates, and analyzes the solvency of partners, detecting potential payment difficulties early to implement timely solutions;

- Regarding payables management: The Company makes debt payments according to schedule and does not allow overdue debts to arise;

- Regarding loan debts: The Company proactively negotiates with banks to obtain the most optimal loan conditions and, combined with effective and purposeful use of capital, capital recovery was carried out decisively, resulting in very few loans;

3.2. Dividends

In implementation of the Resolution of the 2025 Annual General Meeting of Shareholders No. 03/NQ-ĐHĐCĐ dated 22 April 2025 regarding the 2024 profit distribution and the 2025 profit distribution plan, specifically as follows:

- Distribution of 2024 dividends (80% ratio, of which: 30% in cash; 50% in shares). In July 2025, the procedures for issuing shares to increase charter capital and registering for securities depository in Vietnam were completed, with a charter capital of 305,999,230,000 VND, and the 2024 cash dividend payment was finalized in 2025.

- Regarding the 2025 profit distribution plan, in implementation of the Resolution of the 2025 Extraordinary General Meeting of Shareholders No. 11/NQ-ĐHĐCĐ dated 26 September 2025 regarding the adjustment of the profit distribution plan, the 2025 dividend is 25%, of which 8% was advanced in 2025.

3.3. Financial investments

As of 31 December 2025, the Company had external financial investments totaling 190,676 million VND, including:

- IDICO Infrastructure Development Investment Joint Stock Company (IDICO-IDI) with 10.676 billion VND, equivalent to 4.28% of IDICO-IDI's charter capital;

- Investment in bonds of An Hoa Construction Verification Joint Stock Company and bonds of Thu Thua Industrial Zone and Urban Development Joint Stock Company with a total investment value of 180 billion VND, with interest rates from 9% - 11%/year;

With the goal of maximizing capital efficiency, during the year, the Executive Board balanced the allocation of capital from bank deposits to bond investments with the goal of achieving interest rates 3%-5%/year higher than deposit interest rates. Consequently, profit from financial activities recorded growth compared to the set plan.

4. Investment and construction status

4.1. My Xuan B1-CONAC Industrial Park Project:

- Completed the conversion to a one-time land rental payment method and obtained the Land Use Rights Certificate (LURC) for the 1.7ha land area (2025 - 2062 period) to issue LURCs to land sub-lessees;

- Completed the approval of the 1/2000 planning adjustment (increasing industrial land by 0.76ha, relocating the management office to My Xuan-Ngai Giao road);

- Completed construction of the Industrial Park drainage ditch (section from NB 4 road to the culvert crossing MXNG road);

- Constructed sludge drying yard and performed periodic maintenance on all machinery and equipment of the Wastewater Treatment Plant; Operated the wastewater treatment system and automatic monitoring system in accordance with legal regulations;

- Completed construction and installation of office equipment for the Industrial Park Management Board at the Wastewater Treatment Plant.

4.2. My Xuan B1-CONAC Industrial Park Expansion Project:

- Granted Investment Registration Certificate No. 7055168742 dated 15 January 2025 by the Management Board of Industrial Parks of Ba Ria – Vung Tau province (currently the Management Board of Export Processing and Industrial Zones of Ho Chi Minh City);

- Completed approval of the 1/2000 scale planning project under Decision No. 2254/QĐ-UBND dated 30 June 2025 of the People's Committee of Ba Ria – Vung Tau province;

- Completed mine clearance; currently implementing basic design, preparing the Environmental Impact Assessment Report, designing the Wastewater Treatment Plant, and other tasks to put the project into implementation;

- Implemented compensation and site clearance for Phase 1 with a total area of 55.35 ha (including 51.53 ha of residential land and 3.82 ha of public land), with specific results:

- + Inventoried 312/318 households, reaching an area of 51.1/51.53 ha (equivalent to 99%);

- + Coordinating with the People's Committee of Phu My ward and the land fund management unit of Phu My area to conduct legal reviews, prepare resettlement plans, and compensation and site clearance plans.

General assessment: The disbursement progress of investment capital is currently behind schedule due to objective obstacles in the legal review of land and the preparation of compensation and resettlement plans for Phase 1 following the change in administrative boundaries.

4.3. My Xuan B1 Social Housing Project

- Received approval for investment policy and investor approval for the My Xuan B1 Social Housing Project under Decision No. 2008/QĐ-UBND dated 08 October 2025 of the Ho Chi Minh City People's Committee;

- Completed design and approval of the 1/500 detailed planning;

- Completed field mine clearance;

- Completed environmental registration procedures at the People's Committee of Phu My ward;

- Implemented basic design for project items: 3 apartment blocks, technical infrastructure, landscape, terraced housing area, kindergarten area, sports area, and parking lot.

- To date, the Construction Permit for the N2-XP road section has been granted by the Department of Construction under Construction Permit No. 02/GPXD dated 14 January 2026, and the project commenced construction on 16 January 2026;

4.4. Investment and construction project of the commercial center and service complex combined with housing in Bac Chau Giang Urban Area (Osaka-Garden)

*** Project legal procedures:**

- Completed adjustment of the project investment policy, extending the implementation schedule to 17 March 2027 (an additional 36 months compared to the previous schedule).

- Completed appraisal of the project's adjusted feasibility study report.

- Completed approval of the construction drawing design and construction cost estimate for the 45-villa item and other internal tasks to meet the conditions for construction commencement.

- Apartment item: Completed guidance and approval procedures for the adjustment of the apartment basic design, apartment architectural competition; completed new architectural design plan.

*** Investment and construction work:**

- Implemented and completed construction of the foundation for the 45-villa item (detached and semi-detached)

5. Organization and personnel status

Fully and timely implement labor, organizational, salary, and policy regimes for employees in accordance with the law and the Collective Labor Agreement, such as: Streamlining the organizational structure of departments; ensuring security, order, and safety, and caring for the lives of employees during holidays; and ensuring occupational safety, hygiene, Fire Prevention and Fighting, and the working environment.

II. BUSINESS OPERATIONS AND INVESTMENT PLAN FOR 2026

In 2026, the Company will focus resources on developing new projects, especially the My Xuan B1-CONAC Industrial Park Expansion Project and the My Xuan B1 Social Housing Project. Therefore, revenue and profit for the year will mainly come from construction and installation activities, industrial park infrastructure services, and financial activities, while major investment projects will generate revenue for the 2027 – 2030 period.

Based on the results achieved in previous years and the socio-economic forecast for 2026, the Company has developed the 2026 plan as follows:

1. Key targets in the 2026 plan

Unit: Million VND

No.	Indicator	Actual 2025	Plan 2026	Plan 2026 / Actual 2025
1	Total revenue & Other income	488,542	160,000	33%
	(Business Operations)	450,605	128,800	29%

No.	Indicator	Actual 2025	Plan 2026	Plan 2026 / Actual 2025
	(Financial activities)	36,946	31,200	84%
	(Other income)	991		
2	Profit before tax	202,897	26,500	13%
3	Expected dividend payout ratio	30%	25%	83%
4	Total investment value	27,980	805,000	2,877%

2. Key tasks for 2026

- (1) Complete the 2026 Business Operations targets
- (2) My Xuan B1-CONAC Industrial Park Project: Review the planning of land plots and adjust land use purposes to increase land use efficiency;
- (3) My Xuan B1-CONAC Industrial Park Expansion: Complete procedures regarding land, basic construction investment, and investment promotion for the Phase 1 area; carry out compensation and site clearance for the Phase 2 area while preparing necessary conditions to attract investors from the end of 2026;
- (4) My Xuan B1 Social Housing Project: Complete land procedures, basic construction procedures, and implement construction for Phase 1 of the following items: Technical infrastructure; terraced houses, model houses; OCC-1 apartment building; and implement sales activities.
- (5) Bac Chau Giang Project: Carry out the sale of future housing products for detached and semi-detached villa products; complete architectural design competition, adjust the feasibility study report, and apply for construction permits for the high-rise apartment block.
- (6) Conac Plaza Project: Complete the partial adjustment of the 1/2000 scale zoning plan for the South Vung Tau urban area, ensuring the addition of the project's population criteria.
- (7) Long Hai Hotel Project: Research the investment model for an elderly care facility to effectively exploit assets and create stable, long-term revenue for the Company.

3. Implementation solutions

3.1 Construction and installation sector:

- Accelerate the progress of ongoing construction projects; simultaneously strengthen acceptance, payment, and settlement work to fulfill the construction and installation plan, thereby contributing to the Company's overall Business Operations results.
- Continue to promote joint ventures and associations in bidding and seeking work; prioritize projects with high feasibility and clear funding sources to ensure stable revenue maintenance.

3.2 Industrial Park infrastructure business sector:

- My Xuan B1-CONAC Industrial Park: Complete the issuance of Land Use Rights Certificates (LURC) for the remaining investors in the Industrial Park;
- My Xuan B1-CONAC Industrial Park Expansion: Promote investment for Phase 1 from the fourth quarter of 2026.

3.3 Real estate business sector:

Bac Chau Giang Project (Osaka-Garden):

Implement procedures related to the sale of future housing for the 45-villa category (of which, IDICO-CONAC owns 28 units).

3.4 Tourism business sector:

Continue to maintain tourism and service business operations while awaiting the implementation of the Thuy Duong hotel complex project.

4. Financial work

- Financial and accounting work shall be carried out in accordance with legal regulations, ensuring a balance of sufficient capital sources to serve Business Operations activities and investment projects.

- Sign credit contracts to finance the My Xuan B1-CONAC Industrial Park Expansion project, the construction of 45 units in the Bac Chau Giang project, and the My Xuan B1 Social Housing project.

5. Investment and construction work

5.1. My Xuan B1-CONAC Industrial Park Project:

*** Investment procedure work:**

- Complete the conversion to a one-time land rental payment method and the issuance of LURC for the 0.7 ha land plot (2025 - 2062 period) to issue LURCs to sub-leasing customers;

- Complete the dossier for submission to HEPZA to approve the 1/2000 scale planning adjustment for the service land area in the direction of increasing the number of floors to build an executive building combined with commercial and service areas; search for a design consulting firm for the expected 9-story executive building to implement the next investment procedure steps.

*** Investment and construction work:**

- Implement the construction of the D800 water supply pipeline on NB Road No. 5 along the VTC Company fence and the D1000 water supply pipeline on NB Road No. 2 at the end of the route;

- Implement the maintenance and repair plan for the Industrial Park infrastructure system in 2026 and the existing wastewater treatment plant to ensure stable operation and meet the wastewater treatment needs of investors in the Industrial Park.

- Complete the compensation agreement for the remaining area on NB Road No. 8 of the Industrial Park to serve the My Xuan B1 Social Housing Project.

5.2. My Xuan B1-CONAC Industrial Park Expansion Project:

- Continue to implement compensation and site clearance work, striving to complete site clearance for Phase 1 with an area of approximately 50 ha in the fourth quarter of 2026, while organizing inventory and preparing compensation procedures for Phase 2 with an area of approximately 60 ha.

- Complete the Environmental Impact Assessment (EIA) report and submit it to the Ministry of Agriculture and Rural Development for appraisal and approval in accordance with regulations.

Complete all land, investment, construction, and environmental procedures to be eligible for implementing Phase 1 of the project.

Carry out procedures to apply for construction permits for Phase 1 technical infrastructure items and organize construction immediately after being granted the permit.

In parallel with the infrastructure investment process, prepare the necessary conditions to promote the attraction of secondary investors, expected to be implemented from the end of 2026.

5.3. My Xuan B1 Social Housing Project:

- Regarding land: Complete the land use purpose conversion and obtain the LURC for the project;

- Complete the approval of construction drawings and cost estimates for the project's items;

- Complete the issuance of construction permits for each item;

- Implement construction for Phase 1 of the following items: Technical infrastructure; terraced houses, model houses; CC-1 apartment building.

5.4. Investment and construction project for the commercial center and service complex combined with housing in the Bac Chau Giang Urban Area (Osaka-Garden):

- Category of 45 detached and semi-detached villas: Continue to implement construction for the 45 detached and semi-detached villas, complete legal procedures to be eligible for selling future housing; thereby creating revenue and cash flow for the Company in the following years.

- High-rise apartment category:

- + Complete the basic design and obtain appraisal from the Department of Construction;

- + Complete the construction drawing design and construction cost estimate for the apartment category.

- Continue to carry out maintenance and operation of technical infrastructure items; ensure security and order in the urban area.

5.5. CONAC PLAZA Complex Project:

- Obtain the Decision on partial adjustment of the 1/2000 scale zoning plan for the South Vung Tau Urban Area and have the project policy approved by the Ho Chi Minh City People's Committee.

5.6. Thuy Duong Hotel Complex Project:

Continue to research legal procedures regarding land and investment to implement the project.

6. Organizational and personnel work

- Regarding organization and personnel: Continue to review and streamline the organizational chart and personnel staffing in a lean direction, ensuring the right people are in the right jobs to flexibly meet the requirements of Business Operations tasks in the new situation.

- Regarding cost management: Strengthen internal control work, strictly implement cost-saving norms for corporate management; optimize input resources to improve financial efficiency and the unit's competitiveness.

The above is the Business Operations and Investment Results Report for 2025 and the Business Operations and Investment Plan for 2026 of IDICO Investment Construction Oil And Natural Gas Joint Stock Company. In the coming period, the Company aims to focus on developing an industrial park – urban – social housing ecosystem associated with industrial parks where the Company is the investor, while effectively exploiting existing land and assets to create stable revenue, serve reinvestment, and increase corporate value for shareholders.

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

Thank you very much.

Recipient:

- As above;
- BOD;
- Archive (General Administration Department).



KT. GIÁM ĐỐC
PHÓ GIÁM ĐỐC
Vũ Anh Tuấn

**REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025
AND THE 2026 PLAN**

To: General Meeting of Shareholders

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

The Company's Board of Directors (BoD) consists of 05 members, including 03 members who concurrently serve on the Management Board, specifically as follows:

1. - Mr. Dang Chinh Trung - Chairman of the Board of Directors;
2. - Mr. Le Thanh Tung - Member - Director of the Company;
3. - Mr. Vu Anh Tuan - Member - Deputy Director of the Company;
4. - Mr. Pham Ngoc Dung - Member;
5. - Mr. Vo Tan Dung - Member; (Dismissed on September 26, 2025)
- Mr. Nguyen Vu Hung - Member. (Appointed on September 26, 2025)

The Company's Board of Directors operates on a collective basis, with each member assigned specific duties and responsibilities. Matters under the authority of the Board of Directors are discussed collectively and recorded in the minutes of meetings or written ballots.

1. Summary of BoD meetings and BoD resolutions

In 2025, the Company's Board of Directors held 04 in-person meetings and 52 sessions via written ballots, ensuring the program, number of attending members, and voting were in accordance with the law, with details as follows:

No.	Content	Result	Notes
1	Number of BoD meetings	04	
2	Number of written ballots by the BoD	52	
3	Number of Resolutions/Decisions issued	13/36	

The decisions of the Board of Directors at the meetings are in accordance with the provisions of current law, the Charter, and the Resolutions approved by the General Meeting of Shareholders.

2. Management and direction of the implementation of the 2025 plan targets according to the Resolution of the 2026 Annual General Meeting of Shareholders

2.1 Production and business activities: Revenue reached 111% of the annual plan; profit before tax reached 108% of the annual plan; dividends reached 120% of the annual plan.

2.2 Organization and personnel: Fully and promptly implemented labor, organizational, salary, and policy regimes for employees in accordance with the law and the Collective Labor Agreement, such as: Perfecting the organizational structure of departments; ensuring security, order, safety, and caring for the lives of employees during holidays; and ensuring occupational safety - hygiene - fire prevention - working environment.

2.3 Financial activities: As of December 31, 2025, the Company had financial investments outside the enterprise totaling 190.676 billion VND, including:

- IDICO Infrastructure Development Investment Joint Stock Company (IDICO-IDI) is 10.676 billion VND, equivalent to 4.28% of IDICO-IDI's charter capital;

- Investment in bonds of An Hoa Construction Verification Joint Stock Company and bonds of Thu Thua Industrial Zone and Urban Development Joint Stock Company with a total investment value of 180 billion VND, with interest rates from 9% - 11%/year;

With the goal of maximizing capital efficiency, during the year, the Management Board balanced and allocated capital from bank deposits to bond investments with the goal of higher interest rates of 3%-5%/year compared to deposit interest. Therefore, profit from financial activities recorded growth compared to the set plan.

2.4 Other activities (if any)

3. Supervisory activities of the Board of Directors

3.1 Regarding the form of supervision

The Board of Directors has performed the task of supervising the activities of the Director and the Management Board through Board of Directors meetings, supervision sessions, and documents in directing and managing the Company's production and business activities to carry out the tasks set by the Resolution of the 2025 General Meeting of Shareholders.

3.2 Regarding the results of supervision of the Director and the Management Board

a/ Regarding the management of the implementation of the production and business plan

- Proposals of the Management Board submitted to the Board of Directors were discussed at the BoD meeting, and after being resolved, they were transferred to the Management Board for implementation. The Management Board has effectively implemented the resolutions and decisions of the Company's Board of Directors.

- Closely monitored the business operations and financial situation of the Company through reports on production and business activities and evaluated the implementation of quarterly targets through periodic reports.

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

- In management, the Company's Board of Directors issued Regulations on working regimes and assignment of duties for the Director and Deputy Directors. The assignment of duties and working regimes of the Director and Deputy Directors follow the principle of democratic centralism, implementing the regime of the head combined with collective leadership and complying with internal regulations and the Company's Charter to uniformly direct all aspects of the Company's operations.

4. Remuneration, expenses, and other benefits of the Board of Directors

Remuneration, operating expenses, and other benefits of the Board of Directors are reported and disclosed in accordance with the Law on Enterprises. Shareholders, please see the details in the 2025 audited financial statements posted on the IDICO-CONAC website at the link: <http://idicoconac.vn/vn-37-0/quan-he-co-dong.html>

5. Activities of independent Board of Directors members and evaluation results of independent members on the activities of the Board of Directors:

There are no independent Board of Directors members.

6. Activities of the Board of Directors' sub-committees (if any): No sub-committees have been established.

7. Report on related party transactions

- Transactions between the company, subsidiaries, companies controlled by the public company with over 50% or more of charter capital with members of the Board of Directors and persons related to those members: None

- Transactions between the company and related persons of the company; or between the company and major shareholders, internal persons, related persons of internal persons/Transactions between the company and companies where BoD members, Supervisory Board members, Directors, and other managers have been or are founding members or BoD members, Executive Directors within the last 03 years (calculated at the time of report preparation), there are 08 units including:

+ An Hoa Construction Verification Joint Stock Company (AHCV):

(1) Contract for purchase and provision of services and construction materials in Long An;

(2) Financial transaction.

+ Thu Thua Industrial Zone and Urban Development Joint Stock Company (IUH):

(1) Contract for the provision of services and construction materials for projects in Long An;

(2) Financial transaction.

+ IDICO Corporation: Financial transaction.

+ HAYAT Vietnam Group Joint Stock Company: Financial transaction.

+ Development Investment Service Construction Vietnam Company Limited: Financial transaction.

+ Lesco Resort Co., Ltd:

(1) Provision of services;

(2) Financial transaction.

+ IDICO-Longan Investment Construction Joint Stock Company: Contract for the supply of materials and purchase of construction supplies.

+ IDICO Infrastructure Development Investment Joint Stock Company: Financial transaction.

8. Other content (if any)

II. OPERATING PLAN OF THE BOARD OF DIRECTORS IN 2026

1. 2026 Production and business plan

The Board of Directors agrees to submit to the Annual General Meeting of Shareholders the 2026 production and business plan with some key targets as follows:

No	Indicator	2025 Performance	2026 Plan	2026 Plan / 2025 Performance
1	Total revenue & Other income	488,542	160,000	33%
	(Production and business activities)	450,605	128,800	29%
	(Financial activities)	36,946	31,200	84%
	(Other income)	991		
2	Profit before tax	202,897	26,500	13%
3	Expected dividend payout ratio	30%	25%	83%
4	Total investment value	27.980	805.000	2.877%

2. Key goals and tasks of the BoD in 2026

2.1 Goals

Complete the production and business plan targets set for 2026, enabling the enterprise to continue innovating and developing sustainably and strongly.

2.2 Key tasks

- (1) Complete the 2026 production and business targets
- (2) My Xuan B1-CONAC Industrial Park Project: Review land planning, adjust land use purposes to increase land use efficiency;
- (3) My Xuan B1-CONAC Industrial Park expansion: Complete procedures for land, basic construction investment, and investment promotion on the phase 1 area; Implement compensation and site clearance for the phase 2 area while preparing necessary conditions to promote the attraction of investors from the end of 2026;
- (4) My Xuan B1 Social Housing Project: Complete land procedures, basic construction procedures, and implement construction of phase 1 for items: Technical infrastructure; Adjacent houses, model houses; OCC-1 apartment building; Implement sales work.
- (5) Bac Chau Giang Project: Implement the sale of future-formed houses for semi-detached and detached villa products; Complete architectural competition, adjust feasibility study report, and apply for construction permits for high-rise apartment blocks.
- (6) Conac Plaza Project: Complete the adjustment of the 1/2000 scale zoning plan for the Nam Vung Tau urban area, ensuring the addition of population targets for the project.
- (7) Long Hai Hotel Project: Researching investment in a nursing home model to effectively utilize assets and generate stable, long-term revenue for the Company.

The above is the evaluation report of the Board of Directors on the management and administration of the Company in 2025, and the operating plan of the Board of Directors in 2026. The Company's Board of Directors looks forward to continuing to receive the attention, support, and sharing of Shareholders, as well as the cooperation and support of partners and investors.

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

Wishing the General Meeting great success.

Sincerely./.

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



Dang Chinh Trung

No.: 05/BC-BKS

Ho Chi Minh City, March 30, 2026

**REPORT
OF THE SUPERVISORY BOARD OF IDICO INVESTMENT
CONSTRUCTION OIL AND NATURAL GAS JOINT STOCK
COMPANY AT THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

To: General Meeting of Shareholders

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

Pursuant to the current Charter ("Charter") of IDICO Investment Construction Oil And Natural Gas Joint Stock Company regarding the duties, powers, and responsibilities of the Supervisory Board;

Pursuant to the results of the supervision and monitoring of the management and operation of business activities of IDICO Investment Construction Oil And Natural Gas Joint Stock Company in 2025;

Pursuant to Resolution No. 19/NQ-CT of the Supervisory Board approved by the General Meeting of Shareholders on November 4, 2022

The Supervisory Board ("SB") of IDICO Investment Construction Oil And Natural Gas Joint Stock Company ("IDICO-CONAC") hereby reports to the Shareholders on the performance results in 2025 and the plan for 2026 as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD

1. Personnel

The SB was established pursuant to Decision No. 05 dated April 24, 2024, of the Board of Directors ("BOD") with the following members:

No.	SB Member	Position	Date of joining the SB	Professional qualification
1	Ms. Tran Ngoc Sang	Head of Board	Appointed from April 24, 2024	Bachelor of Economics
2	Mr. Mai Quoc Chinh	Member	Appointed from April 29, 2022	Construction Engineer
3	Mr. Nguyen Van Thau	Member	Appointed from April 25, 2023	Bachelor of Economics

2. Summary of meetings

No.	SB Member	Number of meetings attended	Attendance rate	Voting rate
1	Ms. Tran Ngoc Sang	2/2	100%	100%
2	Mr. Mai Quoc Chinh	2/2	100%	100%
3	Mr. Nguyen Van Thau	2/2	100%	100%

3. Remuneration and operating expenses of the SB in 2025

- Regarding the remuneration of the SB in 2025: details of the remuneration of SB members are reported and disclosed in accordance with the Law on Enterprises and the Law on Securities. Apart from this remuneration, SB members do not receive any other benefits or remuneration.

- Specific information and figures are presented in detail in the audited Financial Statements (“FS”) for 2025 and the 2025 Annual Report. Shareholders are kindly requested to view these details in the reports posted on the IDICO-CONAC website at the following link: <https://www.idicoconac.vn>

- Operating expenses of the SB in 2025: in compliance with the internal regulations and policies of IDICO-CONAC.

4. Activities of the SB

The activities of the SB comply with the issued Charter and relevant legal regulations, based on the needs and actual operational situation of IDICO-CONAC. Some key activities of the SB in 2025 were as follows:

- Supervised the activities of the BOD and the Board of Management (“BOM”) in managing and operating the company. Reviewed the appropriateness of the Decisions and Resolutions of the BOD and the BOM.

- Supervised the implementation and results of compliance with the Company Charter, the implementation of Resolutions of the Annual General Meeting of Shareholders (“AGM”), and the Company’s internal management regulations and policies.

- Inspected the reasonableness, legality, honesty, and level of prudence in the management and operation of business activities.

- Inspected the systematic nature, consistency, and suitability of accounting, statistical, and financial statement preparation work;

- Appraised the completeness, legality, and honesty of the Financial Statements, as well as the annual and semi-annual business performance reports of the Company.

II.RESULTS OF INSPECTION AND EVALUATION OF KEY ACTIVITIES

1. Results of inspection and evaluation of Financial Statements

- The recording and storage of vouchers, the accounting information system, and the preparation of accounting books were generally carried out in accordance with current regulations.

- The Financial Statements were prepared and presented honestly, in

accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises, and relevant legal regulations regarding the preparation and presentation of Financial Statements. From a material perspective, the Financial Statements honestly and reasonably reflected the financial position of IDICO-CONAC as of December 31, 2025.

- The semi-annual and full-year 2025 Financial Statements were audited by Ernst & Young Vietnam Limited. The SB has reviewed and agreed with the assessments of the independent auditor.

2. Results of supervision of operations in 2025

- In 2025, the BOD issued Resolutions and decisions in accordance with its functions and powers as stipulated by the Company Charter and the Resolutions of the General Meeting of Shareholders.

- The BOD closely supervised and directed the Board of Management and managers in operating the Company's business activities.

- The BOM and functional departments seriously implemented the Resolutions of the AGM and performed their functions and duties well in accordance with the law and the Company Charter.

- Regarding personnel, the BOM continued to consolidate and perfect the personnel structure in line with the development orientation of IDICO-CONAC.

- Departments continued to perfect the system of regulations and operational processes and enhanced the role of risk control at the frontline.

3. Evaluation of the coordination between the SB, the BOD, the BOM, and shareholders

- Faced with major fluctuations in the macroeconomic environment, the BOD and the BOM adapted quickly and flexibly to prepare for the direct and indirect impacts of the market in general. The members of the SB upheld their sense of responsibility in performing their duties, ensuring honesty and objectivity in the work of the BOD and the BOM.

- In the process of performing its duties, the SB always coordinated well with members of the BOD, members of the BOM, and relevant managers, and always received cooperation. In 2025, the SB always listened to the opinions of Shareholders regarding the management work of the BOD and the operational work of the BOM.

- In 2025, the BOD and the BOM performed their functions and duties in compliance with the law, the Company Charter, and the decisions of the AGM.

4. Report on transactions with related parties

- Transactions with related parties were strictly controlled and complied with the laws, the Charter, and the regulations of IDICO-CONAC; no conflicts of interest were detected in transactions with related parties.

- Transactions with related parties were fully disclosed in accordance with the law and were fully explained in the 2025 Financial; no irregularities were detected in these transactions.

III. RECOMMENDATIONS OF THE SB

Based on the results of the inspection and supervision of business operations and financial management of the Company, the Supervisory Board recommends the following to the Board of Directors and the Board of Management:

- The BOD, the BOM, and department managers should continue to coordinate and provide information in a timely manner so that the SB can continue to fully perform its functions and duties.
- The BOM should continue to enhance its control and self-control roles to minimize operational risks; in particular, increase the application of technology in management and consolidate and improve system management capacity.
- Strengthen the control and collection of debts for due and overdue receivables. Analyze and evaluate overdue debts to develop measures to limit the occurrence of additional overdue receivables.

IV. OPERATIONAL ORIENTATION OF THE SB IN 2026

The operational orientation of the SB in 2026 is as follows:

- Continue to fully perform the duties and powers and achieve the goals of the SB; complete other tasks in accordance with the law, the Charter, and the Company's internal management regulations.
- Strengthen the supervision of compliance with the law, the Charter, the resolutions of the AGM, the resolutions of the BOD, and the internal management regulations of IDICO-CONAC; inspect and supervise the results of the implementation of goals and plans.
- Perform the appraisal of the reviewed semi-annual Financial Statements and the audited annual Financial Statements as prescribed.
- Other tasks according to the SB's Operating Regulations.

The above is the Report on the activities of the SB in 2025 and the plan for 2026.

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

Thank you.

Recipient:

- As above;
- BOD;
- Filed: General Office.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**



TRAN NGOC SANG

**PROPOSAL
ON APPROVAL OF THE 2025 FINANCIAL STATEMENTS AUDITED**

To: General Meeting of Shareholders

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

- Pursuant to the Charter of IDICO Investment Construction Oil And Natural Gas Joint Stock Company dated December 26, 2006, as amended on September 26, 2025;

- Pursuant to the 2025 Financial Statements audited by Ernst & Young Vietnam Limited;

The Board of Directors hereby submits the audited 2025 Financial Statements to the General Meeting of Shareholders with the following key contents:

I	Balance Sheet	
	Total Assets	1,283,743,185,245 VND
	Liabilities	759,719,938,137 VND
	Owner's Equity	524,023,247,108 VND
II	Results of Business Operations	
	Total Revenue and Other Income	488,542,482,220 VND
	Total Accounting Profit Before Tax	202,896,724,048 VND
	Basic Earnings Per Share	5,277 VND/share

(Detailed content in the attached audited 2025 Financial Statements)

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

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Archive: General Administration Office, Finance & Accounting Department.

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



Dang Chinh Trung



IDICO Investment Construction Oil and Natural Gas Joint Stock Company

Financial statements

For the year ended 31 December 2025



IDICO Investment Construction Oil and Natural Gas
Joint Stock Company

B01-DN

BALANCE SHEET
as at 31 December 2025

VND

Code	ASSETS	Notes	31 December 2025	31 December 2024
100	A. CURRENT ASSETS		858,099,439,680	906,722,791,473
110	I. Cash and cash equivalents	4	68,729,653,860	199,506,918,457
111	1. Cash		13,729,653,860	12,674,498,457
112	2. Cash equivalents		55,000,000,000	186,832,420,000
120	II. Short-term investments	5	496,676,000,000	295,676,000,000
121	1. Held-for-trading securities		10,676,000,000	10,676,000,000
123	2. Held-to-maturity investments		486,000,000,000	285,000,000,000
130	III. Current accounts receivable		100,348,106,984	115,301,843,608
131	1. Short-term trade receivables	6	43,311,753,063	50,928,740,158
132	2. Short-term advance to suppliers	7	17,112,055,901	25,531,816,103
136	3. Other short-term receivables	8	41,403,966,822	40,320,956,149
137	4. Provision for doubtful short-term receivables	9	(1,479,668,802)	(1,479,668,802)
140	IV. Inventory		189,896,915,074	282,356,074,327
141	1. Inventories	10	189,896,915,074	282,356,074,327
150	V. Other current assets		2,448,763,762	13,881,955,081
151	1. Short-term prepaid expenses	11	133,863,982	9,205,110,436
152	2. Value-added tax deductible	12	1,292,361,255	4,312,945,203
153	3. Tax and other receivables from the States	12	1,022,538,525	363,899,442
200	B. NON-CURRENT ASSETS		425,643,745,565	438,195,925,559
220	I. Fixed assets		59,553,191,956	57,929,376,185
221	1. Tangible fixed assets	13	8,407,700,911	6,777,730,112
222	Cost		45,006,801,393	41,982,460,196
223	Accumulated depreciation		(36,599,100,482)	(35,204,730,084)
227	2. Intangible fixed assets	14	51,145,491,045	51,151,646,073
228	Cost		51,268,597,454	51,268,597,454
229	Accumulated amortisation		(123,106,409)	(116,951,381)
230	II. Investment properties	15	208,750,510,280	234,773,407,992
231	1. Cost		463,719,527,130	461,249,454,169
232	2. Accumulated depreciation		(254,969,016,850)	(226,476,046,177)
240	III. Long-term asset in progress	16	54,811,518,429	49,801,604,441
242	1. Construction in progress		54,811,518,429	49,801,604,441
250	IV. Long-term investments	5	100,000,000,000	90,000,000,000
255	1. Held-to-maturity investments		100,000,000,000	90,000,000,000
260	V. Other long-term assets		2,528,524,900	5,691,536,941
261	1. Long-term prepaid expenses	11	868,346,785	3,267,622,754
262	2. Deferred tax assets	31.3	1,660,178,115	2,423,914,187
270	TOTAL ASSETS		1,283,743,185,245	1,344,918,717,032

IDICO Investment Construction Oil and Natural Gas
Joint Stock Company

B01-DN

BALANCE SHEET (continued)
as at 31 December 2025

VND

Code	RESOURCES	Notes	31 December 2025	31 December 2024
300	C. LIABILITIES		759,719,938,137	934,472,166,048
310	I. Current liabilities		137,238,397,413	321,799,940,517
311	1. Short-term trade payables	17	13,105,331,499	9,464,071,956
312	2. Short-term advances from customers	18	45,314,597,969	198,340,642,787
313	3. Statutory obligations	12	26,053,584,642	42,755,930,824
314	4. Payables to employees		1,832,450,000	594,152,795
315	5. Short-term accrued expenses	19	9,284,589,355	8,196,630,935
318	6. Short-term unearned revenues	20	20,222,612,476	18,079,544,046
319	7. Other short-term payables	22	1,782,247,019	42,205,696,885
320	8. Short-term loan	23	15,329,003,763	-
321	9. Short-term provisions		864,681,801	-
322	10. Bonus and welfare fund	21	3,449,298,889	2,163,270,289
330	II. Non-current liabilities		622,481,540,724	612,672,225,531
336	1. Long-term unearned revenues	20	622,116,540,724	612,322,225,531
337	2. Other long-term liabilities		365,000,000	350,000,000
400	D. OWNERS' EQUITY		524,023,247,108	410,446,550,984
410	I. Owners' equity	24	524,023,247,108	410,446,550,984
411	1. Share capital		305,999,230,000	203,999,600,000
411a	- Ordinary shares with voting rights		305,999,230,000	203,999,600,000
412	2. Share premium		290,000	290,000
421	3. Undistributed earnings		218,023,727,108	206,446,660,984
421a	- Undistributed earnings by the end of prior year		81,022,070,984	4,669,168,441
421b	- Undistributed earnings of current year		137,001,656,124	201,777,492,543
440	TOTAL LIABILITIES AND OWNERS' EQUITY		1,283,743,185,245	1,344,918,717,032

Nguyen Thi Luu
Preparer

Nguyen Thi Hong Hanh
Chief Accountant



Ho Chi Minh City, Vietnam

20 March 2026

Le Thanh Tung
Director

IDICO Investment Construction Oil and Natural Gas
Joint Stock Company

B02-DN

INCOME STATEMENT
for the year ended 31 December 2025

VND

Code	ITEMS	Notes	Current year	Previous year
10	1. Net revenues from sale of goods and rendering of services	25.1	450,605,501,119	622,811,727,724
11	2. Cost of goods sold and services rendered	26	(244,966,406,569)	(299,750,479,654)
20	3. Gross profit from sale of goods and rendering of services		205,639,094,550	323,061,248,070
21	4. Finance income	25.2	36,945,930,039	21,064,173,837
22	5. Finance expenses	27	(4,228,878,624)	(7,455,295,565)
23	In which: Interest expenses		(188,404,624)	(2,493,365,165)
25	6. Selling expenses	28	(13,629,577,225)	(15,190,550,041)
26	7. General and administrative expenses	29	(22,212,330,717)	(18,397,497,311)
30	8. Operating profit		202,514,238,023	303,082,078,990
31	9. Other income		991,051,062	2,177,116,907
32	10. Other expenses		(608,565,037)	(1,661,654,022)
40	11. Other profit		382,486,025	515,462,885
50	12. Accounting profit before tax		202,896,724,048	303,597,541,875
51	13. Current corporate income tax expense	31.1	(40,651,393,452)	(63,444,043,519)
52	14. Deferred tax expense	31.3	(763,736,072)	2,423,914,187
60	15. Net profit after tax		161,481,594,524	242,577,412,543
70	16. Basic earnings per share	24.4	5,277	7,829
71	17. Diluted earnings per share	24.4	5,277	7,829

Nguyen Thi Luu
Preparer

Nguyen Thi Hong Hanh
Chief Accountant



Ho Chi Minh City, Vietnam

20 March 2026

Le Thanh Tung
Director

CASH FLOW STATEMENT
for the year ended 31 December 2025

VND

Code	ITEMS	Notes	Current year	Previous year
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	Accounting profit before tax		202,896,724,048	303,597,541,875
	Adjustments for:			
02	Depreciation and amortisation	13,14,15	30,356,560,856	20,251,327,337
03	Provisions (reversal of provision)		864,681,801	(698,344,400)
04	Foreign exchange gains arising from revaluation of monetary accounts denominated in monetary currency		(62,245,023)	(92,482,982)
05	Profits from investing activities		(37,704,754,260)	(21,586,761,262)
06	Interest expenses		188,404,624	2,493,365,165
08	Operating profit before changes in working capital		196,539,372,046	303,964,645,733
09	Decrease (increase) in receivables		24,232,622,904	(1,303,964,395)
10	Decrease in inventories		92,459,159,253	78,692,550,976
11	(Decrease) increase in payables		(136,610,531,996)	103,770,322,388
12	Decrease (increase) in prepaid expenses		11,470,522,423	(8,944,255,000)
14	Interest paid		(188,404,624)	(9,288,999,654)
15	Corporate income tax paid	12	(55,093,022,900)	(35,175,234,542)
17	Other cash outflows for operating activities	21	(1,738,971,400)	(2,793,984,920)
20	Net cash flows from operating activities		131,070,745,706	428,921,080,586
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	Purchase and construction of fixed assets		(10,654,824,290)	(3,742,726,312)
22	Proceeds from disposals of fixed assets		-	1,254,554,708
23	Payment for bank deposits and bonds		(371,000,000,000)	(214,000,000,000)
24	Collections from bank deposits and bonds		160,000,000,000	103,000,000,000
27	Interest received		29,966,743,601	24,876,035,795
30	Net cash flows used in investing activities		(191,688,080,689)	(88,612,135,809)
	III. CASH FLOWS FROM FINANCING ACTIVITIES			
33	Drawdown of borrowings		52,660,471,187	46,706,914,524
34	Repayment of borrowings		(37,331,467,424)	(250,379,097,264)
36	Dividend paid		(85,551,178,400)	(61,346,472,000)
40	Net cash flows used in financing activities		(70,222,174,637)	(265,018,654,740)


IDICO Investment Construction Oil and Natural Gas
Joint Stock Company

B03-DN

CASH FLOW STATEMENT (continued)
for the year ended 31 December 2025

VND

Code	ITEMS	Notes	Current year	Previous year
50	Net decrease in cash for the year		(130,839,509,620)	75,290,290,037
60	Cash and cash equivalents at beginning of year		199,506,918,457	124,124,145,438
61	Impact of exchange rate fluctuation		62,245,023	92,482,982
70	Cash and cash equivalents at end of year	4	68,729,653,860	199,506,918,457



Nguyen Thi Luu
Preparer



Nguyen Thi Hong Hanh
Chief Accountant



Ho Chi Minh City, Vietnam

20 March 2026

Le Thanh Tung
Director

**PROPOSAL
REGARDING THE SELECTION OF AN AUDITING FIRM
FOR THE 2026 FINANCIAL STATEMENTS OF
IDICO INVESTMENT CONSTRUCTION OIL AND NATURAL GAS
JOINT STOCK COMPANY**

To: General Meeting of Shareholders

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

- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and guiding documents for implementation;

- Pursuant to the Charter of IDICO Investment Construction Oil And Natural Gas Joint Stock Company dated December 26, 2006, as amended on September 26, 2025;

- Pursuant to the recommendation of the Supervisory Board regarding the selection of a list of auditing firms approved to audit the 2026 financial statements of IDICO Investment Construction Oil And Natural Gas Joint Stock Company's Board of Directors meeting on .../.../....;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the plan to select an auditing firm with a strong reputation for audit quality and audit fees commensurate with the quality and scope of the audit, to perform the audit of the 2026 financial statements of IDICO Investment Construction Oil And Natural Gas Joint Stock Company, as follows:

1. List of auditing firms:

- Ernst & Young Vietnam Limited (Enterprise ID: 0300811802)

Address: No. 2, Hai Trieu Street, Saigon Ward, Ho Chi Minh City, Vietnam.

- PWC Vietnam Limited (Enterprise ID: 0100157406)

Address: No. 29, Le Duan Street, Saigon Ward, Ho Chi Minh City, Vietnam.

- KPMG Limited (Enterprise ID: 0100112042)

Address: 46th Floor, Keangnam Landmark 72 Tower, Pham Hung Road, Yen Hoa Ward, Hanoi City, Vietnam.

- **Deloitte Vietnam Auditing Company Limited (Enterprise ID: 0100112500)**

Address: 12th Floor, Diamond Park Plaza Building, No. 16 Lang Ha, Giang Vo Ward, Hanoi City, Vietnam.

2. The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on the selection of an auditing firm from the above list to perform the audit of the 2026 financial statements.

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

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

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Archived: General Administration
Office, Finance and Accounting
Department.



Dang Chinh Trung

Ho Chi Minh City, March 30, 2026

No.: 08/2026/TTr-HĐQT

PROPOSAL

**ON APPROVAL OF THE 2026 PRODUCTION,
BUSINESS, AND INVESTMENT PLAN**

To: The General Meeting of Shareholders

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

- Pursuant to the Charter of Organization and Operation of IDICO Investment Construction Oil And Natural Gas Joint Stock Company;

The Board of Directors respectfully submits the 2026 production, business, and investment plan to the General Meeting of Shareholders as follows:

Unit: million VND

No	Item	2025 Actual	2026 Plan	2026 Plan / 2025 Actual
1	Total Revenue and Other Income	488.542	160.000	33%
2	Profit before tax	202.897	26.500	13%
3	Total investment value	27.980	805.000	2.877%

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

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Board of Supervisors;
- Filed: Finance & Accounting Dept., HR & Admin Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Dang Chinh Trung

No.: 07/2026/TTr-HĐQT

Ho Chi Minh City, March 30, 2026

PROPOSAL
ON THE APPROVAL OF THE PROFIT DISTRIBUTION PLAN
FOR THE YEAR 2025 AND THE PLAN FOR 2026

To: The General Meeting of Shareholders

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

- Pursuant to the Charter of IDICO Investment Construction Oil And Natural Gas Joint Stock Company dated December 26, 2006, as amended on September 26, 2025;

- Pursuant to the 2025 Financial Statements audited by Ernst & Young Vietnam Limited;

The Board of Directors respectfully submits to the General Meeting of Shareholders the profit distribution plan for 2025 and the profit distribution plan for 2026 as follows:

1. Profit distribution plan for 2025:

Unit: VND

No.	Content	Year 2025
I	Undistributed profit after tax:	242,503,665,508
	As of the end of the previous year (2024)	81,022,070,984
	Undistributed profit after tax for 2025:	161,481,594,524
II	2025 Profit Distribution	92,399,769,000
1	Fund allocation	600,000,000
	Executive management bonus fund (1)	600,000,000
2	2025 Dividend payment (2)	91,799,769,000
	Cash (Ratio 30%/Charter Capital)	91,799,769,000
	<i>Already advanced (Ratio 18%/Charter Capital)</i>	<i>55,079,861,400</i>
	<i>Remaining amount to be distributed (Ratio 12%/Charter Capital)</i>	<i>36,719,907,600</i>
III	Undistributed profit carried forward to the next year	150,103,896,508

According to the 2025 Annual General Meeting of Shareholders Resolution dated April 22, 2025:

(1) Plan for allocation to the executive management bonus fund for 2025:

+ *Achievement of profit target: 300,000,000 VND*

+ *Exceeding the profit target: Additional allocation of up to 20% of the profit after tax exceeding the target.*

(2) 2025 dividend payment plan: Ratio of 25%/Charter Capital.

2. Profit distribution plan for 2026:

No.	Indicator	Year 2026
I	Undistributed profit from the previous year carried forward	150,103,896,508
II	Profit after tax for the current year	21,200,000,000
III	2026 Profit Distribution	76,499,807,500
1	2026 Dividend payment (25%/Charter Capital)	76,499,807,500
IV	Undistributed profit carried forward to the next year	94,204,089,008

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

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Archived: General Administration Office, Finance and Accounting Department.

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



Dang Chinh Trung

No.: 06/2026/TTr-HĐQT

Ho Chi Minh City, March 30, 2026

PROPOSAL
ON APPROVAL OF THE TOTAL REMUNERATION, BONUS, AND SALARY
BUDGET FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY
BOARD FOR 2025 AND THE PLAN FOR 2026

To: The General Meeting of Shareholders

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

- Pursuant to the Charter of IDICO Investment Construction Oil And Natural Gas Joint Stock Company dated December 26, 2006, as amended on September 26, 2025;

- Pursuant to Resolution of the 2025 Annual General Meeting of Shareholders No. 03/NQ-DHĐCĐ dated April 22, 2025;

- Pursuant to the production, business, and investment results for 2025 and the production, business, and investment plan for 2026 of IDICO Investment Construction Oil And Natural Gas Joint Stock Company;

The Board of Directors hereby submits to the General Meeting of Shareholders the total remuneration, salary, and bonus budget for the Board of Directors and the Supervisory Board of the Company, specifically as follows:

1. The total expenditure for remuneration, bonuses, and salaries for the Board of Directors and the Supervisory Board in 2025 is **1,543,000,000 VND** (*The General Meeting of Shareholders approved the 2025 plan at 1,550,000,000 VND*):

In which: - Board of Directors: 1,266,500,000 VND
- Supervisory Board: 276,500,000 VND

2. The planned total expenditure for remuneration, bonuses, and salaries for the Board of Directors and the Supervisory Board of the Company in 2026 (applicable from January to the end of December 2026) is **2,000,000,000 VND**, specifically as follows:

- The total remuneration, bonus, and salary budget for the Board of Directors is 1,705,000,000 VND. The payment level for each member shall be decided by the Board of Directors based on the principle of consensus.

- The total remuneration and bonus budget for the Supervisory Board is: **295,000,000 VND**. The payment level for each member shall be decided by the Supervisory Board based on the principle of consensus.

Members of the Board of Directors and the Supervisory Board shall be reimbursed for food, accommodation, travel, and other reasonable expenses incurred while performing assigned duties based on actual costs and in accordance with the Company's Internal Expenditure Regulations.

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

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Archived: General Administration Office, Finance and Accounting Department.

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



Dang Chinh Trung

Ho Chi Minh City, 2026

DRAFT



MINUTES

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS INVESTMENT CONSTRUCTION OIL AND NATURAL GAS JSC

I. Corporate Information:

Company name: **INVESTMENT CONSTRUCTION OIL AND
NATURAL GAS JOINT STOCK COMPANY
(IDICO-CONAC)**

Head office address: No. 326 Nguyen An Ninh, Tam Thang Ward, Ho Chi
Minh City

Telephone: 0254 3838423

Enterprise ID: 3500101298

Stock ticker symbol: ICN

II. Time and Venue of the Meeting:

Time: 09:00 on 22 April 2026

Venue: Hall of IDICO Investment Construction Oil And Natural
Gas Joint Stock Company, No. 326 Nguyen An Ninh,
Tam Thang Ward, Ho Chi Minh City

Meeting format: Offline

III. Participants:

- Board of Directors:

1. Mr. Dang Chinh Trung - Chairman of the Board of Directors
2. Mr. Le Thanh Tung - Member
3. Mr. Vu Anh Tuan - Member
4. Mr. Pham Ngoc Dung - Member
5. Mr. Nguyen Vu Hung - Member

- Supervisory Board:

1. Ms. Tran Ngoc Sang - Head of the Board
2. Mr. Mai Quoc Chinh - Member
3. Mr. Nguyen Van Thau - Member

- Board of Management:

1. Mr. Le Thanh Tung - Company Director
2. Mr. Vu Anh Tuan - Deputy Company Director
3. Ms. Lam Thi Phuong Trang - Deputy Company Director

- Shareholders and authorized representatives of the Company's shareholders (as of the shareholder list closing date of 16/03/2026).

IV. Conditions for convening the Meeting:

The Head of the Shareholder Eligibility Verification Committee, Mr. Nguyen Van Thau, reported to the Meeting the results of the verification of the eligibility of shareholders attending the 2026 Annual General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company, which opened at 09:00 on 22/04/2026.

- Total number of shareholders invited: All shareholders named in the shareholder list closed as of 16/03/2026, owning 30,599,923 voting shares of the Company.

- Shareholders attending the Meeting: ... shareholders and authorized representatives, owning and representing ... shares, accounting for ...% of the total voting shares of the Company.

(Appendix: List of Shareholders attending the 2026 Annual General Meeting of Shareholders attached).

- In accordance with the Law on Enterprises and the Company's Charter, the 2026 Annual General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company is eligible to proceed.

V. Personnel structure of the Presidium and assisting committees at the Meeting:

The personnel structure of the Presidium and assisting committees at the Meeting was introduced and approved by the General Meeting of Shareholders at the Meeting with a voting ratio, specifically as follows:

1. Approval of the Presidium list:

- Mr. Dang Chinh Trung - Chairman of the Board of Directors
- Mr. Le Thanh Tung - Member of the Board of Directors, Company Director

The personnel of the Presidium were unanimously approved by the Meeting with a rate of ...% of the total voting shares of the shareholders attending and voting at the Meeting.

2. The Chairman appointed the Secretariat:

- Mr. Nguyen Anh Tuan - Head of the Secretariat
- Ms. Chu Nguyen Phuong Mai - Member

The personnel of the Secretariat were unanimously approved by the Meeting with a rate of ...% of the total voting shares of the shareholders attending and voting at the Meeting.

3. Approval of the Vote Counting Committee list:

- Mr. Nguyen Van Thau - Head of the Committee
- Ms. Nguyen Thi Luu - Member
- Ms. Hoang Le Thu - Member
- Ms. Do Thi Quynh Nga - Member

The personnel of the Vote Counting Committee were unanimously approved by the Meeting with a rate of ...% of the total voting shares of the shareholders attending and voting at the Meeting.

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

1. Approval of the Meeting agenda

The Meeting agenda was unanimously approved by the Meeting with a rate of ...% of the total voting shares of the shareholders attending and voting at the Meeting.

2. Approval of the Meeting Working Regulations (Presidium)

The Meeting Working Regulations were unanimously approved by the Meeting with a rate of ...% of the total voting shares of the shareholders attending and voting at the Meeting.

3. The Meeting heard the presentation of the contents of the reports and proposals:

- Deputy Director Vu Anh Tuan presented: Report on the summary of production and business activities in 2025 and the plan for 2026;

- Member of the Board of Directors Pham Ngoc Dung presented: Report on the activities of the Board of Directors in 2025 and the plan for 2026;

- Head of the Supervisory Board Tran Ngoc Sang presented:

- + Report of the Supervisory Board at the 2026 Annual General Meeting of Shareholders;

- + Proposal on the selection of an auditing firm for the 2025 financial statements;

- Chief Accountant Nguyen Thi Hong Hanh presented:

- + Proposal on the approval of the audited consolidated financial statements for 2025;

- + Proposal on the approval of the production, business, and investment plan for 2026;

+ Proposal on the approval of the profit distribution and dividend payment plan for 2025 and the profit distribution and dividend payment plan for 2026;

+ Proposal on the approval of the total remuneration, salary, bonus, and other benefits for the Board of Directors and Supervisory Board in 2025 and the plan for 2026;

4. Discussion at the Meeting: The Presidium invited Shareholders to express their opinions on the Reports and Proposals at the Meeting:

* Opinions of shareholders:

The Shareholders had no opinions on the Reports and Proposals at the Meeting.

VII. Issues voted upon at the General Meeting of Shareholders:

After reviewing the contents at the Meeting and discussing related issues, based on the results of the vote counting by filling out voting ballots for the contents, the 2026 Annual General Meeting of Shareholders of the Company unanimously approved the contents, specifically as follows:

At the time of voting, there were ... shareholders participating, representing ... voting shares of the Company, accounting for ...% of the total voting shares; in which:

- The total number of valid ballots is ..., representing ... shares, accounting for ...% of the total voting shares.

- The total number of invalid ballots is ..., representing ... shares, accounting for ...% of the total voting shares.

1. Approval of the Report on production, business, and investment results in 2025 and the production, business, and investment plan for 2026:

1.1. Key indicators achieved in 2025:

Unit: Million VND

No	Indicator	2025 Plan	2025 Actual	Actual 2025 / Plan 2025
1	Total revenue & Other income	440,000	488,542	111%
2	Profit before tax	188,000	202,897	108%
3	Expected dividend payout ratio	25%	30%	120%
4	Total investment value	807,860	27,980	3%

1.2. Production and business plan for 2026:

Unit: Million VND

No.	Indicator	2025 Actual	2026 Plan	2026 Plan/ 2025 Actual

1	Total revenue and other income	488,542	160,000	33%
2	Profit before tax	202,897	26,500	13%
3	Dividend payout ratio (expected)	30%	25%	83%
4	Total investment value	27,980	1,019,000	3,642%

Voting results:

Number of votes in favor	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of votes against	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of abstentions	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of invalid ballots	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting

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

Number of votes in favor	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of votes against	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of abstentions	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of invalid ballots	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting

3. Approval of the Report of the Supervisory Board at the 2025 Annual General Meeting of Shareholders

Number of votes in favor	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of votes against	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of abstentions	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending

		and voting at the Meeting
Number of invalid ballots	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting

4. Approval of the Proposals:

4.1. Approval of the content of the proposal on the audited financial statements for 2025:

Number of votes in favor	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of votes against	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of abstentions	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of invalid ballots	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting

4.2. Approval of the content of the proposal on the profit distribution and dividend payment plan for 2025 and the profit distribution and dividend payment plan for 2026:

Number of votes in favor	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of votes against	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of abstentions	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of invalid ballots	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting

4.3. Approval of the content of the proposal on the total remuneration, salary, bonus, and other benefits for the Board of Directors and Supervisory Board in 2025 and the plan for 2026:

Number of votes in favor	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of votes against	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending

		and voting at the Meeting
Number of abstentions	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of invalid ballots	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting

4.4. Approval of the content of the proposal on the selection of an auditing firm for the 2025 financial statements:

Number of votes in favor	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of votes against	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of abstentions	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of invalid ballots	- Number of shares: 0	Equivalent to 0% of the total voting shares of the Shareholders attending and voting at the Meeting

4.5. Approval of the content of the proposal on the approval of the production, business, and investment plan for 2026:

Number of votes in favor	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of votes against	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of abstentions	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting
Number of invalid ballots	- Number of shares: ...	Equivalent to ...% of the total voting shares of the Shareholders attending and voting at the Meeting

The General Meeting of Shareholders authorizes the Board of Directors, the Supervisory Board, and the Company's Board of Management to implement the contents approved by the General Meeting of Shareholders at this Meeting, ensuring the interests of the shareholders and the enterprise, and in accordance with the provisions of the Law.

The contents of the meeting were recorded in the Minutes and Resolution, read publicly at the Meeting, and the General Meeting of Shareholders

unanimously approved them with ... shares in favor, reaching ...% of the total voting shares of the shareholders attending and voting.

The meeting concluded at 11:30 on the same day.

The minutes of the 2026 Annual General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company have been prepared in writing and the full text has been published on the website of IDICO Investment Construction Oil And Natural Gas Joint Stock Company (<http://idicoconac.vn/vn-37-0/quan-he-co-dong.html>) to notify all Shareholders in accordance with the provisions of the Law.

SECRETARY

CHAIRMAN OF THE MEETING

1.

2.

DANG CHINH TRUNG



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 2026

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
IDICO INVESTMENT CONSTRUCTION OIL AND NATURAL GAS JSC

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

Pursuant to the Charter of IDICO Investment Construction Oil And Natural Gas Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company, which was unanimously approved by the Meeting with a voting rate of ...% of the total voting shares of shareholders and authorized representatives present at the Meeting.

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
IDICO PETROLEUM CONSTRUCTION INVESTMENT JSC

DECIDES

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

1. Approval of the 2025 production, business, and investment results report and the 2026 production, business, and investment plan:

1.1. Key performance indicators achieved in 2025:

Unit: Million VND

No	Indicator	2025 Plan	2025 Actual	Actual 2025/ Plan 2025
1	Total Revenue & Other Income	440,000	488,542	111%
2	Profit Before Tax	188,000	202,897	108%
3	Expected Dividend Payout Ratio	25%	30%	120%
4	Total Investment Value	807,860	27,980	3%

1.2. 2026 production and business plan:

Unit: Million VND

No.	Indicator	2025 Actual	2026 Plan	Plan 2026/ Actual 2025
1	Total Revenue and Other Income	488,542	160,000	33%
2	Profit Before Tax	202,897	26,500	13%
3	Dividend Payout Ratio (Expected)	30%	25%	83%
4	Total Investment Value	27.980	805.000	2.877%

2. Approval of the 2025 activity report of the Board of Directors and the 2026 plan;

3. Approval of the 2025 activity report of the Supervisory Board and the 2026 plan;

Article 2. The Meeting approves the Proposals submitted by the Board of Directors and the Supervisory Board, including:

1. Proposal for approval of the 2025 financial statements audited by Company;

Please refer to the disclosed financial statements posted on the Company's website at: <http://idicoconac.vn/vn-37-0/quan-he-co-dong.html>

2. Proposal for selection of an auditing firm for the 2026 financial statements:

Unanimously approve the plan for selecting an independent auditing firm (*Pursuant to the list of auditing organizations and practicing auditors approved by the Ministry of Finance and the Vietnam of State Securities Commission to audit public interest entities in the securities sector in 2025 under Decision No. 2730/QĐ-BTC dated November 15, 2024, of the Ministry of Finance*) that has a reputation for audit quality and offers audit fees commensurate with the quality and scope of the audit to perform the audit of the 2026 financial statements of IDICO Investment Construction Oil And Natural Gas Joint Stock Company, as follows:

2.1. List of auditing firms:

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

Address: No. 2, Hai Trieu Street, Saigon Ward, Ho Chi Minh City, Vietnam.

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

Address: No. 29, Le Duan Street, Saigon Ward, Ho Chi Minh City, Vietnam.

- ***KPMG Limited (Enterprise Code: 0100112042)***

Address: 46th Floor, Keangnam Landmark 72 Tower, Pham Hung Street, Yen Hoa Ward, Hanoi City, Vietnam.

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

Address: 12th Floor, Diamond Park Plaza Building, No. 16 Lang Ha, Giang Vo Ward, Hanoi City, Vietnam.

2.2. The General Meeting of Shareholders authorizes the Board of Directors of IDICO Investment Construction Oil And Natural Gas Joint Stock Company to decide on the selection of an auditing firm from the above list to audit the 2026 financial statements.

3. Proposal for approval of the 2026 production, business, and investment plan:

Unit: Million VND

No.	Indicator	2025 Actual	2026 Plan	Plan 2026 /Actual 2025
1	Total Revenue and Other Income	488,542	160,000	33%
2	Profit Before Tax	202,897	26,500	13%
3	Total Investment Value	27.980	805.000	2.877%

4. Proposal for approval of the 2025 profit distribution plan and the 2026 plan;

4.1. 2025 profit distribution plan:

Unit: VND

No.	Content	Year 2025
I	Undistributed Profit After Tax:	242,503,665,508
	As of the end of the previous year (2024)	81,022,070,984
	2025 Profit After Tax Undistributed:	161,481,594,524
II	2025 Profit Distribution	92,399,769,000
1	Fund Allocation	600,000,000
	Executive Board Bonus Fund (1)	600,000,000
2	2025 Dividend Payment (2)	91,799,769,000
	In cash (Ratio 30%/Charter Capital)	91,799,769,000
	<i>Already advanced (Ratio 18%/Charter Capital)</i>	<i>55,079,861,400</i>
	<i>Remaining to be paid (Ratio 12%/Charter Capital)</i>	<i>36,719,907,600</i>
III	Undistributed profit carried forward to next year	150,103,896,508

4.2. 2026 profit distribution plan:

Unit: VND

No.	Indicator	Year 2026
I	Undistributed profit from previous year carried forward	150,103,896,508
II	Profit after tax for this year	21,200,000,000
III	2026 Profit Distribution	76.499.807.500
1	2026 Dividend Payment (25%/Charter Capital)	76.499.807.500
IV	Undistributed profit carried forward to next year	94.804.089.008

5. Proposal for approval of the total remuneration and bonus for the Board of Directors and the Supervisory Board for 2025 and the 2026 plan.

5.1. The total expenditure for remuneration, bonuses, salaries, and other benefits for the Board of Directors and the Supervisory Board in 2025 is 1,543,000,000 VND (The General Meeting of Shareholders approved the 2025 plan at 1,550,000,000 VND):

In which:

- Board of Directors : 1,266,500,000 VND
- Supervisory Board : 276,500,000 VND

5.2. The total planned expenditure for remuneration, bonuses, and salaries for the Board of Directors and the Supervisory Board for 2026 (applicable from January to the end of December 2026) is 2,000,000,000 VND, specifically as follows:

- Total remuneration, bonuses, and salaries for the Board of Directors is 1,705,000,000 VND. The payment level for each member shall be decided by the Board of Directors based on the principle of consensus.

- Total remuneration and bonuses for the Supervisory Board is: 295,000,000 VND. The payment level for each member shall be decided by the Supervisory Board based on the principle of consensus.

Members of the Board of Directors and the Supervisory Board shall be reimbursed for actual expenses incurred for meals, accommodation, travel, and other reasonable costs when performing assigned duties.

Article 3. Implementation provisions

The 2026 Annual General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company authorizes the Board of Directors to implement and supervise the Executive Board in carrying out the contents approved by the Meeting to ensure the interests of shareholders and the enterprise, in accordance with the provisions of the Law. The Board of Directors is responsible for supervising and reporting the results of these contents to the General Meeting of Shareholders at the next meeting.

This Resolution consists of ... pages, was prepared and approved in its entirety at the 2026 Annual General Meeting of Shareholders of IDICO Investment Construction Oil And Natural Gas Joint Stock Company on April 22, 2026, and takes effect from the date of approval.

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

Recipients:

- Shareholders (Company Website);
- Board of Directors;
- Supervisory Board;
- State Securities Commission;
- Hanoi Stock Exchange;
- Vietnam Securities Depository and Clearing Corporation;
- Archived: Administration Office, Board of Directors Office, Supervisory Board.

DANG CHINH TRUNG