

**REPORT ON CORPORATE GOVERNANCE
YEAR 2024**

To: **Hanoi Stock Exchange.**

- Name of listed company: IDICO Investment Consultancy Joint Stock Company.

- Address: No. 100 Nguyen Gia Tri Street, Ward 25, Binh Thanh District, HCMC.

- Phone: 028 38 99 55 88;

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- Website: idico-incon.com.vn; Email: headoffice@idico-incon.com.vn.

- Charter capital: VND 20,000,000,000.

- Stock code: INC

- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and Executive Board

- Implementation of internal audit functions: Not yet implemented.

I. Activities of the General Meeting of Shareholders:

On April 24, 2024, IDICO Investment Consultancy Joint Stock Company successfully held the Annual General Meeting of Shareholders for 2024.

No.	Resolution number	Date	Content
01	01/NQ-CT	24/4/2024	Resolution of the Annual General Meeting of Shareholders 2024

II. Board of Directors:

1. Information on Board of Directors (BOD) Members:

No.	BOD Member	Position	Date of Appointment/Resignation	
			Date of Appointment	Date of Resignation
1	Hoang Tuan Anh	Chairman of the BOD (Non-Executive)	21/4/2022	
2	Nguyen Ngoc Khanh	Member of the BOD (Company Director)	27/4/2012	
3	Huynh Anh Tuan	Independent Member of the BOD (Non-Executive)	24/4/2024	

No.	BOD Member	Position	Date of Appointment/Resignation	
			Date of Appointment	Date of Resignation
4	Bui Thi Kim Thoa	Independent Member of the BOD (Non-Executive)		24/4/2024

2. BOD Meetings:

No.	BOD Member	Number of meetings attended	Attendance rate	Reason for non-attendance
1	Hoang Tuan Anh	05/05	100%	
2	Nguyen Ngoc Khanh	05/05	100%	
3	Huynh Anh Tuan	03/05	60%	Newly appointed
4	Bui Thi Kim Thoa	02/05	40%	Resigned

3. Supervisory Activities of the BOD Over the Executive Board:

- Supervised the management of production and business operations by the Executive Board and other personnel to ensure the Unit operates efficiently and complies with legal regulations, directives of the BOD, and resolutions passed by the General Meeting of Shareholders.

- Directed, supervised, and delegated Board of Directors members to monitor the implementation of production and business targets, management organization, and production organization to promptly meet the Company's operational requirements. Additionally, contributed to the development and supplementation of internal management regulations.

- Reviewed compliance with the Enterprise Law, the Company's Charter, and relevant State regulations.

- Oversaw and directed the implementation of information disclosure as per applicable regulations.

4. Activities of subcommittees under the BOD:

The BOD operates collectively under the leadership of the Chairman and does not establish subcommittees.

5. Resolutions/Decisions of the BOD:

a) Resolutions:

No.	Resolutions	Date	Content	Approval rate
1	06/NQ-HDQT	26/01/2024	Approval of 2023 business results and establishment of 2024 targets and plans	100%
2	07/NQ-HDQT	05/3/2024	Organization of the 2024 Annual General Meeting of Shareholders	100%
3	08/NQ-HDQT	14/3/2024	Approval of 2023 business results, 2024 plans,	100%

No.	Resolutions	Date	Content	Approval rate
			and 5-year strategic direction	
4	09/NQ-HDQT	03/4/2024	Approval of documents for the 2024 Annual General Meeting of Shareholders	100%
5	10/NQ-HDQT	22/4/2024	Approval of adjustments and additions to documents for the 2024 Annual General Meeting of Shareholders	100%
6	11/NQ-HDQT	20/6/2024	Approval of H1 business results and implementation of Q3/2024 plans	100%
7	12/NQ-HDQT	20/6/2024	Approval of contracts and transactions between the Company and IDICO Ha Nam JSC	100%
8	13/NQ-HDQT	25/9/2024	Approval of audited H1 financial statements and adjustments to H1 2024 business results	100%
9	14/NQ-HDQT	22/11/2024	Approval of 2023 dividend payment plans	100%
10	15/NQ-HDQT	20/12/2024	Approval of 2025 short-term credit limits and the Company's financial regulations	100%

b) Decisions:

No.	Decisions	Date	Content	Approval rate
1	17/QD-CT	10/01/2024	Approval of contracts and transactions with IDICO Infrastructure Development JSC	100%
2	51/QD-CT	28/02/2024	Renaming of the Company's General Office	100%
3	106/QD-CT	27/03/2024	Issuance of the Information Disclosure Regulations for IDICO Investment Consultancy JSC	100%
4	198/QD-CT	20/6/2024	Assignment of tasks to BOD members	100%
5	207/QD-CT	28/6/2024	Approval of salary and bonus funds for the 2024 business plan	100%
6	242/QD-CT	07/8/2024	Selection of the audit firm for the 2024 financial statements	100%
7	431/QD-CT	31/12/2024	Issuance of the Company's financial regulations	100%

III. Supervisory Board:

1. Information on Supervisory Board Members (SB):

No.	SB Member	Position	Date of Appointment/Resignation		Qualification
			Date of Appointment	Date of Resignation	
1	Vu Tuan Anh	Head of Supervisory	24/4/2024		Bachelor of Accounting and

No.	SB Member	Position	Date of Appointment/Resignation		Qualification
			Date of Appointment	Date of Resignation	
		Board			Auditing
2	Vu Thi Thuy Phuong	Member	24/4/2024		Bachelor of Economics
3	Do Tan Khiem	Member	24/4/2024		Bachelor of Finance and Banking
4	Tran Thi Ngoc Loan	Former member		24/4/2024	Bachelor of Economics

2. SB Meetings:

No.	SB Member	Number of meetings attended	Attendance rate	Voting rate	Reason for non-attendance
1	Vu Tuan Anh	02/02	100%	100%	
2	Vu Thi Thuy Phuong	02/02	100%	100%	
3	Do Tan Khiem	01/02	50%	100%	Newly appointed
4	Tran Thi Ngoc Loan	01/02	50%	100%	Resigned

3. Supervisory activities of the SB over the BOD, Executive Board, and Shareholders:

- Reviewed the issuance and implementation of resolutions and decisions by the General Meeting of Shareholders, the BOD, and the Executive Board to evaluate the legality, appropriateness, and timeliness of the Company's management and operations.

- Verified the accuracy, honesty, and legality of the preparation of quarterly, semi-annual, and audited annual financial statements.

- Assigned specific tasks to each SB member to fulfill the board's responsibilities effectively.

4. Coordination between the SB, the BOD, the Executive Board, and other management units:

- The BOD held regular quarterly meetings, during which its resolutions and decisions were implemented rigorously and promptly.

- The SB received all necessary documents and information, including resolutions, decisions of the BOD, and the Company's financial reports, enabling timely evaluations of the Company's activities.

5. Other activities of the SB: None

IV. Executive Board:

No.	Executive Board Member	Date of birth	Qualification	Date of Appointment/Reappointment
1	Mr. Nguyen Ngoc Khanh	10/6/1978	Architect	01/01/2022
2	Mr. Dam Van Kien	07/8/1974	Hydraulic Engineer	05/8/2020
3	Mr. Ta Van Loi	30/3/1975	Civil Engineer	30/3/2022
4	Mr. Pham Lam Son	14/9/1966	Hydraulic Engineer	17/4/2023

V. Chief Accountant:

No.	Full name	Date of birth	Qualification	Date of Appointment
1	Lai Van Hoan	16/8/1984	Bachelor of Accounting	01/3/2020

VI. Corporate Governance Training:

Members of the BOD, SB, Executive Board, and other management staff have participated in corporate governance training courses as required.

VII. List of related parties of the public company and transactions between related parties and the Company:

1. List of related parties of the Company:

No.	Name of entity/individual	Securities trading account (if any)	Position in the company (if any)	Identity document number*, date of issue, place of issue	Head office/Contact address	Date became a related party	Date ceased to be a related party	Reason	Relationship with the Company
I Board of Directors and Executive Board									
1	Hoang Tuan Anh		Chairman of the BOD	046078000 133 issued on 10/04/2017 by the Police Department	B1-301, Saigon Airport Plaza, No. 1 Bach Dang Street, Ward 2, Tan Binh District, Ho Chi Minh City	21/4/2022			Insider of the Company
2	Nguyen Ngoc Khanh		Member of the BOD, Company	064078000 003 issued on	No. 08, Street 31E, Quarter 5, An Phu Ward,	27/4/2012			Insider of the Company

No.	Name of entity/individual	Securities trading account (if any)	Position in the company (if any)	Identity document number*, date of issue, place of issue	Head office/Contact address	Date became a related party	Date ceased to be a related party	Reason	Relationship with the Company
			Director	04/05/2021 by the Police Department	Thu Duc City, HCMC				
3	Huynh Anh Tuan		Independent member of the BOD	058075003 258 issued on 16/03/2022 by the Police Department	OP-1112 Opal Tower SGPearl, 92 NHC, Ward 22, Binh Thanh District, HCMC	24/4/2024		Newly appointed	Insider of the Company
4	Bui Thi Kim Thoa		Former independent member of the BOD	072166007 874 issued on 13/01/2022 by the Police Department	935 Pham The Hien St, Ward 4, District 8, HCMC		24/4/2024	Resigned	Insider of the Company
5	Dam Van Kien		Deputy Director of the Company	038074013 328 issued on 21/08/2021 by the Police Department	Binh Dang Quarter, Binh Hoa Ward, Thuan An Town, Binh Duong	05/8/2010			Insider of the Company
6	Ta Van Loi		Deputy Director of the Company	001075008 883 issued on 22/12/2021 by the Police Department	205 Nguyen Xi St, Ward 26, Binh Thanh District, HCMC	16/4/2012			Insider of the Company
7	Pham Lam Son		Deputy Director of the Company	042066002 435 issued on 25/04/2021 by the Police Department	497/27 Thong Nhat St, Ward 16, Go Vap District, HCMC	18/4/2018			Insider of the Company
II Supervisory Board									
1	Vu Tuan Anh		Head of the SB	022095003 284 issued on 13/12/2018 by the Police	324/5 Ton That Thuyet St, Ward 1, District 4, HCMC	24/4/2024			Insider of the Company

No.	Name of entity/individual	Securities trading account (if any)	Position in the company (if any)	Identity document number*, date of issue, place of issue	Head office/Contact address	Date became a related party	Date ceased to be a related party	Reason	Relationship with the Company
				Department					
2	Vu Thi Thuy Phuong		Member of the SB	034183021163 issued on 07/10/2022 by the Police Department	38 Nguyen Van Yen St., Tan Thoi Hoa Ward, Tan Phu District, HCMC	24/4/2024			Insider of the Company
3	Do Tan Khiem		Member of the SB	052086010922 issued on 18/09/2022 by the Police Department	Apt. 507, An Phu Dong Building, Vuon Lai St., An Phu Dong Ward, District 12, HCMC	24/4/2024		Newly appointed	Insider of the Company
4	Tran Thi Ngoc Loan		Former member of the SB	080180010197 issued on 15/08/2022 by the Police Department	Long Dinh Commune, Can Duoc District, Long An Province		24/4/2024	Resigned	Insider of the Company
III	Chief Accountant								
	Lai Van Hoan		Chief Accountant, Authorized Disclosure Representative	037084010876 issued on 26/08/2024 by the Ministry of Public Security	No. 213, Quarter 3, An Binh Ward, Bien Hoa City, Dong Nai Province	01/3/2020			Insider of the Company
IV	Corporate Governance Officer								
	Nguyen Thi Phuong Dung		Corporate Governance Officer	031176014138 issued on 10/07/2022 by the Police Department	67A Street 21, Tan Quy Ward, District 7, HCMC	30/7/2020			Insider of the Company
V	Other related entities and individuals								

No.	Name of entity/individual	Securities trading account (if any)	Position in the company (if any)	Identity document number*, date of issue, place of issue	Head office/Contact address	Date became a related party	Date ceased to be a related party	Reason	Relationship with the Company
1	IDICO Corporation - JSC		Major shareholder (MS)	0302177966 issued on 30/06/2010 by the HCMC Department of Planning and Investment	151A Nguyen Dinh Chieu St., Vo Thi Sau Ward, District 3, HCMC	20/9/2007			Shareholders holding 10% or more
Legal representative of IDICO Corporation - JSC									
	Dang Chinh Trung					15/12/2020			Related party of MS
Managers of IDICO Corporation - JSC									
	Nguyen Thi Nhu Mai					19/4/2022			Related party of MS
	Tran Thuy Giang					21/4/2023			Related party of MS
	Ton That Anh Tuan					02/2/2021			Related party of MS
	Phan Van Chinh					01/6/2021			Related party of MS
	Nguyen Hong Hai					01/3/2018			Related party of MS
	Nguyen Van Minh					11/6/2019			Related party of MS
	Nguyen Viet Tuan					21/4/2023			Related party of MS
	Tran Ngoc Sang					01/10/2024			Related party of MS
Entity controlled or significantly influenced by IDICO Corporation - JSC									
	Idico Urban and Industrial Zone Development Co., Ltd.					01/3/2018			Entity related to MS
	IDICO Infrastructure Development Investment Joint Stock Company					01/3/2018			Entity related to MS
	IDICO Industrial Zone Service Co., Ltd.					01/3/2018			Entity related to MS

No.	Name of entity/individual	Securities trading account (if any)	Position in the company (if any)	Identity document number*, date of issue, place of issue	Head office/Contact address	Date became a related party	Date ceased to be a related party	Reason	Relationship with the Company
	Long An IDICO Construction Investment JSC					01/3/2018			Entity related to MS
	IDICO No.10 Investment Construction JSC					01/3/2018			Entity related to MS
	IDICO Investment Construction Oil and Natural Gas JSC					01/3/2018			Entity related to MS
	IDICO Que Vo Urban and Industrial Park Development Investment JSC					01/3/2018			Entity related to MS
	IDICO Srok Phu Mieng Hydropower JSC					01/3/2018			Entity related to MS
	IDICO Material Development and Construction Investment JSC					01/3/2018			Entity related to MS
	IDICO Urban and House Development Investment JSC					01/3/2018			Entity related to MS
	IDICO Tien Giang JSC					15/12/2021			Entity related to MS
	IDERGY JSC					19/9/2022			Entity related to MS
	IDICO Thai Binh Construction and Investment JSC					01/01/2019			Entity related to MS
	IDICO Vinh Quang JSC					07/11/2023			Entity related to MS
	IDICO Ha Nam JSC					15/5/2024			Entity related to

No.	Name of entity/individual	Securities trading account (if any)	Position in the company (if any)	Identity document number*, date of issue, place of issue	Head office/Contact address	Date became a related party	Date ceased to be a related party	Reason	Relationship with the Company
									MS

2. Transactions between the Company and related parties, major shareholders, insiders, or their related parties:

No.	Name of entity/individual	Relationship with the Company	Identity document number*, date of issue, place of issue	Head office/Contact address	Transaction period with the Company	Resolution/ Decision number approved by the AGM/BOD	Content, quantity, total transaction value	Notes
1	IDICO Corporation - JSC	Major shareholder	0302177966 issued on 30/06/2010 by the HCMC Department of Planning and Investment	151A Nguyen Dinh Chieu St., Vo Thi Sau Ward, District 3, HCMC	During 2024	01/NQ-CT dated 24/4/2024	Consulting service contracts worth: VND 4,257,819,479	
2	IDICO Urban and Industrial Zone Development Co., Ltd.	Entity related to a major shareholder	3600257771 issued on 06/12/2018 by the Dong Nai Department of Planning and Investment	Ton Duc Thang Street, Nhon Trach 1 IP, Phuoc Thien Commune, Nhon Trach District, Dong Nai	During 2024	01/NQ-CT dated 24/4/2024	Consulting service contracts worth: VND 2,121,924,776	
3	IDICO Infrastructure Development Investment JSC	Entity related to a major shareholder	0302095576 issued on 07/08/2020 by the HCMC Department of Planning and Investment	National Highway 1A, Binh Hung Hoa B Ward, Binh Tan District, HCMC	During 2024	17/QD-CT dated 10/1/2024	Consulting service contracts worth: VND 1,349,453,205	
4	IDICO Tien Giang JSC	Entity related to a major shareholder	1201656805 issued on 15/12/2021 by the Tien Giang Department of Planning and Investment	138 Tran Hung Dao St., Ward 4, My Tho City, Tien Giang Province	During 2024	01/NQ-CT dated 24/4/2024	Consulting service contracts worth: VND 1,079,687,291	

No.	Name of entity/individual	Relationship with the Company	Identity document number*, date of issue, place of issue	Head office/Contact address	Transaction period with the Company	Resolution/ Decision number approved by the AGM/BOD	Content, quantity, total transaction value	Notes
			Investment					
5	IDICO Ha Nam JSC	Entity related to a major shareholder	0700881956 issued on 16/05/2024 by the Ha Nam Department of Planning and Investment	Group 3, Tran Hung Dao Ward, Phu Ly City, Ha Nam Province	During 2024	01/NQ-CT dated 24/4/2024	Consulting service contracts worth: VND 81,993,000	

3. Transactions between insiders of the listed company or their related parties with subsidiaries or companies controlled by the listed company: **None**

4. Transactions between the company and other entities:

4.1. Transactions between the Company and entities where BOD members, SB members, or Executive Directors have been or are founders or members of the BOD/Executive Board in the past three (03) years (as of the reporting date): **None**.

4.2. Transactions between the Company and entities where related parties of BOD members, SB members, or Executive Directors are members of the BOD/Executive Board: **None**.

4.3. Other transactions of the company (if any) that could provide material or non-material benefits to BOD members, SB members, or Executive Directors: **None**.

VIII. Share transactions of insiders and their related parties:

1. List of insiders and related parties of insiders:

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID/Passport number, date of issue, place of issue	Contact address	Shares owned at end of period	Ownership percentage at end of period	Notes
I	Board of Directors and Executive Board							
1	Hoang Tuan Anh		Chairman of the BOD			-	-	
	Related parties							
1	Hoang Kim					-	-	Father
2	Nguyen Thi Bach Van					-	-	Mother
3	Le Ha Thuc Ni					-	-	Wife
4	Hoang Phuc Binh					-	-	Offspring
5	Hoang Thuc Anh					-	-	Offspring
6	Hoang Tuan Dung					-	-	Younger brother

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID/Passport number, date of issue, place of issue	Contact address	Shares owned at end of period	Ownership percentage at end of period	Notes
7	Ly Mai Huong					-	-	Sister-in-law
8	Le Chi Thanh					-	-	Father-in-law
9	Ha Thi Hanh					-	-	Mother-in-law
Related entities								
10	IDICO Corporation - JSC			0302177966 issued on 30/06/2010 by the HCMC Department of Planning and Investment	151A Nguyen Dinh Chieu St., Vo Thi Sau Ward, District 3, HCMC	-	-	Assistant to the General Director
11	IDICO Material Development and Construction Investment JSC			3600687943 issued on 09/09/2017 by the Dong Nai Department of Planning and Investment	Street No. 3, Nhon Trach 1 IP, Nhon Trach, Dong Nai	-	-	Chairman of the Board of Directors
12	Long An IDICO Construction Investment JSC			1100503295 issued on 11/12/2023 by the Long An Department of Planning and Investment	No. 88, National Highway 1 (Bypass), Ward 6, Tan An City, Long An Province			Member of Board of Directors
13	IDICO Urban and Industrial Zone Development Co., Ltd.			3600257771 issued on 06/12/2018 by the Dong Nai Department of Planning and Investment	Ton Duc Thang Street, Nhon Trach 1 IP, Phuoc Thien Commune, Nhon Trach District, Dong Nai			Member of Board of Directors
14	Phuc Binh Star Technology Co., Ltd.			0304632297 issued on 11/10/2006 by the HCMC Department	261 Hoang Van Thu St., Ward 2, Tan Binh District, HCMC	-	-	Director

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID/Passport number, date of issue, place of issue	Contact address	Shares owned at end of period	Ownership percentage at end of period	Notes
				of Planning and Investment				
15	Vimix Joint Stock Company			3603369339 issued on 07/04/2016 by the Dong Nai Department of Planning and Investment	No. 408, Group 6, Hamlet 2, Vinh Tan Commune, Vinh Cuu District, Dong Nai Province	-	-	General Director
2	Nguyen Ngoc Khanh		Member of the BOD, Company Director			4,000	0.2%	
Related parties								
1	Nguyen Thanh Binh	Father (deceased)						
2	Lam Thi Minh					-	-	Mother
3	Le Dieu Hoai					5,400	0.27%	Wife
4	Nguyen Tien Trung					-	-	Offspring
5	Nguyen Bao Chau					-	-	Offspring
6	Nguyen Thanh Long					-	-	Older brother
7	Ha Vuong Sinh Nhat Ai					-	-	Sister-in-law
8	Nguyen Tien Dung					-	-	Younger brother
9	Nguyen Tien Sy					-	-	Younger brother
10	Nguyen Thi Thu					-	-	Younger sister-in-law
11	Huynh Thi Hoa					-	-	Younger sister-in-law
12	Le Thiet Hieu					2,000	0.1%	Father-in-law
13	Tran Thi Minh Tuyet					-	-	Mother-in-law
Related entities								

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID/Passport number, date of issue, place of issue	Contact address	Shares owned at end of period	Ownership percentage at end of period	Notes
14	IDICO Infrastructure Development Investment JSC			0302095576 issued on 07/08/2020 by the HCMC Department of Planning and Investment	Km1906+700, National Highway 1A, Binh Hung Hoa B Ward, Binh Tan District, HCMC			Independent member of the BOD
3	Huynh Anh Tuan		Independent member of the BOD			-	-	
Related parties								
1	Huynh Man			(Deceased)				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		Deputy Director			1,000	0.05%	
Related parties								
1	Dam Van Thu					-	-	Father
2	Nguyen Thi Bien					-	-	Mother
3	Nguyen Thi Thuy					-	-	Wife
4	Dam Thi Huyen Trang					-	-	Offspring
5	Dam Van Minh Khoi					-	-	Offspring
6	Dam Thi Khuyen					-	-	Older sister
7	Bui Van Phuoc					-	-	Older brother-in-law
8	Dam Thi Hue					-	-	Younger sister
9	Le Dinh Bay					-	-	Younger brother-in-law
10	Dam Thi Ly					-	-	Younger

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID/Passport number, date of issue, place of issue	Contact address	Shares owned at end of period	Ownership percentage at end of period	Notes
								sister
11	Pham Huy Khanh					-	-	Younger brother-in-law
12	Dam Van Tuong					-	-	Younger brother
13	Le Thi Hai Anh					-	-	Younger sister-in-law
14	Nguyen Van Hoat	Father-in-law (deceased)						
15	Dinh Thi Tro	Mother-in-law (deceased)						
5	Ta Van Loi		Deputy Director			1,900	0.1%	
Related parties								
1	Ta Van Kien					-	-	Father
2	Do Thi Thanh					-	-	Mother
3	Dao Hong Hanh					-	-	Wife
4	Ta Trung Hai					-	-	Offspring
5	Ta Huong Giang					-	-	Offspring
6	Dao Duy Anh	Father-in-law (deceased)						
7	Bui Thi Kim Chuc					-	-	Mother-in-law
8	Ta Thi Loan					-	-	Older sister
9	Hoang Van Ruong							Older brother-in-law
10	Ta Thi Thoa							Older sister
11	Nguyen Chi Viet							Older brother-in-law
12	Ta Van Dung							Older brother
13	Ta Van Tien							Older brother
14	Nguyen Thi Bui							Older sister-in-law
15	Do Thi Thuy							Older sister-in-law
6	Pham Lam Son		Deputy Director			800	0.04%	
Related parties								
1	Pham Xuan Que	Father (deceased)						

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID/Passport number, date of issue, place of issue	Contact address	Shares owned at end of period	Ownership percentage at end of period	Notes
2	Dao Thanh Chau							Mother (deceased)
3	Ly Thi Kieu Van					-	-	Wife
4	Pham Son Ha					-	-	Offspring
5	Pham Tung Lam					-	-	Offspring
6	Pham Xuan Lan					-	-	Older sister
7	Pham Thanh Huong					-	-	Older sister
8	Pham Xuan Thuy					-	-	Older brother
9	Pham Duc Quy					-	-	Younger brother
10	Dang Thuy Chi					-	-	Younger sister-in-law
11	Le Thi Dung					-	-	Older sister-in-law
12	Tian Ich Son					-	-	Older brother-in-law
13	Ly Tuong Xuan					-	-	Father-in-law
14	Luu Thi Quy							Mother-in-law (deceased)
IV	Supervisory Board							
1	Vu Thi Thuy Phuong		Member of the SB			-	-	
	Related parties							
1	Vu Dinh Kenh					-	-	Father
2	Nguyen Thi Ly					-	-	Mother
3	Hap Tien Hai					-	-	Husband
4	Hap Tien Minh Hieu					-	-	Offspring
5	Hap Vu Nhu Y					-	-	Offspring
6	Hap Vu Nhu Ngoc					-	-	Offspring
7	Vu Thi Thuy Anh					-	-	Older sister
8	Nguyen Van Ha					-	-	Older brother-in-law
9	Vu Manh Tu					-	-	Older brother
10	Vu Thi Nhi					-	-	Older sister-in-law
11	Vu Duc Anh					-	-	Younger brother

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID/Passport number, date of issue, place of issue	Contact address	Shares owned at end of period	Ownership percentage at end of period	Notes
12	Hoang Thi Yen					-	-	Younger sister-in-law
13	Nguyen Thi Huyen					-	-	Mother-in-law
2	Vu Tuan Anh		Head of the SB			-	-	
Related parties								
1	Vu Van Hoa					-	-	Father
2	Pham Thi Hanh					-	-	Mother
3	Vu Tuan Phong					-	-	Younger brother
4	IDICO Thai Binh Construction and Investment JSC			1000214807, issued on 20/07/2006 by the Thai Binh Department of Planning and Investment	No. 304 Tran Hung Dao St., De Tham Ward, Thai Binh City	-	-	Head of Supervisory Board
5	IDICO Que Vo Urban and Industrial Park Development Investment JSC			0102595934, issued on 03/01/2008 by the Hanoi Department of Planning and Investment	13 th Floor, HH3 Building, Me Tri Road, My Dinh 1 Ward, Nam Tu Liem District, Hanoi	-	-	Head of Supervisory Board
6	IDERGY JSC			0317478959, issued on 19/09/2022 by the HCMC Department of Planning and Investment	151A Nguyen Dinh Chieu St., Vo Thi Sau Ward, District 3, HCMC	-	-	Chief Accountant
7	IDICO Srok Phu Mieng Hydropower JSC			3800407449 issued on 17/05/2024 by the Binh Phuoc Department of Planning and Investment	Hamlet 7, Long Binh Commune, Phu Rieng District, Binh Phuoc Province	-	-	Member of Supervisory Board

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID/Passport number, date of issue, place of issue	Contact address	Shares owned at end of period	Ownership percentage at end of period	Notes
3	Do Tan Khiem		Member of SB			-	-	
Người có liên quan								
1	Do Nhu Phu					-	-	Father
2	Phung Thi Thom					-	-	Mother
3	Nguyen Van Thai					-	-	Father-in-law
4	Phan Thi Hao					-	-	Mother-in-law
5	Nguyen Thi Hoang Yen Mi					-	-	Wife
6	Do Phuc Khang					-	-	Offspring
7	Do Phuc Dien					-	-	Offspring
8	Do Hoang Anh Kiet					-	-	Younger brother
9	Do Phung Thuy Van					-	-	Younger brother
V	Chief Accountant of the Company							
	Lai Van Hoan		Chief Accountant, Authorized Disclosure Representative			-	-	
Related parties								
1	Lai Xuan Thiep				Father (deceased)			
2	Phung Thi Ban					-	-	Mother
3	Nguyen Thi Anh Nguyet					-	-	Wife
4	Lai Quang Vinh					-	-	Offspring
5	Lai Quang Anh					-	-	Offspring
6	Lai Van Thuan					-	-	Older brother
7	Nguyen Thi Luan					-	-	Older sister-in-law
8	Lai Thi Thuy					-	-	Older sister
9	Nguyen Xuan Tuong					-	-	Older brother-in-law
10	Lai Thi Thoan					-	-	Older sister
11	Dinh Van Khiem					-	-	Older brother-in-law
12	Nguyen Manh Ha					-	-	Father-in-

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID/Passport number, date of issue, place of issue	Contact address	Shares owned at end of period	Ownership percentage at end of period	Notes
								law
13	Hoang Thi Kim Ngan							Mother-in-law (deceased)
VI	Corporate Governance Officer							
	Nguyen Thi Phuong Dung		Corporate Governance Officer			-	-	
	Related parties							
1	Ngo Ngoc Thuong							Husband
2	Ngo Ngoc Linh							Offspring
3	Ngo Ngoc An							Offspring
4	Nguyen Anh Tuan							Father
5	Nguyen Thi Gioi							Mother
6	Nguyen Thi Binh Minh							Younger sister
7	Nguyen Thi Hong Nhung							Younger sister
8	Nguyen Hong Phuc							Younger brother
9	Do Van Khanh							Younger brother-in-law
10	Nguyen Van Dung							Younger brother-in-law
11	Tran Thi Hue							Younger sister-in-law
12	Ngo Van Giai							Father-in-law
13	Luu Thi Doi							Mother-in-law

2. Transactions of insiders and related parties regarding the Company's shares:

No.	Transaction executor	Relationship with insider	Shares owned at beginning of period		Shares owned at end of period		Reason for increase/decrease
			Number of shares	Percentage	Number of shares	Percentage	
1	Ta Van Loi	Deputy Director of the Company	2.000	0,1%	1.900	0,1%	Sell
2	Pham Lam Son	Deputy Director of the Company	900	0,045%	800	0,04%	Sell

IX. Other notable issues: None.

Recipients:

- As above; *JMM*
- BOD and SB of the Company;
- Filed at Administration and HR Department.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Hoang Tuan Anh