

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

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

No: 457/CT-VPTH

*Ho Chi Minh City, July 29, 2025*

*Re: Disclosure of the Company's Corporate  
Governance Report for the First Half of 2025*

**INFORMATION DISCLOSURE  
Hanoi Stock Exchange**

1. Organization name: **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
  - Phone: 02543.838423 - 02543.838426      Fax: 02543.838422
  - Email: vanthu.idicoconac@gmail.com
  - Website: idicoconac.vn
2. Information disclosure content : Disclosure of the Company's Corporate Governance Report for the First Half of 2025
3. This information was published on the company's website on July 29, 2025 at the link : idicoconac.vn (Shareholder Relations Section)

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

**Organization Representative**  
Authorized person to disclose information

**Recipient:**

- As above;
- Board of Directors, Board of Supervisors of the Company;
- Board of Directors;
- Save VPTH, TCKT.



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

No: 454 /BC-HĐQT

Ho Chi Minh City, July 29, 2025

**REPORT ON CORPORATE GOVERNANCE**  
**(The first 6 months of 2025)**

To: - The State Securities Commission;  
- The Stock Exchange.

- Name of company: IDICO Investment Construction Oil and Natural Gas Joint Stock Company

- Address of headoffice: 326 Nguyen An Ninh Street, Tam Thang Ward, Ho Chi Minh City

- Telephone : 0254.3838423/0254.3838426

- Fax : 0254.3838422

- Email : [idicoconac@gmail.com](mailto:idicoconac@gmail.com)

- Charter capital: 203.999.600.000 VND

- Stock symbol: ICN

- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.

- The implementation of internal audit: Not yet implemented (Units are not required to comply with regulations in Decree 05/2019).

**I. Activities of the General Meeting of Shareholders:**

Information on meetings, resolutions and decisions of the General Meeting of Shareholders:

No.	Resolution/ Decision No.	Date	Content
01	03/NQ-CT	22/04/2025	The 2025 Annual General Meeting of Shareholders was held on 22/04/2025 and approved the following contents: - Summary Report on Business Operations in 2024 and the 2025 Business Plan; - Report on the Activities of the Board of Directors in 2024 and the 2025 Plan; - Supervisory Board's report at the 2025 Annual General Meeting of Shareholders; - Proposal for approval of the audited financial statements for 2024; - Proposal for profit distribution and dividend payment for 2024 and the 2025 plan;



			<ul style="list-style-type: none"> <li>- Proposal for issuing shares for dividend payment in 2024;</li> <li>- Proposal for Approval of the Total Remuneration, Salaries, Bonuses, and Other Benefits for the Board of Directors and the Supervisory Board in 2024 and the 2025 Plan;</li> <li>- Proposal for Selecting the Auditing Firm for the 2025 Financial Statements;</li> <li>- Proposal for the 2025 business and investment plan;</li> <li>- Proposal for adjusting the total investment of the My Xuan B1-CONAC Industrial Park infrastructure construction and service business expansion project;</li> <li>- Proposal for adjusting the investment project for the construction of The Commercial and Service Center combined with Residential Housing in Bac Chau Giang Urban Area, Phu Ly City;</li> <li>- Proposal for adjusting the investment policy for the Employee and Expert Housing Project in My Xuan B1-CONAC Industrial Park.</li> </ul>
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## II. Board of Directors:

### 1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
01	Mr. Dang Chinh Trung	Chairman	31/05/2019	
02	Mr. Le Thanh Tung	Member/Director	31/05/2019	
03	Mr. Pham Ngoc Dung	Member/Deputy Director	31/05/2019	
04	Mr. Vo Tan Dung	Non - executive members	29/04/2022	
05	Mr. Vu Anh Tuan	Member/Deputy Director	04/11/2022	

### 2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
01	Mr. Dang Chinh Trung	2/2	100%	
02	Mr. Le Thanh Tung	2/2	100%	

03	Mr. Pham Ngoc Dung	2/2	100%	
04	Mr. Vo Tan Dung	2/2	100%	
05	Mr. Vu Anh Tuan	2/2	100%	

3. Supervising the Board of Management by the Board of Directors:

- The Board of Directors regularly inspects and supervises the production and business operations of the Board of Directors and the management departments under the Company; directs through meetings of the Board of Directors, supervises the implementation of the Resolutions of the General Meeting of Shareholders, Resolutions and Decisions of the Board of Directors.

- Through the documents of collecting written opinions of the Board of Directors, the Board of Directors also demonstrates its responsibility in participating in supervising and resolving issues under the authority of the Board of Directors.

4. Activities of the Board of Directors' subcommittees (If any):

The Board of Directors does not establish any subcommittees. The Board of Directors's members perform their duties as assigned by the Board of Directors.

5. Resolutions/Decisions of the Board of Directors (The year 2024):

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	01/NQ-CT	03/03/2025	Resolution on organizing the 2025 Annual General Meeting of Shareholders	100%
2	02/NQ-CT	31/03/2025	Resolution on reviewing Q1/2025 business performance and planning Q2/2025 business operations	100%
3	04/NQ-CT	23/04/2025	Resolution on cash dividend payment for 2024	100%
4	05/NQ-CT	12/05/2025	Resolution on implementing the plan to issue shares for 2024 dividend payment	100%
5	06/NQ-CT	30/06/2025	Resolution on reviewing Q2/2025 business performance and planning Q3/2025 business operations	100%
6	35/QĐ-CT	14/02/2025	Decision on approving the design and cost estimate for reinforcing the drainage canal embankment in My Xuan B1-CONAC Industrial Park, Phu My Town, Ba Ria – Vung Tau Province	100%
7	36/QĐ-CT	14/02/2025	Decision on approving construction drawings and cost estimates for major repairs of Thuy Duong Hotel and restaurant	100%



8	37/QĐ-CT	17/02/2025	Decision on approving the total investment capital for Phase 2 of the Commercial – Service – Residential Complex Project in Bac Chau Giang Urban Area, Phu Ly City	100%
9	42/QĐ-CT	19/02/2025	Decision on approving the design tasks for a commercial center and high-rise apartment complex, Lam Ha Ward, Phu Ly City, Ha Nam Province	100%
10	47/QĐ-CT	25/02/2025	Decision on selecting the technology line for the temporary wastewater treatment system of My Xuan B1-CONAC Industrial Park (expansion)	100%
11	63/QĐ-CT	14/03/2025	Decision on approving the 2024 salary and remuneration fund and the 2025 salary and remuneration plan	100%
12	67/QĐ-CT	20/03/2025	Decision on approving the 2024 final settlement of selling and administrative expenses and the 2025 estimated selling and administrative expenses of IDICO Construction Petroleum Investment JSC	100%
13	77/QĐ-CT	27/03/2025	Decision on appointing Ms. Lam Thi Phuong Trang – Master of Business Administration, Bachelor of Law, Head of Investment Department – as Deputy Director of IDICO Construction Petroleum Investment JSC, with a 5-year term starting 01/04/2025	100%
14	78/QĐ-CT	31/03/2025	Decision on dismissing Mr. Tran Thanh Lam from the position of Secretary of the Board of Directors, effective 01/04/2025	100%
15	79/QĐ-CT	31/03/2025	Decision on appointing Mr. Tran Thanh Kieu as Secretary of the Board of Directors of IDICO Construction Petroleum Investment JSC, effective 01/04/2025	100%
16	89/QĐ-CT	10/04/2025	Decision on terminating the operation of IDICO Construction Petroleum Investment JSC – IDICO-CONAC Construction & Services Enterprise	100%
17	109/QĐ-CT	22/04/2025	Decision on approving the cost estimate for repairing 08 ground-floor rooms of Thuy Duong Hotel block	100%



18	115/QĐ-CT	28/04/2025	Decision on allocating the 2024 management board bonus and salary fund	100%
19	127/QĐ-CT	12/05/2025	Decision on reappointing Mr. Vu Anh Tuan – Bachelor of Economics, Member of the Board of Directors – as Deputy Director of IDICO Construction Petroleum Investment JSC, with a 5-year term starting 05/06/2025	100%
20	159/QĐ-CT	09/06/2025	Decision on approving the bid package price and contractor selection plan for consulting packages of the Pre-Investment Phase of My Xuan B1 Social Housing Project	100%
21	164/QĐ-CT	19/06/2025	Decision on selecting the auditing firm for 2025 financial statements	100%
22	169/QĐ-CT	27/06/2025	Decision on approving the contractor selection result for the geotechnical survey package of My Xuan B1 Social Housing Project	100%
23	170/QĐ-CT	27/06/2025	Decision on approving the contractor selection result for the consulting package: preliminary design, 1/500 detailed planning, feasibility study report, construction drawings, technical infrastructure, landscape, townhouse area, kindergarten, sports complex, and parking area of My Xuan B1 Social Housing Project	100%
24	171/QĐ-CT	27/06/2025	Decision on approving the contractor selection result for the consulting package: preliminary design, 1/500 detailed planning, feasibility study report, construction drawings, and (OCC1) cost estimate for the Apartment Block of My Xuan B1 Social Housing Project	100%
25	173/QĐ-CT	30/06/2025	Decision on establishing the advisory and design review expert group for the wastewater treatment plant of My Xuan B1-CONAC Industrial Park (expansion)	100%

### III. Board of Supervisors (The year 2024):

#### 1. Information about members of Board of Supervisors:



No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
01	Ms. Tran Ngoc Sang	Head of the Supervisory Board	24/4/2024	Bachelor of Economics - Accounting - Auditing
02	Mr. Nguyen Van Thau	Supervisor	25/4/2023	Bachelor of Economics
03	Mr. Mai Quoc Chinh	Supervisor	29/04/2022	Civil and Industrial Construction Engineer

## 2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
01	Ms. Tran Ngoc Sang	2/2	100%	100%	
02	Mr. Nguyen Van Thau	2/2	100%	100%	
03	Mr. Mai Quoc Chinh	2/2	100%	100%	

## 3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

- The Board of Supervisors fully participates in the Board of Directors' meetings during the period;

- The Board of Supervisors recommends approved auditing companies for the Board of Directors to select to audit the annual financial statements;

- The Board of Supervisors reviews the Company's annual financial statements;

- The Board of Supervisors evaluates the management and operation efficiency of the Board of Directors, the Board of Management and the Company's production and business situation through the financial statements and periodic reports of the Board of Directors and the Board of Management.

## 4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

- The Board of Supervisors always receives full information and documents on the implementation of the Company's production and business plans.

- The Board of Supervisors also regularly coordinates with the Board of Directors to inspect compliance with the provisions of the State Law and the provisions of the Company's Charter.

- The Board of Directors, the Board of Supervisors, the Board of Management and the Company's management staff have a close relationship in the operation and



management of production and business activities

5. Other activities of the Board of Supervisors (if any):

The Board of Supervisors has assigned tasks to each member.

#### **IV. Board of Management**

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /
01	Mr. Le Thanh Tung	11/9/1975	Master of Economics	16/01/2009
02	Mr. Vu Anh Tuan	28/10/1973	Bachelor of Economics	05/6/2015
03	Mr. Pham Ngoc Dung	24/5/1964	Bachelor of Economics	11/10/2023
04	Ms. Lam Thi Phuong Trang	15/01/1973	Master of Business Administration	01/04/2025

#### **V. Chief Accountant**

Name	Date of birth	Qualification	Date of appointment/ dismissal
Ms. Nguyen Thi Hong Hanh	21/01/1974	Bachelor of Economics	22/4/2013

#### **VI. Training courses on corporate governance:**

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director, other managers and secretaries in accordance with regulations on corporate governance: None

#### **VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company)**

1. The list of affiliated persons of the Company: Details in attached Appendix 01
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: Details in attached Appendix 02
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None
4. Transactions between the Company and other objects
  - 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): Details in attached Appendix 02
  - 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director and other managers as a member of Board of Directors, Director: None
  - 4.3. Other transactions of the Company (if any) may bring material or non-



material benefits for members of Board of Directors, members of the Board of Supervisors, Director and other managers: None

**VIII. Share transactions of internal persons and their affiliated persons  
(The year 2024)**

1. The list of internal persons and their affiliated persons: Details in attached Appendix 03
2. Transactions of internal persons and affiliated persons with shares of the company:  
Details in attached Appendix 04

**IX. Other significant issues: None**

**Recipients:**

- As above;
- The Board of Directors;
- The Board of Supervisors;
- The Board of Management;
- Archived: VPTH, TCKT

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**

*(Sign, full name and seal)*



**DANG CHINH TRUNG**



**IDICO INVESTMENT CONSTRUCTION OIL  
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## APPENDIX 01: The list of affiliated person of the company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
<b>Board of Directors</b> (Related persons of the Board of Directors according to Appendix 03 attached to this Report)									
01	Dang Chinh Trung		Chairman	040059007082 issued on 22/12/2021, at the Police Department	51 Sam Son Street, Ward 4, Tan Binh District, Ho Chi Minh City	31/5/2019			
02	Le Thanh Tung		Member/Director	035075009529 issued on 09/01/2022 at the Police Department	B21 Tran Van Thoi Street, Ward 8, Vung Tau City	16/01/2009			
03	Pham Ngoc Dung		Member/Deputy Director	030064012086 issued on 10/7/2021 at the Police Department	385/33 Nguyen Dinh Chieu Street, Ward 5, District 3, Ho Chi Minh City	31/3/2017			
04	Vo Tan Dung		Non - executive members	051078000157 issued on 12/4/2017 at the Police Department	169/41/33 Nguyen Tu Gian Street, Ward 12, Go Vap District, Ho Chi Minh City	29/04/2022			
05	Vu Anh Tuan		Member/Deputy Director/ Authorized person to disclose	026073001551 issued on 29/5/2021 at the Police Department	40/6/7 Le Hong Phong Street, Ward 4, Vung Tau City	05/6/2015			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
			information/Administrator						
<b>Board of Supervisors</b> (Related persons of the Board of Supervisors according to Appendix 03 attached to this Report)									
01	Nguyen Duc Tien		Head of the Supervisory Board	042078022646 issued on 15/8/2021 at the Police Department	745/97/15 Quang Trung Street, Ward 12, Go Vap District, Ho Chi Minh City	31/5/2019	24/4/2024	Dismissal	
02	Tran Ngoc Sang		Head of the Supervisory Board	089186012690 issued on 19/12/2022 at the Police Department	AK4.12-07, Akari City Apartment, No. 77 Vo Van Kiet Street, An Lac Ward, Binh Tan District, Ho Chi Minh City	24/4/2024		Appoint	
03	Nguyen Van Thau		Supervisor	036074018951 issued on 06/7/2021 at the Police Department	8/6 Ngo Tat To Street, Ward 9, Vung Tau City, Ba Ria - Vung Tau Province	25/4/2023			
04	Mai Quoc Chinh		Supervisor	027078003187 issued on 19/4/2021 at the Police Department	460/6/8 Huong Lo 2, Binh Tri Dong Ward, Binh Tan District, Ho Chi Minh City	29/04/2022			
<b>Chief Accountant</b> (Related persons of the Chief Accountant according to Appendix 03 attached to this Report)									
01	Nguyen Thi Hong Hanh		Chief Accountant	036174019169 issued on 18/12/2022 at the Police Department	58 Nguyen Kim Street, Ward 4, Vung Tau City, Ba Ria - Vung Tau Province	22/4/2013			
<b>Company Secretary</b> (Related persons of the Company Secretary according to Appendix 03 attached to this Report)									
1	Tran Thanh Kieu			082072023607 issued on 27/12/2021 at the Police Department	08A Yen Bai Street, Ward 4, Vung Tau City, Ba Ria - Vung Tau Province	01/04/2025		Appoint	

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
<b>Related Organizations</b>									
1	IDICO Corporation			0302177966 issued on 30/6/2010 by the Department of Planning and Investment of Ho Chi Minh City	32nd Floor, Pearl Plaza Building, 561A Dien Bien Phu Street, Ward 25, Binh Thanh District, Ho Chi Minh City				Parent company
1.1	IDICO-Long An Investment Construction joint stock Company			1100503295 issued on 05/1/2006 by the Department of Planning and Investment of Long An province	No. 88, National Highway 1 (Bypass), Ward 6, Tan An City, Long An Province				Related Unit IDICO
1.2	IDICO Infrastructure Development Investment joint stock Company			0302095576 issued on 12/12/2007 by the Department of Planning and Investment of Ho Chi Minh City	Km 1906+700 National Highway 1A, Quarter 5, Binh Hung Hoa B Ward, Binh Tan District, Ho Chi Minh City				Related Unit IDICO
02	HAYAT Viet Nam Group joint stock Company			3502323070 issued on 19/12/2016 by the Department of Planning and Investment of Ba Ria-Vung Tau Province	10L Street No. 1, Mieu Noi Residential Area, Ward 3, Binh Thanh District, Ho Chi Minh City				Major shareholder



**IDICO CORPORATION**  
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**AND NATURAL GAS JOINT STOCK COMPANY**

**APPENDIX 02:**

**Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons/Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting)**

No	Name of organization/ individual	NSH No.* date of issue, place of issue		Relation ship with the Company	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
01	An Hoa Construction Verification Joint Stock Company (AHCV)	0305481266 issued on 13/02/2008 at the Department of Planning and Investment of Ho Chi Minh City	Mr. Le Thanh Tung	Direct or	10L Street No. 1, Mieu Noi Residential Area, Ward 3, Binh Thanh District, Ho Chi Minh City	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Buy construction services. Transaction value: 26.225.615.912 VND	
02	An Hoa Construction Verification Joint Stock Company (AHCV)	0305481266 issued on 13/02/2008 at the Department of Planning and Investment of Ho Chi Minh City	Mr. Le Thanh Tung	Direct or	10L Street No. 1, Mieu Noi Residential Area, Ward 3, Binh Thanh District, Ho Chi Minh City	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Buy construction materials. Transaction value: 2.919.960.001 VND	
03	An Hoa Construction Verification Joint Stock Company (AHCV)	0305481266 issued on 13/02/2008 at the Department of Planning and Investment of Ho Chi Minh City	Mr. Le Thanh Tung	Direct or	10L Street No. 1, Mieu Noi Residential Area, Ward 3, Binh Thanh District, Ho Chi Minh City	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Provide construction services. Transaction value: 3.755.913.160 VND	
04	An Hoa Construction Verification Joint Stock Company (AHCV)	0305481266 issued on 13/02/2008 at the Department of Planning and Investment of Ho Chi Minh City	Mr. Le Thanh Tung	Direct or	10L Street No. 1, Mieu Noi Residential Area, Ward 3, Binh Thanh District, Ho Chi Minh City	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Bond interest. Transaction value: 2.703.287.672 VND	



No	Name of organization/ individual	NSH No.* date of issue, place of issue		Relation ship with the Company	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
05	An Hoa Construction Verification Joint Stock Company (AHCV)	0305481266 issued on 13/02/2008 at the Department of Planning and Investment of Ho Chi Minh City	Mr. Le Thanh Tung	Direct or	10L Street No. 1, Mieu Noi Residential Area, Ward 3, Binh Thanh District, Ho Chi Minh City	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Provide services. Transaction value: 22.714.912 VND	
06	An Hoa Construction Verification Joint Stock Company (AHCV)	0305481266 issued on 13/02/2008 at the Department of Planning and Investment of Ho Chi Minh City	Mr. Le Thanh Tung	Direct or	10L Street No. 1, Mieu Noi Residential Area, Ward 3, Binh Thanh District, Ho Chi Minh City	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Declared dividend: 88.270.000 VND	
07	IDICO Corporation	0302177966 issued on 30/6/2010 by the Department of Planning and Investment of Ho Chi Minh City	Parent company		32nd Floor, Pearl Plaza Building, 561A Dien Bien Phu Street, Ward 25, Binh Thanh District, Ho Chi Minh City	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Declared dividend: 10.404.000.000 VND	
08	Thu Thua Industrial Zone and Urban Development Joint Stock Company (IUH)	1101881684 issued on 09/5/2018 at the Department of Planning and Investment of Long An	Mr. Le Thanh Tung	Direct or	46-48 Street No. 1, Binh Cu 3 Quarter, Ward 6, Tan An City, Long An Province	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Buy construction services. Transaction value: 12.854.171.172 VND	
09	Thu Thua Industrial Zone and Urban Development Joint Stock Company (IUH)	1101881684 issued on 09/5/2018 at the Department of Planning and Investment of Long An	Mr. Le Thanh Tung	Direct or	46-48 Street No. 1, Binh Cu 3 Quarter, Ward 6, Tan An City, Long An Province	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Bond purchase contract. Contract value: 50.000.000.000 VND	
10	Thu Thua Industrial Zone and Urban Development Joint	1101881684 issued on 09/5/2018 at the Department of Planning	Mr. Le Thanh Tung	Direct or	46-48 Street No. 1, Binh Cu 3 Quarter, Ward 6, Tan An City, Long An	2025	Resolution of the Board of Directors No. 18/NQ-CT	Bond interest. Transaction value: 218.187.466 VND	



No	Name of organization/ individual	NSH No.* date of issue, place of issue		Relation ship with the Company	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
	Stock Company (IUH)	and Investment of Long An			Province		dated December 31, 2024		
11	HAYAT Viet Nam Group joint stock Company	3502323070 issued on 19/12/2016 by the Department of Planning and Investment of Ba Ria - Vung Tau Province	Major shareholder		10L Street No. 1, Mieu Noi Residential Area, Ward 3, Binh Thanh District, Ho Chi Minh City	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Declared dividend: 4.644.264.000 VND	
12	Viet Nam Develop Investment Construction joint stock Company	2700355555 issued on 28/8/2008 by the Department of Planning and Investment of Ninh Binh province	Major shareholder		31 Kim Dong Street, Phuc Thanh Ward, Ninh Binh City	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Declared dividend: 3.123.600.000 VND	
13	Lesco Resort Company LTD	3500290140 issued on 20/7/1998 at the Department of Planning and Investment of Ba Ria-Vung Tau	Subsidiaries of the HAYAT Viet Nam Group joint stock Company		Group 11, Tan Hanh Quarter, Phu My Ward, Phu My Town, Ba Ria-Vung Tau Province	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Declared dividend: 28.900.000 VND	
14	Lesco Resort Company LTD	3500290140 issued on 20/7/1998 at the Department of Planning and Investment of Ba Ria-Vung Tau	Subsidiaries of the HAYAT Viet Nam Group joint stock Company		Group 11, Tan Hanh Quarter, Phu My Ward, Phu My Town, Ba Ria-Vung Tau Province	2025	Resolution of the Board of Directors No. 18/NQ-CT dated December 31, 2024	Bond interest. Transaction value: 8.250.001 VND	
15	IDICO-Long An Investment	1100503295 issued on 05/01/2006 by the	IDICO Corporat		No. 88, National Highway 1 (Bypass), Ward 6, Tan	2025	Resolution of the Board of Directors	Buy construction materials. Transaction	

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No	Name of organization/ individual	NSH No.* date of issue, place of issue		Relation ship with the Compa ny	Address	Time of transactio ns with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
	Construction joint stock Company	Department of Planning and Investment of Long An	ion		An City, Long An Province		No. 18/NQ-CT dated December 31, 2024	value: 935.412.778 VND	





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

**APPENDIX 03: The list of internal persons and their affiliated persons**

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
<b>Board of Directors</b>								
1	Dang Chinh Trung	020C13566 8 VN International Securities	Chairman			0	0%	
1.1	Dang Chinh Doan					0	0%	Biological father
1.2	Le Thi Lan					0	0%	Biological mother
1.3	Nguyen Sinh Tho					0	0%	Father in law
1.4	Nguyen Thi Ba					0	0%	Mother in law
1.5	Nguyen Hong Phuong					0	0%	Wife
1.6	Dang Viet Dung					0	0%	Biological son
1.7	Nguyen Thi My Thanh					0	0%	Daughter in law
1.8	Dang Phuong Thảo					0	0%	Biological daughter
1.9	Dang Chinh Nghia					0	0%	Younger brother
1.10	Le Thi Ha					0	0%	Younger sister in law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.11	Dang Thi Lien					0	0%	Younger sister
1.12	Bui The Ky					0	0%	Younger brother in law
1.13	Dak RTih Hydropower joint stock Company					0	0%	Chairman of the Board of Directors
1.14	IDICO Corporation					0	0%	Member of the Board of Directors/General Director
1.15	IDICO-Long An Investment Construction joint stock Company					0	0%	Chairman of the Board of Directors
1.16	IDICO Urban and Industrial zone Development Company limited					0	0%	Chairman
1.17	Bach Viet Production & Trading Company limited					0	0%	Board member
1.18	Tan Bach Viet House Trading and Leasing Company limited					0	0%	Board member



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.19	IDICO Tien Giang joint stock Company					0	0%	Chairman of the Board of Directors
1.20	IDICO Vinh Quang joint stock Company					0	0%	Chairman of the Board of Directors
<b>2</b>	<b>Le Thanh Tung</b>		<b>Member/Director</b>			<b>32.600</b>	<b>0,16%</b>	
2.1	Le Hong Thai					0	0%	Biological father
2.2	Le Thi Tam					0	0%	Biological mother
2.3	Nguyen Phu Nghia					0	0%	Father in law
2.4	Nguyen Thi Van					0	0%	Mother in law
2.5	Nguyen Thi Hai Yen					58.380	0,29%	Wife
2.6	Le Phuong Hai Anh					0	0%	Biological daughter
2.7	Le Thanh Hai					0	0%	Biological son
2.8	Le Hong Son					0	0%	Older brother
2.9	Nguyen Thi Xuan Loan					0	0%	Older sister in law
2.10	Le Kim Thang					2.448	0,012%	Younger brother
2.11	Duong Thi Thu Trang					48	0,0002%	Younger sister in

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
								law
2.12	Le Minh Hue					0	0%	Younger sister
2.13	Pham Văn Tuan					0	0%	Younger brother in law
2.14	Thu Thua Industrial Zone and Urban Development Joint Stock Company (IUH)					0	0%	Chairman of the Board of Directors/General Director
2.15	HAYAT Viet Nam Group joint stock Company					4.654.464	22,81%	Chairman of the Board of Directors/General Director
2.16	An Hoa Construction Verification Joint Stock Company (AHCV)					116.670	0,57%	Chairman of the Board of Directors
2.17	Lesco Resort Company LTD					38.000	0,18%	Subsidiaries of the HAYAT Viet Nam Group joint stock Company
<b>3</b>	<b>Pham Ngoc Dung</b>		<b>Member/Deputy Director</b>			<b>5.000</b>	<b>0,02%</b>	
3.1	Pham Ngoc Tran					0	0%	Biological father
3.2	Chu Thị Phú					0	0%	Biological mother
3.3	Tran Ngoc Tuan					0	0%	Father in law



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.4	Dao Thi Vuong					0	0%	Mother in law
3.5	Tran Thi Thái					0	0%	Wife
3.6	Pham Thi Hong Loan					0	0%	Biological daughter
3.7	Nguyen Le Cong Huan					0	0%	Son in law
3.8	Pham Duc Duy					0	0%	Biological son
3.9	Pham Thai Duong					0	0%	Older brother
3.10	Dinh Tuyet Mai					0	0%	Older sister in law
3.11	Pham Thi Bich Nga					0	0%	Younger sister
3.12	Pham Khac Dung					0	0%	Younger brother in law
3.13	Pham Hung Thang					0	0%	Younger brother
3.14	Tran Dieu Linh					0	0%	Younger sister in law
3.15	Pham Hong Phuc					0	0%	Younger brother
3.16	Nguyen Thi Thuy					0	0%	Younger sister in law
<b>4</b>	<b>Vo Tan Dung</b>		<b>Non - executive members</b>			<b>0</b>	<b>0%</b>	
4.1	Vo Tan Be					0	0%	Biological father
4.2	Nguyen Thi Hai					0	0%	Biological mother



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.3	Nguyen Thanh Ton					0	0%	Father in law
4.4	Dang Thi Bich Thu					0	0%	Mother in law
4.5	Nguyen Thi Nuong					0	0%	Wife
4.6	Vo Ngoc Xuan Nhi					0	0%	Biological daughter
4.7	Vo Anh Khoa					0	0%	Biological son
4.8	Vo Thi Anh Loan					0	0%	Older sister
4.9	Phan Minh Tho					0	0%	Older brother in law
4.10	Vo Thi Anh Phuong					0	0%	Older sister
4.11	Nguyen Thanh Tuan					0	0%	Older brother in law
4.12	Vo Tan Hung					0	0%	Older brother
4.13	Tran Thi Hieu					0	0%	Older sister in law
4.14	Vo Thanh Son					0	0%	Younger brother
4.15	Nguyen Thi Thanh Dung					0	0%	Younger sister in law
4.16	Vo Ngoc Yen Nga					0	0%	Younger sister
4.17	Nguyen Thanh Tuan					0	0%	Younger brother in law



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5	Vu Anh Tuan		Member/Deputy Director/ Authorized person to disclose information/Administrator			433.600	2,12%	
5.1	Vu Xuan Toa					0	0%	Biological father
5.2	Nguyen Thi Hong Nhung					0	0%	Biological mother
5.3	Tran Minh Duong					0	0%	Father in law
5.4	Tran Thi Thai					0	0%	Mother in law
5.5	Tran Thi Diu					66.600	0,32%	Wife
5.6	Vu Khanh Linh					9.600	0,047%	Biological daughter
5.7	Vu Hong Phuc					0	0%	Biological daughter
5.8	Vu Minh Tuan					0	0%	Younger brother
5.9	Bui Minh Ngoc					0	0%	Younger sister in law
5.10	Vu Thi Mai Hong					0	0%	Younger sister



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.11	Nguyen Xuan Dai					0	0%	Younger brother in law

***Board of Supervisors***

<b>1</b>	<b>Tran Ngoc Sang</b>		<b>Head of the Supervisory Board</b>			<b>0</b>	<b>0%</b>	<b>Appointment of Head of the Board of Supervisors on April 4, 2024</b>
1.1	Tran Van Biet					0	0%	Biological father
1.2	Diep Nhu Mai					0	0%	Biological mother
1.3	Bui Duy Luc					0	0%	Father in law
1.4	Bach Thi Xoe					0	0%	Mother in law
1.5	Bui Bach Thanh Tung					0	0%	Husband's brother
1.6	Pham Thi Ha					0	0%	Sister-in-law
1.7	Bui Bach Thanh Tam					0	0%	Husband
1.8	Bui Tran Gia An					0	0%	Child
1.9	Bui Tran Gia Han					0	0%	Child
1.10	Tran Trong Ngon					0	0%	Younger brother



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.11	IDICO Corporation					0	0%	Head of Accounting
1.12	IDICO Vinh Quang Joint Stock Company					0	0%	Head of the Supervisory Board
1.13	IDICO Tien Giang Joint Stock Company					0	0%	Supervisor
<b>2</b>	<b>Mai Quoc Chinh</b>	<b>042C80231 2</b>	<b>Supervisor</b>			<b>0</b>	<b>0%</b>	
2.1	Mai Duy Chinh							Biological father
2.2	Nguyen Thi Huong							Biological mother
2.3	Nguyen Hong Dao							Father in law
2.4	Nguyen Thi Thuan					0	0%	Mother in law
2.5	Nguyen Thi Thanh Chau					0	0%	Wife
2.6	Mai Tram Anh					0	0%	Child
2.7	Mai Trong Nhan					0	0%	Child
2.8	Mai Duy Chinh					0	0%	Older brother
2.9	Trinh Thi Sam					0	0%	Sister in law
2.10	IDICO Machinery Erection Construction Investment joint stock Company					0	0%	Member of the Board of Directors

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.11	IDERGY joint stock Company					0	0%	Member of the Board of Directors
<b>3</b>	<b>Nguyen Van Thau</b>		<b>Supervisor</b>			<b>4.080</b>	<b>0,02%</b>	
3.1	Nguyen Van Dinh					0	0%	Biological father
3.2	Vu Thi Du					0	0%	Biological mother
3.3	Tran Van Chi					0	0%	Father-in-law
3.4	Tran Thi Phe					0	0%	Mother-in-law
3.5	Tran Thi Hai					0	0%	Wife
3.6	Nguyen Thu Hien					0	0%	Biological daughter
3.7	Nguyen Phuong Linh					0	0%	Biological daughter
3.8	Nguyen Van Thao					0	0%	Older brother
3.9	Do Thi Ngoan					0	0%	Sister-in-law
3.10	Nguyen Thi Ha					0	0%	Older sister
3.11	Hoang Van Quyen					0	0%	Brother-in-law
3.12	Nguyen Thi Ngoan					0	0%	Older sister
3.13	Nguyen The Luc					0	0%	Brother-in-law
3.14	Nguyen Van Binh					0	0%	Older brother
3.15	Cao Thi Tho					0	0%	Sister-in-law



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
<b>1</b>	<b>Nguyen Thi Hong Hanh</b>		<b>Chief Accountant</b>			<b>91.200</b>	<b>0,44%</b>	
1.1	Nguyen Xuan Hien					0	0%	Biological father
1.2	Bui Thi Thanh					0	0%	Biological mother
1.3	Dinh Quang Tien					0	0%	Father-in-law
1.4	Pham Thi Hong Le					0	0%	Mother-in-law
1.5	Dinh Phuc Trang					0	0%	Husband
1.6	Dinh Thanh Binh					0	0%	Biological daughter
1.7	Dinh Hoang Khue					0	0%	Biological son
1.8	Nguyen Thi To Hang					0	0%	Older sister
1.9	Nguyen Phi Hung					0	0%	Older brother
1.10	Nguyen Thi To Huong					0	0%	Older sister
1.11	Nguyen Thi To Hoa					0	0%	Older sister
1.12	Nguyen Thi Hong Ha					0	0%	Younger sister
1.13	Nguyen Thi My Luu					0	0%	Sister-in-law
1.14	Vu Ngoc Kinh					0	0%	Brother-in-law
1.15	Le Van Binh					0	0%	Brother-in-law
1.16	Thu Thua Industrial Zone and Urban					0	0%	Deputy General Manager



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Development Joint Stock Company (IUH)							
<b>1</b>	<b>Tran Thanh Kieu</b>					<b>25.600</b>	<b>0,12%</b>	<b>Appointment of Company Secretary on 01/04/2025</b>
1.1	Tran Ngoc Chau					0	0	Biological father
1.2	Tran Thi Hay					0	0	Biological mother
1.3	Nguyen Thi Loan					0	0	Wife
1.4	Tran Ngoc Dung					0	0	Biological child
1.5	Tran Cam Tu					0	0	Biological child
1.6	Tran Minh Thuong					0	0	Biological older brother
1.7	Tran Thi Men					0	0	Biological older sister
1.8	Tran Thanh Nhan					0	0	Biological older brother
1.9	Tran Thi Thuy					0	0	Biological younger sibling
1.10	Tran Thi Tuyet Mai					0	0	Biological younger sibling



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.11	Tran Thi Dieu							Biological younger sibling
1.12	Nguyen V. Tho Nho							Father-in-law
1.13	To Thi Dieu							Mother-in-law
1.14	Nguyen Van Lam							Wife's younger sibling
1.15	Nguyen Van San							Wife's younger sibling
1.16	Nguyen Thi Tham							Wife's younger sibling
1.17	Nguyen Thi Hang							Wife's younger sibling

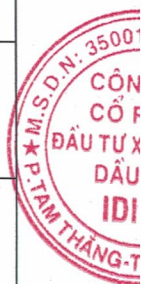
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**IDICO CORPORATION**  
**IDICO INVESTMENT CONSTRUCTION OIL**  
**AND NATURAL GAS JOINT STOCK COMPANY**

**APPENDIX 04: Transactions of internal persons and affiliated persons with shares of the company**

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Lê Thanh Tùng	Member of the Board of Directors/ General Director	20.400	0,1%	32.600	0,16%	buying
2	Nguyễn Thị Hải Yến	Wife of Mr. Le Thanh Tung – Member of the Board of Directors / General Director	44.880	0,22%	58.300	0,29%	buying
3	Lê Kim Thắng	Biological sibling of Mr. Le Thanh Tung – Member of the Board of Directors / General Director	2.448	0,012%	48	0,0002%	selling
4	Phạm Ngọc Dũng	Member of the Board of Directors / Deputy General Director	8.000	0,04%	5.000	0,02%	selling
5	Vũ Anh Tuấn	Member of the Board of Directors / Deputy General Director / Authorized Information Disclosure Representative / Corporate Governance Officer	408.000	1,94%	433.600	2,12%	buying
6	Trần Thị Dịu	Wife of Mr. Vu Anh Tuan – Member of the Board of	62.000	0,3%	66.600	0,32%	buying



No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
		Directors / Deputy General Director / Authorized Information Disclosure Representative / Corporate Governance Officer					
7	Vũ Khánh Linh	Biological child of Mr. Vu Anh Tuan – Member of the Board of Directors / Deputy General Director / Authorized Information Disclosure Representative / Corporate Governance Officer	3.000	0,015%	9.600	0,047%	buying
8	Nguyễn Thị Hồng Hạnh	Chief Accountant	90.600	0,44%	91.200	0,44%	buying
9	HAYAT Viet Nam Group joint stock Company	Related company of Mr. Le Thanh Tung	4.644.264	22,77%	4.654.464	22,81%	buying
10	An Hoa Construction Verification Joint Stock Company (AHCV)	Related company of Mr. Le Thanh Tung	75.070	0,37%	116.670	0,57%	buying
11	Lesco Resort Company LTD	Related company of Mr. Le Thanh Tung	0	0%	38.000	0,18%	buying

