

Number: 103/CT-INC

*Ho Chi Minh City, April 15, 2026*

Regarding the announcement of the Board of  
Directors' Resolution Regarding amendments and  
additions to the document content Annual General  
Meeting of Shareholders 2026

**To: Hanoi Stock Exchange.**

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

*Resolution No. 05/NQ-HĐQT dated April 14, 2026, of the Board of Directors of IDICO Investment Consulting Joint Stock Company on adjusting and supplementing the agenda and documents of the 2026 Annual General Meeting of Shareholders (Attached Resolution and supplementary adjustment documents)*

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

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

**Recipient :**

- As above;
- Saved: HR Department.

**AUTHORIZED PERSON FOR DISCLOSURE  
CHIEF ACCOUNTANT**



**Lai Van Hoan**

## RESOLUTION

### Regarding the amendment and supplementation of the Program and Materials Annual General Meeting of Shareholders 2026 IDICO Investment Consulting Joint Stock Company

#### BOARD OF DIRECTORS

#### IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;
- Based on the current charter of IDICO Investment Consulting Joint Stock Company;
- Based on the Board of Directors' Opinion Survey Form dated April 13, 2026,

## RESOLUTION

**Article 1:** The Board of Directors unanimously agrees:

### 1. Congress Program:

- Add a section for the by-election of additional members to the Board of Directors and the Supervisory Board for the 2022-2027 term.

### 2. Congress Documents:

- Adjusting documents: Meeting agenda, Rules of Procedure, draft minutes of the meeting, and draft resolutions of the General Meeting of Shareholders.
- Please include the following documents:
  - + Election regulations;
  - + Proposal regarding the dismissal and election of additional members of the Board of Directors and the Supervisory Board for the 2022-2027 term.
  - + Proposal for approval of the list of nominees for the by-election of Board of Directors and Supervisory Board members for the 2022-2027 term. *(After the Company receives valid nomination/candidate documents, details will be announced before the opening of the General Meeting).*

### 3. By election documents:

- Announcement regarding the nomination and candidacy of candidates for the by-election of members of the Board of Directors and the Supervisory Board.
- Application form for nominating/nominating candidates to participate in the by-election for additional members of the Board of Directors and the Supervisory Board for the 2022-2027 term.
- Candidate/Nominated Personnel Resume Form.



**Article 2:** The company director is responsible for successfully organizing the 2026 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company, ensuring compliance with the law on public companies, the Company Charter, and other relevant regulations.

**Article 3:** The Members of the Board of Directors, the Management Board, and the Heads of Departments of the Company are responsible for implementing this Resolution.

**Recipient:**

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

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRPERSON**



**Hoang Tuan Anh**



*Ho Chi Minh City, April , 2026*

**PROGRAMME**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Time	Content
08:00-08:30	<b>Register the list of shareholders</b>
	<b>Opening of the Congress</b>
08:30-09:00	- State the reason.
	- Report on verifying the eligibility of shareholders to attend the General Meeting.
	- Through the personnel of the Presidium, the Secretary, and the Vote Counting
	- Through the Congress Program.
	- The Rules of Procedure for the Congress have been adopted.
	<b>Congress Program</b>
09:00-09:30	Through the reports:
	- Report on business and investment results for 2025 and plans for 2026.
	- Report on the Board of Directors' activities in 2025 and plans for 2026.
	- Report by independent board members on the board's activities in 2025.
	- Report on the activities of the Supervisory Board in 2025 and plan for 2026.
09:30-09:50	Through the following submissions:
	- The submission concerns the approval of the audited financial statements for 2025.
	- Proposal for selecting an auditing firm for the 2026 financial statements.
	- Proposal for approval of the production, business, and investment plan for 2026.
	- Proposal for approval of the profit distribution plan for 2025 and the plan for 2026.
	- Proposal for approval of the total remuneration and bonuses for the Board of Directors and the Supervisory Board for 2025 and the plan for 2026.
	- A report on the approval of contracts and transactions between the Company and related parties.
	- Proposal for adjusting business lines and amending/supplementing the Company's Charter.
	- Proposal for amending and supplementing the internal regulations on company governance.
	- Proposal for amending and supplementing the Regulations on the operation of the Company's Board of Directors.
	- Proposal for amending and supplementing the Regulations on the operation of the Company's Supervisory Board.
09:50-10:30	- Proposal for the dismissal and election of additional members of the Board of Directors and the Supervisory Board.
	- Proposal for approval of the list of candidates and nominees for the by-election of members of the Board of Directors and the Supervisory Board.
	- Other additional issues (if any).
	Discuss and vote on the contents at the Congress.
10:30-11:00	Through the Election Regulations and Election Procedure Guidelines; Conduct elections for members of the Board of Directors and Supervisory Board.
11:00-11:15	<b>Break time.</b>
11:15-11:30	<b>Announcing the results of the vote count and election.</b>
	<b>Through the Minutes and Resolutions of the Congress.</b>
	<b>The Congress is closing.</b>



*Ho Chi Minh City, April 14, 2026*

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

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

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

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

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

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

**Article 1. Subjects and Scope:**

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

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

**Article 2. Explanation of terms/abbreviations:**

- Company : IDICO Investment Consulting Joint Stock Company
- HĐQT : Board of Directors
- BKS : Control Board
- BTC : Organizing Committee
- ĐHĐCĐ : General Shareholders' Meeting
- Deputy : Shareholders, representatives (authorized persons)

**Article 3. Article lawsuit advance onion Grand festival copper neck winter:**

*- The General Shareholders' Meeting is held when the number of shareholders in attendance represents more than 50% of the total number of voting shares.*





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

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

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

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

2. Rights of shareholders when attending the General Meeting:

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

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

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

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

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

3. Shareholders' obligations when attending the General Meeting:

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

- Dress appropriately.

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

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

#### **Article 5. Guests at the Congress:**

- This includes company management officials, guests, and members of the



General Meeting Organizing Committee who are not shareholders of the company but are invited to attend the meeting.

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

#### **Article 6. Chairman and Presidium of the Congress:**

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

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

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

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

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

#### **4. Responsibilities of the Presidium:**

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

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

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

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

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

+ Addressing issues that arise throughout the Congress;

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

#### **Article 7. Shareholder Eligibility Verification Committee**

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

#### **2. Task:**

- Verify the eligibility of shareholders or authorized representatives attending the



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

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

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

Before the opening of the Congress.

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

### **Article 8. Congress Secretariat:**

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

2. Task:

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

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

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

- Perform other tasks as assigned by the Presidium.

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

### **Article 9. Vote Counting Committee:**

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

2. Task:

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

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

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

### **Article 10. Discussion at the Congress:**

#### **1. Principle:**

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

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



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

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

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

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

## ***2. Addressing the Delegates' questions:***

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

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

## **Article 11. Voting at the General Assembly:**

### ***1. Principle:***

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

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

### ***2. Voting at the Congress:***

#### **2.1. Voting method:**

- Voting by raising voting cards: This method is used to approve the following items: Congress program; Rules of procedure at the Congress and personnel of the Presidium, Secretariat, and Vote counting committee; Election regulations; Minutes and resolutions of the Congress.

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

- Through the Report:

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

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

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

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

- Through the Submission:

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

+ Proposal for selecting an auditing firm for the 2026 financial statements.



- + Proposal for approval of the production, business, and investment plan for 2026.
- + Proposal for approval of the profit distribution plan for 2025 and the plan for 2026.
- + Proposal for approval of the total remuneration and bonuses for the Board of Directors and Supervisory Board in 2025 and the plan for 2026.
- + A report on the approval of contracts and transactions between the Company and related parties.
- + Proposal for adjusting business lines and amending/supplementing the Company's Charter.
- + Proposal for amending and supplementing the internal regulations on company governance.
- + Proposal for amending and supplementing the Company's Board of Directors' operating regulations.
- + Proposal for amending and supplementing the Regulations on the operation of the Company's Supervisory Board.
- + Exemption request form task and pig add to pill Festival copper chest treatment and the Supervisory Board check .
- + Sheet presentation through list book application nominate , propose send pig add to pill Festival copper chest treatment and the Supervisory Board check .
- + Other additional issues (if any).

## 2.2. Voting method:

- Delegates vote to "*Approve* , " "*Disapprove*," or "*No Opinion*" on an issue put to a vote at the Congress by raising their Voting Cards or filling in their chosen options on the Voting Form.
- Voting by raising Voting Cards: Shareholders or their authorized representatives with voting rights can express their opinion of "Approved," "Disapproved," or "No Opinion" by raising their Voting Cards as directed by the Presiding Board.
- Voting by filling out the Voting Card: For each item, delegates choose one (01) out of three (03) options "*Agree*" , "*Disagree*" , "*No opinion*" printed on the Voting Card by marking "X" in the box they choose. After completing the items to be voted on at the Congress, delegates send the Voting Card to the sealed ballot box at the Congress according to the instructions of the Vote Counting Committee. The Voting Card must have the signature and clearly state the full name of the delegate.

## 2.3. Validity and Invalidity of the Voting Ballot:

- A valid ballot is:
  - + The ballot paper must be a pre-printed form provided by the Organizing Committee, bearing the company's red seal, and must not be altered, erased, torn, or damaged. No additional content beyond what is stipulated must be included, and it must be signed and clearly state the full name of the attending delegate.
  - + Voting content (Report, Presentation) is marked by delegates selecting one (01) out of three (03) voting boxes.
- Invalid ballots are:



Add other information to the ballot;

+ Voting ballots that are not in the pre-printed format provided by the Organizing Committee, ballots without the company's red seal, or those that have been erased, altered, or have additional content beyond what is stipulated, ballots without signatures, or ballots that do not clearly state the names of the delegates.

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

#### 2.4. Voting Rules:

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

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

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

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

- + Type of shares and total number of shares of each type;
- the company's industry, profession, and business sector;
- + Changes to the company's organizational and management structure;
- + Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;
- + Reorganize or dissolve the company.

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

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

#### **3. Record the voting results:**

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

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

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

#### **Article 13. Implementation of the Regulations:**

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

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

***Recipient:***

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

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRPERSON**



**Hoang Tuan Anh**



*Ho Chi Minh City, April 14, 2026*

**ELECTION REGULATIONS  
ELECTION FOR ADDITIONAL MEMBERS OF THE BOARD  
OF DIRECTORS AND SUPERVISORY BOARD  
TERM 2022 - 2027**

Base:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;
- The Securities Law No. 54/2019/QH14 dated November 26, 2019, amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and its implementing guidelines;
- The current charter ("Charter") of IDICO Investment Consulting Joint Stock Company ,

To ensure compliance with the principles and regulations of the election as stipulated by law, the Annual General Meeting of Shareholders in 2026 has established the following election regulations:

**1. Those eligible to vote:**

Shareholders holding voting shares or their authorized representatives (according to the final shareholder list as of March 23, 2026) are present at the General Meeting.

**2. Eligible candidates, nominees, and number of members to be elected:**

- Number of additional members elected to the Board of Directors: 1 person.
- Number of additional members elected to the Supervisory Board: 2 person.

Shareholders or groups of shareholders owning ten percent (10%) or more of the total number of common shares have the right to nominate and elect members of the Board of Directors and members of the Supervisory Board. Shareholders or groups of shareholders holding from ten percent (10%) to less than twenty percent (20%) of the total number of common shares have the right to nominate one (01) candidate; from twenty percent (20%) to less than thirty percent (30%) have the right to nominate a maximum of two (02) candidates; from thirty percent (30%) or more have the right to nominate three (03) candidates.

**3. Standards and conditions for membership in the Board of Directors and the Supervisory Board:**

3.1. Members of the Board of Directors must meet the following standards and conditions:

- a) Not subject to the prohibitions on managing businesses as stipulated in Clause 2, Article 17 of the Enterprise Law;
- b) Possess professional qualifications and experience in business management or in the business field/industry of IDICO-INCON, and



are not necessarily shareholders of IDICO-INCON;

- c) Members of the Board of Directors of IDICO-INCON may only simultaneously be members of the Board of Directors or Board of Members in a maximum of five (05) other companies.

3.2. Members of the Supervisory Board must meet the standards and conditions stipulated in Article 169 of the Enterprise Law as follows:

- a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- b) Having received training in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business activities of the enterprise;
- c) Not a family member of a member of the Board of Directors, Director or General Manager, or other manager;
- d) Not a manager of the Company; not necessarily a shareholder or employee of the Company;

And it does not fall under the following cases:

- a) Working in the accounting and finance department of a company;
- b) Being a member or employee of an independent auditing firm that audited the company's financial statements for the three consecutive years preceding the audit.

#### **4. Voting method:**

- Based on the Enterprise Law and the IDICO-INCON Company Charter, the election of members of the Board of Directors and the Supervisory Board is conducted by secret ballot using a cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares they own and are authorized to vote for, multiplied by the number of members to be elected to the Board of Directors and the Supervisory Board.

- Total number of votes for each shareholder = Total number of shares owned by the shareholder and/or authorized by the shareholder multiplied by 1 (number of additional members elected to the Board of Directors) and multiplied by 2 (number of additional members elected to the Supervisory Board).

- Shareholders have the right to allocate all or part of their total votes to one or more candidates.

#### **5. Procedures and methods for conducting elections:**

##### **5.1 Ballot:**

##### **5.1.1 Voting format:**

- The ballots for the Board of Directors are printed on pink paper and bear the name and seal of IDICO Investment Consulting Joint Stock Company.
- The ballots for the Supervisory Board are printed on yellow paper and bear the name and seal of IDICO Investment Consulting Joint Stock Company.



#### 5.1.2 Content of the ballot: consists of 3 parts

- Part 1: Shareholder's name, shareholder code, total number of shares owned/authorized, total number of votes.
- Part 2: List of candidates for the Board of Directors/Supervisory Board.
- Part 3: Instructions.

#### 5.1.3 Election Procedure:

- The Vote Counting Committee distributes ballots for the Board of Directors/Supervisory Board according to the participation code (owner and authorized).
- Shareholders fill in the blank spaces and cast their votes. Shareholders must personally write the number of votes for each candidate in the corresponding blank space on the ballot. In case of an error, shareholders should request the Vote Counting Committee to exchange the ballot for a new one.

#### 5.1.4 Cases of invalid ballots:

- The receipt does not conform to the standard form issued by the Company and lacks the Company's seal.
- Ballots with crossed-out names, added names, or names that are incorrect or not on the list of candidates approved by the General Meeting of Shareholders before the voting takes place.
- The receipt is no longer intact.
- A ballot containing the total number of votes cast by a shareholder for their candidate exceeds the total number of votes that shareholder owns and/or is authorized to cast.

### 5.2 Vote Counting Committee, Voting and Counting Principles:

#### 5.2.1 Vote Counting Committee:

- The Vote Counting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders. The Vote Counting Committee is responsible for:

+ Through the Election Regulations.

Introduce the ballot and distribute the ballots.

+ Proceed with counting the votes.

Announce the election results before the Congress.

#### 5.2.2 Principles of voting and vote counting:

- The vote counting committee conducts an inspection of the ballot box in the presence of the shareholders.
- Voting begins when the distribution of ballots is complete and ends when the last shareholder casts their vote into the ballot box.
- The vote count must begin immediately after the voting ends.
- The vote count results are recorded in minutes and announced by the

Head of the Vote Counting Committee to the Congress.

**5.2.3 Principles for electing members of the Board of Directors/Supervisory Board:**

- The winning candidates are determined by the number of votes received, from highest to lowest; the candidate with the highest number of votes is elected.

- If there are candidates who receive an equal percentage of shareholder confidence, a re-election will be held among these candidates to select the winner.

\* Any complaints regarding the election and vote counting will be resolved by the meeting chair and recorded in the Minutes of the 2025 Annual General Meeting of Shareholders.

**6. Effective date:**

The election regulations shall take effect immediately upon the General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company voting to approve them.

**Recipient:**

- As above;
- Board of Directors;
- Supervisory Board;
- Saved: HR Department.

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



**Hoang Tuan Anh**



Number: 11/TTr-HĐQT

*Ho Chi Minh City, April 14, 2026*

**REPORT  
REGARDING THE DISMISSAL AND ELECTION OF ADDITIONAL  
MEMBERS BOARD OF DIRECTORS AND SUPERVISORY BOARD FOR  
THE TERM 2022-2027  
IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY**

**To: The General Meeting of Shareholders**

Base:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;
- The Securities Law No. 54/2019/QH14 dated November 26, 2019, amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and its implementing guidelines;
- The current charter ("Charter") of IDICO Investment Consulting Joint Stock Company;
- Resignation letter dated March 13, 2026, from Mr. Hoang Tuan Anh, member of the Board of Directors of IDICO Investment Consulting Joint Stock Company;
- Resignation letters dated March 13, 2026, from Mr. Vu Tuan Anh and Ms. Vu Thi Thuy Phuong, members of the Supervisory Board of IDICO Investment Consulting Joint Stock Company.

***The Board of Directors respectfully submits the following matters to the General Meeting of Shareholders for approval:***

1. Dismiss Mr. Hoang Tuan Anh from his position as a member of the Board of Directors for the term 2022-2027.
2. Mr. Vu Tuan Anh and Ms. Vu Thi Thuy Phuong are relieved of their positions as members of the Supervisory Board for the 2022-2027 term.
3. Elect one additional member to the Board of Directors for the term 2022-2027.
4. Elect two additional members to the Supervisory Board for the 2022-2027 term.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Best regards./.

***Recipient:***

- As above;
- Board of Directors;
- Supervisory Board;
- Saved: HR Department.

**ON BEHALF OF BOARD OF DIRECTORS**

**CHAIRPERSON**



**Hoang Tuan Anh**



**IDICO INVESTMENT CONSULTING JOINT  
STOCK COMPANY**

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

Number: /BB-ĐHĐCĐ

Ho Chi Minh City, April 22, 2026

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

**I. COMPANY INFORMATION:**

Business name: IDICO INVESTMENT CONSULTING JOINT STOCK COMPANY

Head office address: No. 100 Nguyen Gia Tri Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam.

Phone: 028 38 99 55 88.

Business registration number: 0304843611.

Stock ticker symbol: INC.

**II. TIME AND LOCATION OF THE CONFERENCE:**

Time: 8:30 AM

Location: No. 100 Nguyen Gia Tri Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam.

Meeting format: Direct

**III. PARTICIPANTS:**

- Board of Directors;
- Supervisory Board;
- Board of Directors;
- Shareholders and authorized representatives of shareholders of the Company (as of the shareholder list closing date of March 23, 2026).

**IV. CONDITIONS FOR HOLDING THE CONGRESS:**

- Mr. Do Duc Duy, Head of the Shareholder Eligibility Verification Committee, reported to the General Meeting on the results of the verification of shareholder eligibility to attend the 2026 Annual General Meeting of IDICO Investment Consulting Joint Stock Company, which commenced at 8:30 AM.

- Total number of shareholders invited to attend: All shareholders whose names are on the shareholder list as of March 23, 2026, owning 3,200,000 voting shares of IDICO Investment Consulting Joint Stock Company.

- Shareholders attending the General Meeting and shareholder representatives: .... shareholders, owning and representing ..... shares, accounting for .....% of the total voting shares of IDICO Investment Consulting Joint Stock Company.

*(Appendix: List of Shareholders Attending the 2026 Annual General Meeting of Shareholders is attached).*

- In accordance with the Enterprise Law and the Articles of Association of IDICO Investment Consulting Joint Stock Company, the 2026 Annual General Meeting of



Shareholders of IDICO Investment Consulting Joint Stock Company is eligible to proceed.

## **V. PERSONNEL STRUCTURE OF THE PRESIDIUM AND SUPPORTING TEAMS AT THE CONGRESS:**

The personnel structure of the Presiding Committee and supporting teams at the General Meeting was introduced and approved by the Shareholders' General Meeting with the following voting percentages:

### **1. Approve the list of the Presidium.**

- Mr. Hoang Tuan Anh: Chairman of the Board of Directors - Presiding Officer.
- Mr. Nguyen Ngoc Khanh: Member of the Board of Directors.

The members of the Presidium were unanimously approved by the General Meeting with 100% of the votes cast by shareholders attending and voting at the meeting.

### **2. The Chairperson appoints the Secretariat.**

- Ms. Nguyen Thi Phuong Dung: In charge of company administration.

The Secretariat's personnel were unanimously approved by the General Meeting with 100% of the votes cast by shareholders attending and voting at the meeting.

### **3. Approve the list of the Vote Counting Committee.**

- Mr. Do Duc Duy : Head of the committee.
- Mr. Nguyen Thanh Ngan : Member.

The personnel of the Vote Counting Committee were unanimously approved by the General Meeting with 100% of the votes cast by shareholders attending and voting at the meeting.

## **VI. SUMMARY OF THE MEETING AND SPEAKING AT THE MEETING:**

### **1. Through the working program of the Congress.**

The General Meeting agenda was unanimously approved by the General Meeting with a percentage of .....% of the total votes cast by shareholders attending and voting at the meeting.

### **2. Adoption of the Rules of Procedure of the Congress.**

The Rules of Procedure of the General Meeting were unanimously approved by the General Meeting with a percentage of .....% of the total votes cast by shareholders attending and voting at the General Meeting.

### **3. The Congress heard presentations of the reports and proposals.**

#### **- Report:**

- + Report on business and investment results for 2025 and plans for 2026;
- + Report on the Board of Directors' activities in 2025 and plans for 2026;
- + Report by independent board members on the board's activities in 2025;
- + Report on the activities of the Supervisory Board in 2025 and plan for 2026;

#### **- Presentation:**

- + The submission for approval of the audited financial statements for 2025;

- + Proposal for selecting an auditing firm for the 2026 financial statements;
- + Proposal for approval of the production, business, and investment plan for 2026;
- + Proposal for approval of the profit distribution plan for 2025 and the plan for 2026;
- + Proposal for approval of the total remuneration and bonuses for the Board of Directors and Supervisory Board in 2025 and the plan for 2026;
- + Submission regarding the approval of contracts and transactions between the Company and related parties;
- + Proposal for adjusting business lines and amending/supplementing the Company's Charter;
- + Proposal for amending and supplementing the internal regulations on company governance ;
- + Proposal for amending and supplementing the Regulations on the operation of the Company's Board of Directors ;
- + Proposal for amending and supplementing the Regulations on the operation of the Company's Supervisory Board ;
- + Proposal for the dismissal and election of additional members of the Board of Directors and the Supervisory Board for the term 2022-2027;
- + Proposal for approval of the list of nominees for the election of additional members to the Board of Directors and the Supervisory Board for the term 2022-2027
- + Other reports (if any).

#### 4. Discussion at the Congress.

The shareholders unanimously approved the contents presented at the General Meeting.

#### VII. ISSUES APPROVED AT THE SHAREHOLDER'S GENERAL MEETING:

After reviewing the agenda items and discussing related issues, and based on the voting results of the General Meeting on the items, the 2026 Annual General Meeting of Shareholders of the Company unanimously approved the following items:

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

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

#### 1. Approval of the Report on Production, Business and Investment Results for 2025 and the Production, Business and Investment Plan for 2026.

*Unit: Million VND*

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



TT	Target	Implemented in 2025	Plan 2026	KH 2026/ TH 2025
2	Profit before tax	2,028	2,800	138%
3	Dividend payout ratio (expected)	6.25%	6%	

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

**the Board of Directors ' activity report for 2025 and plan for 2026.**

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

**3. Through Member Reports Board of Directors Board of Directors' operational independence in 2025.**

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
---------------------------	---------------------	--

Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

#### 4. Approve the Supervisory Board's activity report for 2025 and the plan for 2026.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

#### 5. Through the Submissions:

##### 5.1. Approval of the content of the Audited Financial Report for 2025.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.



5.2. Approval of the content of the Proposal for selecting the Auditing Firm for the 2026 Financial Statements.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

5.3. Approval of the content of the Report on the production, business, and investment plan for 2026.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

5.4. Approval of the content of the Proposal on Profit Distribution Plan for 2025 and Plan for 2026.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
---------------------------	---------------------	--

Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

5.5. Approve the content of the Proposal on the total remuneration and bonuses for the Board of Directors and Supervisory Board in 2025 and the plan for 2026.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

5.6. Approve the content of the Proposal for the approval of contracts and transactions between the company and related parties.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.



At the time of voting, there were .... shareholders and proxies. entitled to vote on this matter, representing ..... voting shares of the Company. Of which:

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

- The total number of invalid ballots is: ....

(List of stakeholders attached).

5.7. Approve the content of the Proposal for adjusting business lines and amending and supplementing the Company's Charter.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares: 0	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

5.8. Approve the content of the Proposal for amending and supplementing the Internal Regulations on Company Governance.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares: 0	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

5.9. Approval of the content of the Proposal for amending and supplementing the Regulations on the operation of the Company's Board of Directors.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares: 0	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

5.10. Approval of the content of the Proposal for amending and supplementing the Regulations on the operation of the Company's Supervisory Board.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares: 0	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

5.11. Approval of the proposal for the dismissal and election of additional members of the Board of Directors and the Supervisory Board for the term 2022-2027.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.



Invalid ballots:	- Number of shares: 0	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
------------------	-----------------------	--

5.12. Report on the approval of the list of nominees for the election of additional members to the Board of Directors and the Supervisory Board for the term 2022-2027.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares: 0	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

**VIII. Election of additional members to the Board of Directors and the Supervisory Board for the 2022-2027 term:**

1. The General Meeting approved the list of nominees for the election of additional members to the Board of Directors and the Supervisory Board for the term 2022-2027.

*Voting results:*

Number of votes in favor:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of votes against:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Number of abstentions:	- Number of shares:	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.
Invalid ballots:	- Number of shares: 0	Equivalent to ..... % of the total number of votes cast by shareholders attending and voting at the General Meeting.

2. Based on the vote counting minutes announced by the Vote Counting Committee at the Congress, the election results are as follows:

- Mr./Ms. .... has been elected as a member of the Board of Directors for the term 2022-2027 with the following number of votes: ..... votes.

- Mr./Ms. .... has been elected as a member of the Supervisory Board for the term 2022-2027 with the following number of votes: ..... votes.

- Mr./Ms. .... has been elected as a member of the Supervisory Board for the term 2022-2027 with the following number of votes: ..... votes.

The General Meeting of Shareholders entrusts the Board of Directors, the Supervisory Board, and the Executive Board of the Company with the task of implementing the contents approved by the General Meeting of Shareholders at this meeting, ensuring the interests of shareholders and the enterprise, and in accordance with the provisions of the law.

The contents of the meeting were recorded in the Minutes, which were read publicly at the General Meeting, and the General Meeting of Shareholders unanimously approved them with the following number of shares in favor: ..... shares, representing .....% of the total voting shares of the shareholders present and voting.

The congress concluded at .... hours .... minutes on the same day.

The minutes of the 2026 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company are prepared in writing and published in full on the Company's website (<https://idico-incon.com.vn>) to inform all shareholders in accordance with the law.

**SECRETARY**

**CHAIRMAN OF THE CONFERENCE**

**Nguyen Thi Phuong Dung**

**Hoang Tuan Anh**





**IDICO INVESTMENT CONSULTING JOINT  
CỔ PHẦN STOCK COMPANY**

Number: /NQ-ĐHĐCĐ

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

*Ho Chi Minh City, April 22, 2026*

## **RESOLUTION**

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

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

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

- Based on the Minutes of the 2026 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company, which were unanimously approved by the General Meeting with 100% of the total votes cast by shareholders and authorized representatives present at the meeting.

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

## **RESOLUTION**

**Article 1: The General Meeting of Shareholders shall vote to approve the contents presented at the Meeting .**

1. Through the Report on Production, Business and Investment Results for 2025 and the Production, Business and Investment Plan for 2026:

*Unit: Million VND*

S TT	Target	Implemented in 2025	Plan 2026	KH 2026/ TH 2025
1	Total revenue and other income	26,048	28,600	110%
2	Profit before tax	2,028	2,800	138%
3	Dividend payout ratio ( expected )	6.25%	6%	

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

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

4. Report on the activities of the Supervisory Board in 2025 and plan for 2026.

**Article 2: The General Meeting approves the proposals submitted to the General Meeting by the Board of Directors and the Supervisory Board.**

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

2. Proposal for selecting an auditing firm for the 2026 financial statements;

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



Unit: Million VND

S TT	Target	Implemented in 2025	Plan 2026	KH 2026/ TH 2025
1	Total revenue and other income	26,048	28,600	110%
2	Profit before tax	2,028	2,800	138%

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

\* Profit distribution in 2025:

Unit: VND

No.	Target	2025
<b>I</b>	<b>Undistributed after-tax profit</b>	<b>4,167,610,178</b>
	Calculate arrive last year before (2024)	2,717,584,789
	This year	1,450,025,389
<b>II</b>	<b>Profit distribution in 2025</b>	
<b>1</b>	<b>Excerpt fund</b>	
	Reward Fund (21%/LNST)	300,000,000
	Welfare fund (6%/LNST)	80,000,000
<b>2</b>	<b>Payment neck that 2025</b>	
	Equal cash (6.25%/VĐL)	<b>2,000,000,000</b>
<b>III</b>	<b>Profit profit Not yet fertilizer combination move to the next year after</b>	<b>1,787,610,178</b>

\* Profit distribution plan for 2026:

Unit: VND

No.	Target	2026
<b>I</b>	<b>Undistributed profits from the previous year carried over.</b>	<b>1,787,610,178</b>
<b>II</b>	<b>Profit profit after tax this year</b>	<b>2,170,000,000</b>
<b>III</b>	<b>Fertilizer combination profit profit 2026</b>	
<b>1</b>	<b>Excerpt fund</b>	
	Reward Fund (14%/LNST)	300,000,000
	Welfare fund (4%/LNST)	80,000,000
<b>2</b>	<b>Payment neck that 2026 (6%/VĐL)</b>	<b>1,920,000,000</b>
<b>IV</b>	<b>Profit profit Not yet fertilizer combination move to the next year after</b>	<b>1,657,610,178</b>

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

5.1. The total amount of remuneration and bonuses for the Board of Directors and the Supervisory Board is **353,000,000 VND**. (The General Meeting of Shareholders approved the 2025 plan at VND 457,000,000).



5.2. The total planned expenditure for remuneration and bonuses of the Board of Directors and Supervisory Board of the Company in 2026 (applicable from January to December 2026) is: VND 434,000,000, specifically as follows:

- The total remuneration and bonuses for the Board of Directors is **280,000,000 VND**. The amount allocated to each member is decided by the Board of Directors based on consensus.

- The total remuneration and bonuses for the Supervisory Board is **154,000,000 VND**. The amount allocated to each member is decided by the Supervisory Board based on consensus.

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

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

7. Proposal for approval of adjustments to business lines and amendments to the Company's Charter.

8. Proposal for approval of amendments and additions to the Internal Regulations on Company Governance.

9. Proposal for the approval of amendments and additions to the Company's Board of Directors' operating regulations.

10. Proposal for the approval of amendments and additions to the Regulations on the Operation of the Company's Supervisory Board.

### **Article 3:**

1. Through the dismissal of the following individuals:

- Mr. Hoang Anh Tuan - Member of the Board of Directors.
- Mr. Vu Tuan Anh - Member of the Supervisory Board.
- Ms. Vu Thi Thuy Phuong - Member of the Supervisory Board.

2. Approve the election results of the members of the Board of Directors and the Supervisory Board for the 2022-2027 term for the following individuals:

- Mr./Ms ..... - Member of the Board of Directors.
- Mr./Ms. .... - Member of the Supervisory Board.
- Mr./Ms. .... - Member of the Supervisory Board.

### **Article 4: Enforcement Clause .**

The 2026 Annual General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company entrusts the Board of Directors with the implementation and supervision of the Executive Board in carrying out the contents approved by the General Meeting to ensure the interests of shareholders and the enterprise, and in accordance with the provisions of the law . The Board of Directors shall report to the General Meeting of Shareholders at the nearest meeting.

This resolution, comprising 3 pages, was drafted and approved at the 2026 Annual



General Meeting of Shareholders of IDICO Investment Consulting Joint Stock Company on April 22, 2026, with ... voting shares in favor representing ...% of the total ... shares participating in the vote, and is published on the website: [www.idico-incon.com.vn](http://www.idico-incon.com.vn) for shareholders and investors to access the information.

***Recipient:***

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

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

**Hoang Tuan Anh**