

**Appendix V**  
**REPORT ON CORPORATE GOVERNANCE**

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

**INVESTMENT & CONSTRUCTION  
DEVELOPMENT CORPORATION**

**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom – Happiness**

No: 01/07/2025/Report-INV...

Ho Chi Minh City, month July day 29<sup>th</sup> year 2025

**REPORT ON CORPORATE GOVERNANCE**  
**(6 months)**

To: - The State Securities Commission;  
- The Stock Exchange.

- Name of company: Investment & Construction Development Corporation
- Address of headoffice: 152/1A Nguyen Van Thuong Street, Ward 25, Binh Thanh District, Ho Chi Minh City
- Telephone: 028.39320678 Fax: 028.39320679 Email: [info@investco.com.vn](mailto:info@investco.com.vn)
- Charter capital: 208.097.020.000 VND
- Stock symbol: ING
- Governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, General Director
- Not yet implemented



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

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	01/03/2025/NQ-DHDCD	March 31, 2025	<ul style="list-style-type: none"><li>- Approval of the 2024 activity report of the Board of Directors (BOD);</li><li>- Approval of the 2024 activity report of the Supervisory Board (SB);</li><li>- Approval of the 2025 business plan;</li><li>- Approval of the 2024 audited financial statements;</li></ul>

No.	Resolution/Decision No.	Date	Content
			<ul style="list-style-type: none"> <li>- Approval of the 2024 profit distribution and dividend payment plan;</li> <li>- Approval of the list of auditors for the review and audit of the financial statements in 2025;</li> <li>- Approval of the remuneration for the BOD and the salary and remuneration for the SB in 2025;</li> <li>- Approval of the report on the capital contribution received under the investment cooperation agreements for the Investco Green City Residential Project – Functional Area No. 7, Binh Hung Commune, Binh Chanh District, Ho Chi Minh City;</li> <li>- Approval of the report on loan transactions between the Investment and Development Construction Joint Stock Company and Him Lam Joint Stock Company;</li> <li>- Approval of the dismissal of BOD members Mr. Phan Van Danh and Mr. Le Hoang An;</li> <li>- Approval of the election results for the additional BOD members for the remainder of the 2021–2025 term: Mr. Nguyen Thai Thinh and Ms. Ngo Thi Nhu.</li> </ul>



## II. Board of Directors (6-month report):

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

No.	Board of Director's members	Independent members of the Board of Directors, Non-executive members of the Board of Directors))	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Tuan Kiet	Chairman of the Board of Directors	March 8, 2021	
2	Ms. Ngo Thi Nhu	Member of the Board of Directors	March 31, 2025	
3	Mr. Nguyen Thai Thinh	Member of the Board of Directors (Non-executive )	March 31, 2025	
4	Mr. Phan Van Danh	Member of the Board of Directors	July 26, 2023	
5	Mr. Le Hoang An	Non-Executive Member of the Board of Directors	November 3, 2022	

### 2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Nguyen Tuan Kiet	6/6	100%	
2	Ms. Ngo Thi Nhu	2/6	33,33%	Not yet elected
3	Mr. Nguyen Thai Thinh	2/6	33,33%	Not yet elected
4	Mr. Phan Van Danh	4/6	66,66%	Dismissed
5	Mr. Le Hoang An	4/6	66,66%	Dismissed

### 3. Supervising the Board of Management by the Board of Directors:

- Supervising the CEO's decisions on matters related to the company's daily operations;
- Monitoring the implementation of the strategies, resolutions, and decisions of the Board of Directors and the General Meeting of Shareholders;
- Overseeing the execution of the company's business plans and investment strategies;
- Supervising the recruitment process and efforts to improve the quality of the company's human resources;
- Ensuring the CEO's compliance with the company's charter and legal regulations;
- Monitoring the disclosure of information as required by regulations;
- Overseeing other tasks assigned and directed by the Board of Directors to the CEO.

### 4. Activities of the Board of Directors' subcommittees (If any): None

5. Resolutions/Decisions of the Board of Directors (6-month report):

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/01/2025/NQ-HDQT	January 15, 2025	Approval of the adjustment of the loan interest rate in the loan transaction between the Company and Him Lam Joint Stock Company	100%
2	01/02/2025/NQ-HDQT	February 11, 2025	Convening the 2025 Annual General Meeting of Shareholders (AGM) of the Company and approving the record date to finalize the list of shareholders eligible to attend the 2025 AGM	100%
3	01/03/2025/NQ-HDQT	March 03, 2025	Approval of the agenda and meeting documents for the Company's 2025 Annual General Meeting of Shareholders (AGM)	100%
4	02/03/2025/NQ-HDQT	March 18, 2025	Approval of the amended and supplemented meeting documents for the Company's 2025 Annual General Meeting of Shareholders (AGM)	100%
5	01/04/2025/NQ-HDQT	April 08, 2025	Approval of the dismissal and appointment of the General Director of the Company	100%

**III. Board of Supervisors (6-month report):**

1. Information about members of Board of Supervisors:

No.	Member of the Supervisory Board	Position	Date of Appointment/Termination as a Member of the Supervisory Board	Professional Qualification
1	Ms. Do Thi Hong	Chairwoman of the Supervisory Board	Start date as a member of the Supervisory Board: March 3, 2021	Bachelor's Degree in Accounting
2	Ms. Nguyen Trang Kim Yen	Member of the Supervisory Board	Start date as a member of the Supervisory Board: November 3, 2022	Bachelor's Degree in Accounting



3	Ms. Mai Thi Dieu	Member of the Supervisory Board	Start date as a member of the Supervisory Board: November 3, 2022	Bachelor's Degree in Accounting
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## 2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Do Thi Hong	1/1	100%	100%	
2	Ms. Nguyen Trang Kim Yen	1/1	100%	100%	
3	Ms. Mai Thi Dieu	1/1	100%	100%	

3. Supervising General Director, Board of Management and shareholders by Board of Supervisors:

- Supervise the management and operational direction of the Company by the Board of Directors and the CEO;

- Supervise the implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors by the Board of Directors and the CEO;

- Supervise the financial situation of the company and ensure compliance with the Articles of Association and legal regulations in the activities of the Board of Directors and the CEO;

- Supervise and examine the rationality, legality, truthfulness, and caution in the management and operation of business activities; assess the consistency, coherence, and appropriateness of accounting, statistics, and financial reporting;

- Supervise and assess the business performance reports, financial statements, and management evaluation reports of the Board of Directors and the CEO;

- Supervise, review, inspect, manage risks, and provide early warnings for the company.

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers:

- The Supervisory Board, the Board of Directors, the CEO, and other management personnel work closely together.

- The Supervisory Board receives cooperation and facilitation from the Board of Directors and the CEO in providing information, documents, and records when requested.

5. Other activities of the Board of Supervisors (if any): None

#### IV. Board of Management

No.	Members of Board of Management	Date of birth	Position	Qualification	Date of appointment / dismissal of members of the Board of Management
1	Ms. Ngo Thi Nhu	November, 20, 1992	General Director	accounting college	Appointment: March 31, 2025
2	Mr. Phan Van Danh	November 11, 1981	General Director	Master of Engineering	Appointment: April 03, 2023

#### V. Chief Accountant

No.	Full name	Date of birth	Professional qualifications	Date of appointment/terminatio
1	Ms. Dinh Thi Phuong	September 30, 1983	Bachelor's Degree in Accounting	Appointment: May 20, 2024

#### VI. Training courses on corporate governance:

The members of the Board of Directors, the CEO, other managers, and the person in charge of corporate governance shall independently enhance and supplement their knowledge of corporate governance in accordance with best practices and comply with legal criteria and regulations.

VII. The list of affiliated persons of the public company (6-month report) and transactions of affiliated persons of the Company.

1. The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	/Reasons	Relationship with the Company
1	Mr. Nguyen Tuan Kiet		Chairman of the Board of Directors			March 8, 2021			Insider
2	Mr. Phan Van Danh		General Director – Member of the Board of Directors			April 3, 2023			Insider
3	Mr. Le Hoang An		Member of the Board of Directors			November 3, 2022			Insider
4	Ms. Ngo Thi Nhu		Member of the Board of Directors			March 31, 2025		Elected as a member of the Board of Directors	Insider
5	Mr. Nguyen Thai Thinh		Member of the Board of Directors			March 31, 2025		Elected as a member of the Board of Directors	Insider



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
6	Ms. Do Thi Hong		Head of the Supervisory Board			March 3, 2021			Insider
7	Ms. Nguyen Trang Kim Yen		Member of the Supervisory Board			November 3, 2022			Insider
8	Ms. Mai Thi Dieu		Member of the Supervisory Board			November 3, 2022			Insider
9	Ms. Dinh Thi Phuong		Chief Accountant			May 20, 2024			Insider
10	Mr. Nguyen Le Thanh Liem		Person in charge of corporate governance			August 24, 2023			Insider
11	Ms. Nguyen Thi Ngoc					June 14, 2024			Individual holding more than 10% of voting shares
12	Ms. Nguyen Thi								Individual



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	/Reasons	Relationship with the Company
	Ha								holding more than 10% of voting shares
13	Ms. Nguyen Thi Thanh Binh								Individual holding more than 10% of voting shares

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations).

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. Or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Mr Nguyen Tuan Kiet	Chairman of the Board of Directors				01/07/2022/NQ- HDQT dated July 25, 2022 01/12/2024/NQ- HDQT dated December 30, 2024	- Shareholder holding 4,883,913 shares in the Company - Mr. Kiet lent the Company an amount of VND 148,230,792,081 as of June 30, 2025	

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organisations).



3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power.

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO).

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers.

#### VIII. Share transactions of internal persons and their affiliated persons (6-month report)

1. The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Mr. Nguyen Tuan Kiet		Chairman of the			4.883.913	23,47%	



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
			Board of Directors					
1.1	Ms. Nguyen Thi Tuyet					0	0	Wife
1.2	Ms. Nguyen Thi Duc					0	0	Mother
1.3	Ms. Huynh Thi Mieng					0	0	Mother-in-law
1.4	Mr. Nguyen Duc Thinh					0	0	Child
1.5	Mr. Nguyen Minh Khoa					0	0	Child
1.6	Mr. Nguyen Van Duoc					0	0	Older brother
1.7	Ms. Nguyen Thi Nga					0	0	Older sister
1.8	Ms. Nguyen Thi Tuyet					0	0	Older sister
1.9	Mr. Nguyen Thanh Tam					0	0	Older brother
1.10	Ms. Nguyen Thi					0	0	Younger sister



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Ut							
1.11	Ms. Nguyen Thi Ut Em					0	0	Younger sister
1.12	Ms. Nguyen Thi Sanh					0	0	Sister-in-law
1.13	Mr. Tran Ngoc An					0	0	Brother-in-law
1.14	Mr. Dong Ngoc Long					0	0	Brother-in-law
1.15	Mr. Huynh Thanh Tong					0	0	Brother-in-law
1.16	Ms. Bui Thi Kim Tuyet					0	0	Sister-in-law
1.17	Truong Son Real Estate Joint Stock Company					0	0	Related organization
1.18	Him Lam An Phat Joint Stock Company							Related organization
2	Ms. Ngo Thi Nhu		General Director –			0	0	

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
			Member of the Board of Directors					
2.1	Mr. Nguyen Van Phi					0	0	Husband
2.2	Ms. Nguyen Bich Ha					0	0	Child
2.3	Mr. Nguyen Hoang Quan					0	0	Child
2.4	Mr. Ngo Duy Vang							Father (deceased)
2.5	Ms. Nguyen Thi Lo							Mother (deceased)
2.6	Mr. Ngo Van Canh					0	0	Older brother
2.7	Ms. Nguyen Thi Lan					0	0	Sister-in-law (Lost ID card)
2.8	Mr. Ngo Duy Vu					0	0	Older brother
2.9	Ms. Nguyen Thi Thao					0	0	Sister-in-law (Lost ID card)





No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
			Board of Directors					
3.1	Mr. Nguyen Ngoc An					0	0	Father
3.2	Ms. Thai Thi Kim Phung					0	0	Mother
3.3	Mr. Nguyen Thai Hung					0	0	Older brother
3.4	Thao Nguyen Trading, Service and Manufacturing Company Limited					0	0	Related organization
3.5	Miki International Company Limited							Related organization
4	Ms. Do Thi Hong		Head of the Supervisory Board			0	0	



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.1	Mr. Do Van Bon					0	0	father
4.2	Mr. Vu Ngoc Tuyen					0	0	Father-in-law
4.3	Ms. Do Thi Chinh					0	0	Mother-in-law
4.4	Mr. Vu Tien Thanh					0	0	Husband
4.5	Mr. Do Van Ban					0	0	Older brother
4.6	Ms. Do Thi Huong					0	0	Younger sister
4.7	Mr. Nguyen Minh Khue					0	0	Brother-in-law
4.8	Mr. Vu Minh Khang							Child
4.9	Mr. Vu Hoang Vinh							Child
5	Ms. Nguyen Trang Kim Yen		Member of the Supervisory Board			0	0	
5.1	Mr. Nguyen Van					0	0	Father

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Du							
5.2	Ms. Trang Kim Dung					0	0	Mother
5.3	Mr. Le Dinh Chinh					0	0	Father-in-law
5.4	Ms. Pham Thi Sau					0	0	Mother-in-law
5.5	Mr. Le Dinh Kien					0	0	Husband
5.6	Mr. Le Dinh Nguyen					0	0	Child
5.7	Mr. Nguyen Thanh Hung					0	0	Older brother
6	Ms. Mai Thi Dieu		Member of the Supervisory Board			0	0	
6.1	Mr. Mai Sy Huynh					0	0	Father
6.2	Ms. Nguyen Thi Huu					0	0	Mother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
6.3	Mr. Chu Dinh Xuan					0	0	Father-in-law
6.4	Ms. Trinh Thi Dien					0	0	Mother-in-law
6.5	Mr. Chu Dinh Xinh					0	0	Husband
6.6	Mr. Mai Sy Hung					0	0	Older brother
6.7	Ms. Nguyen Thi Thu					0	0	Sister-in-law
6.8	Ms. Mai Thi Dung					0	0	Older sister
6.9	Mr. Le Nguyen Hong					0	0	Brother-in-law
6.10	Mr. Mai Sy Duan					0	0	Younger brother
6.11	Mr. Chu Dinh Viet Anh					0	0	Child
6.12	Mr. Chu Dinh Nguyen					0	0	Child
6.13	Dai Dong Tien Construction Service Trading					0	0	Related organization



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Joint Stock Company							
7	Ms. Dinh Thi Phuong		Chief Accountant			0	0	
7.1	Mr. Le Minh Tu					0	0	Husband
7.2	Mr. Le Minh Dieu Minh					0	0	Child
7.3	Mr. Dinh The Loan					0	0	Father
7.4	Ms. Hoang Thi Loan					0	0	Mother
7.5	Mr. Dinh Van Kinh					0	0	Younger brother
7.6	Mr. Dinh Van Trong					0	0	Younger brother
7.7	Ms. Do Dieu Linh					0	0	Sister-in-law
7.8	Ms. Nguyen Thi Dung					0	0	Sister-in-law
7.9	Huu Nhan					0	0	Related

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Investment, Trading and Services Company Limited							Organization
8	<b>Mr. Nguyen Le Thanh Liem</b>		Corporate Governance Officer			0	0	
8.1	Ms. Le Thuy Hang					0	0	Wife
8.2	Mr. Nguyen Thanh Lich					0	0	Father
8.3	Ms. Le Phuong Truc					0	0	Mother
8.4	Mr. Le Manh Hung					0	0	Father-in-law
8.5	Ms. Trinh Thi Thanh Huyen					0	0	Mother-in-law
8.6	Ms. Nguyen Le Phuong Ha					0	0	Older sister
8.7	Mr. Phan Thanh					0	0	Brother-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Tuan							
8.8	Ms. Nguyen Le Truc Phuong					0	0	Older sister
8.9	Mr. Tran Huu Tin					0	0	Brother-in-law
8.10	Mr. Nguyen Le Thanh Luan					0	0	Younger brother
8.11	Ms. Vu Hai My					0	0	Sister-in-law

2. Transactions of internal persons and affiliated persons with shares of the company

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	



## IX. Other significant issues

### Recipients:

- As above;
- Archive: Office Clerk

### Note:

In the event of any discrepancy between the Vietnamese version and the English version, the Vietnamese version shall prevail

## CHAIRMAN OF THE BOARD OF DIRECTORS

(Signature) full name and seal)



Nguyen Tuan Kiet

