

FICO CORPORATION - JSC



**FICO**

## **DOCUMENTS**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**FICO CORPORATION – JSC**

*Ho Chi Minh City, April 2026*



## AGENDA

## ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

1. Time: At 9:00 AM on April 21, 2026.
2. Location: Victory Hotel, 14 Vo Van Tan Street, Xuan Hoa Ward, Ho Chi Minh City
3. Agenda:

8:30 AM – 9:00 AM	Shareholder registration and verification of eligibility to attend the Meeting.
9:00 AM – 9:05 AM	<ul style="list-style-type: none"> <li>- Flag salute (National Anthem performance) and opening remarks</li> <li>- Announcement of the purpose of the Meeting and introduction of delegates</li> <li>- Report on the verification of shareholder eligibility</li> <li>- Introduction and approval of the Presidium and Secretary of the Meeting</li> <li>- Introduction and approval of the Voting Committee and Election Committee</li> </ul>
9:05 AM – 9:15 AM	Approval of the Meeting Agenda and Working Regulations of the Meeting.
9:15 AM – 10:00 AM	<ul style="list-style-type: none"> <li>- Report of the Board of General Directors of FICO Corporation - JSC.</li> <li>- Report of the Board of Directors of FICO Corporation - JSC.</li> <li>- Report of the Board of Supervisors of FICO Corporation - JSC.</li> <li>- Proposal for approval of the audited 2025 Financial Statements of the Corporation.</li> <li>- Proposal on profit distribution plan and appropriation ratios for funds in 2025.</li> <li>- Report on remuneration of the Board of Directors and Board of Supervisors in 2025 and Proposal for remuneration of the Board of Directors and Board of Supervisors in 2026.</li> <li>- Proposal on the selection of the independent auditor for the 2026 financial statements.</li> <li>- Proposal for approval of transactions with related parties.</li> <li>- Proposal for approval of updates to the Corporation's Charter</li> </ul>
10:00 AM – 10:30 AM	Discussion and voting on the submitted proposals and reports
10:30 AM – 11:00 AM	<ul style="list-style-type: none"> <li>- Proposal for election of members of the Board of Directors and Board of Supervisors of the Corporation for the term 2026–2031</li> <li>- Approval of the Regulation on Election of Members of the Board of Directors and Board of Supervisors for the term 2026–2031.</li> <li>- Election of Members of the Board of Directors and Board of Supervisors for the term 2026–2031</li> </ul>
11:00 AM – 11:15 AM	Break.
11:15 AM – 11:30 AM	Announcement of voting results by the Vote Counting Committee
11:30 AM – 11:35 AM	Approval of the Minutes and Resolution of the General Meeting.
11:35 AM	Closing Remarks and Official Conclusion of the General Meeting

**WORKING REGULATIONS  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
FICO CORPORATION - JSC**

To organize the Annual General Meeting of Shareholders in 2026 of FiCO Corporation - JSC in accordance with the current regulations of Vietnamese law, Board of Management of FiCO Corporation - JSC respectfully submits to the General Meeting of Shareholders the Draft Working Regulations of the General Meeting as follows:

**A. Duties of the General Meeting:**

1. To approve the agenda of the General Meeting and the Working Regulations of the General Meeting.
2. To provide comments and approve:
  - Report of the General Director of FiCO Corporation - JSC.
  - Operational report of the Board of Management of FiCO Corporation - JSC.
  - Operational report of the Inspection Committee of FiCO Corporation - JSC.
  - Submission for approval of the audited 2025 Financial Statements of FiCO Corporation - JSC.
  - Submission of the plan for profit distribution and the allocation ratios to funds for 2025.
  - Report on the remuneration of the Board of Management and the Inspection Committee in 2025, and submission of the proposal on remuneration levels for the Board of Management and the Inspection Committee in 2026.
  - Submission on the selection of the auditing firm for the 2026 financial statements.
  - Submission on the election of Members of the Board of Management and Inspection Committee of FiCO Corporation - JSC for the term 2026-2031.
  - Submission on the update of the Charter on the organization and operation of FiCO Corporation – JSC.
  - Submission for approval of transactions with related party.
3. To carry out other matters related to the General Meeting.

**B. REGULATIONS OF THE GENERAL MEETING:**

**I. VOTING ON THE APPROVAL OF MATTERS AT THE GENERAL MEETING OF SHAREHOLDERS:**

**1. Principles:**

All matters to be approved at the General Meeting in accordance with regulations must be decided through voting by the shareholders. Each shareholder or authorized representative shall be issued a ballot, which specifies the shareholder code and the number of shares with voting rights.

**2. Voting method:**



- Shareholders or Authorized Representatives shall exercise their voting rights to *approve, disapprove, or abstain* from a matter being passed at the General Meeting by raising their ballots.
- When voting, the ballot (*Entering the shareholder code*) must be raised and held high toward the Chairing Committee.
- The Vote Counting Committee will record the voting results of the Shareholders or Authorized Representatives at the General Meeting.

## II. ADDRESSING THE MEETING:

Shareholders or Authorized Representatives attending the General Meeting who wish to speak must:

1. Obtain approval from the Chairing Committee.
2. Ensure that the content of their remarks is concise and relevant to the General Meeting Agenda.

## III. CHAIRING COMMITTEE:

1. The list of the Chairing Committee members shall be approved by the General Meeting through a vote. The Chairing Committee shall consist of 3 members.
2. Responsibilities of Chairing Committee:
  - Conducting the General Meeting in accordance with its agenda and approved regulations. The Chairing Committee shall work on the principle of collective leadership and reach decisions by majority vote.
  - Guiding discussions and voting on matters within the General Meeting agenda and related issues throughout the duration of the General Meeting.
  - Resolving any issues arising while the General Meeting is in progress.
3. Authority of the Chairing Committee:
  - To implement necessary and reasonable measures to conduct the General Meeting in an orderly manner and in accordance with the approved agenda; to dismiss from the General Meeting any individuals who fail to comply with the chairperson's directions, intentionally cause disorder, or obstruct the proceedings of the General Meeting.
  - The chairperson has the authority to terminate a shareholder's direct questioning if such questioning is deemed to impact the timing or the agenda of the General Meeting. Upon a shareholder's request, the Chairing Committee will work directly or provide a written response to the shareholder after the conclusion of the General Meeting.
  - Other powers as stipulated by law and the Charter of FiCO Corporation - JSC.



## IV. SECRETARY:

1. The List of Secretary shall be approved by the General Meeting through a vote.
2. Responsibilities of the Secretary:
  - To record fully and truthfully all opinions and presentations made at the General Meeting and to summarize the reports of the Chairing Committee;
  - To prepare and pass the Minutes of the General Meeting;

- To draft the Resolutions and submit them for approval at the General Meeting.

## V. ELECTION AND VOTE COUNTING COMMITTEE:

1. The list of the Election and Vote Counting Committee shall be approved by the General Meeting through a vote.
2. Responsibilities of the Election and Vote Counting Committee:
  - To supervise the election and voting activities of the Shareholders at the General Meeting;
  - To accurately determine the results of the election and voting by Shareholders;
  - To report the results of the election and voting to the Chairing Committee and the Meeting Secretary.

This Working Regulation is presented to the 2026 Annual General Meeting of Shareholders of FiCO Corporation - JSC and shall be passed upon approval by more than 50% of the voting shares attending the General Meeting. Requesting the General Meeting of Shareholders for a vote.

Respectfully submitted./.

### Recipients:

- Shareholders
- Filing

ON BEHALF OF BOARD OF MANAGEMENT  
CHAIRMAN



Do Thi Hieu



**FICO CORPORATION – JSC**

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No.: 118 /FiCO - TGD

**SOCIALIST REPUBLIC OF VIETNAM**

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*Ho Chi Minh City, dated. 16/4./2026*

**REPORT OF THE GENERAL DIRECTOR IN THE  
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026**

**Dear Shareholders.**

The General Director of FiCO Corporation - JSC (FiCO) respectfully reports to the 2026 Annual General Meeting of Shareholders the report on the results of implementing production and business plan in 2025; the production and business plan for 2026; and the development orientation for the 2026–2031 period with the following specific contents:

**I. Evaluation of the results of implementing the 2025 production and business plan**

In 2025, the Vietnamese economy continued to recover, the construction and building materials sector gradually stabilized after many fluctuations. Although the real estate market recovery was not uniform and competition became increasingly intense, this was also the time for enterprises to restructure and enhance competitiveness. In that context, the Board of General Directors directed flexibly, implemented key solutions such as cost control, optimizing raw material and fuel consumption norms, adjusting production according to market developments to ensure efficiency and financial safety. At the same time, FiCO Corporation - JSC strongly promoted market development, expanded the distribution system, improved customer care quality and sought export opportunities to diversify output and promote sustainable growth.

Beside the short-term solutions, the Board of General Directors also focused on consolidating the long-term development foundation through improving equipment efficiency, strengthening governance and risk control. Accordingly, FiCO Corporation - JSC gradually enhanced competitiveness, maintained market share and ensured stable employment and income for employees. In the context of the market still having many fluctuations, the proactive and synchronized direction helped the FiCO Corporation - JSC maintain stable production and business activities, creating a premise for the next growth phase.

On the basis of Resolution No. 01/NQ-DHCD dated 29 April 2025 of the General Meeting of Shareholders, the Board of General Director together with all officers and employees promptly implemented key tasks, and at the same time proactively proposed operating solutions in the two core areas of building materials production and mineral exploitation and processing. The results of implementation in 2025 are as follows:



## 1. Operating results and main financial indicators in 2025<sup>1</sup>:

Unit: million VND

No.	Target	Plan in 2025	Performance in 2025	Achievement rate (%)
	<b>CONSOLIDATED</b>			
1	Consolidated revenue	1,191,134	1,186,222	99.6%
2	Consolidated profit before tax	75,846	144,896	191.0%
	<b>PARENT COMPANY</b>			
3	Net revenue from sales	1,600,000	1,308,735	81.8%
4	Parent company profit before tax	71,300	90,833	127.4%

Consolidated revenue in 2025 reached VND 1,186 billion, a slight decrease of 0.4% compared to the plan<sup>2</sup>. In which, the cement, clinker and construction stone segment has maintained growth subject to the demand from public investment projects, while tile revenue decreased by about 30% due to the restructuring process at some member companies. Net revenue of FiCO Corporation - JSC reached VND 1,308.7 billion, equivalent to 81.8% of the plan and equal to 88.46% compared to 2024.

Consolidated profit reached VND 144.9 billion, nearly double the plan subject to positive operating efficiency of subsidiary and associate companies. Profit before tax in 2025 of the parent company reached VND 90.8 billion, accounting for 6.94% of net revenue<sup>3</sup>.

<sup>1</sup> audited by CPA Auditing Company Limited.

<sup>2</sup> revenues of the units do not include other income items; the revenue of Phuoc Hoa FiCO Joint Stock Company does not include revenue from blasting services. For details, please see FiCO Corporation - JSC's audited consolidated financial statement for 2025.

<sup>3</sup> Thanh Thanh Joint - Stock Company ceased operations from August 2025 and relocated from Bien Hoa 1 Industrial Park pursuant to Notice No. 198/KH-UBND dated 06 June 2024; Plan No. 15/KH-TTPTQD dated 21 March 2025 of the Dong Nai Provincial Land Fund Development Center and Notice No. 408/TB-UBND dated 11 April 2025 of the People's Committee of Bien Hoa City on "Land recovery to implement the project of converting Bien Hoa 1 Industrial Park into an Urban – Commercial – Service Area and environmental improvement, An Binh Ward, Bien Hoa City, Dong Nai Province". Pursuant to Resolution No. 76/NQ-HDQT dated 12 August 2025 of the Board of Management of FiCO Corporation - JSC and the extraordinary General Meeting of Shareholders dated 28 August 2025, the restructuring plan, asset relocation, and liquidation of all assets and inventories to recover production capital and settle payables to suppliers were approved. Thanh Thanh Joint - Stock Company is currently implementing auctions to liquidate assets and has transferred production of the Thanh Thanh brand to the Dong Nam A Factory.

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## **2. Financial status of Parent Company<sup>4</sup>**

### **2.1 On assets**

As of 31 December 2025, total assets of the Parent Company (*according to the separate financial statement*) were VND 2,359.3 billion, an increase of VND 77.7 billion compared to the beginning of the year. The main reason was that in 2025, FiCO Corporation - JSC operated with high efficiency, proactively increased short-term savings deposits, increased long-term financial investments, besides that the trade receivables from customers also decreased compared to the beginning of the year. The remaining value of fixed assets was recorded at VND 24.73 billion, an increase of VND 1.9 billion compared to the beginning of the year.

### **2.2 On capital sources and cash flow**

Total capital sources as of 31 December 2025 were VND 2,359.3 billion, an increase of VND 77.7 billion compared to the beginning of 2025. Of which: payables increased by VND 54 billion and owners' equity increased by VND 23.7 billion.

In 2025, FiCO Corporation - JSC maintained stable credit operations, balanced cash flow according to the plan, and ensured financial safety. At the same time, it standardized accounting methods, accounting processes and the reporting system across the entire system to ensure consistency, accuracy, timeliness and compliance with regulations.

### **2.3 Making financial provisions**

In 2025, FiCO Corporation - JSC provided for inventory write-down of slow-moving industrial steel inventories accounting to VND 2.525 billion. Cumulative as of 31 December 2025, FiCO Corporation - JSC had made provisions for inventory write-down of VND 20 billion. At the same time, FiCO Corporation - JSC continued to make provisions for doubtful receivables of VND 6.82 billion. Cumulative as of 31 December 2025, FiCO Corporation - JSC had made provisions totaling VND 145.7 billion.

### **2.4 Other financial matters to be addressed**

Continued to provide additional explanations to the post-inspection team of the Government Inspectorate regarding late payment of interest on the discrepancy in State capital upon equitization amounting to nearly VND 38 billion (*not yet recorded in accounting books*).

## **3. Report on credit status**

In 2025, FiCO Corporation - JSC kept maintained credit activities with credit institutions such as BIDV, Agribank, Vietcombank, VPBank and VIB, with cash flow balanced according to FiCO Corporation - JSC's financial plan. FiCO Corporation - JSC currently has credit limits with banks with a total credit limit of nearly VND 840 billion. Total bank loan outstanding

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At Vitaly Joint Stock Company, a loss of VND 17.1 billion was recorded in 2025 due to ongoing inventory liquidation and the company operating only by leasing premises and warehouses.

<sup>4</sup> Please see the 2025 financial statement audited by CPA Auditing Company Limited.

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balance as of 31 December 2025 was VND 557.5 billion, a decrease of nearly VND 9.5 billion compared to the beginning of the year (*beginning balance according to 2025 financial statement was VND 567 billion*). Interest expense in 2025 was VND 20.56 billion.

#### **4. Debt management and handling of receivables and payables**

##### **4.1 Status of receivables**

As of 31 December 2025, short-term receivables amounted to VND 523.4 billion (balance as of 1 January 2025 was VND 558.7 billion), a decrease of VND 35.3 billion, equivalent to a decrease of 6.32% compared to the beginning of 2025.

##### **4.2 Status of debt collection**

In 2025, FiCO Corporation - JSC collected some bad debts amounting to VND 8.5 billion from the following units: Tan Dinh Mechanical Company; FiCO Investment Company; Thanh Phat Construction and Inspection Consulting JSC; supported FiCOCOM to collect bad debts from Thao Dung Company and FiCO Packaging JSC to collect bad debts from King Minh Company. In addition, FiCO Corporation - JSC also supported member company in filing lawsuits to recover other bad debts.

##### **4.3 Status of overdue payables**

In 2025, FiCO Corporation - JSC did not incur any overdue payables; all debts were settled in accordance with regulations.

#### **5. Business performance of FiCO Corporation - JSC**

##### **5.1 Head office of FiCO Corporation - JSC<sup>5</sup>**

Total revenue from sales and services in 2025 reached VND 1,308.7 billion, equal to 88% of the same period in 2024. Profit before tax reached VND 90.8 billion.

##### **5.2 Ceramic tile and decorative material manufacturing sector**

###### **a) Industrial production**

Total production output of FiCO in 2025 reached more than 4.7 million m<sup>2</sup>, a decrease of 21.2% compared to the same period in 2024. Consumption output reached more than 5.7 million m<sup>2</sup>. Total tile inventory for the whole block was nearly 2.51 million m<sup>2</sup> (Total inventory value approximately VND 200.3 billion), a decrease of nearly 1.24 million m<sup>2</sup> compared to the same period in 2024 (equivalent to more than VND 111.7 billion). Total revenue for the whole block reached VND 1,088 billion, equal to 69.7% of the 2025 plan and operating performance did not meet the expectations.

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<sup>5</sup> Main business activities of the Office and the Commercial Department of FiCO Corporation - JSC include: Commercial trading and SCM of the Commercial Department of FiCO Corporation - JSC; Trading of ceramic tiles of all kinds; Leasing of commercial premises; Financial investments: dividend, interest and other income. For details, please see the 2025 financial statement report.



## **b) Trading activities**

In 2025, FiCO Commerce Product One Member Company Limited – FiCOCOM placed orders and consumed all 3 brands totaling 4,817,965 m<sup>2</sup> of finished products and sold 5,066,935 m<sup>2</sup> of finished products to the market. Net revenue from trading activities in the ceramic tile sector in 2025 reached nearly VND 419 billion, with profit of nearly VND 2.3 billion.

## **5.3 Mineral exploitation and processing sector**

### **a) Construction stone exploitation and processing**

The results of construction stone exploitation and processing in 2025 at Ong Trinh Mountain Quarry – Tan Phuoc Ward, Ho Chi Minh City of Phuoc Hoa FiCO Joint Stock Company were quite positive. Revenue reached VND 290.47 billion, exceeding 65.6% of the 2025 plan. Profit before tax reached VND 47.75 billion, 4 times the proposed plan. Total extracted stone volume of all types reached approximately 3.2 million tons, while consumption volume reached more than 3.56 million tons.

For the Tan Cang, Thanh Phu and Nui Gio quarries of Hoa An Joint Stock Company (an associate unit of FiCO Corporation - JSC), 2025 was the next year of high operating efficiency with stone production and consumption reaching nearly 1.9 million m<sup>3</sup>, revenue reaching nearly VND 404 billion, exceeding 33.1% of the 2025 plan. Profit before tax reached more than VND 109.74 billion, an increase of 52.4% compared to the 2025 profit plan, driven by Hoa An Joint Stock Company's advantages in high-quality stone, strong brand reputation, and its products being supplied to key projects.

### **b) White sand mining and processing**

White sand mining and processing output in 2025 at the Thuy Trieu Silica Mine (Cam Ranh, Khanh Hoa) decreased compared to 2024 because Cam Ranh FiCOSand Company Limited temporarily suspended mining while carrying out procedures for license renewal and completing land procedures, therefore, no new extraction output was generated. Production activities during the year mainly relied on raw sand inventory from 2024, thereby producing 100,739 tons of finished sand. Total consumption volume for the year reached 148,655 tons (including inventory from 2024), equivalent to 41.2% compared to 2024.

Revenue only reached VND 69.08 billion, profit before tax reached VND 0.37 billion (equal to 8.35% of the 2025 plan), bringing the total profit from white Silica sand products across FiCO Corporation - JSC to VND 7.23 billion.

### **c) Other sectors (cement production, concrete, construction mechanics...)**

In 2025, FiCO Corporation - JSC continued to strengthen its role and responsibility of the capital representatives at subsidiary and associate companies; maintained high efficiency in key sectors at units with significant capital contributions from FiCO Corporation - JSC such as FiCO Tay Ninh Cement Joint Stock Company, FiCO PanU Concrete Joint Stock Company, Tan Dinh Construction Mechanical Joint Stock Company... according to the assessment, in 2025

entities with investments in this sector maintained stable business performance and effectively utilized FiCO Corporation - JSC's invested capital.

## **6. Production and business management**

Continued to implement and refine the centralized financial governance model, while reviewing, evaluating and improving the management system. Accordingly, from Q3/2025, the Executive Board directed the Internal Audit Department and the Finance – Accounting Department to coordinate with relevant units to review project dossiers, remove obstacles and carry out settlement with contractors. On that basis, gradually carry out overall settlement of investment research costs, M&A and ongoing investments as the basis for cost accounting and corporate tax finalization expected in 2026.

Continued to expand the agent network for FiCO Commerce Product One Member Company Limited (FiCOCOM). In addition, FiCOCOM put into operation a Showroom (product introduction store) at 2/34 Phan Huy Ich, Tan Son Ward, Ho Chi Minh City to enhance brand promotion of FiCO products. Continued to restructure the business model of units within FiCO Corporation - JSC to generate cash flow, while centrally managing quality and cost from input materials to finished product across the industrial production segment. Implemented the restructuring plan for Thanh Thanh Joint - Stock Company: liquidation of all assets, machinery, warehouse and inventory; transferred the production line of Thanh Thanh brand to Southeast Asia Tile Factory.

## **7. Financial management**

In 2025, FiCO Corporation - JSC continued to performed well in accounting management, cash flow control and operational efficiency of FiCO Corporation - JSC and its subsidiary company; coordinated with the independent auditor to audit financial statement in accordance with regulations, on time and transparently; and at the same time completed the selection of the audit firm according to the General Meeting of Shareholders' resolution for the 2025 financial statement.

## **8. Investment development and M&A activities.**

### **8.1 Industrial production**

In 2025, FiCO Corporation - JSC continued to work with competent authorities and completed procedures for converting the mining license for the Thuy Trieu White Sand Mine, Cam Hai Dong, Cam Lam, Khanh Hoa<sup>6</sup>.

Implemented and completed procedures for adjusting the Investment Certificate of Ong Trinh Mountain Quarry at Phuoc Hoa FiCO Joint Stock Company<sup>7</sup> to serve as the basis for

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<sup>6</sup> Exploitation license No. 471/GP-BNNMT dated 03 November 2025 of the Ministry of Agriculture and Environment.

<sup>7</sup> Document No. 993/UBND-DA dated 06 February 2026 of the People's Committee of Ho Chi Minh City.

completing land procedures for the 4.8 ha/89.25 ha of mine area in accordance with regulations in 2026. Completed procedures for extending the land lease contract for 24.36 ha for leased area<sup>8</sup>.

Implemented review of dossiers for investment projects, reported to the Board of Management and carried out finalization of completed investment capital, handled financial costs and payables at some projects such as the 70ha white sand mine in Cam Lam (Khanh Hoa) and BOT 1B section Tan Van – Nhon Trach (Ring Road 3 Ho Chi Minh City); total value finalized and accounted into 2025 costs was more than VND 4.05 billion.

Terminated implementation of the investment project for the Silica Powder Grinding Plant with capacity of 55,000 tons/year in Cam Lam Commune, Khanh Hoa Province<sup>9</sup>.

## **8.2 Real estate business investment and other sectors**

Continued to repair and rearrange workspaces at FiCO Corporation - JSC's head office and lease surplus areas to optimize utilization of floor space at the 15th floor of the Sailing Tower building and Bien Hoa warehouse. At the same time, conducted a comprehensive review of asset management and use, developed plans for efficient exploitation and liquidation of assets no longer needed...

## **9. Settlement, handover and divestment of State capital**

For the work of settling, handing over and divesting State capital, FiCO Corporation - JSC continued to coordinate with SCIC and the Ministry of Construction to carry out settlement and handover procedures for State capital; and at the same time proposed that competent authorities resolve obstacles to complete the settlement as the basis for implementing divestment in accordance with regulations.

## **10. Salaries and other benefits of the Executive Board and other managers**

In 2025, total income of FiCO Corporation - JSC's Executive Board (including General Director, Deputy of General Director, Chief Accountant and Corporate Governance Officer; excluding remuneration of the Board of Management for concurrent members) according to the audited Financial statement of the Parent Company was **VND 2,968,552,200**, of which:

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<sup>8</sup> Decision No. 95/QĐ-UBND dated 29 January 2026 of the People's Committee of Tan Phuoc Ward, Ho Chi Minh City.

<sup>9</sup> Based on the proposal of FiCO Corporation - JSC dated 23 October 2025, the Department of Finance of Khanh Hoa Province issued Notice No. 4640/TB-STC on termination of the project operation and withdrawal of the Investment Certificate of the project. And FiCO Corporation - JSC has implemented the recovery of the project deposit amounting to VND 8.7 billion according to Notice No. 4783/TB-STC dated 27 October 2025 of the Department of Finance of Khanh Hoa Province at Vietcombank – Khanh Hoa Branch.

No.	Full name	Position	Amount (VND)
1	Mr. Cao Truong Thu	Member of the Board of Management – General Director	1,032,021,000
2	Mr. Pham Viet Thang	Member of the Board of Management – Deputy of General Director	796,359,000
3	Mr. Nguyen Duc Loi	Deputy of General Director	100,000,000
4	Mr. Nguyen Xuan Hung	Chief Accountant	737,444,000
5	Ms. Nguyen Le Dung	Corporate Governance Officer	302,728,200
	<b>Total</b>		<b>2,968,552,200</b>

## Part 2: Key targets of the production and business plan in 2026.

### 1. Main indicators of the production and business plan in 2026<sup>10</sup>

Unit: VND

No.	Indicator	Plan in 2025	Performance in 2025	Plan in 2026	Ratio
1.	Consolidated revenue	1.191.133.924.983	1.186.221.664.272	1.196.946.467.588	101%

<sup>10</sup> Factors affecting the business and production plan in 2026:

- Due to delays in adjusting investment policies and land procedures (land use plan, land recovery, compensation, land lease, etc.), exploitation of raw sand at Thuy Trieu white sand mine is expected to begin in early Quater IV/2026. Therefore, the registered production and consumption volume of sand in 2026 is about 123,580 tons. Accordingly, FiCO Corporation - JSC 's registered revenue and profit in 2026 are expected to reach only VND 73.89 billion and VND 2.18 billion, respectively.
- Legal procedures on land at Ong Trinh Mountain quarry – Phuoc Hoa FiCO Joint Stock Company: similar to Thuy Trieu white sand mine, the registration of land use plan, land recovery, site clearance and land lease at the Ong Trinh mountain quarry are behind schedule. Thus, the exploitation and consumption volume in 2026 is expected to continue not reaching 100% of exploitation capacity (at 2.36 million tons). In addition, as FiCO Corporation - JSC shall allocate funds to support compensation for land clearance for site clearance for households, the revenue and profit of Phuoc Hoa FiCO in 2026 are expected to reach only 84.3% compared to 2025 (planned profit is VND 40.25 billion).
- Reduction in product and commercial business efficiency due to the impact of the business and production plan in 2026 of mineral exploitation units, resulting in a decrease in the business results of construction stone and white silica sand products of the Commercial Department of FiCO Corporation - JSC.

No.	Indicator	Plan in 2025	Performance in 2025	Plan in 2026	Ratio
2	Parent company revenue	1.600.000.000.000	1.308.734.720.719	1.445.795.273.847	110%
3	Consolidated profit before tax	75.845.866.092	144.896.391.308	148.449.085.660	102,4%
4	Parent company profit before tax <sup>11</sup>	71.300.000.000	90.832.567.925	99.916.000.000	110%

## 2. Dividend payout ratio for 2026

For the dividend distribution plan for the 2026 fiscal year, based on the Company's business performance and cash flow balance, the Board of Directors will submit to the 2027 Annual General Meeting of Shareholders a proposed dividend payout ratio of 5%.

## 3. Investment and development plan in 2026

- Complete legal land procedures upon equitization to restart the residential project at 2/34 Phan Huy Ich, Tan Son Ward, Ho Chi Minh City; continue to complete investment projects that were or are being implemented in 2025, organize fee settlement in accordance with regulations.

- Implement investment and development for the 2026-2031 period in accordance with FiCO Corporation - JSC's development strategy with the core field of building materials and arrange investment capital for projects to be implemented in 2026.

- Initiate the investment plan for the second production line of Tay Ninh Cement Plant with capacity of 1.4 million tons of clinker/year (total investment approximately VND 2,800 billion), raising total capacity to 3 million tons of clinker/year.

- Implement investment in repair and put into operation office floor space at floor 4, 9-19 Ho Tung Mau Street, Ben Thanh Ward to increase the efficiency of asset utilization of FiCO Corporation - JSC.

- Research for investment and implement the development of FiCO Inland Waterway Port Cluster project to enhance transportation and building materials trading capacity for products such as stone and construction sand.

### e) Settlement, handover of capital and divestment of State capital

Coordinate with the Equitization Steering Committee of the Ministry of Construction, the State Capital Investment Corporation (SCIC) and relevant authorities to complete procedures

<sup>11</sup> Parent company profit has not excluded profit from the sale of share of Hoa An Joint Stock Company, when excluded, the growth rate in 2026 is 10% compared to the 2025 results.

for settling the transfer of capital to the joint stock company and implement the divestment of State capital in FiCO Corporation - JSC.

### **Part 3. Development orientation for production and business plan in the 2026 - 2031 period**

#### **A. Evaluation of production and business results achieved in the 2021-2026 period**

##### **I. Evaluation of the Executive Board's performance**

In the 2021-2026 period, it marked a journey full of fluctuations in the building materials industry facing a “double shock”: skyrocketing input material prices (coal, electricity, gasoline, oil) and the freezing of the residential real estate market, heavily affected by the COVID-19 pandemic (2021) and the decline in real estate market demand (2023–2025), but this was also the period recording very decisive direction by the Board of Management and the Executive Board of FiCO Corporation - JSC.

From the position of a joint stock company converted from a State-owned enterprise, FiCO Corporation - JSC took advantage of these 5 years to carry out an internal revolution, strongly strengthening restructuring with the goal of adjusting the management model, such as overall restructuring of FiCO Building Materials Trading One Member Limited Company, FiCO Commerce Product One Member Company Limited (FiCOCOM), rearranging FiCO Corporation - JSC's branches in provinces and cities in the direction of streamlining personnel, reducing operating costs, re-evaluating human resource structure and better implementing the centralized governance model at FiCO Corporation - JSC.

Regarding operating efficiency, although under pressure from high input material costs, FiCO Corporation - JSC still maintained stable operations subject to restructuring the product portfolio, focusing on high-margin segments and tight cash flow management. At the same time, FiCO Corporation - JSC promoted divestment from non-core sectors to focus resources on flagship products, and early applied emission reduction standards in production, contributing to enhancing competitiveness in projects requiring high sustainability standards.

##### **II. Production and business results in the 2021 – 2025 period**

*Unit: VND*

Year	Parent company		Consolidated	
	Revenue	Profit before tax	Revenue	Profit before tax
2021	1,090,052,607,717	52,254,153,637	1,460,847,330,005	123,211,969,345
2022	1,897,637,463,191	57,000,514,039	1,635,547,349,798	134,001,310,173
2023	1,504,132,180,418	62,960,304,080	1,325,411,378,386	74,174,498,877
2024	1,479,427,581,676	72,896,892,688	1,369,179,208,830	94,946,189,591

2025	1,308,734,720,719	90,832,567,925	1,186,221,664,272	144,896,391,308
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According to the Executive Board's assessment, the average profit-to-revenue ratio in the period reached about 5.4%, which is quite good compared to the general level of the construction materials industry (3–6%). However, the downward trend over the years shows pressure to optimize production costs in the context of rising energy prices, and is also the target for improvement in the 2026–2031 period.

## **B. Development orientation for the 2026 - 2031 period**

### **I. Development objectives.**

During the 2026–2031 period, FiCO will focus on developing construction materials in a green and sustainable direction; improving product quality and production efficiency; and accelerating digital transformation, marketing, and human resource development. At the same time, the company will continue restructuring, phasing out outdated technologies, reducing the use of non-renewable resources, completing real estate projects, and implementing state divestment according to the roadmap. The goal is to achieve an average annual growth rate of 10% and reach double-digit growth by 2031.

### **II. Specific implementation plan**

#### **1. Specific objectives:**

- 2026–2028 period: This phase focuses on implementing key investment projects, including the development of Production Line 02 at FiCO Tay Ninh Cement Plant; land compensation, site clearance, and quarry planning at Nui Ong Trinh Stone Quarry (Phuoc Hoa FiCO Joint Stock Company); as well as the Thuy Trieu white sand mine (FiCO Cam Ranh Sand One Member Co., Ltd.). Due to the impact of these investments, the business performance of these units is expected to decline by approximately 50% compared to 2025. Accordingly, the Corporation targets maintaining the parent company's profit during this period at a level equivalent to 2025, estimated at around VND 95 billion per year.
- 2028–2031 period: This is expected to be a phase of strong growth as cement plants and mineral mining operations (white sand and construction stone) come into stable operation. On this basis, the Corporation targets the parent company's profit to grow at a rate of 15%–20% per year during this period; at the same time, the average growth rate for the entire 2026–2031 period is expected to reach approximately 10% per year.

#### **2. Mineral exploitation and processing sector**

Strengthen M&A investment, collect information to apply for exploration permits and transfers, with the goal by 2030 to invest or conduct M&A for a white silica sand mine to replace the current Thuy Trieu white sand mine with capacity from 300,000 - 450,000 tons/year. Refine



the quality evaluation and control system to export processed mineral products such as white silica sand, construction stone, artificial sand under the FiCO brand.

### **3. Ceramic tile and decorative material manufacturing sector**

Plan ceramic tile production for the 2026–2031 period (with brands FiCO Tile, Thanh Thanh, Vitaly) towards sustainability, modernizing technology, saving energy and protecting the environment, gradually converting factory premises to produce green materials to enhance competitiveness. At the same time, research investment in technology innovation, diversify designs, increase quantity and quality, develop thin, large-size products with high durability and abrasion resistance to meet domestic and export market demand.

### **4. Cement production**

In the 2026–2031 period, FiCO Corporation - JSC maintains stable production of FiCO brand cement and clinker through FiCO Tay Ninh Cement Joint Stock Company (FiCO-YTL), striving for 10–15%/year growth and improving quality, diversifying high-quality and specialized cement products. At the same time, invest in the second production line of Tay Ninh Cement Plant with capacity of 1.4 million tons of clinker/year (total investment approximately VND 2,800 billion), raising total capacity to 3 million tons of clinker/year.

### **5. Real estate investment**

Implement, complete and put into operation the high-rise apartment, commercial services, kindergarten and linked villa project at 2/34 Phan Huy Ich, Tan Son Ward, Ho Chi Minh City according to the functional separation model (land fund development, legal, design, capital mobilization, construction, operation) to optimize progress and quality. At the same time, apply environmentally friendly materials to create livable real estate products and maintain the FiCO real estate brand.

### **6. Research and implementation of new investment projects**

- Research conversion and investment in non-fired materials, green materials, to convert part of the existing ceramic tile factories to supplement investment in green non-fired material production projects such as non-fired bricks, lightweight materials, panels, fiber cement sheets, EPS/XPS thermal insulation foam or projects for the production of green and environmentally friendly materials.

- Seek and invest in M&A for a white sand mine project as raw material source for the Silica Powder Grinding project to replace the Cam Duc white sand mine – Khanh Hoa and enhance production and business efficiency for FiCO Corporation - JSC to replace the Thuy Trieu white sand mine, Khanh Hoa.

### **Part 4. Conclusion and recommendations.**

In 2026, the Executive Board and all officers and employees of FiCO Corporation - JSC will continue to implement solutions, seize and take advantage of all opportunities, gradually



overcome difficulties, and strive to complete the objectives as reported to the General Meeting of Shareholders. The General Director of FiCO Corporation - JSC believes that the plan targets and implementation solutions presented in this report are appropriate and feasible for execution.

Respectfully submitted to the General Meeting for review and approval.

Thank you very much!

**Recipients:**

- As addressed;
- Executive Board of FiCO Corporation - JSC;
- Inspection Committee of FiCO Corporation - JSC;
- Finance – Accounting Department of FiCO Corporation - JSC;
- Shareholders' Committee of FiCO Corporation - JSC;
- Planning and Production Operations Department;
- Filing (original).

**GENERAL DIRECTOR**



**CAO TRUONG THU**



**REPORT ON ACTIVITIES OF BOARD OF MANAGEMENT IN 2025 AND  
DIRECTIONS FOR ACTIVITIES IN 2026**

**Respectfully to: GENERAL MEETING OF SHAREHOLDERS OF  
FICO CORPORATION - JSC**

- Pursuant to Enterprise Law No. 59/2020/QH14, passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam at its 9<sup>th</sup> session on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022 and Law No. 76/2025/QH15 dated 17 June 2025;
- Pursuant to Charter of FiCO Corporation - JSC, approved by the General Meeting of Shareholders on 28 September 2016, and amended for the third time on 29 April 2025;
- Pursuant to Resolution No. 01/NQ-DHDCD approved by the General Meeting of Shareholders on 29 April 2025;
- Pursuant to the activities of Board of Management and the production and business performance of FiCO Corporation - JSC in 2025,

The Board of Management hereby reports on its activities in 2025 and the strategic directions for 2026 as follows:

**I. Report on the activities of Board of Management in 2025**

**1. List of members of Board of Management**

No.	Full name	Title	Appointment date	Dismissal date
1	Ms. Do Thi Hieu	Chairman	22 April 2021	
2	Mr. Cao Truong Thu	Member, General Director	22 April 2021	
3	Mr. Pham Viet Thang	Member, Deputy of General Director	22 April 2021	
4	Mr. Dang Minh Thua	Member	22 April 2021	28 February 2025
5	Mr. Nguyen Xuan Thang	Member	22 April 2021	
6	Mr. Nguyen Ngoc Vu Chuong	Member	29 April 2025	

**2. Evaluation of performance of Board of Management and its members**

In 2025, Board of Management held 09 in-person meetings and conducted 36 rounds of written consultation, issuing a total of 155 documents, including 68 resolutions/decisions and 87 other documents, covering the following matters:

- Issued several resolutions and decisions related to the restructuring of management personnel at the Parent company and Subsidiary companies, focusing on centralized management, streamlining intermediaries, and consolidating the authorized representative of

capital contribution of FiCO at its affiliate companies. In particular, appointing Mr. Nguyen Duc Loi as Deputy of General Director of FiCO Corporation - JSC, and the consolidation of authorized representative of capital contribution at Vitaly Joint Stock Company, FiCOCOM and Packaging and Bentonite Joint Stock Company No. 1.

- Restructured the operations of Thanh Thanh Joint - Stock Company.
- Purchased shares additionally issued by Phuoc Hoa FiCO Joint Stock Company (share offering) to existing shareholders to increase its charter capital.
- Approved credit limits at banks to ensure funding for the operations of FiCO Corporation - JSC and its affiliate companies.
- Approved the policy of research and implementation of investment projects such as the Precast concrete manufacturing plant, and participation in the auction for quartz sand mining rights in Thua Thien Hue.
- Continued to implement and refine the centralized financial management model, review, assess, and improve the management system.
- Conducted internal audits to review, evaluate, and address errors in corporate management at the Parent company and its affiliate companies.
- Established a supporting group to facilitate the transfer of State capital to a joint stock company.
- Directed information disclosure to the State Securities Commission, shareholders, and investors in accordance with regulations.

In 2025, all members of Board of Management fulfilled their responsibilities in accordance with provisions of FiCO Corporation - JSC's Charter and Regulations, contributing to the overall achievements of FiCO Corporation - JSC as set by the 2025 General Meeting of Shareholders.

### 3. Supervision of General Director and other executives

- The Board of Management effectively supervised the management and operations of the Executive Board. In addition to discussions in periodic and ad-hoc Executive Board meetings, the Board of Management frequently communicated via phone, email, and other information channels regarding strategic matters, business performance, the implementation of the General Meeting of Shareholders' Resolution, and the corporate objectives set for the year by the General Meeting of Shareholders.

- In general, despite economic difficulties caused by fluctuations in the real estate market in recent years, the Board of Management, Executive Board, and management levels exerted tremendous effort, creativity, and initiative to achieve the goals set by the General Meeting of Shareholders.

### 4. Remuneration, operating costs, and other benefits of the Board of Management

*Unit: VND*

No.	Full name	Title	Months	Remuneration	Salary, bonus
1	Ms. Do Thi Hieu	Chairman	12	120,000,000	1,061,479,000
2	Mr. Cao Truong Thu	Member	12	96,000,000	1,032,021,000
3	Mr. Pham Viet Thang	Member	12	96,000,000	796,359,000
4	Mr. Dang Minh Thua	Member	2	16,000,000	

5	Mr. Nguyen Ngoc Vu Chuong	Member	8	64,533,300	
5	Mr. Nguyen Xuan Thang	Specialized member	12	96,000,000	737,444,000

## 5. Evaluation of the implementation for the term of 2021 – 2026

During the 5-year period 2021 – 2026, the BOM directed and managed FiCO Corporation - JSC's operations on the basis of continuing the restructuring orientation from the previous phase, while closely following the Resolutions of the Annual General Meeting of Shareholders and the actual conditions of the construction materials market. Specifically:

- Regarding corporate governance and system restructuring: Continued to streamline the management apparatus under a centralized governance model; consolidated the role of the authorized representative of capital contribution at the affiliate companies; and reviewed and adjusted the functions and duties of Specialized Departments at the Parent company to enhance connectivity and coordination efficiency. During this period, internal audit activities, review of governance regulations, and risk control were implemented on a regular basis; the management accounting system was progressively improved across the affiliate companies; and financial control, cash flow management, and risk provisioning were further strengthened.
- Regarding business performance and financial results: In light of the significant fluctuations in the construction materials market, particularly during the 2023 - 2025 period due to the downturn in the real estate market and intensifying competition, the BOM instructed the Board of General Directors to implement comprehensive measures to reduce costs, restructure operations, handle inventory, and recover receivables. The 2021 - 2026 period recorded a gradual improvement in the operational efficiency of the Parent company; several affiliate companies restructured their operating models, focused on core products, and enhanced market competitiveness.
- Regarding investment activities: The BOM continued to implement the policy of restructuring the investment portfolio, focusing on core sectors such as mineral extraction and processing and manufacturing building materials, and the production of construction materials. Several key projects during the period were directed for review, adjustment or modification in line with actual conditions, including licensing procedures, extension, and resumption of operations at the Thuy Trieu - Cam Lam white sand mine, for which a renewed mining license was granted at the end of 2025. Inefficient investments and projects were reviewed, provisioned, or restructured in accordance with the principle of financial prudence.

## II. Performance results in 2025, plan for 2026, and directions for activities in 5 years at 2021 – 2026 period

### 1. Performance results in 2025 and plan for 2026

- Key targets:

*Unit: million dong*

No.	Target	Plan in 2025	Performance in 2025	Plan in 2026	Rate
1	Consolidated revenue	1.191.133.924.983	1.186.221.664.272	1.196.946.467.588	101%
2	Parent company revenue	1.600.000.000.000	1.308.734.720.719	1.445.795.273.847	110%

No.	Target	Plan in 2025	Performance in 2025	Plan in 2026	Rate
3	Consolidated profit before tax	75.845.866.092	144.896.391.308	148.449.085.660	102,4%
4	Parent company profit before tax <sup>1</sup>	71.300.000.000	90.832.567.925	99.916.000.000	110%

- Key implementation solutions:

- + Core solution: Continue restructuring to enhance FiCO Corporation - JSC's operational efficiency and promote investment activities.
- + Strengthen FiCO Corporation - JSC's central role in governance and operational management in FiCO's system; establish a comprehensive internal control framework from the Parent company to its Subsidiary companies; effectively control information, monitor operating processes, integrate advanced information technology solutions into management and related departments to optimize the efficiency in business management and timely risk assessment, make responsive and quick decisions.
- + Enhance M&A investment activities; organize the efficient extraction and processing, and integrated use of construction stone resources at FiCO Corporation - JSC's existing quarries.
- + Enhance the evaluation of the authorized representative of capital contribution at affiliate companies, perform the adjustment, appointments of the authorized representative of capital contribution to optimize the affiliate companies' performance, particularly in underperforming units.
- + Manage loan sources transparently and efficiently; maintain financial security and cash flow stability.
- + Cooperate with State capital representatives at FiCO, direct the Executive Board to complete legal procedures for State capital transfer to the joint stock company; resolve legal procedures and resolve bottlenecks in FiCO Corporation - JSC's ongoing projects, particularly 2/34 Phan Huy Ich Project.

**2. Directions for activities in 5-year period 2021 – 2026**

- Key objective: Maintain stable growth and achieve an average return on investment of 10% per year.
- Enhance governance efficiency under a centralized model; continue to improve the financial management system, internal control, and internal audit functions; strengthen cash flow management and cost control across the entire system.
- Strengthen research activities and implementation of new investment projects; restructure the investment portfolio.
- Plan and rationalize production in the ceramic tiles segment (including the 03 brands: FiCO Tile, Thanh Thanh and Vitaly) toward sustainable development, modernization of production technology, energy efficiency and environmental protection.
- Strengthen market forecasting, research and assessment for the 2026 - 2031 period; strengthen sales competitiveness and expand e-commerce channels.

<sup>1</sup> The profit of the Parent company has not yet excluded the gain from the disposal of Hoa An's shares; excluding such gain, the growth rate for 2026 is 10% compared to the 2025 performance results.

- Implement restructuring and reorganization of business production operations; review and optimize FiCO Corporation - JSC's organizational structure toward a lean and efficient model, aligned with each business line.

- Strengthen governance roles and responsibilities at affiliate companies through FiCO Corporation - JSC's authorized representative of capital contribution, with a view to controlling production costs, setting pricing strategies, and managing production quantity in line with market demand.

- Implement digital transformation in management, production, and business activities.

- Execute training and human resource development plans to support FiCO Corporation - JSC's expansion and new investment initiatives.

Above is the Report on the activities of the Board of Management at the 2026 Annual General Meeting of Shareholders for consideration and approval of the General Meeting of Shareholders.

Respectfully submitted.

Recipients:

- As addressed;
- Filing (original).

**ON BEHALF OF  
BOARD OF MANAGEMENT  
CHAIRMAN**



**Do Thi Hieu**



No. 01-2026/BC-BKS

Ho Chi Minh City, dated 16/04/2026



**REPORT OF INSPECTION COMMITTEE  
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026  
OF FICO CORPORATION - JSC**

**Respectfully to: GENERAL MEETING OF SHAREHOLDERS  
FICO CORPORATION - JSC**

- Pursuant to the Charter of organization and operation of FiCO Corporation - JSC (FiCO);
- Pursuant to the Regulation on organization and operation of the Inspection Committee of FiCO Corporation - JSC;
- Pursuant to Resolution No. 01/NQ-DHDCD, dated 29 April 2025 of the 2025 Annual General Meeting of Shareholders of FiCO Corporation - JSC.

The Inspection Committee reported to the General Meeting of Shareholders of FiCO Corporation - JSC the following contents:

**I/ Activities of the Inspection Committee in 2025:**

**1. Composition of the Inspection Committee:**

- At the 2021 General Meeting of Shareholders of FiCO Corporation - JSC was held on 22 April 2021, the Inspection Committee of FiCO Corporation - JSC was elected consisting of 03 members:

- |                     |                                      |
|---------------------|--------------------------------------|
| + Mr. Dao Quang Son | - Head of the Inspection Committee   |
| + Mr. Le Van Huy    | - Member of the Inspection Committee |
| + Ms. Tran Linh Chi | - Member of the Inspection Committee |

**2. Activities of the Inspection Committee in 2025:**

- The Inspection Committee has inspected and supervised the FiCO Corporation - JSC's activities in accordance with the provisions of the Charter of FiCO and the Law on Enterprises.

- Supervised the promulgation and implementation of resolutions, decisions and directions of the Board of Management and the Board of General Directors in the governance and administration of FiCO Corporation - JSC.

- Participated in meeting of briefing, production and business administration of the Board of General Director of FiCO Corporation - JSC and meetings of the Board of Management of FiCO Corporation - JSC.

- The Inspection Committee has conducted an appraisal of the Financial Statements of the FiCO Corporation - JSC as the Parent company for the first 6 months of 2025, including assessment of the ability to pay short-term liabilities of FiCO as the Parent company as of 30 June 2025, assessment of inventory, customer receivables, in particular, there is a note on long term outstanding bad debts and other receivables, and had proposal to the Board of Management of FiCO Corporation - JSC in Official Letter No. 03-2025/CV-BKS, dated 5 September 2025 refer to the review of FiCO Corporation - JSC's Financial Statement for the first 6 months of 2025.

- Weekly, the Inspection Committee shall review, evaluate, warn and urge the recovery of overdue debts, and simultaneously participate in meetings with the Finance and Accounting Department and Commercial Department of FiCO Corporation - JSC to monitor and urge the debt recovery.

- Monthly, the Inspection Committee shall coordinate with FiCO Corporation - JSC's Internal Audit Department to review and assess the financial situation of FiCO as the Parent company and send the assessment results to FiCO Corporation - JSC's Executive Board in the following contents:

+ Outstanding receivables status and bad debt warning of FiCO Corporation - JSC's Commercial Department (if any), the outstanding legacy receivables arising from the time of equitization of FiCO Corporation - JSC and FiCO Trading Building Materials Company Limited.

+ Analyzed and evaluated the business segments of FiCO Corporation - JSC's Commercial Department.

+ Evaluated the liquidity situation, short-term debt repayment ability of FiCO as the Parent company at the end of each month.

+ Evaluated potential losses of FiCO as the Parent company at the end of each month.

- In 2025, the Inspection Committee coordinated with FiCO Corporation - JSC's Internal Audit Department to conduct a review of the implementation of internal audit recommendations for 2024 and carried out thematic reviews on tax and accounting documents in order to assess compliance with applicable policies, procedures, and regulations at the following units: functional departments/divisions, Commercial Department of FiCO Corporation - JSC; Asian Tiles Corporation; and FiCO Commerce Product One Member Company Limited (FiCOCOM).

During the operation, the Inspection Committee received the coordination and support of the Board of Management, the Board of General Director as well as the Departments/Professional Departments/Affiliated units in performing the tasks assigned by the General Meeting of Shareholders.

### **3. Remuneration, operating expenses and other benefits of members of the Inspection Committee:**

No.	Full Name	Position	Number of months	Remuneration	Income
1.	Dao Quang Son	Head of the Inspection Committee	12	96,000,000	505,990,000
2.	Le Van Huy	Member of the Inspection Committee	12	60,000,000	
3.	Tran Linh Chi	Member of the Inspection Committee	12	60,000,000	

## **II/ Assessment of production and business, financial and other activities of FiCO Corporation - JSC in 2025:**

### **1. Assessment of FiCO Corporation - JSC's production and business activities in 2025:**

- Pursuant to Resolution No. 01/NQ-DHDCD dated 29 April 2025 of the 2025 Annual General Meeting of Shareholders of FiCO Corporation - JSC.

- Based on the 2025 audited financial statements of FiCO Corporation - JSC.

The implementation of the main production and business plan targets is as follows:

STT	Target	Unit	Plan in 2025	Performance in 2025	% performed over plan
<b>I</b>	<b>Consolidated</b>				
1	Consolidated revenue	VND Million	1,191,134	1,186,222	99.6%
2	Consolidated profit before tax	VND Million	75,846	144,896	191.0%
<b>II</b>	<b>Parent company</b>				
1	Revenue	VND Million	1,600,000	1,308,735	81.8%
2	Profit before tax	VND Million	71,300	90,833	127.4%

- Consolidated revenue reached 99.6% of the plan and the Parent company's revenue reached 81.8% of the plan, primarily due to the tiles segment revenue not meeting the plan.

- Profit before tax of the Parent company and consolidated profit both exceeded the plan by 27.4% and 91%, respectively, primarily due to certain subsidiary companies and affiliate companies achieving profits exceeding the planned targets.

## **2. Audited financial statement for 2025:**

The financial statement for the period from 1 January 2025 to 31 December 2025 was audited by CPA VIETNAM Auditing Co., Ltd. - a member of Inpact International Auditing Firm. The audit unit has issued the combined financial statement and consolidated financial statement enclosed with the audit letter No. ???/2026/BCKT-CPA VIETNAM-HCM dated ?? March 2026 and No. ???/2026/BCKTHN-CPA VIETNAM-HCM dated ?? March 2026.

The Inspection Committee agrees with the opinion of the Independent Auditor: The financial statement has honestly and reasonably reflected, in material aspects, the financial situation of FiCO Corporation - JSC as at 31 December 2025 as well as the business operation results and cash flows for the fiscal year ended on the same day, in accordance with Vietnam Accounting Standards, the current Vietnam Enterprise Accounting Regime and legal regulations related to the preparation and presentation of the financial statement.

## **3. Regarding the management and administration of production and business activities of FiCO Corporation - JSC:**

The Board of Management and the Executive Board have duly performed their functions and duties in accordance with the provisions of law, the Charter of organization and operation of FiCO Corporation - JSC and the Resolution of the General Meeting of Shareholders set out in 2025.

In 2025, the Board of Management held 09 in-person meetings and 36 rounds of written opinion collection, issued a total of 155 documents, including 68 resolutions/decisions and 87 other documents to manage FiCO Corporation - JSC's activities.

The Inspection Committee participated in the meeting and agreed with the contents of the 2025 report on governance, administration and production and business activities of the Board of Management and the Executive Board of FiCO Corporation - JSC.

## **4. Other activities of FiCO Corporation - JSC in 2025:**

4.1 Regarding the late payment interest of the difference between the actual value of the state capital at the time of official conversion into a joint stock company and the value of the state capital at the time of enterprise valuation for equitization (estimated at nearly VND 38 billion and not yet recorded in the accounting books): This matter remained unresolved in 2025, due to the absence of official opinions from the Competent Authorities.

#### 4.2 Collection of outstanding receivables

- As of 31 December 2025, FiCO Corporation - JSC had doubtful debts amounting to VND 145,7 billion, mainly comprising legacy outstanding receivables arising from the time of equitization of FiCO Corporation - JSC, for which full provision has been made.

In 2025, FiCO Corporation - JSC recovered certain doubtful debts amounting to VND 8,5 billion from units such as Tan Dinh FiCO Construction Mechanics Joint Stock Company; FiCO Investment Joint Stock Company; Thanh Phat Consulting Inspection and Construction Joint Stock Company, etc..

#### 4.3 Regarding the divestment of state capital in FiCO Corporation - JSC:

FiCO Corporation - JSC continued to coordinate with SCIC and the Ministry of Construction to resolve outstanding issues in order to promptly complete the finalization and approval of the value of the state capital at the time of official conversion into a joint stock company, serving as the basis for implementing state capital divestment in accordance with regulations.

### **III/ Assessment of the activities of the Inspection Committee for the term 2021 - 2026:**

#### **1. Composition of the Inspection Committee for the term 2021 - 2026**

- |                     |                                      |
|---------------------|--------------------------------------|
| + Mr. Dao Quang Son | - Head of the Inspection Committee   |
| + Mr. Le Van Huy    | - Member of the Inspection Committee |
| + Ms. Tran Linh Chi | - Member of the Inspection Committee |

#### **2. Assessment of the governance and management of the Board of Management and the Board of General Directors for the period 2021 - 2026:**

The 2021 - 2026 term has been a highly challenging period for FiCO Corporation - JSC, facing the COVID-19 pandemic, the sharp downturn of the real estate market and the increasing prices of input materials and fuels. However, through its supervisory activities, the Inspection Committee has observed that, with the decisive direction of the Board of Management and the flexible management of the Board of General Directors, practical effectiveness has been achieved, enabling FiCO Corporation - JSC to maintain financial stability, preserve capital and gradually improve operational efficiency.

#### **3. Summary of key activities of the Inspection Committee for the period 2021 - 2026:**

During its operation, the Inspection Committee has fully performed the duties assigned by the General Meeting of Shareholders, in compliance with the applicable laws and the Charter of FiCO Corporation - JSC. Key activities undertaken by the Inspection Committee during the 2021 - 2026 term include:

- Supervision of resolutions and governance orientations: Regularly attending briefing meetings of the Board of General Directors and the Board of Management; supervising the activities of the Board of Management and the Executive Board in the implementation of resolutions of the General Meeting of Shareholders, ensuring compliance with FiCO Corporation - JSC's Charter and applicable laws.

- Review and appraisal of periodic financial statements: From 2021 to 2025, the Inspection Committee has maintained the review of semi-annual and annual financial statements. It also prepared monthly reports assessing liquidity and risks of imbalance in the settlement of short-

term liabilities of the Parent company, in order to provide timely recommendations to the Board of General Directors.

- Monitoring and handling of outstanding receivables: The Inspection Committee has regularly attended meetings with the Finance and Accounting Department and the Commercial Department to review and warn on bad debts on a weekly/monthly basis, including legacy outstanding receivables arising from the time of equitization of FiCO Corporation - JSC and FiCO Trading Building Materials Company Limited.

- Internal audit activities: The Inspection Committee has coordinated with the Internal Audit Department to conduct audits at the Parent company (Functional Departments and Commercial Department) and its affiliate companies (Phuoc Hoa FiCO Joint Stock Company, Asia Tiles Corporation, FiCOCOM, etc.), thereby assessing compliance with procedures, internal regulations, and accounting regimes.

#### **IV/ Operation plan of the Inspection Committee in 2026:**

In 2026, the Inspection Committee is expected to carry out the following tasks:

- Performing inspection and supervision according to the functions and tasks specified in the Law on Enterprises, the Charter of FiCO Corporation - JSC and the operation regulations of the Inspection Committee.

- Monitoring, supervising the business operations and financial performance, and timely inform to shareholders, especially majority shareholders of FiCO Corporation - JSC.

- Supervising the promulgation and implementation of resolutions, decisions and directions of the Board of Management, the Board of General Director in FiCO Corporation - JSC's governance and administration.

- Supervising the implementation of the Inspection Committee's recommendations in FiCO Corporation - JSC's governance and administration.

- Coordinating with FiCO Corporation - JSC's Internal Audit Department in internal auditing FiCO Corporation - JSC's member companies.

#### **V/ Proposals and recommendations:**

- The Board of Management and the Executive Board shall continue to implement measures to strengthen the recovery of receivables, particularly long-outstanding receivables of FiCO Corporation – JSC.

- The Board of Management, the Executive Board shall strengthen the supervision of the performance results of the Authorized representative of capital contribution at member companies.

- The Board of Management shall direct FiCO's authorized representative of capital contribution at Vitaly Joint Stock Company to closely monitor the handling and liquidation of inventories, while effectively exploiting the leasing of premises and factories in order to minimize financial risks during the restructuring of this entity.

- The Board of Management shall direct FiCO's authorized representative of capital contribution at Thanh Thanh Joint - Stock Company to closely supervise the implementation of the restructuring plan at Thanh Thanh Joint - Stock Company, particularly the auction and liquidation of assets and inventories, in order to ensure transparency and avoid loss of FiCO Corporation - JSC's capital.

- The Board of Management shall continue to direct FiCO's authorized representative of capital contribution at Cam Ranh FiCO Sand Company Limited and Phuoc Hoa FiCO Joint Stock Company to focus on resolving outstanding issues and expediting the completion of legal procedures relating to land (including land use planning, compensation, site clearance, and land

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lease) in order to soon put Thuy Trieu white sand mine and Nui Ong Trinh stone quarry into actual operation.

- The Board of Management shall continue to propose and work with the Ministry of Construction and SCIC to promptly resolve outstanding issues and complete the finalization of the handover of state capital to the joint stock company, thereby establishing the legal basis for the implementation of state capital divestment in accordance with regulations.

In the process of operation, the Inspection Committee cannot avoid shortcomings, limitations due to information sources and objective factors, we look forward to receiving the support and suggestions of the Shareholders and the Steering Committee of FiCO Corporation – JSC, thereby the Inspection Committee can perform properly its role in supporting the operation and management of the system, helping FiCO Corporation - JSC develops stably and sustainably.

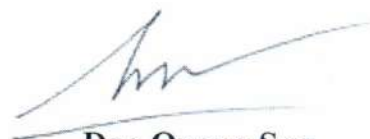
The above is report on the operation of FiCO Corporation - JSC's Inspection Committee, respectfully submit to the General Meeting of Shareholders for consideration and approval.

Respect./.

***Recipient:***

- As addressed;
- Board of Management (coordination);
- Board of General Director (coordination);
- Filing at Inspection Committee.

**ON BEHALF OF  
INSPECTION COMMITTEE  
Head of Department**

  
**Dao Quang Son**



**PROPOSAL**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026**  
*regarding approval of the Audited Financial Statements for 2025*

**Respectfully to: SHAREHOLDERS OF FICO CORPORATION - JSC**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam in its 9<sup>th</sup> session on 17 June 2020;
- Pursuant to the Charter of FiCO Corporation - JSC approved by the General Meeting of Shareholders on 28/09/2016; the 3<sup>rd</sup> amendment and supplement on 29 April 2025;
- Pursuant to the audited Financial Statements for the fiscal year ended 31 December 2025 of FiCO Corporation - JSC.

The Board of Management submitted to the General Meeting of Shareholders for the approval of the audited Financial Statement for 2025, in the document of the 2026 Annual General Meeting of Shareholders posted on the website of FiCO Corporation - JSC (www.fico.com.vn).

Report of the 2026 Annual General Meeting of Shareholders, Financial statements for the fiscal year ended 31 December 2025 have been audited by CPA Vietnam Auditing Co., Ltd. The basic indicators are as follows:

*Unit: VND*

No.	Target	Separate financial statements	Consolidated financial statements
<b>1</b>	<b>Total assets</b>	<b>2.359.342.500.915</b>	<b>2.828.375.727.879</b>
1.1	Short-term assets	1.264.164.015.791	1.523.502.998.002
1.2	Long-term assets	1.095.178.485.124	1.304.872.729.877
<b>2</b>	<b>Total capital</b>	<b>2.359.342.500.915</b>	<b>2.828.375.727.879</b>
2.1	Liabilities. In which:	923.366.898.381	1.215.415.268.437
	- Short-term liabilities	898.247.020.895	1.162.599.615.874
	- Long-term liabilities	25.119.877.486	52.815.652.563
2.2	Equity	1.435.975.602.534	1.612.960.459.442
<b>3</b>	<b>Total revenue and income</b>	<b>1.414.422.395.770</b>	<b>1.283.082.060.830</b>
	- Net sales revenue	1.308.734.720.719	1.186.221.664.272
	- Revenue from financial activities	102.811.473.141	25.214.676.042
	- Other income	2.876.201.910	71.645.720.516
<b>4</b>	<b>Pre-tax accounting profit</b>	<b>90.832.567.925</b>	<b>144.896.391.308</b>
<b>5</b>	<b>Profit after CIT</b>	<b>90.832.567.925</b>	<b>130.645.308.014</b>
6	Profit after tax of the parent company		X 118.637.057.581
7	Underlying earnings per share		X 934

Respectfully submit to the General Meeting of Shareholders for consideration and approval.  
 Regards!

**Recipient:**

- General Meeting of Shareholders;
- Filing.

**ON BEHALF OF**  
**BOARD OF MANAGEMENT**  
**CHAIRMAN**


  
  
**Đỗ Thị Hiếu**

**PROPOSAL****ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026***Regarding the plan of profit distribution for year 2025***Respectfully to: SHAREHOLDERS OF FICO CORPORATION - JSC**

- Pursuant to the Law on Enterprise No. 59/2020/QH14 approved by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam, 9<sup>th</sup> session on 17 June 2020;
- Pursuant to the Charter of FiCO Corporation – JSC approved by the General Meeting of Shareholders on 28 September 2016, 3<sup>rd</sup> amendment and supplement on 28 April 2025;
- Pursuant to FiCO Corporation – JSC's result of production and business in 2025.

In 2025, Vietnam's economy in general, and FiCO's production and business activities in particular, faced numerous challenges; but with the close direction of the Board of Management, the concerted efforts of the Executive Board and all employees, the Parent company's profit exceeded VND 90,8 billion, surpassing the target assigned by the General Meeting of Shareholders by 27.3%.

Therefore, the Board of Management hereby submits to the General Meeting of Shareholders the plan for profit distribution in year of 2025 as the following details:

No.	Details	Amount	Proportion (%) comparing to the total profit for distribution
<b>A</b>	<b>Total of undistributed profit after tax</b>	<b>90,832,567,925</b>	
1	Brought forward from previous years	0	
2	In 2025	90,832,567,925	
<b>B</b>	<b>Distributable profit</b>	<b>84,451,227,222</b>	
<b>C</b>	<b>Distribution plan</b>	<b>84,451,227,222</b>	<b>100,00%</b>
1	Reward fund	2,533,536,817	3,00%
2	Welfare fund	1,689,024,544	2,00%
3	Development investment fund	11,648,665,861	13,79%
4	Dividend: 5,4%	68,580,000,000	81,21%
5	Remuneration for the Board of Directors, Executive Management and the Supervisory Board for the 2021–2025 term	800.000.000	0.95%
<b>D</b>	<b>Retained distributable profit</b>	<b>0</b>	<b>0%</b>

We respectfully submit to the General Meeting of Shareholders for consideration, approval, and authorization for the Board of Directors to proactively decide on the timing and procedures for dividend payment, as well as to determine the detailed allocation of



bonus amounts to each member of the Board of Directors and the Supervisory Board based on their level of contribution.

Sincerely yours!

**Recipient:**

- General Meeting of Shareholders;
- Filing.

**ON BEHALF OF  
THE BOARD OF MANAGEMENT  
CHAIRMAN**



*Đỗ Thị Kiều*



No.: 102 /TTr- DHDCD

Ho Chi Minh City, dated 16/04/2026

**PROPOSAL****ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026*****Regarding remuneration for members of the Board of Management and the Inspection Committee of FICO Corporation – JSC*****Respectfully to: SHAREHOLDERS OF FICO CORPORATION - JSC**

- Pursuant to the Enterprises Law No. 59/2020/QH14 approved by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam, 9<sup>th</sup> session on 17 June 2020.
- Pursuant to the Charter of FiCO Corporation - JSC approved by the General Meeting of Shareholders on 28 September 2016, the 1<sup>st</sup> amendment, supplement on 10 March 2017 and the 3<sup>rd</sup> amendment on 29 April 2025.
- Pursuant to the Corporate Governance Regulation of FiCO Corporation - JSC issued by FiCO Corporation - JSC's Board of Management on 27 October 2016 and the 1<sup>st</sup> supplement on 22 April 2021.
- Pursuant to Resolution No. 01/NQ-DHDCD of the 2025 Annual General Meeting of Shareholders issued on 29 April 2025;
- Pursuant to the business performance results for 2025 and the business plan for 2026 of FiCO Corporation - JSC.

The Board of Management of FiCO Corporation - JSC would like to submit to the Annual General Meeting of Shareholders in 2026 for approving the remuneration paid to Members of the Board of Management and the Inspection Committee of FiCO Corporation - JSC in 2025 and approving the plan to pay remuneration to Members of the Board of Management and the Inspection Committee in 2026 as follows:

**1. Remuneration paid to the Board of Management and the Inspection Committee of FiCO Corporation - JSC in 2025**

- Pursuant to Resolution No. 01/NQ-DHDCD of the 2025 Annual General Meeting of Shareholders issued on 29 April 2025, FiCO Corporation - JSC has paid remuneration to the Board of Management and the Inspection Committee in 2025 as follows:

No.	Full name	Title	Remuneration /month	Number of months	Amount	Notes
<b>I</b>	<b>Board of Management</b>				<b>488,533,300</b>	
1	Do Thi Hieu	Chairman	10,000,000	12	120,000,000	
2	Cao Truong Thu	Member	8,000,000	12	96,000,000	
3	Pham Viet Thang	Member	8,000,000	12	96,000,000	
4	Nguyen Xuan Thang	Member	8,000,000	12	96,000,000	

No.	Full name	Title	Remuneration /month	Number of months	Amount	Notes
5	Dang Minh Thua	Member	8,000,000	02	16,000,000	
6	Nguyen Ngoc Vu Chuong	Member	8,000,000	08	64,533,300	
<b>II</b>	<b>Inspection Committee</b>				<b>216,000,000</b>	
1	Dao Quang Son	Head	8,000,000	12	96,000,000	
2	Tran Linh Chi	Member	5,000,000	12	60,000,000	
3	Le Van Huy	Member	5,000,000	12	60,000,000	
	<b>Total</b>				<b>704,533,300</b>	

**2. Remuneration plan in 2026 for the Board of Management and the Inspection Committee of FiCO Corporation - JSC:**

- Remuneration for the Chairman of the Board of Management : VND 10,000,000/month
- Remuneration for Member of Board of Management : VND 8,000,000/person/month
- Remuneration for the Head of the Inspection Committee : VND 8,000,000/month
- Remuneration for Member of the Inspection Committee : VND 5,000,000/person/month

Remuneration for members of the Board of Management and the Inspection Committee shall be paid at the end of each month.

Respectfully submit to the General Meeting of Shareholders for consideration, voting and approval.

**Recipient:**

- General Meeting of Shareholders;
- Filing.

**ON BEHALF OF  
BOARD OF MANAGEMENT  
CHAIRMAN**



*Dỗ Thị Hiền*



**FICO CORPORATION - JSC**

\*\*\*\*\*  
No. 02-2026/BKS-TT



SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness  
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*Ho Chi Minh City, dated 16/04/2026*

**PROPOSAL**

**Re: Selection of the auditor of the 2026 Financial Statements of FICO CORPORATION - JSC**

**To: GENERAL MEETING OF SHAREHOLDERS  
FICO CORPORATION - JSC**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020.

- Pursuant to the Charter of organization and operation of FICO CORPORATION - JSC which was duly approved at the General Meeting of Shareholders on 28/09/2016, 2<sup>nd</sup> supplement on 22/4/2021.

In order to serve the audit of the 2026 Financial Statements of FICO CORPORATION - JSC (including the Financial Statements of the Parent Company and the Consolidated Financial Statements) in accordance with the provisions of law and the Charter of the Corporation, the Supervisory Board respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors of FICO CORPORATION - JSC selects an independent auditor to audit the Corporation's 2026 Financial Statements with some of criteria as follows:

- The firm must be currently approved by the Ministry of Finance, the State Securities Commission to audit security issuing organization, listed organizations, and trading organization.

- The firm must have a strong reputation and experience in auditing and financial consulting for enterprises engaged in construction materials manufacturing, trading, real estate, and mineral exploitation.

- Audit costs are reasonable and economical, in accordance with the required contents, scope and progress of the Corporation.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Regards.

**Recipient:**

- Ditto;
- Board of Directors (coordination);
- General Director Board (coordination);
- Supervisory board to archive.

**ON BEHALF OF  
SUPERVISORY BOARD  
HEAD OF BOARD**

**Dao Quang Son**

**FICO CORPORATION - JSC**

**SOCIALIST REPUBLIC OF VIET NAM**

**Independence - Freedom - Happiness**

No.: 123 /TTr-DHDCD

*Ho Chi Minh City, dated 16/04/2026*

**PROPOSAL**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

***Regarding the approval of contracts, transactions between FiCO Corporation - JSC  
and related party of FiCO Corporation - JSC***

**Respectfully to: SHAREHOLDERS OF FICO CORPORATION - JSC**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019.
- Decree No. 155/2020/ND-CP providing detailed regulations on the implementation of the Law on Securities;
- Pursuant to the Charter of FiCO Corporation - JSC

To ensure the smooth operation of governance, production and business activities of FiCO Corporation - JSC and to comply with information disclosure requirements in accordance with the Law on Securities, the Board of Management of FiCO Corporation - JSC respectfully submits to the General Meeting of Shareholders for approval of the contracts and transactions arising in 2026 up to the next General Meeting of Shareholders, with a value equal to or greater than 35% or transactions leading to the total transaction value arising during the above period from the date of the first transaction having a value of 35% or more of the total asset value recorded in the most recent financial statement, signed between FiCO Corporation - JSC and FiCOCOM (expected transaction value of 850 billion, accounting for 36% of total asset value) in accordance with the provisions of Article 167 of the Law on Enterprises 2020, Article 293 of Decree No. 155/2020/ND-CP and other relevant regulations (if any).

Respectfully submitted to the General Meeting of Shareholders for consideration and voting for approval.

Sincerely!

***Recipients:***

- General Meeting of Shareholders;
- Filing.

**ON BEHALF OF THE BOARD OF  
MANAGEMENT**

**CHAIRMAN**



*Dỗ Chi Hiếu*

**FiCO CORPORATION - JSC**

No.: 124 /TTr-FiCO

**SOCIALIST REPUBLIC OF VIET NAM**

**Independence - Freedom - Happiness**

*Ho Chi Minh City, dated 16/04/2026*

**PROPOSAL**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS YEAR 2026**

***Regarding: Approval of updating the contents of the Charter on Organization and Operation of FiCO Corporation - JSC***

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam in its 9<sup>th</sup> session on 17 June 2020; amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022 amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the form of Public-Private Partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax and the Law on Civil Judgment Execution, and Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Charter on Organization and Operation of FiCO Corporation - JSC approved by the General Meeting of Shareholders on 29 August 2016, adjusted, amended and supplemented for the 3<sup>rd</sup> time according to Resolution of the General Meeting of Shareholders No. 01/NQ-DHDCD dated 29 April 2025.

The Board of Management of FiCO Corporation - JSC submits to the General Meeting of Shareholders for voting and approval of the update to the contents of the Charter of FiCO Corporation - JSC as follows:

1. Updated contents:

No.	Clause	Current Charter of FiCO Corporation - JSC	Draft Charter after updating contents in 2026	Reason for amendment and supplementation	Legal basis
1.	Article 3, Clause 4	4. Registered head office of FiCO is:	<b>4. Registered head office of FiCO is:</b>	Update of administrative boundary change	Resolution No. 1685/NQ-UBTVQH15 dated 16 June 2025 of the



	- Address: 15 <sup>th</sup> Floor, Sailing Tower, No. 111A, Pasteur, Ben Nghe ward, District 1, Ho Chi Minh City - Telephone: (84.8) 3. 8.212.960 - 3.8.270.041 - Fax: (84.8) 3. 8.213.233 - Website: <a href="http://www.fico.com.vn">www.fico.com.vn</a> - Email: <a href="mailto:info@fico.com.vn">info@fico.com.vn</a>	<b>- Address: 15th Floor, Sailing Tower, No. 111A, Pasteur, Sai Gon ward, Ho Chi Minh City</b> - Telephone: (84.8) 3. 8.212.960 - 3.8.270.041 - Fax : (84.8) 3. 8.213.233 - Website: <a href="http://www.fico.com.vn">www.fico.com.vn</a> - Email : <a href="mailto:info@fico.com.vn">info@fico.com.vn</a>	Standing Committee of the National Assembly on arrangement of commune-level administrative units of Ho Chi Minh City in 2025
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2. Apart from the above proposed update contents, all other contents of the Charter of FiCO Corporation - JSC remain unchanged and in full force. The General Meeting of Shareholders authorizes the Board of Management of FiCO Corporation - JSC to issue the Charter of FiCO Corporation - JSC in accordance with the provisions of law.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.  
Sincerely./.

**Recipients:**

- As above;
- Filling.

**ON BEHALF OF THE BOARD OF MANAGEMENT  
CHAIRMAN**



**DO THI HIEU**



No.: 125 /TTr-HDQT

*Ho Chi Minh City, dated 16/04/2026*

**PROPOSAL**

**Regarding the election of Members of the Board of Management and  
Members of the Inspection Committee of  
FICO Corporation - JSC for the term 2026-2031**

**Respectfully to: GENERAL MEETING OF SHAREHOLDERS OF  
FICO CORPORATION – JSC**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam in its 9<sup>th</sup> session on 17 June 2020; amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022 amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the form of Public-Private Partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax and the Law on Civil Judgment Execution, and Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Charter on organization and operation of FICO Corporation - JSC approved by the General Meeting of Shareholders on 28 September 2016 and adjusted, amended and supplemented for the 3<sup>rd</sup> time on 29 April 2025;
- Pursuant to the List and dossiers of candidates for Members of the Board of Management and Members of the Inspection Committee of FICO Corporation - JSC for the term 2026-2031,

The Board of Management for the term 2021-2026 and the Inspection Committee for the term 2021-2026 of FICO Corporation - JSC will terminate their term when the 2026 Annual General Meeting of Shareholders of FICO Corporation - JSC elects Members of the Board of Management and Members of the Inspection Committee for the new term 2026-2031;

In compliance with the provisions of law and the Charter of FICO Corporation - JSC on the approval of matters under the authority of the General Meeting of Shareholders, the Board of Management of FICO Corporation - JSC respectfully submits to the General Meeting of Shareholders for consideration and decision on the following contents:

1. Election of Members of the Board of Management of FICO Corporation - JSC for the term 2026-2031.

The nomination and introduction dossiers for the Board of Management consist of 05 members:

- Ms. Do Thi Hieu
- Mr. Cao Trung Thu



- Mr. Nguyen Ngoc Vu Chuong
- Mr. Nguyen Xuan Thang
- Mr. Pham Viet Thang

2. Election of Members of the Inspection Committee of FICO Corporation - JSC for the term 2026-2031.

The nomination and introduction dossiers for the Inspection Committee consist of 03 members:

- Mr. Dao Quang Son
- Ms. Tran Linh Chi
- Ms. Pham Thi My Van

Respectfully submitted to the General Meeting of Shareholders for consideration and decision.

Sincerely,

**Recipients:**

- *As above;*
- *Filling.*

**ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN**



*Đỗ Chi Hiếu*



**ELECTION REGULATION**  
**ON MEMBERS OF THE BOARD OF MANAGEMENT, INSPECTION COMMITTEE**  
**FOR THE TERM OF 2026-2031**

- Pursuant to the Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020; Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam at its 9<sup>th</sup> session on 17 June 2020; as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022, amending and supplementing certain provisions of the Law on Public Investment, the Law on Public-Private Partnership Investment, the Investment Law, the Housing Law, the Bidding Law, the Electricity Law, the Enterprise Law, the Special Consumption Tax Law, and the Civil Judgment Enforcement Law; and by Law No. 76/2025/QH15 dated 17 June 2025, amending and supplementing certain provisions of the Enterprise Law;

- Pursuant to Decree No. 155/2020/NĐ-CP dated 31 December 2020, of the Government on elaboration of certain articles of the Law on Securities;

- Pursuant to the Charter on Organisation and Operation of FiCO Corporation – JSC, approved by the General Meeting of Shareholders on 29 August 2016, the 3<sup>rd</sup> amendment, supplement according to the Resolution No. 01/NQ-GMS of the General Meeting of Shareholders dated 29 April 2025,

The Board of Management of FiCO Corporation – JSC, hereby submits to the General Meeting of Shareholders for the approval of the Election Regulation on Members of the Board of Management and Inspection Committee for the term 2026-2031 as the following details:

**I. Scope of regulation**

The provisions of this Regulation are as follows:

1. The standards, conditions, number of the member of the Board of Management, the Inspection Committee of FiCO Corporation - JSC;
2. Process of election, candidacy, nomination of member for the Board of Management, the Inspection Committee and the determination of election results.

**II. The applicable standards and conditions of the Board of Management' members**

Members of the Board of Management are required to meet the standards and conditions regulated in Article 155 of the Enterprise Law, as follows:

- a) Possessing full civil act capacity, not fall under the subjects prohibited from establishing

- or managing a business as regulated in Clause 2, Article 17 of the Enterprise Law;
- b) Possessing the applicable professional qualifications and experience in business management of FiCO Corporation - JSC and not necessarily be a shareholder of FiCO;
- c) A member of FiCO's Board of Management may simultaneously serve as a member of the Board of Management of another company;
- d) Being in good health, possessing good moral character, honesty, integrity, and having legal knowledge.

### **III. Standards and qualifications of the Inspection Committee's members**

Members of the Inspection Committee are required to meet the standards and conditions regulated in Article 169 of the Enterprise Law, as follows:

- a) Not fall under the subjects specified in Clause 2, Article 17 of the Enterprise Law;
- b) Being trained in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a major in relevance to the business activities of the enterprise;
- c) Must not be a family member of any member of the Board of Management, Director or General Director and other managers;
- d) Must not be a company manager; not necessarily be a shareholder or employee of the company, unless otherwise provided in the company's Charter;
- e) Other standards and conditions in accordance with relevant laws and the company's Charter.

### **IV. Composition of members of the Board of Management and Inspection Committee**

The number of elected members of the Board of Management is **05 (five)**, and the number of elected members of the Inspection Committee is **03 (three)**.

### **V. Nomination and candidacy rights**

#### **1. Nomination:**

##### *1.1. Nomination for the Board of Management:*

Shareholders holding voting shares have the right to pool their individual voting rights to nominate candidates for the Board of Management. The number of candidate for Board of Management's members that each nominating group may propose is as follows:

- a) Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate 01 (one) candidate;
- b) Shareholders or groups of shareholders holding from 20% to less than 35% of the total voting shares are entitled to nominate a maximum of 02 (two) candidates;
- c) Shareholders or groups of shareholders holding from 35% to less than 50% of the total voting shares are entitled to nominate a maximum of 03 (three) candidates;
- d) Shareholders or groups of shareholders holding from 50% to less than 65% of the total voting shares are entitled to nominate a maximum of 04 (four) candidates;

e) Shareholders or groups of shareholders holding 65% or more of the total voting shares are entitled to nominate the full number of candidates.

In the event that the number of candidates nominated by a shareholder or group of shareholders is fewer than the candidate number that they are entitled to nominate under the resolution of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Management and other shareholders.

### *1.2. Nomination for Inspection Committee*

Shareholders holding voting shares have the right to pool their voting rights together for nominating candidates for the Inspection Committee. The candidate number of Inspection Committee that each nominating group may propose is as follows:

a) Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate 01 (one) candidate;

b) Shareholders or groups of shareholders holding from 20% to less than 40% of the total voting shares are entitled to nominate a maximum of 02 (two) candidates;

c) Shareholders or groups of shareholders holding 40% or more of the total voting shares are entitled to nominate the full number of candidates.

In the event that the number of candidates nominated by shareholders or groups of shareholders is fewer than the number they are entitled to nominate under the resolution of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Inspection Committee and other shareholders.

2. Candidates who self-candidacy or nominated by a group of shareholders for election as members of the Board of Management or the Inspection Committee are required to submit their nomination or candidacy dossiers to FiCO Corporation - JSC's headquarters **no later than 16:00 on 9 April 2026** (based on the postal delivery date). Based on candidates' curriculum vitae, the Organising Committee of the General Meeting of Shareholders shall prepare a summary list of candidates reporting to the General Meeting before the election process takes place.

## **VI. Election list and the ballot**

1. The election list is required include the following candidates number:

a) For electing members of the Board of Management, there must be at least five (05) candidates;

b) For electing members of the Inspection Committee, there must be at least three (03) candidates.

2. The ballots are pre-printed with candidates's full name on the election list, and be sorted alphabetically A, B, C, and bear the stamp of FiCO Corporation - JSC.

## **VII. Election form and process**

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1. Form of election: the election shall be voted by secret ballot, and the vote-counting results shall be announced immediately after completing counting process at the General Meeting of Shareholders.

2. Process of election: Electing members for the Board of Management and the Inspection Committee shall be carried out by the cumulative voting method, is prescribed as follows:

a) Each shareholder whose total number of ballots is equal to the number of shares owned multiplied (x) by the number of members to be elected to the Board of Management or the Inspection Committee. Shareholders have the right to pool all of their ballots to one or several candidates they have endorsement toward.

b) If voters do not wish to vote for any candidate on the election list, they shall cross out the full name of the candidates that they do not vote for on the ballots.

### **VIII. The valid and invalid ballots**

1. *Valid ballot must be satisfied the the following conditions:*

- a) Issued by the Organising Committee of the General Meeting of Shareholders;
- b) Ballot with the full or fewer number of candidates as prescribed.
- c) Ballot with the full or fewer number of shares entitled to vote.

2. *A ballot shall be considered invalid if fall into one of following events:*

- a) Ballot not issued by the Organizing Committee of the General Meeting of Shareholders;
- b) Ballot does not vote for any candidates on the election list;
- c) Ballot exceeding the specified number of candidates;
- d) Ballot exceeding the number of shares eligible for voting;
- e) Ballot on which additional names, or other symbols are written, or voting for individual outside the election list;
- f) Other cases (if any) as decided by the General Meeting of Shareholders;

### **IX. Election Result Counting**

1. The counting of each ballot:

a) In case where the ballot does not allocate the number of voting shares to each candidates, the total number of voting shares stated on the ballot shall be distributed equally among the candidates endorsed by the shareholder for election to the Board of Management or the Inspection Committee.

b) In case where the ballot allocates the number of voting shares to each candidate, the calculation shall be based on the number of shares that the shareholder has allocated to each member of the Board of Management/Inspection Committee.

2. Candidate who get elected as a member of the Board of Management or the Inspection Committee shall be determined based on the number of voting shares, ranked from highest to

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lowest, starting with the candidate with the highest number of votes until the required number of members under the Election Regulations is reached.

3. In the event that two or more candidates receive the same number of votes for the last seat of member of the Board of Management or the Inspection Committee, a re-election shall be conducted among the candidates with equal votes to determine the candidate with the higher number of votes.

4. In the event that a re-election under provisions of Point 3 of Section IX still does not determine a candidate with a higher number of votes, the decision on whether to hold another round of voting shall be made by the General Meeting of Shareholders.

#### **X. The Vote Counting Committee of the General Meeting of Shareholders**

1. The Vote Counting Committee shall be nominated by the Board of Management, with its number and list of members approved by the General Meeting of Shareholders. The Vote Counting Committee consists of 05 members, including one Head of committee and four members.

##### **2. Responsibilities of the Vote Counting Committee**

a) Guide the voting procedures, check and seal the ballot boxes, verify the number of ballots received, and count the collected ballots.

b) Evaluate and conclude on invalid ballots.

c) Prepare the vote counting minutes, report to the Chairperson of the General Meeting of Shareholders, announce the election results, sign the election minutes; seal all ballots and deliver them to the Chairperson of the General Meeting of Shareholders, who shall hand them over to the newly elected Board of Management for archiving in accordance with regulations.

No individuals other than the Vote Counting Committee members and technical staff designated by the General Meeting of Shareholders, shall be allowed to access the vote counting area.

#### **VI. Announcement of election results**

Based on the Vote Counting Minutes, the election results for members of the Board of Management, the Inspection Committee of FiCO Corporation - JSC for the term 2026–2031 shall be announced by the Vote Counting Committee immediately at the General Meeting of Shareholders;

#### **VII. Effectiveness**

This Election Regulation shall take effect immediately upon approval by the Annual General Meeting of Shareholders 2026 of FiCO Corporation - JSC and shall apply exclusively to the election of Board of Management and Inspection Committee for the term 2026–2031 at this General Meeting of Shareholders.

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ON BEHALF OF  
THE BOARD OF MANAGEMENT  
CHAIRMAN



**Do Thi Hieu**



Ho Chi Minh City, April 16, 2026

**LIST OF CANDIDATES  
FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS  
TERM 2026-2031**

**To: The Annual General Meeting of Shareholders 2026**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, adopted by the National Assembly on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to the Charter of the Corporation, approved by the General Meeting of Shareholders on August 29, 2016, and amended and supplemented for the third time on April 29, 2025;
- Pursuant to Notice No. 17/TB-HĐQT dated April 8, 2025 regarding the nomination and self-nomination of candidates for Members of the Board of Directors and the Board of Supervisors for the 2026–2031 term,

Pursuant to Notice No. 17/TB-HĐQT dated April 8, 2025 regarding the nomination and self-nomination of candidates for Members of the Board of Directors and the Board of Supervisors for the 2026–2031 term:

No.	Full name	Year of birth	Gender	Permanent address	Professional qualifications	Current position (At FiCO Corporation and other enterprises)	Position nominated / applied for
1	Đỗ Thị Hiếu	1973	Female	Group 19, Phu Dien Ward, Hanoi city	Economic Engineer	- <b>Chairman of the BOD of FiCO Corporation – JSC;</b> - Chief Accountant of Xuan Cau Investment JSC; - Member of the Board of Directors of Dong Anh Licogi Mechanical JSC.	Member of the Board of Directors
2	Cao Trường Thụ	1983	Male	86/44 Pho Quang Street, Tan Son Hoa Ward, Ho Chi Minh City	Master of Economics – Major in Finance	- <b>Member of the Board of Directors and General Director of FiCO Corporation – JSC;</b>	Member of the Board of Directors



						<ul style="list-style-type: none"> <li>- Chairman of the BOD of Thanh Thanh Ceramic JSC;</li> <li>- Chairman of the BOD of Hoa An JSC;</li> <li>- Chairman of the BOD of Dong Anh Licogi Mechanical JSC.</li> </ul>	
3	Phạm Việt Thắng	1978	Male	122/4 Yen The Street, Ward 2, Tan Binh District, Ho Chi Minh City	Master of Economics – Major in Business Administration	<ul style="list-style-type: none"> <li>- <b>Member of the BOD and Deputy General Director of FiCO Corporation – JSC;</b></li> <li>- Member of the Board of Directors of Thanh Thanh Ceramic JSC;</li> <li>- Chairman of the Board of Directors of Vitaly JSC;</li> <li>- Head of the Supervisory Board of Phuoc Hoa FiCO JSC;</li> <li>- Head of the Supervisory Board of Hoa An JSC.</li> </ul>	Member of the Board of Directors
4	Nguyễn Ngọc Vũ Chương	1984	Male	468 Thong Nhat Street, An Hoi Dong Ward, Ho Chi Minh City	Bachelor of Finance and Banking	<ul style="list-style-type: none"> <li>- <b>Member of the BOD of FiCO Corporation – JSC;</b></li> <li>- Investment Specialist Level 4 – State Capital Investment Corporation (SCIC);</li> <li>- Member of the Supervisory Board of DOMESCO Medical Import-Export JSC;</li> <li>- Chairman of the Board of Directors of Sovilaco International Manpower JSC.</li> </ul>	Member of the Board of Directors
5	Nguyễn Xuân Thắng	1975	Male	391/14 Dien Bien Phu Street, Thanh My Tay Ward, Ho Chi Minh City	Master of Business Administration	<ul style="list-style-type: none"> <li>- <b>Member of the BOD of FiCO Corporation – JSC</b></li> </ul>	Member of the Board of Directors
6	Đào Quang Sơn	1971	Male	688/59/6 Quang Trung Street, Thong Tay Hoi Ward, Ho Chi Minh City	Bachelor's Degree in Accounting	<ul style="list-style-type: none"> <li>- <b>Head of the Supervisory Board of FiCO Corporation – JSC;</b></li> </ul>	Member of the

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 - CỘNG  
 CỔ PHẦN  
 PHỐ HỒ

						<ul style="list-style-type: none"> <li>- Head of the Supervisory Board of Thanh Thanh Ceramic JSC;</li> <li>- Member of the Supervisory Board of Vitaly JSC.</li> </ul>	Supervisory Board
7	Trần Linh Chi	1991	Female	Room 4 C13, 8/3 Textile Town, Bach Mai Ward, Hanoi city	Master's Degree – Major in Accounting, Auditing, and Analysis	<ul style="list-style-type: none"> <li>- <b>Member of the Supervisory Board of FiCO Corporation – JSC;</b></li> <li>- Deputy Head of Finance and Accounting Department, Xuan Cau Holdings JSC.</li> </ul>	Member of the Supervisory Board
8	Phạm Thị Mỹ Vân	1983	Female	95/94/4 Le Van Luong Street, Tan Hung Ward, Ho Chi Minh City	Master of Economic Law	<ul style="list-style-type: none"> <li>- <b>Specialist of the Human Resources and Legal Department, FiCO Corporation – JSC.</b></li> </ul>	Member of the Supervisory Board

**To:**

- As above;
- For filling.

**ON BEHALF OF THE BOD  
CHAIRMAN**



**Đỗ Thị Hiếu**





## SƠ YẾU LÝ LỊCH

Dùng cho người ứng cử/đề cử bầu làm thành viên HĐQT/BKS

- Họ và tên: **ĐỖ THỊ HIỆU** Giới tính: Nữ
- Ngày, tháng năm sinh: 03/01/1973 Nơi sinh: Tuyên Quang
- Quốc tịch: Việt Nam
- Số CCCD: 008173002664 Ngày cấp: 27/08/2024 Tại: Bộ Công an
- Địa chỉ thường trú: Tổ 19 Phường Phú Diễn, Hà Nội
- Chỗ ở hiện tại: Tổ 19 Phường Phú Diễn, Hà Nội
- Điện thoại liên hệ: 028 38 212 960
- Địa chỉ email: hieu.dt@xuancau.com.vn
- Trình độ chuyên môn: Kỹ sư Kinh tế
- Quá trình công tác:

Thời gian	Nơi làm việc	Chức vụ/ Vị trí công tác
01/1995-05/1997	Viện Quy hoạch và thiết kế NN – Bộ Nông nghiệp và phát triển nông thôn	Chuyên viên
06/1997-05/2000	Công ty tư vấn Điện-Thủy – Tổng công ty Thủy Việt Nam	Cán bộ
06/2000-09/2013	Công ty CP Đầu tư Lạc Hồng	Kế toán trưởng
10-2013 đến nay	Công ty CP Đầu tư Xuân Cầu	Kế toán trưởng
04/2021 đến nay	Tổng công ty Vật liệu xây dựng Số 1 – CTCP	Chủ tịch HĐQT
04/2022 đến nay	Công ty CP Cơ khí Đông Anh Licogi	Thành viên HĐQT

- Các lợi ích có liên quan tới Công ty (nếu có): không

Tp. Hồ Chí Minh, ngày 09 tháng 04 năm 2026

Người khai

Đỗ Thị Hiệu





# SƠ YẾU LÝ LỊCH

Dùng cho người ứng cử/đề cử bầu làm thành viên HĐQT/BKS

- Họ và tên: **PHẠM VIỆT THẮNG** Giới tính: Nam
- Ngày, tháng năm sinh: 12/04/1978 Nơi sinh: Thanh Hóa
- Quốc tịch: Việt Nam
- Số CCCD: 038078021673 Ngày cấp: 22/12/2021 Nơi cấp: Cục CS QLHC về TTXH
- Địa chỉ thường trú: Số 122/4 Yên Thế, Phường 2, Quận Tân Bình, TP Hồ Chí Minh
- Chỗ ở hiện tại: Căn hộ SAV2 05-03, chung cư The Sun Avenue, 28 Mai Chí Thọ, Quận 2, TP HCM
- Điện thoại liên hệ: 028 38 212 960
- Địa chỉ email: thang.pham@fico.com.vn
- Trình độ chuyên môn: Thạc sỹ Kinh tế - chuyên ngành Quản trị kinh doanh
- Quá trình công tác:

Từ tháng, năm đến tháng, năm	Chức danh, chức vụ, nơi làm việc
2001 -2002	Chuyên viên kế toán, Công ty Liên doanh Công trình – Tổng công ty Công trình giao thông 8 (CIENCO 8)
2002 – 2006	Chuyên viên kế toán, Công ty Dịch vụ hàng không Sân bay Tân Sơn Nhất
2006 – 2008	Chuyên viên tư vấn Tài chính Doanh nghiệp, Công ty TNHH Chứng khoán ACB
2008 -2010	Trưởng phòng tư vấn Tài chính Doanh nghiệp - Công ty CP Chứng khoán Beta
2010 – 2014	Trưởng phòng tư vấn Tài chính Doanh nghiệp - Công ty CP Chứng khoán Phương Đông
2014 – 2017	Giám đốc tư vấn TCDN và BLPH, Công ty CP Chứng khoán Sài Gòn Hà Nội – Chi nhánh TPHCM
2017 – 03/2020	Trưởng Ban Kiểm soát Tổng công ty VLXD số 1 – CTCP
04/2020 – 04/2021	Trưởng Ban Kiểm soát kiêm Phụ trách Phòng Kiểm toán nội bộ Tổng công ty VLXD số 1 – CTCP
05/2021 đến nay	Thành viên HĐQT kiêm Phó Tổng giám đốc Tổng công ty VLXD số 1 – CTCP Thành viên HĐQT Công ty CP Gạch men Thanh Thanh Chủ tịch HĐQT Công ty CP Vitaly Trưởng Ban Kiểm soát Công ty CP Phước Hòa FiCO Trưởng Ban Kiểm soát Công ty CP Hóa An

- Các lợi ích có liên quan tới Công ty (nếu có): không

Tp. Hồ Chí Minh, ngày 09 tháng 04 năm 2026

Người khai

  
Phạm Việt Thắng



## SƠ YẾU LÝ LỊCH

Dùng cho người ứng cử/đề cử bầu làm thành viên HĐQT/BKS

- Họ và tên: **NGUYỄN NGỌC VŨ CHƯƠNG** Giới tính: Nam
- Ngày, tháng năm sinh: 08/12/1984 Nơi sinh: Tp. Hồ Chí Minh
- Quốc tịch: Việt Nam
- Số CCCD: 079084007527 Ngày cấp: 26/04/2023 Tại: Cục CS QLHC về TTXH
- Địa chỉ thường trú: 468 Thống Nhất, Phường An Hội Đông, Tp. Hồ Chí Minh
- Chỗ ở hiện tại: 468 Thống Nhất, Phường An Hội Đông, Tp. Hồ Chí Minh
- Điện thoại liên hệ: (84)28 3933 3818
- Địa chỉ email: nguyennngocvuchuong@scic.vn
- Trình độ chuyên môn: Cử nhân Tài chính – Ngân hàng
- Quá trình công tác:

Thời gian	Nơi làm việc	Chức vụ/ Vị trí công tác/ Trách nhiệm
2025 – nay	Tổng công ty VLXD Số 1 – CTCP	Thành viên Hội đồng quản trị
2021 – nay	CTCP Nhân lực quốc tế Sovilaco	Chủ tịch Hội đồng quản trị
2024 – nay	CTCP Xuất nhập khẩu y tế DOMESCO	Thành viên BKS
2016 – 2024	CTCP Nông sản TPXK Cần Thơ	Chủ tịch Hội đồng quản trị
2019 – 2022	CTCP Địa ốc Vĩnh Long	Chủ tịch Hội đồng quản trị
2017 – 2019	CTCP Phát triển nhà Cần Thơ	Thành viên Hội đồng quản trị
2014 – 2021	CTCP XNK Sa Giang (SGC)	Thành viên Hội đồng quản trị
2012 – 2014	CTCP Sữa Việt Nam (Vinamilk)	Thành viên Ban kiểm soát
2010 – nay	Tổng Công ty Đầu tư và Kinh doanh vốn nhà nước (SCIC)	Chuyên viên đầu tư cấp 4
2006 – 2009	Ngân hàng Á Châu (ACB) Công ty quản lý quỹ ACB	Chuyên viên tín dụng Chuyên viên phân tích đầu tư

- Các lợi ích có liên quan tới Công ty (nếu có): không

Tp. Hồ Chí Minh, ngày 16 tháng 04 năm 2026

Người khai

Nguyễn Ngọc Vũ Chương



## SƠ YẾU LÝ LỊCH

Dùng cho người ứng cử/đề cử bầu làm thành viên HĐQT/BKS

- Họ và tên: **NGUYỄN XUÂN THẮNG** Giới tính: Nam
- Ngày, tháng năm sinh: 05/01/1975 Nơi sinh: Thái Bình
- Quốc tịch: Việt Nam
- Số CCCD: 034075004939 Ngày cấp: 27/12/2022 Nơi cấp: Cục CS QLHC về TTXH
- Địa chỉ thường trú: 391/14 Điện Biên Phủ, Phường Thanh Mỹ Tây, Tp. HCM
- Chỗ ở hiện tại: 43 đường số 9, Khu phố 24, phường An Khánh, tp Hồ Chí Minh
- Điện thoại liên hệ: 028 38 212 960
- Địa chỉ email: thang.nguyen@fico.com.vn
- Trình độ chuyên môn: Thạc sĩ Quản trị kinh doanh
- Quá trình công tác:

Từ tháng, năm đến tháng, năm	Chức danh, chức vụ, đơn vị công tác
07/1997-12/1999	Nhân viên phòng Kỹ thuật, Công ty Vật liệu chịu lửa Cầu Đuống
01/2000-06/2001	Nhân viên phòng KH-ĐT, Công ty Vật liệu chịu lửa Cầu Đuống
07/2001-09/2002	Phó Giám đốc Nhà máy, Công ty Vật liệu chịu lửa Cầu Đuống
10/2002-11/2007	Trưởng phòng KH-ĐT, Công ty Vật liệu chịu lửa Cầu Đuống
12/2007-08/2009	Chuyên viên Ban Sản xuất, Tổng Công ty Viglacera
09/2009-08/2013	Phó phòng phụ trách phòng QLSX, Tổng Công ty Viglacera
09/2013-05/2014	Chuyên viên phụ trách quản lý sản xuất Ban Sản xuất, Ban Gạch ngói đất nung, Tổng Công ty Viglacera
06/2014-05/2017	Phó Phòng Kế hoạch Đầu tư Tổng hợp Tổng công ty VLXD số 1
05/2017-03/2018	UV HĐQT kiêm Tổng Giám đốc Công ty CP Phước Hòa Chủ tịch Công ty TNHH MTV Cát Cam Ranh FiCO
03/2018-03/2020	TV HĐQT kiêm Phó Tổng giám đốc Tổng công ty VLXD số 1 – CTCP Chủ tịch kiêm Tổng giám đốc Cty TNHH MTV Thương mại VLXD FiCO Chủ tịch Công ty TNHH MTV Cát Cam Ranh FiCO
03/2020-05/2021	TV HĐQT kiêm Tổng giám đốc Tổng công ty VLXD số 1 – CTCP Chủ tịch kiêm Tổng giám đốc Cty TNHH MTV Thương mại VLXD FiCO Chủ tịch Công ty TNHH MTV Cát Cam Ranh FiCO Chủ tịch HĐQT Công ty CP Gạch men Thanh Thanh Chủ tịch HĐQT Công ty CP Vitaly Chủ tịch Công ty TNHH MTV Kinh doanh sản phẩm FiCO
05/2021 đến nay	Thành viên HĐQT Tổng công ty VLXD Số 1 – CTCP

- Các lợi ích có liên quan tới Công ty (nếu có): không

Tp. Hồ Chí Minh, ngày 16 tháng 04 năm 2026

Người khai

Nguyễn Xuân Thắng



## SƠ YẾU LÝ LỊCH

Dùng cho người ứng cử/đề cử bầu làm thành viên HĐQT/BKS

- Họ và tên: **ĐÀO QUANG SƠN** Giới tính: Nam
- Ngày, tháng năm sinh: 18/12/1971 Nơi sinh: TP. Hồ Chí Minh
- Quốc tịch: Việt Nam
- Số CCCD: 079 071 006 155 Ngày cấp: 19/08/2022 Tại: Cục CS QLHC về TTXH
- Địa chỉ thường trú: 688/59/6 Quang Trung, Phường Thông Tây Hội, TP. Hồ Chí Minh.
- Chỗ ở hiện tại: 688/59/6 Quang Trung, Phường Thông Tây Hội, TP. Hồ Chí Minh.
- Điện thoại liên hệ: 0938001281
- Địa chỉ email: son.dao@fico.com.vn
- Trình độ chuyên môn: Cử nhân – Chuyên ngành Kế toán – Đại học Kinh Tế TP. Hồ Chí Minh.
- Quá trình công tác:

Thời gian	Nơi làm việc	Chức vụ/ Vị trí công tác/ Trách nhiệm
8/1994-11/1997	Công ty Sơn Mài Lam Sơn	Kế toán viên
11/1997-3/2006	Tổng công ty VLXD Số 1 (FiCO)	Kế toán tổng hợp
3/2006-10/2009	Tổng công ty VLXD Số 1 (FiCO)	Phó phòng TCKT
10/2009-7/2014	Tổng công ty VLXD Số 1 (FiCO)	Kế toán trưởng
7/2014-9/2016	Tổng công ty VLXD Số 1 (FiCO)	Kiểm soát viên
10/2016-4/2021	Tổng công ty VLXD Số 1 – CTCP (FiCO)	Thành viên BKS
9/2016 đến nay	Công ty CP Gạch men Thanh Thanh	Trưởng Ban kiểm soát
4/2021 đến nay	Tổng công ty VLXD Số 1 – CTCP (FiCO)	Trưởng Ban kiểm soát
4/2021 đến nay	Công ty CP Vitaly	Thành viên Ban kiểm soát

- Các lợi ích có liên quan tới Công ty (nếu có): không

TP. Hồ Chí Minh, ngày 08 tháng 04 năm 2026

Người khai

**ĐÀO QUANG SƠN**



## SƠ YẾU LÝ LỊCH

Dùng cho người ứng cử/đề cử bầu làm thành viên HĐQT/BKS

1. Họ và tên: Trần Linh Chi      Giới tính: Nam/Nữ: Nữ
2. Ngày, tháng năm sinh: 10/12/1991      Nơi sinh: Hà Nội
3. Quốc tịch: Việt Nam
4. CMND/Hộ chiếu: 001191010110      cấp ngày: 23/11/2021 tại: Cục CSQL HC về TTXH
5. Địa chỉ thường trú theo hộ khẩu: P4C13 TT Dệt 8/3 Quỳnh Mai, Bạch Mai, HN
6. Chỗ ở hiện tại: A1201 chung cư Hinode City 201 Minh Khai, Bạch Mai, HN
7. Điện thoại liên hệ: Nhà riêng ..... Di động: 0988951991
8. Địa chỉ email: chi.tl@xuancau.com.vn
9. Trình độ chuyên môn: Thạc sỹ chuyên ngành Kế toán, kiểm toán và phân tích
10. Quá trình công tác:
  - Năm 2013 – tháng 12/2019: Phó phòng tài chính kế toán kiêm thành viên ban kiểm soát nội bộ - Tổ hợp Công nghệ Giáo dục Topica.
  - Tháng 12/2019 – nay: Phó phòng tài chính kế toán Công ty Cổ phần Xuân Cầu Holdings.
  - Tháng 4/2021 – nay: Thành viên Ban kiểm soát Tổng CTY VLXD SỐ 1 - CTCP
- Tên các Công ty mà ứng viên đang nắm giữ chức vụ thành viên HĐQT/BKS và các chức danh quản lý khác: Phó phòng tài chính kế toán Công ty Cổ phần Xuân Cầu Holdings.
11. Các lợi ích có liên quan tới Công ty (nếu có): .....
12. Các thông tin khác (nếu có): .....

Hà Nội, ngày 09 tháng 04 năm 2026

**Người khai**

(Ký và ghi rõ họ tên)

*Trần Linh Chi*



## SƠ YẾU LÝ LỊCH

Dùng cho người ứng cử/đề cử bầu làm thành viên HĐQT/BKS

- Họ và tên: **PHẠM THỊ MỸ VÂN** Giới tính: Nữ
- Ngày, tháng năm sinh: 06/05/1983 Nơi sinh: Tiền Giang (nay là Đồng Tháp)
- Quốc tịch: Việt Nam
- Số CCCD: 082183000767 Ngày cấp: 26/07/2022 Nơi cấp: Cục CSQLHC về TTXH
- Địa chỉ thường trú: 95/94/4 Lê Văn Lương, Phường Tân Hưng, TP.HCM
- Chỗ ở hiện tại: 95/94/4 Lê Văn Lương, Phường Tân Hưng, TP.HCM
- Điện thoại liên hệ: 028 38 212 960
- Địa chỉ email: van.pham@fico.com.vn
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Tp. Hồ Chí Minh, ngày 16 tháng 04 năm 2026

Người khai

Phạm Thị Mỹ Vân