

Number: 254/HDQT-BC

Ho Chi Minh City, 29 July 2025

**CORPORATE GOVERNANCE REPORT
FIRST 6 MONTHS OF 2025**

To: Hanoi Stock Exchange.

- Listed company name: IDICO Investment Consulting Joint Stock Company.
- Address: No. 100 Nguyen Gia Tri Street, Thanh My Tay Ward, Ho Chi Minh City
(Old address: No. 100 Nguyen Gia Tri Street, Ward 25, Binh Thanh District, City. HCM)
- Phone: 028 38 99 55 88
- Website: idico-incon.com.vn; Email: headoffice@idico-incon.com.vn.
- Charter capital: 20,000,000,000 VND.
- Stock code: INC
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Board of Directors.
- Regarding the implementation of internal audit function: Not yet implemented.

I. Activities of the General Meeting of Shareholders:

On April 24, 2025, IDICO Investment Consulting Joint Stock Company successfully held the 2025 Annual General Meeting of Shareholders:

Status	Resolution Number	Day	Content
01	01/NQ-HĐQT	April 24, 2025	Resolution of the Annual General Meeting of Shareholders 2025

II. Board of Directors:

1. Information about Board of Directors (BOD) members:

Status	Board Member	Position	Date of starting/cease being a member of the Board of Directors	
			Date of appointment	Dismissal Date
1	Hoang Tuan Anh	Chairman of the Board (non-operating)	April 21, 2022	
2	Nguyen Ngoc Khanh	Board Member (Company Director)	April 27, 2012	
3	Huynh Anh Tuan	Independent Member of Board of Directors (non-operating)	April 24, 2024	

2. Board of Directors meetings:

Status	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending
1	Hoang Tuan Anh	03/03	100%	
2	Nguyen Ngoc Khanh	03/03	100%	
3	Huynh Anh Tuan	03/03	100%	

3. Supervisory activities of the Board of Directors over the Board of Directors:

- Supervise the production and business operations of the Board of Directors and other officers to ensure the Unit's operations are effective, comply with legal regulations, and directions approved by the Board of Directors and the General Meeting of Shareholders.

- Direct, supervise and assign members of the Board of Directors to monitor the implementation of production and business targets, the situation of management and production organization to promptly meet the requirements for the Company's production and business activities; develop and supplement internal management regulations.

- Check the implementation and compliance with the provisions of the Enterprise Law, the Company Charter and current regulations of the State.

- Monitor and direct the implementation of information disclosure according to regulations.

4. Activities of subcommittees under the Board of Directors:

The Board of Directors operates on a collective basis under the direction of the Chairman of the Board of Directors, and does not establish sub-committees under the Board of Directors.

5. Resolutions/Decisions of the Board of Directors:

a) Resolution:

Status	Resolution	Day	Content	Passage Rate
1	01/NQ-HĐQT	February 28, 2025	Agreed to appoint Mr. Lai Van Hoan as Chief Accountant of the Company from March 2, 2025.	100%
2	02/NQ-HĐQT	March 4, 2025	Agree to organize the 2025 Annual General Meeting of Shareholders	100%
3	03/NQ-HĐQT	March 18, 2025	Unanimously approved to increase income of Executive Board positions	100%
4	04/NQ-HĐQT	April 3, 2025	Approval of documents for the 2025 Annual General Meeting of Shareholders	100%

Status	Resolution	Day	Content	Passage Rate
5	05/NQ-HĐQT	April 21, 2025	Approval of adjustment of content of documents for 2025 Annual General Meeting of Shareholders	100%
6	06/NQ-HĐQT	May 28, 2025	Unanimously approve investment in training using building information modeling (BIM)	100%
7	07/NQ-HĐQT	May 28, 2025	Agree to approve the investment plan for purchasing machinery and equipment for production.	100%

b) Decision:

Status	Decision	Day	Content	Passage Rate
1	51/QĐ-HĐQT	February 28, 2025	Appoint Mr. Lai Van Hoan as Chief Accountant of the Company from March 2, 2025	100%
2	84/QĐ-HĐQT	March 21, 2025	Increase income for the position of Company Director	100%
3	85/QĐ-HĐQT	March 21, 2025	Increase income for the position of Deputy Director of the Company	100%

III. Board of Control:

1. Information about the members of the Board of Supervisors (BOS):

Status	Board Member	Position	Date of starting/no longer being a member of the Board of Supervisors		Professional qualifications
			Date of appointment	Dismissal Date	
1	Vu Tuan Anh	Prefect	April 24, 2024		Bachelor of Accounting-Auditing
2	Vu Thi Thuy Phuong	Member	April 24, 2024		Bachelor of Economics
3	Bui The Cong	Member	April 24, 2025		Master of Construction Management
4	Do Tan Khiem	Former Member		April 24, 2025	Bachelor of Banking and Finance

2. Board of Supervisors meetings :

Status	Board Member	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending
1	Vu Tuan Anh	01/01	100%	100%	
2	Vu Thi Thuy Phuong	01/01	100%	100%	
3	Do Tan Khiem	01/01	100%	100%	
4	Bui The Cong	00/01	0%	0%	Newly appointed

3. Supervisory activities of the Board of Supervisors towards the Board of Directors, Board of Management and shareholders:

- Check the issuance and implementation of Resolutions and Decisions of the General Meeting of Shareholders, the Board of Directors and the Board of Management, thereby assessing the legality, reasonableness and timeliness of the Company's management and operation.

- Check the accuracy, honesty and legality in preparing quarterly, semi-annual and audited annual financial reports.

- Assign specific tasks to each member of the Board of Supervisors to perform the duties of the Board of Supervisors.

4. Coordination of activities between the Supervisory Board and the Board of Directors, Executive Board and other management departments:

- The Company's Board of Directors holds regular quarterly meetings, through which the Board's Resolutions and Decisions are implemented seriously and promptly.

- The Board of Supervisors has received all documents and basic information about the Resolutions and Decisions of the Board of Directors, about the Company's financial situation, thereby making timely assessments of the Company's activities.

5. Other activities of the Board of Directors: None

IV. Executive Board:

Status	Board Member	Date of birth	Professional qualifications	Date of appointment /Reappointment
1	Mr. Nguyen Ngoc Khanh	June 10, 1978	Architect	January 1, 2022
2	Mr. Dam Van Kien	August 7, 1974	Hydraulic engineer	August 5, 2020
3	Mr. Ta Van Loi	March 30, 1975	Civil engineer	March 30, 2022
4	Mr. Pham Lam Son	September 14, 1966	Hydraulic engineer	April 17, 2023

V. Chief Accountant:

Status	Full name	Date of birth	Professional qualifications	Date of appointment /Reappointment
1	Lai Van Hoan	August 16, 1984	Bachelor of Accounting	February 28, 2025

VI. Training on Corporate Governance:

Board of Directors members, Supervisory Board members, Executive Director, and other managers have participated in corporate governance training courses as prescribed.

VII. List of related persons of the public company and transactions of related persons of the company with the company itself:

1. List of related persons of the Company:

Status	Name of organization /individual	Securities trading account (if any)	Position in the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is the person concerned.	Time is no longer relevant	Reason	Relationship with the company
I	Board of Directors, Management								
1	Hoang Tuan Anh		Chairman of the Board	046078000133 issued on April 10, 2017 at the Police Department	B1-301, Saigon Airport Plaza apartment, No. 1 Bach Dang Ward 2, Tan Binh District, HCMC	April 21, 2022			Company Insiders
2	Nguyen Ngoc Khanh		Board Member, Company Director	064078000003 issued on May 4, 2021 at the Police Department	08, 31E Street, KP5, An Phu Ward, Thu Duc City, HCMC	April 27, 2012			Company Insiders
3	Huynh Anh Tuan		Independent Member of Board of Directors	058075003258 issued on March 16, 2022 at the Police Department	OP-1112 Opal Tower SG Pearl, 92NHC Ward 22, Binh Thanh District, HCMC	April 24, 2024			Company Insiders

Status	Name of organization /individual	Securities trading account (if any)	Position in the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is the person concerned.	Time is no longer relevant	Reason	Relationship with the company
4	Dam Van Kien		Deputy Director of the Company	038074013 328 issued on August 21, 2021 at the Police Department	Binh Dang Hamlet, Binh Hoa Ward, Thuan An Town, Binh Duong	August 5, 2010			Company Insiders
5	Ta Van Loi		Deputy Director of the Company	001075008 883 issued on December 22, 2021 at the Police Department	205 Nguyen Xi, Ward 26, Binh Thanh District, HCMC	April 16, 2012			Company Insiders
6	Pham Lam Son		Deputy Director of the Company	042066002 435 issued on April 25, 2021 at the Police Department	497/27 Thong Nhat, Ward 16, Go Vap District, HCMC	April 18, 2018			Company Insiders
II Board of Control									
1	Vu Tuan Anh		Head of Supervisory Board	022095003 284 issued on December 13, 2018 at the Police Department	324/5 Ton That Thuyet, Ward 1, District 4, HCMC	April 24, 2024			Company Insiders
2	Vu Thi Thuy Phuong		Board of Supervisors	034183021 163 issued on October 7, 2022 at the Police Department	38 Nguyen Van Yen, An Thoi Hoa Ward, Tan Phu District, Ho Chi Minh City	April 24, 2024			Company Insiders
3	Do Tan Khiem		Former member of the Board of Directors	052086010 922 issued on September 18, 2022 at the Police Department	CH507, An Phu Dong Apartment, Vuon Lai Street, An Phu Dong		April 24, 2025	Dismissal	Company Insiders

Status	Name of organization /individual	Securities trading account (if any)	Position in the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is the person concerned.	Time is no longer relevant	Reason	Relationship with the company
					Ward, District 12, Ho Chi Minh City				
4	Bui The Cong		Board of Supervisors	040093017379 issued on December 22, 2022 at the Police Department	Trung Hop Block, Hung Dung Ward, Vinh City, Nghe An	April 24, 2025		New appointment	Company Insiders
III Chief Accountant									
	Lai Van Hoan		Chief Accountant, authorized person to disclose information	037084010876 issued on August 26, 2024 by the Ministry of Public Security	No. 213 KP3, An Binh Ward, Bien Hoa City, Dong Nai	March 1, 2020			Company Insiders
IV Corporate Governance Officer									
	Nguyen Thi Phuong Dung		Corporate Governance Officer	031176014138 issued on July 10, 2022 at the Police Department	67A Street 21, Tan Quy Ward, District 7, HCMC	July 30, 2020			Company Insiders
V Other relevant organizations and individuals									
1	IDICO Corporation-JSC		Major shareholder	0302177966 Issued on: June 30, 2010, Place of issue: Department of Planning and Investment of Ho Chi Minh City	151 A Nguyen Dinh Chieu, Ward Vo Thi Sau, District 3, HCMC	September 20, 2007			Shareholders owning 10% or more
Legal representative of IDICO Corporation-CTCP									
	Dang Chinh Trung					December 15, 2020			Related person of CDL

Status	Name of organization /individual	Securities trading account (if any)	Position in the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is the person concerned.	Time is no longer relevant	Reason	Relationship with the company
Manager of IDICO Corporation-CTCP									
	Nguyen Thi Nhu Mai					April 19, 2022			Related person of CDL
	Tran Thuy Giang					April 21, 2023			Related person of CDL
	Ton That Anh Tuan					February 2, 2021			Related person of CDL
	Phan Van Chinh					June 1, 2021			Related person of CDL
	Nguyen Hong Hai					March 1, 2018			Related person of CDL
	Nguyen Viet Tuan					April 21, 2023			Related person of CDL
	Tran Ngoc Sang					October 1, 2024			Related person of CDL
Organizations that IDICO Corporation-CTCP has the ability to control and dominate									
	IDICO Urban and Industrial Park Development Company Limited					March 1, 2018			Related organizations of CDL
	IDICO Infrastructure Development Investment Joint Stock Company					March 1, 2018			Related organizations of CDL
	IDICO Industrial Park Services Company Limited					March 1, 2018			Related organizations of CDL
	Long An IDICO Construction					March 1, 2018			Related organizations of CDL

Status	Name of organization /individual	Securities trading account (if any)	Position in the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is the person concerned.	Time is no longer relevant	Reason	Relationship with the company
	Investment Joint Stock Company								ons of CDL
	IDICO Construction Investment Joint Stock Company No. 10					March 1, 2018			Related organizations of CDL
	IDICO Petroleum Construction Investment Joint Stock Company					March 1, 2018			Related organizations of CDL
	IDICO Que Vo Urban and Industrial Park Development Investment Joint Stock Company					March 1, 2018			Related organizations of CDL
	Srok Phu Mieng IDICO Hydropower Joint Stock Company					March 1, 2018			Related organizations of CDL
	IDICO Construction Investment and Material Development Joint Stock Company					March 1, 2018			Related organizations of CDL
	IDICO Housing and Urban Development Investment Joint Stock Company					March 1, 2018			Related organizations of CDL

Status	Name of organization /individual	Securities trading account (if any)	Position in the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is the person concerned.	Time is no longer relevant	Reason	Relationship with the company
	IDICO Tien Giang Joint Stock Company					December 15, 2021			Related organizations of CDL
	IDERGY JSC					September 19, 2022			Related organizations of CDL
	IDICO Thai Binh Construction Investment Joint Stock Company					January 1, 2019			Related organizations of CDL
	IDICO Vinh Quang Joint Stock Company					November 7, 2023			Related organizations of CDL
	IDICO Ha Nam Joint Stock Company					May 15, 2024			Related organizations of CDL
	IDICO Ninh Binh Joint Stock Company					December 12, 2024			Related organizations of CDL

2. Transactions between the Company and related persons of the Company or between the Company and major shareholders, insiders, and related persons of insiders:

Status	Name of organization /individual	Relationship with the Company	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	Time of transaction with the Company	Number of Resolutions /Decisions passed by the General Meeting of Shareholders/Board of Directors	Content, quantity, total transaction value	Note
1	IDICO Corporation-JSC	Major shareholder	0302177966 Issued on: June 30, 2010, Place of issue: Department of Planning and	151 A Nguyen Dinh Chieu, Ward Vo Thi Sau, District 3, HCMC	In 2025	01/NQ-HEQT dated April 24, 2025	Consulting service contracts with value: 710,880,499 VND	

Status	Name of organization/individual	Relationship with the Company	NSH certificate number*, date of issue, place of issue	Head office address/Contact address	Time of transaction with the Company	Number of Resolutions /Decisions passed by the General Meeting of Shareholders/Board of Directors	Content, quantity, total transaction value	Note
			Investment of Ho Chi Minh City					
2	IDICO Urban and Industrial Park Development Company Limited	Related organizations of major shareholders	3600257771 Issued on: December 6, 2018, Place of issue: Dong Nai Department of Planning and Investment	Ton Duc Thang Street, Nhon Trach 1 Industrial Park, Phuoc Thien Ward, Nhon Trach District, Dong Nai	In 2025	01/NQ-HDQT dated April 24, 2025	Consulting service contracts with value: 334,660,124 VND	
3	IDICO Infrastructure Development Investment Joint Stock Company	Related organizations of major shareholders	0302095576 Issued on: August 7, 2020, Place of issue: Department of Planning and Investment of Ho Chi Minh City	Km1906+700, QL1A, Binh Hung Hoa B Ward, Binh Tan District, HCMC	In 2025	17/QD-HDQT dated January 10, 2025	Consulting service contracts with value: 520,165,361 VND	
4	Long An IDICO Construction Investment Joint Stock Company	Related organizations of major shareholders	1100503295 issued on January 5, 2006, Place of issue: Department of Planning and Investment of Long An	No. 88 QL1 (Bypass), Ward 6, Tan An City, Long An	In 2025	17/QD-HDQT dated January 10, 2025	Consulting service contracts with value: 1,601,530,000 VND	
5	IDICO Tien Giang Joint Stock Company	Related organizations of major shareholders	1201656805 Issued on: December 15, 2021, Place of issue: Tien Giang Department	No. 138 Tran Hung Dao, Ward 4, My Tho City, Tien Giang	In 2025	01/NQ-HDQT dated April 24, 2025	Consulting service contracts with value: 1,112,754,342 VND	

Status	Name of organization/individual	Relationship with the Company	NSH certificate number*, date of issue, place of issue	Head office address/Contact address	Time of transaction with the Company	Number of Resolutions /Decisions passed by the General Meeting of Shareholders/Board of Directors	Content, quantity, total transaction value	Note
			of Planning and Investment					
6	IDICO Vinh Quang Joint Stock Company	Related organizations of major shareholders	0202220720 issued on July 11, 2023, Place of issue: Hai Phong Department of Planning and Investment	Cluster 10, Cuc Pho village, Vinh Bao commune, Hai Phong city	In 2025	01/NQ-HDQT dated April 24, 2024	Consulting service contracts with value: 1,526,425,167 VND	
7	IDICO Ninh Binh Joint Stock Company	Related organizations of major shareholders	2700970889 issued on December 16, 2024, Place of issue: Department of Planning and Investment of Ninh Binh	House No. 31, Kim Dong Street, Phuc Thanh Ward, Ninh Binh City	In 2025	01/NQ-HDQT dated April 24, 2024	Consulting service contracts with value: 2,270,449,428 VND	

3. Transactions between insiders of a listed company, related persons of insiders and subsidiaries, companies controlled by the listed company: **None**

4. Transactions between the company and other entities:

4.1. Transactions between the Company and companies in which members of the Board of Directors, members of the Supervisory Board, and Executive Director were or are founding members or members of the Board of Directors, Executive Directors within the past three (03) years (as of the time of reporting): **None**.

4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, and Executive Director are members of the Board of Directors or Executive Director: **None**.

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, and the Executive Director: **Note**.

VIII. Stock transactions of insiders and related parties of insiders:

1. List of insiders and related persons of insiders:

Stat us	Full name	Securiti es trading account (if any)	Position in the company (if any)	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share owners hip ratio	Note
I	Board of Directors, Management							
1	Hoang Tuan Anh		Chairma n of the Board			-	-	
Related person								
1	Golden					-	-	Father
2	Nguyen Thi Bach Van					-	-	Mother
3	Le Ha Thuc Ni					-	-	Wife
4	Hoang Phuc Binh					-	-	Son
5	Hoang Thuc Anh					-	-	Son
6	Hoang Tuan Dung					-	-	younger brother
7	Ly Mai Huong					-	-	sister in law
8	Le Chi Thanh					-	-	father in law
9	Ha Thi Hanh					-	-	Mother in law
Related organizations								
10	IDICO Corporation-JSC			0302177966 Issued on: June 30, 2010 Place of issue: Department of Planning and Investment of Ho Chi Minh City	151 A Nguyen Dinh Chieu, Ward Vo Thi Sau, District 3, HCMC	-	-	Deputy Director of IDICO Project Manage ment Board
11	IDICO Construction Investment and Materials Development Joint Stock Company			3600687943 issued on September 9, 2017 Place of issue: Dong Nai Department of Planning and Investment	Road No. 3, Nhon Trach I Industrial Park, Nhon Trach, Dong Nai	-	-	Chairm an of the Board of Directors
12	Long An IDICO Construction Investment Joint Stock Company			1100503295 issued on December 11, 2023	No. 88, National Highway 1 (bypass),			Board Member

Status	Full name	Securities trading account (if any)	Position in the company (if any)	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
				Place of issue: Department of Planning and Investment of Long An province	Ward 6, Tan An City, Long An Province			
13	IDICO Urban and Industrial Park Development Company Limited			3600257771 Issued on: December 6, 2018, Place of issue: Dong Nai Department of Planning and Investment	Ton Duc Thang Street, Nhon Trach 1 Industrial Park, Phuoc Thien Ward, Nhon Trach District, Dong Nai			Board Member
14	Thai Binh IDICO Construction Investment Joint Stock Company			1000214807 Issued on: July 20, 2006, Issued by: Thai Binh Department of Planning and Investment	House No. 304 Tran Hung Dao Street, De Tham Ward, Thai Binh City			Chairman of the Board of Directors
15	Sao Phuc Binh Technology Company Limited			0304632297 issued on October 11, 2006 Place of issue: Department of Planning and Investment, Ho Chi Minh City	261 Hoang Van Thu, Ward 2, Tan Binh District, HCMC	-	-	Manager
16	Vimix Joint Stock Company			3603369339 issued on: April 7, 2016, Place of issue: Dong Nai Department of Planning and Investment	No. 408, Group 6, Hamlet 2, Vinh Tan Commune, Vinh Cuu District, Dong Nai	-	-	General Director

Status	Full name	Securities trading account (if any)	Position in the company (if any)	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
2	Nguyen Ngoc Khanh		Member of Board of Directors, Company Director			4,000	0.2%	
Related person								
1	Nguyen Thanh Binh	Father (deceased)						
2	Lam Thi Minh					-	-	Mother
3	Le Dieu Hoai					5,400	0.27%	Wife
4	Nguyen Tien Trung					-	-	Son
5	Nguyen Bao Chau					-	-	Son
6	Nguyen Thanh Long					-	-	brother
7	Whose Birthday is the King of the River?					-	-	Sister in law
8	Nguyen Tien Dung					-	-	younger brother
9	Nguyen Tien Sy					-	-	younger brother
10	Nguyen Thi Thu					-	-	sister in law
11	Huynh Thi Hoa					-	-	sister in law
12	Le Thiet Hieu					2,000	0.1%	father in law
13	Tran Thi Minh Tuyet					-	-	Mother in law
Related organizations								
14	IDICO Infrastructure Development Investment Joint Stock Company			0302095576 issued on: August 7, 2020, Place of issue: Department of Planning and Investment of Ho Chi Minh City	Km1906+70 0 QL1A, Binh Hung Hoa B Ward, Binh Tan District, HCMC			Independent Member of Board of Directors
3	Huynh Anh Tuan		Independent Member of Board			-	-	

Status	Full name	Securities trading account (if any)	Position in the company (if any)	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
			of Directors					
	Related person							
1	Huynh Man			(Lost)				Father
2	Nguyen Thi Kim Lien					-	-	Mother
3	Dinh Quang Dat					-	-	father in law
4	Cao Thi Huyen					-	-	Mother in law
5	Dinh Thi Hai Yen					-	-	Wife
6	Huynh Hai Anh					-	-	offspring
7	Huynh Anh Vu					-	-	younger brother
4	Dam Van Kien		Vice president			1,000	0.05%	
	Related person							
1	Dam Van Thu					-	-	Father
2	Nguyen Thi Bien					-	-	Mother
3	Nguyen Thi Thuy					-	-	Wife
4	Dam Thi Huyen Trang					-	-	Son
5	Dam Van Minh Khoi					-	-	Son
6	Dam Thi Khuyen					-	-	Sister
7	Bui Van Phuoc					-	-	brother in law
8	Dam Thi Hue					-	-	younger brother
9	Le Dinh Bay					-	-	brother in law
10	Dam Thi Ly					-	-	younger brother
11	Pham Huy Khanh					-	-	brother in law
12	Dam Van Tuong					-	-	younger brother
13	Le Thi Hai Anh					-	-	sister in law
14	Nguyen Van Hoat	Father-in-law (deceased)						
15	Dinh Thi Tro	Mother-in-law (deceased)						

Stat us	Full name	Securiti es trading account (if any)	Position in the company (if any)	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share owners hip ratio	Note
5	Ta Van Loi		Vice president			-	-	
Related person								
1	Ta Van Kien	Father (deceased)						
2	Do Thi Thanh					-	-	Mother
3	Dao Hong Hanh					-	-	Wife
4	Ta Trung Hai					-	-	Son
5	Ta Huong Giang					-	-	Son
6	Dao Duy Anh	Father-in-law (deceased)						
7	Bui Thi Kim Chuc					-	-	Mother in law
8	Ta Thi Loan					-	-	Sister
9	Hoang Van Ruong							brother in law
10	Ta Thi Thoa							Sister
11	Nguyen Chi Viet							brother in law
12	Ta Van Dung							brother
13	Ta Van Tien							brother
14	Nguyen Thi Bui							Sister in law
15	Do Thi Thuy							Sister in law
6	Pham Lam Son		Vice president			-	-	
Related person								
1	Pham Xuan Que	Dad (deceased)						
2	Dao Thanh Chau	Mother (deceased)						
3	Ly Thi Kieu Van					-	-	Wife
4	Pham Son Ha					-	-	Son
5	Pham Tung Lam					-	-	Son
6	Pham Xuan Lan					-	-	Sister
7	Pham Thanh Huong					-	-	Sister
8	Pham Xuan Thuy					-	-	brother
9	Pham Duc Quy					-	-	younger brother

Status	Full name	Securities trading account (if any)	Position in the company (if any)	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
10	Dang Thuy Chi					-	-	sister in law
11	Le Thi Dung					-	-	Sister in law
12	Tran Ich Son					-	-	brother in law
13	Lee Changchun					-	-	father in law
14	Luu Thi Quy	Mother-in-law (deceased)						
IV	Board of Control							
1	Vu Thi Thuy Phuong		Board of Supervisors			-	-	
	Related person							
1	Vu Dinh Kenh					-	-	Father
2	Nguyen Thi Ly					-	-	Mother
3	Hap Tien Hai					-	-	Husband
4	Hap Tien Minh Hieu					-	-	Son
5	The Rain Like a Wish					-	-	Son
6	Hap Vu Nhu Ngoc					-	-	Son
7	Vu Thi Thuy Anh					-	-	Sister
8	Nguyen Van Ha					-	-	brother in law
9	Vu Manh Tu					-	-	brother
10	Vu Thi Nhi					-	-	Sister in law
11	Vu Duc Anh					-	-	younger brother
12	Hoang Thi Yen					-	-	sister in law
13	Nguyen Thi Huyen					-	-	Mother in law
2	Vu Tuan Anh		Head of Supervisory Board			-	-	
	Related person							
1	Vu Van Hoa					-	-	Father
2	Pham Thi Hanh					-	-	Mother

Stat us	Full name	Securiti es trading account (if any)	Position in the company (if any)	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share owners hip ratio	Note
3	Vu Tuan Phong					-	-	younger brother
Related organizations								
4	Thai Binh IDICO Construction Investment Joint Stock Company			1000214807 , issued on July 20, 2006 by Thai Binh Department of Planning and Investment	House number 304, Tran Hung Dao street, De Tham ward, Thai Binh city	-	-	Head of Control Board
5	IDICO Que Vo Urban and Industrial Park Development Investment Joint Stock Company			0102595934 , issued on January 3, 2008, at the Department of Planning and Investment of Hanoi City	13th Floor; HH3 Building, Me Tri Street, My Dinh 1 Ward, Nam Tu Liem District, Hanoi City	-	-	Head of Control Board
6	IDERGY Joint Stock Company			0317478959 , issued on September 19, 2022, at the Department of Planning and Investment of Ho Chi Minh City	151A Nguyen Dinh Chieu, Ward Vo Thi Sau, District 3, HCMC	-	-	Chief Accoun tant
7	Srok Phu Mieng IDICO Hydropower Joint Stock Company			3800407449 , issued on February 12, 2008, at the Department of Planning and Investment of Binh Phuoc	Village 7, Long Binh Commune, Phu Rieng District, Binh Phuoc	-	-	Board of Supervi sors
3	Bui The Cong		Board of Superviso rs			-	-	
Related person								

Status	Full name	Securities trading account (if any)	Position in the company (if any)	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
1	Bui The Ky					-	-	Father
2	Dang Thi Lien					-	-	Mother
Related organizations								
	IDICO Corporation-JSC			0302177966 Issued on: June 30, 2010 Place of issue: Department of Planning and Investment of Ho Chi Minh City	151 A Nguyen Dinh Chieu, Ward Vo Thi Sau, District 3, HCMC	-	-	Deputy Director of Bidding Economics Department
V	Chief Accountant of the Company							
	Lai Van Hoan		Chief Accountant, authorized person to disclose information			-	-	
Related person								
1	Lai Xuan Thap	Father (deceased)						
2	Phung Thi Ban					-	-	Mother
3	Nguyen Thi Anh Nguyet					-	-	Wife
4	Lai Quang Vinh					-	-	Son
5	Lai Quang Anh					-	-	Son
6	Lai Van Thuan					-	-	brother
7	Nguyen Thi Luan					-	-	Sister in law
8	Lai Thi Thuy					-	-	Sister
9	Nguyen Xuan Tuong					-	-	brother in law
10	Lai Thi Thoan					-	-	Sister
11	Dinh Van Khiem					-	-	brother in law
12	Nguyen Manh Ha					-	-	father in law
13	Hoang Thi Kim Ngan	Mother-in-law (deceased)						
VI	Corporate Governance Officer							

Status	Full name	Securities trading account (if any)	Position in the company (if any)	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
	Nguyen Thi Phuong Dung		Administrator			-	-	
Related person								
1	Ngo Ngoc Thuong							Husband
2	Ngo Ngoc Linh							Son
3	Ngo Ngoc An							Son
4	Nguyen Anh Tuan							Father
5	Nguyen Thi Gioi							Mother
6	Nguyen Thi Binh Minh							younger brother
7	Nguyen Thi Hong Nhung							younger brother
8	Nguyen Hong Phuc							younger brother
9	Do Van Khanh							brother in law
10	Nguyen Van Dung							brother in law
11	Tran Thi Hue							sister in law
12	Ngo Van Giai							father in law
13	Luu Thi Doi							Mother in law

2. Transactions of insiders and related persons on shares of the company:

Status	The person who makes the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase and decrease
			Number of shares	Proportion	Number of shares	Proportion	
1	Ta Van Loi	Deputy Director of the Company	1,900	0.1%	0	0%	Sell
2	Pham Lam Son	Deputy Director of the Company	800	0.04%	0	0%	Sell

IX. Other matters to note: None.

Recipient:

- As above;
- Board of Directors of the Company;
- Company Board of Supervisors;
- Save P.HCNS.

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



Hoang Tuan Anh