

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

No.: 51 /CT-VP TH

Re: Report On Corporate Governance 2025

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh city, January 27, 2026

INFORMATION DISCLOSURE
Respectfully To: Hanoi Stock Exchange (HNX)

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

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

2. Content of information disclosure: Report On Corporate Governance 2025

3. This information was published on the Company's website on January 27, 2026 at the link idicoconac.vn (Section Investor Relationship)

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

Organizational Representative

Person authorized to disclose information

Receiver:

- As above;
- BoD, BoS;
- BoM;
- Archive VP TH, TCKT.



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

No.: 50 /BC-HĐQT

Ho Chi Minh city, 27 January, 2026

REPORT ON CORPORATE GOVERNANCE (The Year 2025)

Respectfully 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

- Charter capital: VND 305,999,230,000

- Stock code: 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 2024 Annual General Meeting of Shareholders was held on April 22, 2025 and approved the following contents: - Approval of the Reports: Report on business performance in 2024 and business performance plan in 2025; - Report on the activities of the Board of Directors in 2024 and the operation plan in 2025; - Report of the Supervisory Board at the 2025 Annual General Meeting of Shareholders; - The Proposal for Audited combined financial statements in 2023;

			<ul style="list-style-type: none"> - The Proposal for approval of the 2025 business production and investment plan; - The Proposal for approval of the profit distribution plan and dividend payment for 2024, and the profit distribution and dividend plan for 2025; - The Proposal for approval of the share issuance plan to pay dividends for 2024; - The Proposal for approval of the total remuneration, salaries, bonuses, and other benefits of the Board of Directors and the Supervisory Board for 2024, and the plan for 2025; - The Proposal for selection of the independent auditing firm for the 2025 financial statements; - The Proposal for approval of the adjustment to the total investment of the project on investment in construction and operation of technical infrastructure services of My Xuan B1–CONAC Industrial Park; - The Proposal for approval of the adjustment to the project on investment in construction of a commercial and service center combined with residential housing within the Bac Chau Giang Urban Area, Phu Ly City; - The Proposal for approval of the adjustment to the investment policy of the My Xuan B1 Social Housing Project.
02	11/NQ-DHĐCĐ	26/09/2025	<p>The Extraordinary General Meeting of Shareholders in 2025 was held on 26 September 2025 and approved the following matters:</p> <ul style="list-style-type: none"> - The Proposal on the amendment and update of the Company's Charter information; - The Proposal on the adjustment of the profit distribution and dividend payment plan for 2025; - Proposal on the purchase of bonds issued by Thu Thua Industrial Zone And Urban Development Joint Stock Company (IDTT); - The Proposal on the dismissal of a member of the Board of Directors and approval of the list of candidates for the additional election of members of the Company's Board of Directors for the 2022–2027 term.

II. The Board of Directors:

1. Information about the members of the Board of Directors (BoD):

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	31/05/2019	
04	Mr. Vo Tan Dung	Non - executive member	29/04/2022	26/09/2025
05	Mr. Vu Anh Tuan	Member/Deputy Director	04/11/2022	
06	Mr. Nguyen Vu Hung	Non - executive member	26/09/2025	

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	4/4	100 %	
02	Mr. Le Thanh Tung	4/4	100 %	
03	Mr. Pham Ngoc Dung	4/4	100 %	
04	Mr. Vo Tan Dung	2/4	100 %	Dismissal as of 26/09/2025
05	Mr. Vu Anh Tuan	4/4	100 %	
06	Mr. Nguyen Vu Hung	2/4	100 %	Appointment as of 26/09/2025

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:

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 2025).

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	01/NQ-CT	03/03/2025	Resolution on Organizing the Annual General Meeting of Shareholders in 2025	100%
2	02/NQ-CT	31/03/2025	Resolution on Reviewing Production and Business Activities in Quarter I/2025 and Production and Business Plan for Quarter II/2025	100%
3	04/NQ-CT	23/04/2025	Resolution on Payment of Cash Dividends in 2024	100%
4	05/NQ-CT	12/05/2025	Resolution on the implementation of the plan for issuing shares to pay dividends for 2024.	100%
5	06/NQ-CT	30/06/2025	Resolution on Reviewing Production and Business Activities in Quarter II/2025 and Production and Business Plan for Quarter III/2025	100%
6	07/NQ-CT	05/8/2025	Resolution on Organizing the Extraordinary General Meeting of Shareholders in 2025	100%
7	08/NQ-CT	12/8/2025	Resolution on approving the credit limit for 2025	100%
8	09/NQ-CT	10/9/2025	Resolution on the reduction of collateral securing Bond AHCCH 2426001 of An Hoa Construction Verification Joint Stock Company	100%
9	10/NQ-CT	19/09/2025	Resolution on Cash Dividend Advancement for 2025	100%
10	12/NQ-CT	03/10/2025	Resolution on Reviewing Production and Business Activities in Quarter III/2025, the first nine-month of the year 2025 and Business Plan for Quarter IV/2025	100%
11	35/QĐ-CT	14/02/2025	Decision on the approval of the design and cost estimate for the embankment reinforcement of the drainage canal within My Xuan B1-CONAC Industrial Park, Phu My Town, Ba Ria – Vung Tau Province	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
12	36/QĐ-CT	14/02/2025	Decision on the approval of the construction design drawings and cost estimate for the major repair works of Thuy Duong Hotel and Restaurant	100%
13	37/QĐ-CT	17/02/2025	Decision on the approval of the total investment for Phase 2 of the project on investment in construction of a commercial and service center combined with residential housing within the Bac Chau Giang Urban Area, Phu Ly City	100%
14	42/QĐ-CT	19/02/2025	Decision on the approval of the design brief for the commercial center and high-rise apartment building in Lam Ha Ward, Phu Ly City, Ha Nam Province	100%
15	47/QĐ-CT	25/02/2025	Decision on the Selection of Technological Lines for the Wastewater Treatment Plant Item – My Xuan B1-CONAC Industrial Park Expansion	100%
16	63/QĐ-CT	14/03/2025	Decision on the Approval of the 2024 Realized Salary and Remuneration Fund and the 2025 Salary and Remuneration Fund Plan	100%
17	67/QĐ-CT	20/03/2025	Decision on the Approval of the 2024 Settlement of Enterprise Management and Selling Expenses, and the 2025 Estimates of Enterprise Management and Selling Expenses for IDICO Investment Construction Oil and Natural Gas Joint Stock Company	100%
18	77/QĐ-CT	27/03/2025	Decision on the Appointment of Ms. Lam Thi Phuong Trang – Master of Business Administration, Bachelor of Laws, Head of the Investment Department – to the position of Deputy Director of IDICO Investment Construction Oil and Natural Gas Joint Stock Company, for a 5-year term effective from April 1, 2025.	100%
19	78/QĐ-CT	31/03/2025	Decision on the Dismissal of Mr. Tran Thanh Lam from the position of Secretary of the Board of Directors, effective from April 1, 2025.	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
20	79/QĐ-CT	31/03/2025	Decision on the Appointment of Mr. Tran Thanh Kieu – Concurrently holding the position of Secretary of the Board of Directors, effective from April 1, 2025	100%
21	89/QĐ-CT	10/04/2025	Decision on the Dissolution (or Termination of Operations) of the Branch of IDICO Investment Construction Oil and Natural Gas Joint Stock Company – IDICO-CONAC Construction and Services Enterprise	100%
22	109/QĐ-CT	22/04/2025	Decision on the Approval of the Cost Estimates for the Renovation of 08 Ground Floor Rooms – Thuy Duong Hotel Block	100%
23	115/QĐ-CT	28/04/2025	Decision on the Disbursement of the 2024 Bonus and Salary Fund for the Executive Board.	100%
24	127/QĐ-CT	12/05/2025	Decision on the Re-appointment of Mr. Vu Anh Tuan to the position of Deputy Director of IDICO Investment Construction Oil and Natural Gas Joint Stock Company for a 5-year term, effective from June 5, 2025.	100%
25	159/QĐ-CT	09/06/2025	Decision on the Approval of Package Prices and the Contractor Selection Plan for Consulting Packages – Investment Preparation Stage of My Xuan B1 Social Housing Project	100%
26	164/QĐ-CT	19/06/2025	Decision on the Selection of an Independent Auditing Firm for the 2025 Financial Statements.	100%
27	169/QĐ-CT	27/06/2025	Decision on the Approval of Contractor Selection Results for the Geological Survey Package – My Xuan B1 Social Housing Project	100%
28	170/QĐ-CT	27/06/2025	Decision on the Approval of Contractor Selection Results for the Package: Preliminary Design Consulting, 1/500 Detailed Planning, Feasibility Study Report (FSR), Construction Drawing Design (CDD), and Total Cost Estimates	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			for Technical Infrastructure, Landscape, Row Houses, Kindergarten, Sports Area, and Parking Lot – My Xuan B1 Social Housing Project	
29	171/QĐ-CT	27/06/2025	Decision on the Approval of Contractor Selection Results for the Package: Preliminary Design Consulting, 1/500 Detailed Planning, Feasibility Study Report (FSR), Construction Drawing Design (CDD), and Total Cost Estimates (OCC1) for the Apartment Block – My Xuan B1 Social Housing Project	100%
30	173/QĐ-CT	30/06/2025	Decision on the Establishment of an Expert Team for Consulting and Design Evaluation of the Wastewater Treatment Plant System – My Xuan B1-CONAC Industrial Park Expansion	100%
31	177/QĐ-CT	04/7/2025	Decision on the Approval of Package Price and Contractor Selection Plan for the Package: Maintenance, Major Overhaul/Replacement of Machinery and Equipment for the Treatment Line and Monitoring Station; Addition of Surge Protection System for the entire system	100%
32	178/QĐ-CT	05/7/2025	Decision on the Approval of Construction Cost Estimates for the Temporary Office of the My Xuan B1 Industrial Park Project Management Board	100%
33	179/QĐ-CT	07/7/2025	Decision on the Merger of the Investment Department into the Construction Investment Project Management Board.	100%
34	184/QĐ-CT	09/7/2025	Decision on the Approval of Contractor Selection Results for the Package: Environmental Impact Assessment (EIA) Report Preparation – My Xuan B1 Industrial Park Project.	100%
35	194/QĐ-CT	21/7/2025	Decision on the Retirement for Social Insurance Benefits for Mr. Pham Ngoc Dung.	100%
36	206/QĐ-CT	16/8/2025	Decision on the Approval of Package Price and Contractor Selection Plan for the	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			Package: Maintenance, Major Overhaul/Replacement of Machinery and Equipment for the Treatment Line and Monitoring Station; Addition of Surge Protection System for the entire system.	
37	210/QĐ-CT	23/8/2025	Decision on the Approval of Contractor Selection Results for the Package: Preparation and Submission for Environmental License – My Xuan B1 Industrial Park Project.	100%
38	220/QĐ-CT	11/9/2025	Decision on the Approval of the Adjusted Feasibility Study Report (2nd) for the Commercial-Service Center and Housing Complex Project in Bac Chau Giang Urban Area, Phu Ly City.	100%
39	225/QĐ-CT	22/9/2025	Decision on the Approval of Construction Drawing Design and Total Cost Estimates for the 45 Villas Item (Detached and Semi-detached) in Bac Chau Giang Urban Area, Phu Ly City.	100%
40	239/QĐ-CT	21/10/2025	Decision on the Approval of Contractor Selection Results for the Package: Fire Fighting and Prevention (FFP) Design Consulting and FFP Submission/Approval for My Xuan B1 Social Housing Project.	100%
41	240/QĐ-CT	22/10/2025	Decision on the Approval of Construction Cost Estimates and Assignment of Construction Tasks for the 45 Detached and Semi-detached Villas – IDICO-CONAC's Scope of Work – under the Commercial Center and Housing Complex Project in Bac Chau Giang Urban Area, Phu Ly City	100%
42	243/QĐ-CT	27/10/2025	Decision on the Approval of Contractor Selection Results for the Package: Construction Supervision Consultancy for the 45 Villas Item (CONAC's Scope: 28 Units) in Bac Chau Giang Urban Area, Phu Ly City.	100%
43	247/QĐ-CT	30/10/2025	Decision on the Approval of the Adjusted Feasibility Study Report for the	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			Investment, Construction, and Infrastructure Operation Project of My Xuan B1 Industrial Park.	
44	266/QĐ-CT	04/12/2025	Decision on the Approval of Package Price, Contractor Selection Plan, and Selection Results for the Package: FFP Design Consulting and FFP Submission/Approval for My Xuan B1-CONAC Industrial Park Expansion.	100%
45	272/QĐ-CT	15/12/2025	Decision on the Approval of Cost Estimates for the Technical Infrastructure Maintenance and Repair Item – My Xuan B1-CONAC Industrial Park.	100%
46	283/QĐ-CT	29/12/2025	Decision on the Approval of Basic Design and Total Investment Capital for the Technical Infrastructure Item – My Xuan B1 Industrial Park Project (Conac Garden).	100%

III. The Board of Supervisors:

1. Information about members of Board of Supervisors (BoS):

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

2. Meetings of the 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	4/4	100%	100%	
02	Mr. Nguyen Van Thau	4/4	100%	100%	

03	Mr. Mai Quoc Chinh	4/4	100%	100%	
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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:

The Board of Supervisors has assigned tasks to each member.

IV. The Board of Management (BoM):

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the BoM
01	Mr. Le Thanh Tung	11/09/1975	Master of Economics	16/01/2009
02	Mr. Vu Anh Tuan	28/10/1973	Bachelor of Economics	05/06/2015
03	Mr. Pham Ngoc Dung	24/05/1964	Bachelor of Economics	11/10/2023
04	Ms. Lam Thi Phuong Trang	15/01/1973	Master of Business	01/04/2025

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the BoM
			Administration	

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 Director 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:

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
CHAIRMAN**



DANG CHINH TRUNG

IDICO CORPORATION

IDICO INVESTMENT CONSTRUCTION OIL AND
NATURAL GAS JOINT STOCK COMPANY

APPENDIX 01: THE LIST OF AFFILIATED PERSONS OF THE COMPANY

No.	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport No.(*)	Address	The time when the person becomes an affiliated party	The time when the person is no longer an affiliated party	Reason	Relationship with company
The Board of Directors (Affiliated persons of the BoD as per Appendix 03 attached to this Report)									
01	Mr. Dang Chinh Trung		Chairman	040059007082, 22/12/2021, the Police Department for Administrative Management of Social Order	51 Sam Son, Tan Son Nhat Ward, Ho Chi Minh City	31/05/2019			
02	Mr. Le Thanh Tung		Member of the Board of Directors/ Director	035075009529, 09/01/2022, the Police Department for Administrative Management of Social Order	B21 Tran Van Thoi, Tam Thang Ward, Ho Chi Minh City	16/01/2009			

No.	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport No.(*)	Address	The time when the person becomes an affiliated party	The time when the person is no longer an affiliated party	Reason	Relationship with company
03	Mr. Pham Ngoc Dung		Member of the Board of Directors	030064012086, 10/07/2021, the Police Department for Administrative Management of Social Order	385/33 Nguyen Dinh Chieu, Ban Co Ward, Ho Chi Minh City	31/03/2017			
04	Mr. Vo Tan Dung		Member of the Board of Directors	051078000157, 07/08/2022, the Police Department for Administrative Management of Social Order	169/41/33 Nguyen Tu Gian, An Hoi Tay Ward, Ho Chi Minh City	29/04/2022	26/09/2025	Dismissal	
05	Mr. Vu Anh Tuan		Member of the BoD/ Deputy Director/ Person authorized to disclose information/ Person in charge of Corporate	026073001551, 29/05/2021, the Police Department for Administrative Management of Social Order	40/6/7 Le Hong Phong, Vung Tau Ward, Ho Chi Minh City	05/06/2015			

No.	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport No.(*)	Address	The time when the person becomes an affiliated party	The time when the person is no longer an affiliated party	Reason	Relationship with company
			Governance						
06	Mr. Nguyen Vu Hung		Member of the Board of Directors	079081033488, 22/11/2021, the Police Department for Administrative Management of Social Order	232/11 Vo Thi Sau, Xuan Hoa Ward, Ho Chi Minh City	26/09/2025		Appointment	
The Board of Supervisors (Affiliated persons of the BoS as per Appendix 03 attached to this Report)									
01	Ms. Tran Ngoc Sang		Head of the Supervisory Board	089186012690, 19/12/2022, the Police Department for Administrative Management of Social Order	AK4.12-07, Akari City Apartment, 77 Vo Van Kiet, An Lac Ward, Ho Chi Minh City	24/04/2024			
02	Mr. Nguyen Van Thau		Supervisor	036074018951, 06/07/2021, the Police Department for Administrative Management of Social Order	8/6 Ngo Tat To, Tam Thang Ward, Ho Chi Minh City	25/04/2023			

No.	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport No.(*)	Address	The time when the person becomes an affiliated party	The time when the person is no longer an affiliated party	Reason	Relationship with company
03	Mr. Mai Quoc Chinh		Supervisor	027078003187, 19/04/2021, the Police Department for Administrative Management of Social Order	460/6/8 Huong Lo 2, Binh Tri Dong Ward, Ho Chi Minh City	29/04/2022			
The Management Board (Affiliated persons of The Management Board as per Appendix 03 attached to this Report)									
01	Ms. Lam Thi Phuong Trang		Deputy Director	082173007251, 17/03/2025, the Police Department for Administrative Management of Social Order	40/6/5 Le Hong Phong, Vung Tau Ward, Ho Chi Minh City	01/04/2025		Appointment	
02	Ms. Nguyen Thi Hong Hanh		Chief Accountant	036174019169, 18/12/2022, the Police Department for Administrative Management of Social Order	58 Nguyen Kim, Vung Tau Ward, Ho Chi Minh City	22/04/2013			
Corporate secretary (Affiliated persons of the CS as per Appendix 03 attached to this Report)									

No.	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport No.(*)	Address	The time when the person becomes an affiliated party	The time when the person is no longer an affiliated party	Reason	Relationship with company
1	Mr. Tran Thanh Kieu		Corporate secretary	082072023607, 27/12/2021, the Police Department for Administrative Management of Social Order	08A Yen Bai, Vung Tau Ward, Ho Chi Minh City	01/04/2025		Appointment	
2	Mr. Tran Thanh Lam		Corporate secretary	001071049973, 16/06/2022, the Police Department for Administrative Management of Social Order	218 Truong Cong Dinh, Vung Tau Ward, Ho Chi Minh City		01/04/2025	Dismissal	

Affiliated Organizations

							Parent company
1	IDICO Corporation			0302177966, 30/6/2010, the Ho Chi Minh City Department of Finance	32nd Floor, Pearl Plaza Building, 561A Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City		
1.1	IDICO-Longan Investment Construction Joint			1100503295, 05/01/2006,	No. 88, Highway 1 (Bypass), Long An Ward, Tay Ninh Province		Affiliated Organization

No.	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport No.(*)	Address	The time when the person becomes an affiliated party	The time when the person is no longer an affiliated party	Reason	Relationship with company
	Stock Company			the Tay Ninh province Department of Finance					tion of IDICO
1.2	IDICO Infrastructure Development Investment Joint Stock Company			0302095576, 12/12/2007, the Ho Chi Minh City Department of Finance	Km 1906+700 Highway 1A, Quarter 5, Binh Tan Ward, Ho Chi Minh City				Affiliated Organization of IDICO
02	HAYAT Viet Nam Group Joint Stock Company			3502323070, 19/12/2016, the Ho Chi Minh City Department of Finance	10L Street No. 1, Mieu Noi Residential Area, Gia Dinh Ward, Ho Chi Minh City				Major Shareholder C.P. * H.A.

IDICO CORPORATION

IDICO INVESTMENT CONSTRUCTION OIL 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 Director in three (03) latest years (As of December 31, 2025)

No	Name of organizations	NSH No.* date of issue, place of issue	Affiliated persons	Position of Affiliated persons	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content and total value of transaction	Note
01	An Hoa Construction Joint Stock Company (AHCV)	0305481266, 13/02/2008, The Ho Chi Minh City Department of Finance	Mr. Le Thanh Tung	Director	109 Tran Nguyen Dan Street, Gia Dinh Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Purchase of construction services. Transaction value: VND 42,822,506,905	
02	An Hoa Construction Joint Stock Company (AHCV)	0305481266, 13/02/2008, The Ho Chi Minh City Department of Finance	Mr. Le Thanh Tung	Director	109 Tran Nguyen Dan Street, Gia Dinh Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Purchase of construction materials and services. Transaction value: VND 4,258,594,334	
03	An Hoa Construction Joint Stock Company (AHCV)	0305481266, 13/02/2008, The Ho Chi Minh City Department of Finance	Mr. Le Thanh Tung	Director	109 Tran Nguyen Dan Street, Gia Dinh Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Supply of construction services. Transaction value: VND 3,755,913,160	

No.	Name of organizations	NSH No.* date of issue, place of issue	Affiliated persons	Position of Affiliated persons	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content and total value of transaction	Note
04	An Hoa Construction Verification Joint Stock Company (AHCV)	0305481266, 13/02/2008, The Ho Chi Minh City Department of Finance	Mr. Le Thanh Tung	Director	109 Tran Nguyen Dan Street, Gia Dinh Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Bond interest. Transaction value: VND 4,909,315,069	
05	An Hoa Construction Verification Joint Stock Company (AHCV)	0305481266, 13/02/2008, The Ho Chi Minh City Department of Finance	Mr. Le Thanh Tung	Director	109 Tran Nguyen Dan Street, Gia Dinh Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Service supply. Transaction value: VND 88,381,417	
06	An Hoa Construction Verification Joint Stock Company (AHCV)	0305481266, 13/02/2008, The Ho Chi Minh City Department of Finance	Mr. Le Thanh Tung	Director	109 Tran Nguyen Dan Street, Gia Dinh Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Declared dividends: VND 259,794,000	
07	An Hoa Construction Verification Joint Stock Company (AHCV)	0305481266, 13/02/2008, The Ho Chi Minh City Department of Finance	Mr. Le Thanh Tung	Director	109 Tran Nguyen Dan Street, Gia Dinh Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Repayment of bond principal. Transaction value: VND 20,000,000,000	
08	IDICO Corporation	0302177966, 30/6/2010, The Ho Chi Minh City	Parent company		32nd Floor, Pearl Plaza Building, 561A Dien Bien Phu, Thanh My	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Declared dividends: VND 22,888,800,000	

No	Name of organizations	NSH No.* date of issue, place of issue	Affiliated persons	Position of Affiliated persons	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content and total value of transaction	Note
		Department of Finance			Tay Ward, Ho Chi Minh City				
09	Thu Thua Industrial Zone And Urban Development Joint Stock Company (IUH)	1101881684, 09/5/2018, The Tay Ninh province Department of Finance	Mr. Le Thanh Tung	Director	No. 46 - 48, Street 1, Binh Cu 3 Quarter, Long An Ward, Tay Ninh Province	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Purchase of construction materials: Transaction value: VND 18,874,963,024	
10	Thu Thua Industrial Zone And Urban Development Joint Stock Company (IUH)	1101881684, 09/5/2018, The Tay Ninh province Department of Finance	Mr. Le Thanh Tung	Director	No. 46 - 48, Street 1, Binh Cu 3 Quarter, Long An Ward, Tay Ninh Province	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Bond interest: VND 7,768,493,152	
11	Thu Thua Industrial Zone And Urban Development Joint Stock Company (IUH)	1101881684, 09/5/2018, The Tay Ninh province Department of Finance	Mr. Le Thanh Tung	Director	No. 46 - 48, Street 1, Binh Cu 3 Quarter, Long An Ward, Tay Ninh Province	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Supply of services: Transaction value: VND 280,949,003	
12	Thu Thua Industrial Zone And Urban Development Joint Stock Company (IUH)	1101881684, 09/5/2018, The Tay Ninh province Department of Finance	Mr. Le Thanh Tung	Director	No. 46 - 48, Street 1, Binh Cu 3 Quarter, Long An Ward, Tay Ninh Province	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Supply of construction services: Transaction value: VND 13,726,432,743	

No	Name of organizations	NSH No.* date of issue, place of issue	Affiliated persons	Position of Affiliated persons	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content and total value of transaction	Note
13	Thu Thua Industrial Zone And Urban Development Joint Stock Company (IUH)	1101881684, 09/5/2018, The Tay Ninh province Department of Finance	Mr. Le Thanh Tung	Director	No. 46 - 48, Street 1, Binh Cu 3 Quarter, Long An Ward, Tay Ninh Province	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Bond purchase: Transaction value: VND 100,000,000,000	
14	HAYAT Viet Nam Group Joint Stock Company	3502323070, 19/12/2016, The Ho Chi Minh City Department of Finance	Major Shareholder		109 Tran Nguyen Dan Street, Gia Dinh Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Declared dividends: VND 10,254,820,800	
15	Viet Nam Investment Development Construction Company Limited	2700355555, 28/8/2008, The Ninh Binh Province Department of Finance	Major Shareholder		No. 10, Alley 10, Kim Dong Street, Phuc Loc Quarter, Hoa Lu Ward, Ninh Binh City, Ninh Binh Province	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Declared dividends: VND 3,123,600,000	
16	Lesco Resort Company LTD	3500290140, 20/7/1998, The Ho Chi Minh City Department of Finance	A subsidiary of HAYAT Viet Nam Group JSC		Group 11, Tan Hanh Quarter, Phu My Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Declared dividends: VND 74,500,000	
17	Lesco Resort Company LTD	3500290140, 20/7/1998, The Ho Chi Minh City	A subsidiary of HAYAT Viet Nam Group JSC		Group 11, Tan Hanh Quarter, Phu My Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Supply of services: Transaction value: VND 8,250,001	

No	Name of organizations	NSH No.* date of issue, place of issue	Affiliated persons	Position of Affiliated persons	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content and total value of transaction	Note
		Department of Finance							
18	IDICO-Long An Investment Construction Joint Stock Company	1100503295, 05/01/2006, The Tay Ninh province Department of Finance	IDICO Corporation		No. 88, Highway 1 (Bypass), Long An Ward, Tay Ninh Province	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Purchase of construction materials: Transaction value: VND 935,412,778	Affiliated Organization of IDICO
19	IDICO Infrastructure Development Investment Joint Stock Company	0302095576, 12/12/2007, The Ho Chi Minh City Department of Finance	IDICO Corporation		Km 1906+700 Highway 1A, Quarter 5, Binh Tan Ward, Ho Chi Minh City	2025	BOD Resolution No. 18/NQ-CT dated 31/12/2024	Dividends received: VND 1,921,680,000	Affiliated Organization of IDICO

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 (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
The Board of Directors								
1	Dang Chinh Trung	020C135668 VN International Securities	Chairman			0	0%	
1.1	Dang Chinh Doan					0	0%	Father
1.2	Le Thi Lan					0	0%	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%	Son
1.7	Nguyen Thi My Thanh					0	0%	Daughter in law
1.8	Dang Phuong Thao					0	0%	Daughter
1.9	Dang Chinh Nghia					0	0%	Son
1.10	Le Thi Ha					0	0%	Sister in law
1.11	Dang Thi Lien					0	0%	Sister
1.12	Bui The Ky					0	0%	Brother in law
1.13	Viet Lien A - Phu Hung Gia Investment joint stock					0	0%	Chairman of the Board of

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
	Company							Directors/General Director
1.14	Dak R Tih Hydropower Joint Stock Company					0	0%	Chairman of the Board of Directors
1.15	IDICO Corporation					15,606,000	51%	Member of the Board of Directors/General Director
1.16	IDICO-Long An Investment Construction Joint Stock Company					0	0%	Chairman
1.17	IDICO Urban and Industrial zone Development Company limited					0	0%	Chairman
1.18	Bach Viet Production & Trading Company limited					0	0%	Board member
1.19	Tan Bach Viet House Trading and Leasing Company limited					0	0%	Board member
1.20	IDICO Tien Giang joint stock Company					0	0%	Chairman
1.21	IDICO Vinh Quang joint stock Company					0	0%	Chairman
2	Le Thanh Tung		Member/Director			87,240	0.29%	

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
2.1	Le Hong Thai					0	0%	Father
2.2	Le Thi Tam					0	0%	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					125,195	0.41%	Wife
2.6	Le Phuong Hai Anh					0	0%	Daughter
2.7	Le Thanh Hai					0	0%	Son
2.8	Le Hong Son					0	0%	Brother
2.9	Nguyen Thi Xuan Loan					0	0%	Sister in law
2.10	Le Kim Thang					72	0.0002%	Brother
2.11	Duong Thi Thu Trang					306	0.001%	Sister in law
2.12	Le Minh Hue					0	0%	Sister
2.13	Pham Van Tuan					0	0%	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					7,013,196	22.92%	Chairman of the Board of Directors/General Director
2.16	An Hoa Construction Verification Joint Stock					344,405	1.13%	Chairman of the Board of

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
	Company							Directors
2.17	Lesco Resort Company LTD					57,000	0.19%	Chairman of the Board of Directors/General Director
3	Pham Ngoc Dung		Member			7,800	0.03%	
3.1	Pham Ngoc Tran					0	0%	Father
3.2	Chu Thi Phú					0	0%	Mother
3.3	Tran Ngoc Tuan					0	0%	Father in law
3.4	Dao Thi Vuong					0	0%	Mother in law
3.5	Tran Thi Thai					0	0%	Wife
3.6	Pham Thi Hong Loan					0	0%	Daughter
3.7	Nguyen Le Cong Huan					0	0%	Son in law
3.8	Pham Duc Duy					0	0%	Son
3.9	Pham Thai Duong					0	0%	Brother
3.10	Dinh Tuyet Mai					0	0%	Sister in law
3.11	Pham Thi Bich Nga					0	0%	Sister
3.12	Pham Khac Dung					0	0%	Brother in law
3.13	Pham Hong Thang					0	0%	Brother
3.14	Tran Dieu Linh					0	0%	Sister in law
3.15	Pham Hong Phuc					0	0%	Brother
3.16	Nguyen Thi Thuy					0	0%	Sister in law

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
4	Vo Tan Dung		Non - executive member			0	0%	Dismissal as of 26/09/2025
4.1	Vo Tan Be					0	0%	Father
4.2	Nguyen Thi Hai					0	0%	Mother
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%	Daughter
4.7	Vo Anh Khoa					0	0%	Son
4.8	Vo Thi Anh Loan					0	0%	Sister
4.9	Phan Minh Tho					0	0%	Brother in law
4.10	Vo Thi Anh Phuong					0	0%	Sister
4.11	Nguyen Thanh Tuan					0	0%	Brother in law
4.12	Vo Tan Hung					0	0%	Brother
4.13	Tran Thi Hieu					0	0%	Sister in law
4.14	Vo Thanh Son					0	0%	Brother
4.15	Nguyen Thi Thanh Dung					0	0%	Sister in law
4.16	Vo Ngoc Yen Nga					0	0%	Sister
4.17	Nguyen Thanh Tuan					0	0%	Brother in law
5	Vu Anh Tuan		Member/Deputy Director/ Authorized person to disclose			656,000	2.14%	

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
			information/Administrator					
5.1	Vu Xuan Toa					0	0%	Father
5.2	Nguyen Thi Hong Nhung					0	0%	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					115,400	0.38%	Wife
5.6	Vu Khanh Linh					1,550	0.005%	Daughter
5.7	Vu Hong Phuc					0	0%	Daughter
5.8	Vu Minh Tuan					0	0%	Brother
5.9	Bui Minh Ngoc					0	0%	Sister in law
5.10	Vu Thi Mai Hong					0	0%	Sister
5.11	Nguyen Xuan Dai					0	0%	Brother in law
6	Nguyen Vu Hung		Member			0	0%	Appointment as of 26/09/2025
6.1	Nguyen Thi Xuan Huong					0	0%	Wife
6.2	Nguyen Henry					0	0%	Son
6.3	Nguyen Harison					0	0%	Son
6.4	Nguyen Hermia					0	0%	Daughter
6.5	Nguyen Hania					0	0%	Daughter
6.6	Nguyen Trong Hoa					0	0%	Father
6.7	Vu Thi Phuong					0	0%	Mother

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
6.8	Nguyen Thi Thoi					0	0%	Mother in Law
6.9	Nguyen Thanh Hong					0	0%	Father in Law
6.10	Nguyen Vu Ngoc Huyen					0	0%	Sister
7	Lam Thi Phuong Trang		Deputy Director			1,600	0.005%	
7.1	Lam Vo Tinh					0	0%	Father
7.2	Nguyen Thi Kinh					0	0%	Mother
7.3	Tran Van Duong					0	0%	Father-in-law
7.4	Trinh Thi Tho					0	0%	Mother-in-law
7.5	Tran Danh Tien					0	0%	Husband
7.6	Tran Duc Toan					0	0%	Child
7.7	Tran Phuong Tam					0	0%	Child
7.8	Lam Thi Hanh					0	0%	Sister
7.9	Lam Thi Nhu Phuong					0	0%	Sister
7.10	Lam Thi Thuy Huong					0	0%	Sister
7.11	Le Van An					0	0%	Brother in law
7.12	Lam Vo Nguyen					0	0%	Brother
7.13	Do Thi Thuy Nga					0	0%	Sister in law
The Board of Supervisors								
1	Trần Ngọc Sang					0	0%	
1.1	Tran Van Biet					0	0%	Father
1.2	Diep Nhu Mai					0	0%	Mother

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
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%	Brother
1.11	IDICO Corporation					15,606,000	51%	Head of Accounting
1.12	IDICO Vinh Quang Joint Stock Company							Head of the Supervisory Board
1.13	IDICO Tien Giang Joint Stock Company					0	0%	Supervisor
2	Mai Quoc Chinh	042C802312	Supervisor			0	0%	
2.1	Mai Duy Chinh							Father
2.2	Nguyen Thi Huong							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

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
2.7	Mai Trong Nhan					0	0%	Child
2.8	Mai Duy Chinh					0	0%	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
2.11	IDERGY Joint Stock Company					0	0%	Member of the Board of Directors
3	Nguyen Van Thau		Supervisor			6,120	0.02%	
3.1	Nguyen Van Dinh					0	0%	Father
3.2	Vu Thi Du					0	0%	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%	Daughter
3.7	Nguyen Phuong Linh					0	0%	Daughter
3.8	Nguyen Van Thao					0	0%	Brother
3.9	Do Thi Ngoan					0	0%	Sister-in-law
3.10	Nguyen Thi Ha					0	0%	Sister
3.11	Hoang Van Quyen					0	0%	Brother-in-law
3.12	Nguyen Thi Ngoan					0	0%	Sister

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
3.13	Nguyen The Luc					0	0%	Brother-in-law
3.14	Nguyen Van Binh					0	0%	Brother
3.15	Cao Thi Tho					0	0%	Sister-in-law
Chief Accountant								
1	Nguyen Thi Hong Hanh		Chief Accountant			137,400	0.45%	
1.1	Nguyen Xuan Hien					0	0%	Father
1.2	Bui Thi Thanh					0	0%	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%	Daughter
1.7	Dinh Hoang Khue					0	0%	Son
1.8	Nguyen Thi To Hang					0	0%	Sister
1.9	Nguyen Phi Hung					0	0%	Brother
1.10	Nguyen Thi To Huong					0	0%	Sister
1.11	Nguyen Thi To Hoa					0	0%	Sister
1.12	Nguyen Thi Hong Ha					0	0%	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 Development					0	0%	Deputy General

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
	Joint Stock Company (IUH)							Director
Company Secretary								
1	Tran Thanh Kieu					35,000	0.11%	Appointment of Company Secretary on 01/04/2025
1.1	Tran Ngoc Chau					0	0	Father
1.2	Tran Thi Hay					0	0	Mother
1.3	Nguyen Thi Loan					0	0	Wife
1.4	Tran Ngoc Dung					0	0	Child
1.5	Tran Cam Tu					0	0	Child
1.6	Tran Minh Thuong					0	0	Brother
1.7	Tran Thi Men					0	0	Sister
1.8	Tran Thanh Nhan					0	0	Brother
1.9	Tran Thi Thuy					0	0	Younger sibling
1.10	Tran Thi Tuyet Mai					0	0	Younger sibling
1.11	Tran Thi Dieu					0	0	Younger sibling
1.12	Nguyen V. Tho Nho					0	0	Father-in-law
1.13	To Thi Dieu					0	0	Mother-in-law
1.14	Nguyen Van Lam					0	0	Sibling-in-law
1.15	Nguyen Van San					0	0	Sibling-in-law

No	Name	Securities Trading Account (if any)	Position (If any)	Citizen Identification, passport, No.(*)	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
1.16	Nguyen Thi Tham					0	0	Sibling-in-law
1.17	Nguyen Thi Hang					0	0	Sibling-in-law
2	Tran Thanh Lam					11.700	0,04%	Dismissal as of Company Secretary on 01/04/2025
2.1	Tran Van Duy					0	0	Father
2.2	Nguyen Thi My					0	0	Mother
2.3	Nguyen Tan Thanh					0	0	Father-in-law
2.4	Nguyen Thi Nam					0	0	Mother-in-law
2.5	Nguyen Thi Tuyet Nhung					0	0	Wife
2.6	Tran Tu Linh					0	0	Children
2.7	Tran Thanh Tung					0	0	Brother-in-law
2.8	Nguyen Thi Bich Dao					0	0	Sister-in-law
2.9	Tran Thi Thanh Xuan					0	0	Sister-in-law
2.10	Vu Duc Tri					0	0	Brother-in-law

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 persons	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 decrease/increase
			Number of shares	Percentage	Number of shares	Percentage	
1	Mr. Le Thanh Tung	Member of the BoD/ Director	32,600	0.16%	87,240	0.29%	Mua
2	Ms. Nguyen Thi Hai Yen	Spouse of Mr. Le Thanh Tung - Member of the BoD /Director	58,300	0.29%	125,195	0.41%	Mua
3	Mr. Pham Ngoc Dung	Member of the BoD	5,000	0.02%	7,800	0.03%	Mua
4	Mr. Vu Anh Tuan	Member of the BoD/ Deputy Director/ Person authorized to disclose information/ Person in charge of Corporate	433,600	2.12%	656,000	2.14%	Mua
5	Ms. Tran Thi Diu	Spouse Mr. Vu Anh Tuan - Member of the BoD/ Deputy Director/ Person authorized to disclose information/ Person in charge of	66,600	0.32%	115,400	0.38%	Mua



No.	Transaction persons	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 decrease/increase
			Number of shares	Percentage	Number of shares	Percentage	
		Corporate					
6	Ms. Lam Thi Phuong Trang	Deputy Director	0	0%	1,600	0.005%	
7	Ms. Nguyen Thi Hong Hanh	Chief Accountant	91,200	0.44%	137,400	0.45%	Mua
8	HAYAT Viet Nam Group Joint Stock Company	Related Companies of Mr. Le Thanh Tung	4,654,464	22.81%	7,013,196	22.92%	Mua
9	An Hoa Construction Verification Joint Stock Company	Related Companies of Mr. Le Thanh Tung	116,670	0.57%	344,405	1.13%	Mua
10	Lesco Resort Company Ltd	Related Companies of Mr. Le Thanh Tung	38,000	0.18%	57,000	0.19%	Mua

