

Number: 25/BC-CT

Ho Chi Minh City, January 28, 2026

**REPORT**  
**CORPORATE GOVERNANCE SITUATION IN 2025**

To: **Hanoi Stock Exchange.**

- Company name: IDICO Investment Consulting Joint Stock Company.
- Head office address: 100 Nguyen Gia Tri Street, Thanh My Tay Ward, Ho Chi Minh City.
- Phone: 028 38 99 55 88; - Website: <https://idico-incon.com.vn>.
- Registered capital: 32,000,000,000 VND.
- Stock ticker symbol: INC.
- Corporate governance model: General Shareholders' Meeting, Board of Directors, Supervisory Board, and Management Board.
- Regarding the implementation of internal audit functions: Not yet implemented.

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

On April 24, 2025, IDICO Investment Consulting Joint Stock Company successfully held its 2025 Annual General Meeting of Shareholders and its 2025 Extraordinary General Meeting of Shareholders on September 18, 2025.

No.	Resolution Number	Day	Content
01	01/NQ-HĐQT	April 24, 2025	Resolution of the Annual General Meeting of Shareholders 2025
02	02/NQ-HĐQT	September 18, 2025	Resolution of the Extraordinary General Meeting of Shareholders 2025

**II. Board of Directors:**

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

No.	Member Board of Directors	Position	Date of commencement/cessation of membership on the Board of Directors	
			Day appoint	Day dismissal
1	Hoang Tuan Anh	Chairman of the Board (Not in charge)	April 21, 2022	
2	Nguyen Ngoc Khanh	Board Member (Company Director)	April 27, 2012	

No.	Member Board of Directors	Position	Date of commencement/cessation of membership on the Board of Directors	
			Day appoint	Day dismissal
3	Huynh Anh Tuan	Independent member of the Board of Directors (non-administrative)	April 24, 2024	

## 2. Board of Directors Meetings:

No.	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reasons for not attending
1	Hoang Tuan Anh	06/06	100%	Are not
2	Nguyen Ngoc Khanh	06/06	100%	Are not
3	Huynh Anh Tuan	06/06	100%	Are not

## 3. The Board of Directors' oversight of the Management Board:

- Supervise the operational management of the Board of Directors and other staff to ensure the Unit's activities are efficient, compliant with legal regulations, and aligned with the direction set by the Board of Directors and the Shareholders' Meeting.

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

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

- Supervise and direct the implementation of information disclosure in accordance with regulations.

## 4. Activities of the subcommittees of the Board of Directors:

The Board of Directors operates on a collective basis under the direction of the Chairman of the Board; no subcommittees are established within the Board of Directors.

## 5. Resolutions/Decisions of the Board of Directors:

### a) Resolution:

No.	Resolution	Day	Content	Approval rate
1	01/NQ-HĐQT	February 28, 2025	It was unanimously agreed to appoint Mr. Lai Van Hoan as the Chief Accountant of the	100%



No.	Resolution	Day	Content	Approval rate
			Company effective March 2nd, 2025.	
2	02/NQ-HĐQT	04/03/2025	Agreement reached to hold the Annual General Meeting of Shareholders in 2025.	100%
3	03/NQ-HĐQT	March 18, 2025	Unanimous approval of increased salaries for Executive Board positions.	100%
4	04/NQ-HĐQT	03/04/2025	Through the documents of the 2025 Annual General Meeting of Shareholders	100%
5	05/NQ-HĐQT	April 21, 2025	Through adjustments to the content of the documents for the 2025 Annual General Meeting of Shareholders.	100%
6	06/NQ-HĐQT	May 28, 2025	Agreement reached on approving investment in training on the use of Building Information Modeling (BIM).	100%
7	07/NQ-HĐQT	May 28, 2025	The investment plan for purchasing machinery and equipment for production was unanimously approved.	100%
8	08/NQ-HĐQT	July 18, 2025	Through the implementation of a private placement plan and a plan to ensure that the share issuance meets the foreign ownership ratio.	100%
9	09/NQ-HĐQT	July 18, 2025	Through the registration documents for the private placement of shares.	100%
10	10/NQ-HĐQT	August 5, 2025	Organizing the 2025 Extraordinary General Meeting of Shareholders	100%
11	11/NQ-HĐQT	August 6, 2025	Approve the budget for salaries, bonuses, employee support, and performance evaluations.	100%
12	12/NQ-HĐQT	August 20, 2025	Suspension of the private placement plan for 2025.	100%
13	13/NQ-HĐQT	August 27, 2025	Through the documents of the 2025 Extraordinary General Meeting of Shareholders.	100%
14	14/NQ-HĐQT	October 3, 2025	Through the registration documents for the private placement of shares.	100%
15	15/NQ-HĐQT	October 3, 2025	Through the implementation of a private placement of shares.	100%
16	16/NQ-HĐQT	October 6, 2025	Approval of the salary and bonus fund for 2025	100%
17	17/NQ-HĐQT	October 14, 2025	Based on the business performance results for the first six months of 2025.	100%
18	18/NQ-HĐQT	November 26, 2025	Implementing a private placement of shares to professional securities investors.	100%

No.	Resolution	Day	Content	Approval rate
19	19/NQ-HĐQT	December 11, 2025	Through the results of the private placement of shares and the increase in charter capital.	100%

**b) Decision:**

No.	Decision	Day	Content	Approval rate
1	51/QĐ-HĐQT	February 28, 2025	Mr. Lai Van Hoan is appointed as the Chief Accountant of the Company effective March 2nd, 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 salary for the position of Deputy Director of the Company	100%
4	213A/QĐ-HĐQT	June 26, 2025	Choosing a consulting firm for a private placement of shares.	100%
5	223/QĐ-CT	July 8, 2025	Selecting an auditor for the 2025 financial statements.	100%
6	231/QĐ-HĐĐT	July 18, 2025	Approval of the policy of contributing capital for the construction, business operation, and exploitation of the project.	100%
7	431/QĐ-CT	December 17, 2025	Select the auditing firm for the company's equity statement after the private placement of shares.	100%

**III. Supervisory Board:**

**1. Information about the members of the Supervisory Board:**

No.	Member Supervisory Board	Position	Date of commencement/cessation of membership in the Supervisory Board		Professional qualifications
			Day appoint	Day dismissal	
1	Vu Tuan Anh	Prefect	April 24, 2024		Bachelor of Accounting and Auditing
2	Vu Thi Thuy Phuong	Member	April 24, 2024		Bachelor of Economics



No.	Member Supervisory Board	Position	Date of commencement/cessation of membership in the Supervisory Board		Professional qualifications
			Day appoint	Day dismissal	
3	Bui The Cong	Member	April 24, 2025		Master of Construction Management
4	Do Tan Khiem	Former Member		April 24, 2025	Bachelor of Finance and Banking

## 2. The meetings Supervisory Board meeting :

No.	Member Supervisory Board	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending
1	Vu Tuan Anh	February 2nd	100%	100%	
2	Vu Thi Thuy Phuong	February 2nd	100%	100%	
3	Do Tan Khiem	01/02	50%	100%	Dismissal
4	Bui The Cong	01/02	50%	100%	Newly appointed

## 3. Supervisory activities of the Supervisory Board over the Board of Directors, the Management Board, and Shareholders:

- Review the issuance and implementation of resolutions and decisions of the Shareholders' Meeting, the Board of Directors , and the Management Board, thereby assessing the legality, reasonableness, and timeliness of the Company's management and operation.

- Verify the accuracy, truthfulness, and legality of the preparation of quarterly, semi-annual, and audited annual financial statements.

- Assign specific tasks to each member of the Supervisory Board to fulfill the responsibilities of the Supervisory Board.

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

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

- The Supervisory Board has received all the necessary documents and basic information regarding the Board of Directors ' resolutions and decisions , as well as the Company's financial situation, enabling it to make timely assessments of the Company's operations.

## 5. Other activities of the Supervisory Board: None

### IV. Executive Board :

No.	Member Board of Directors	Date of birth	Professional qualifications	Appointment date /Reappointment
1	Nguyen Ngoc Khanh	June 10, 1978	Architect	January 1, 2022
2	Dam Van Kien	August 7, 1974	Hydraulic Engineer	August 5, 2020
3	Ta Van Loi	March 30, 1975	Civil Engineer	March 30, 2022
4	Pham Lam Son	September 14, 1966	Hydraulic Engineer	April 17, 2023

### V. Chief Accountant:

No.	Full name	Date of birth	Professional qualifications	Appointment date /Reappointment
1	Lai Van Hoan	August 16, 1984	Bachelor of Accounting	February 28, 2025

### VI. Training on Corporate Governance:

Members of the Board of Directors , members of the Supervisory Board , the CEO, and other management personnel have participated in corporate governance training courses as required.

### VII. List of related parties of a public company and transactions of the company's related parties with the company itself:

#### 1. List of related parties of the Company:

Please see Appendix 1 attached.

#### 2. Transactions between the Company and its related parties, or between the Company and major shareholders, insiders, or related parties of insiders:

Please see Appendix 2 attached.

#### 3. Transactions between insiders of listed companies, related parties of insiders, and subsidiaries or companies controlled by listed companies: None

#### 4. Transactions between the company and other parties:

4.1. Transactions between the Company and Companies in which the Board of Directors member, Supervisory Board member , and CEO have been founding members or members of the Board of Directors or CEOs in the past three (03) years (calculated at the time of report preparation): None.

4.2. Transactions between the company and a company where a related party of a member of the Board of Directors, a member of the Supervisory Board , or the CEO is also a member of the Board of Directors or the CEO: None.



4.3. Other transactions of the company (if any) that may provide material or non-material benefits to members of the Board of Directors , members of the Supervisory Board , and the CEO: None.

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

1. List of insiders and related parties of insiders:

Please see Appendix 3 attached.

2. Transactions by insiders and related parties involving the Company's shares :

Please see Appendix 4 attached.

**IX. Other points to note: None.**

**Recipient:**

- As above; *JM*
- Website IDICO-INCON;
- The Company's Board of Directors;
- Company Supervisory Board;
- Save P.HCNS.

**TM. BOARD OF DIRECTORS  
CHAIRPERSON**



**Hoang Tuan Anh**

Appendix No.: 01



**List of individuals associated with IDICO-INCON Company**  
(Attached is the Corporate Governance Report No.: 25 /BC-CT dated 28/01/2026 of IDICO-INCON Company)

No.	Name of organization/individual	Securities trading account (if any)	Position held at the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relationship with the company
<b>I</b>	<b>Board of Directors, Management Board</b>								
1	Hoang Tuan Anh		Chairman of the Board			April 21, 2022			Company Insider
2	Nguyen Ngoc Khanh		Board Member Company Director			April 27, 2012			Company Insider
3	Huynh Anh Tuan		Independent member of the Board of Directors			April 24, 2024			Company Insider
4	Dam Van Kien		Deputy Director of the Company			August 5, 2010			Company Insider
5	Ta Van Loi		Deputy Director of the Company			April 16, 2012			Company Insider
6	Pham Lam Son		Deputy Director of the Company			April 18, 2018			Company Insider
<b>II</b>	<b>Supervisory Board</b>								
1	Vu Tuan Anh		Head of the Supervisory Board			April 24, 2024			Company Insider
2	Vu Thi Thuy Phuong		Supervisory Board Member			April 24, 2024			Company Insider



[illegible]

No.	Name of organization/individual	Securities trading account (if any)	Position held at the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relationship with the company
	Nguyen Thi Nhu Mai					April 19, 2022			Persons involved in the CDL
	Tran Thuy Giang					April 21, 2023			Persons involved in the CDL
	Ton That Anh Tuan					February 2, 2021			Persons involved in the CDL
	Phan Van Chinh					June 1, 2021	September 1, 2025	Dismissal	Persons involved in the CDL
	Nguyen Hong Hai					March 1, 2018			Persons involved in the CDL
	Nguyen Viet Tuan					April 21, 2023			Persons involved in the CDL
	Tran Ngoc Sang					October 1, 2024			Persons involved in the CDL

**An organization that IDICO Corporation - JSC has the ability to control and influence.**



No.	Name of organization/individual	Securities trading account (if any)	Position held at the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relationship with the company
	IDICO Urban and Industrial Park Development Company Limited					March 1, 2018			Related organizations of the CDL
	IDICO Infrastructure Development Investment Joint Stock Company					March 1, 2018			Related organizations of the CDL
	IDICO Industrial Park Services Co., Ltd.					March 1, 2018			Related organizations of the CDL
	Long An IDICO Construction Investment Joint Stock Company					March 1, 2018			Related organizations of the CDL
	IDICO Construction Investment Joint Stock Company No. 10					March 1, 2018			Related organizations of the CDL
	IDICO Petroleum Construction Investment Joint Stock Company					March 1, 2018			Related organizations of the CDL

No.	Name of organization/individual	Securities trading account (if any)	Position held at the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relationship with the company
	Que Vo IDICO Urban and Industrial Park Development Investment Joint Stock Company					March 1, 2018			Related organizations of the CDL
	Srok Phu Mieng IDICO Hydropower Joint Stock Company					March 1, 2018			Related organizations of the CDL
	IDICO Construction and Materials Development Joint Stock Company					March 1, 2018			Related organizations of the CDL
	IDICO Housing and Urban Development Investment Joint Stock Company					March 1, 2018			Related organizations of the CDL
	IDICO Tien Giang Joint Stock Company					December 15, 2021			Related organizations of the CDL
	IDERGY Joint Stock Company					September 19, 2022			Related organizations of the CDL



No.	Name of organization/individual	Securities trading account (if any)	Position held at the company (if any)	NSH certificate number*, date of issue, place of issue	Head office address/ Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relationship with the company
	IDICO Thai Binh Construction Investment Joint Stock Company					January 1, 2019			Related organizations of the CDL
	IDICO Vinh Quang Joint Stock Company					November 7, 2023			Related organizations of the CDL
	IDICO Ha Nam Joint Stock Company					May 15, 2024			Related organizations of the CDL
	IDICO Ninh Binh Joint Stock Company					December 12, 2024			Related organizations of the CDL



Appendix No.: 02

**TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PARTIES OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS,**

**Insiders, persons related to insiders**

*(Attached is the Corporate Governance Report No.: 25/BC-CT dated 28/01/2026 of IDICO-INCON Company)*

No.	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	Resolution/Decision Number Approved by the General Meeting of Shareholders/Board of Directors	Content, quantity, and total value of the transaction.	Note
1	IDICO Corporation - JSC	Major shareholder			In 2025	Resolution No. 01/NQ-HĐQT dated April 24, 2025	Consulting service contracts with a value of: 3,211,663,153 VND	
2	IDICO Urban and Industrial Park Development Company Limited	Related organization of major shareholder			In 2025	Resolution No. 01/NQ-HĐQT dated April 24, 2025	Consulting service contracts with a value of: 496,155,010 VND	
3	IDICO Infrastructure Development Investment Joint Stock Company	Related organization of major shareholder			In 2025	Resolution No. 01/NQ-HĐQT dated April 24, 2025	Consulting service contracts with a value of: VND 1,351,690,561	



No.	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	Resolution/Decision Number Approved by the General Meeting of Shareholders/Board of Directors	Content, quantity, and total value of the transaction.	Note
4	Long An IDICO Construction Investment Joint Stock Company	Related organization of major shareholder			In 2025	Resolution No. 01/NQ-HĐQT dated April 24, 2025	Consulting service contracts with a value of: VND 1,783,820,000	
5	IDICO Tien Giang Joint Stock Company	Related organization of major shareholder			In 2025	Resolution No. 01/NQ-HĐQT dated April 24, 2025	Consulting service contracts with a value of: VND 1,112,754,342	
6	IDICO Vinh Quang Joint Stock Company	Related organization of major shareholder			In 2025	Resolution No. 01/NQ-HĐQT dated April 24, 2025	Consulting service contracts with a value of: 2,442,283,106 VND	
7	IDICO Ninh Binh Joint Stock Company	Related organization of major shareholder			In 2025	Resolution No. 01/NQ-HĐQT dated April 24, 2025	Consulting service contracts with a value of: VND 2,270,449,428	



Appendix No.: 03

**LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS OF IDICO-INCON COMPANY**  
*(Attached in the Corporate Governance Report No.: 25/BC-CT dated 28/01/2026 of IDICO-INCON Company)*

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
<b>I</b>	<b>Board of Directors, Management Board</b>								
<b>1</b>	<b>Hoang Tuan Anh</b>		<b>Chairman of the Board</b>				0	0	
	<b>People involved</b>								
1	Hoang Kim			biological father			0	0	
2	Nguyen Thi Bach Van			Mother			0	0	
3	Le Ha Thuc Ni			Wife			0	0	
4	Hoang Phuc Binh			Son			0	0	
5	Hoang Thuc Anh			Son			0	0	
6	Hoang Tuan Dung			younger sibling			0	0	
7	Ly Mai Huong			sister-in-law			0	0	
8	Le Chi Thanh			Father-in-law			0	0	
9	Ha Thi Hanh			Mother-in-law			0	0	
	<b>Relevant organization</b>								



No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
10	IDICO Corporation - JSC			Related organizations			0	0	Deputy Director of Project Management Board
11	IDICO Construction Investment and Materials Development Joint Stock Company			Related organizations			0	0	Chairman of the Board
12	Long An IDICO Investment and Construction Joint Stock Company			Related organizations			0	0	Board Member
13	IDICO Urban and Industrial Park Development Company Limited			Related organizations			0	0	Board Member
14	Thai Binh IDICO Construction Investment Joint Stock Company			Related organizations			0	0	Chairman of the Board
15	Sao Phuc Binh Technology Co., Ltd.			Related organizations			0	0	Manager

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
16	Vimix Joint Stock Company			Related organizations			0	0	General Director
2	Nguyen Ngoc Khanh		Board Member, Company Director				4,000	0.13%	
<b>People involved</b>									
1	Nguyen Thanh Binh		Biological father (deceased)						
2	Lam Thi Minh			Mother			0	0	
3	Le Dieu Hoai			Wife			5,400	0.17%	
4	Nguyen Tien Trung			Son			0	0	
5	Nguyen Bao Chau			Son			0	0	
6	Nguyen Thanh Long			Older brother			0	0	
7	Whose Birthday Is Ha Vuong?			Sister-in-law			0	0	
8	Nguyen Tien Dung			younger sibling			0	0	
9	Nguyen Tien Sy			younger sibling			0	0	
10	Nguyen Thi Thu			sister-in-law			0	0	
11	Huynh Thi Hoa			sister-in-law			0	0	
12	Le Thiet Hieu			Father-in-law			1,800	0.06%	
13	Tran Thi Minh Tuyet			Mother-in-law			0	0	

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
<b>Relevant organization</b>									
14	IDICO Infrastructure Development Investment Joint Stock Company								Board Member
3	<b>Huynh Anh Tuan</b>		<b>Independent member of the Board of Directors</b>				0	0	
<b>People involved</b>									
1	Huynh Man			biological father	(Deceased)				
2	Nguyen Thi Kim Lien			Mother			0	0	
3	Dinh Quang Dat			Father-in-law			0	0	
4	Cao Thi Huyen			Mother-in-law			0	0	
5	Dinh Thi Hai Yen			Wife			0	0	
6	Huynh Hai Anh			biological child			0	0	
7	Huynh Anh Vu			younger sibling			0	0	
4	<b>Dam Van Kien</b>		<b>Vice president</b>				<b>1,000</b>	<b>0.03%</b>	
<b>People involved</b>									



No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
1	Dam Van Thu			biological father			0	0	
2	Nguyen Thi Bien			Mother			0	0	
3	Nguyen Thi Thuy			Wife			0	0	
4	Dam Thi Huyen Trang			Son			0	0	
5	Dam Van Minh Khoi			Son			0	0	
6	Dam Thi Khuyen			My older sister			0	0	
7	Bui Van Phuoc			Brother-in-law			0	0	
8	Dam Thi Hue			younger sibling			0	0	
9	Le Dinh Bay			Brother-in-law			0	0	
10	Dam Thi Ly			younger sibling			0	0	
11	Pham Huy Khanh			Brother-in-law			0	0	
12	Dam Van Tuong			younger sibling			0	0	
13	Le Thi Hai Anh			sister-in-law			0	0	
14	Nguyen Van Hoat		Father-in-law (deceased)						
15	Dinh Thi Tro		Mother-in-law (deceased)						
5	<b>Ta Van Loi</b>		<b>Vice president</b>				0	0	
<b>People involved</b>									
1	Ta Van Kien		Biological father (deceased)						

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
2	Do Thi Thanh			Mother			0	0	
3	Dao Hong Hanh			Wife			0	0	
4	Ta Trung Hai			Son			0	0	
5	Ta Huong Giang			Son			0	0	
6	Dao Duy Anh		Father-in-law (deceased)						
7	Bui Thi Kim Chuc			Mother-in-law			0	0	
8	Ta Thi Loan			My older sister			0	0	
9	Hoang Van Ruong			Brother-in-law			0	0	
10	Ta Thi Thoa			My older sister			0	0	
11	Nguyen Chi Viet			Brother-in-law			0	0	
12	Ta Van Dung			Older brother			0	0	
13	Ta Van Tien			Older brother			0	0	
14	Nguyen Thi Bui			Sister-in-law			0	0	
15	Do Thi Thuy			Sister-in-law			0	0	
6	<b>Pham Lam Son</b>		<b>Vice president</b>				0	0	
<b>People involved</b>									
1	Pham Xuan Que		Father (deceased)						
2	Dao Thanh Chau		Mother (deceased)						
3	Ly Thi Kieu Van			Wife			0	0	
4	Pham Son Ha			Son			0	0	
5	Pham Tung Lam			Son			0	0	
6	Pham Xuan Lan			My older sister			0	0	

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
7	Pham Thanh Huong			My older sister			0	0	
8	Pham Xuan Thuy			Older brother			0	0	
9	Pham Duc Quy			younger sibling			0	0	
10	Dang Thuy Chi			sister-in-law			0	0	
11	Le Thi Dung			Sister-in-law			0	0	
12	Tran Ich Son			Brother-in-law			0	0	
13	Ly Truong Xuan			Father-in-law			0	0	
14	Luu Thi Quy		Mother-in-law (deceased)						
<b>IV</b>	<b>Supervisory Board</b>								
1	<b>Vu Thi Thuy Phuong</b>		<b>Supervisory Board Member</b>				0	0	
<b>People involved</b>									
1	Vu Dinh Kenh			biological father			0	0	
2	Nguyen Thi Ly			Mother			0	0	
3	Hap Tien Hai			Husband			0	0	
4	Hap Tien Minh Hieu			Son			0	0	
5	Hap Vu Nhu Y			Son			0	0	
6	Hap Vu Nhu Ngoc			Son			0	0	
7	Vu Thi Thuy Anh			My older sister			0	0	
8	Nguyen Van Ha			Brother-in-law			0	0	



No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
9	Vu Manh Tu			Older brother			0	0	
10	Vu Thi Nhi			Sister-in-law			0	0	
11	Vu Duc Anh			younger sibling			0	0	
12	Hoang Thi Yen			sister-in-law			0	0	
13	Nguyen Thi Huyen			Mother-in-law			0	0	
2	<b>Vu Tuan Anh</b>		<b>Head of the Supervisory Board</b>				0	0	
<b>People involved</b>									
1	Vu Van Hoa			biological father			0	0	
2	Pham Thi Hanh			Mother			0	0	
3	Vu Tuan Phong			younger sibling			0	0	
<b>Relevant organization</b>									
4	Thai Binh IDICO Construction Investment Joint Stock Company			Relevant organization			0	0	Head of the Supervisory Board
5	Que Vo IDICO Urban and Industrial Park Development Investment Joint Stock Company			Relevant organization			0	0	Head of the Supervisory Board

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
6	IDERGY Joint Stock Company			Relevant organization			0	0	Chief Accountant
7	Srok Phu Miêng IDICO Hydropower Joint Stock Company			Relevant organization			0	0	Supervisory Board Member
3	Bui The Cong		Supervisory Board Member				0	0	
<b>People involved</b>									
1	Bui The Ky			biological father			0	0	
2	Dang Thi Lien			Mother			0	0	
<b>Relevant organization</b>									
	IDICO Corporation - JSC						0	0	Deputy Director of the Bidding and Procurement Department
<b>V</b>	<b>Chief Accountant of the Company</b>								
	Lai Van Hoan		Chief Accountant, authorized to disclose information				0	0	

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
<b>People involved</b>									
1	Lai Xuan Thiep		Biological father (deceased)						
2	Phung Thi Ban			Mother			0	0	
3	Nguyen Thi Anh Nguyet			Wife			0	0	
4	Lai Quang Vinh			Son			0	0	
5	Lai Quang Anh			Son			0	0	
6	Lai Van Thuan			Older brother			0	0	
7	Nguyen Thi Luan			Sister-in-law			0	0	
8	Lai Thi Thuy			My older sister			0	0	
9	Nguyen Xuan Truong			Brother-in-law			0	0	
10	Lai Thi Thoan			My older sister			0	0	
11	Dinh Van Khiem			Brother-in-law			0	0	
12	Nguyen Manh Ha			Father-in-law			0	0	
13	Hoang Thi Kim Ngan		Mother-in-law (deceased)						
<b>VI</b>	<b>Company Administrator</b>								
	<b>Nguyen Thi Phuong Dung</b>		<b>Administrative person</b>				0	0	
<b>People involved</b>									
1	Ngo Ngoc Thuong			Husband					
2	Ngo Ngoc Linh			Son			0	0	
3	Ngo Ngoc An			Son			0	0	



No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	ID card number, passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
4	Nguyen Anh Tuan			biological father			0	0	
5	Nguyen Thi Gioi			Mother			0	0	
6	Nguyen Thi Binh Minh			younger sibling			0	0	
7	Nguyen Thi Hong Nhung			younger sibling			0	0	
8	Nguyen Hong Phuc			younger sibling			0	0	
9	Do Van Khanh			Brother-in-law			0	0	
10	Nguyen Van Dung			Brother-in-law			0	0	
11	Tran Thi Hue			sister-in-law			0	0	
12	Ngo Van Giai			Father-in-law			0	0	
13	Luu Thi Doi			Mother-in-law			0	0	



*Appendix No.: 04*

# **TRANSACTIONS BY INSIDERS AND RELATED PARTIES REGARDING SHARES OF IDICO-INCON COMPANY**

*(Attached is the Corporate Governance Report No.: 25 /BC-CT dated 28/01/2026 of IDICO-INCON Company)*

No.	The person executing the transaction	Relationships with insiders	Number of shares owned at the beginning of the period		Number of shares held at the end of the period		Reasons for increase or 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