



LICO GI CORPORATION - JSC

Address: Building G1, No. 491 Nguyen Trai
Street, Thanh Xuan Bac Ward, Thanh Xuan
District, Hanoi City

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

No: /2025/TTr-HĐQT

Ha Noi, date, 2025

DRAFT

PROPOSAL

Re: Through the Presidium, the Vote Counting Committee, appointing the Secretariat of the 2025 General Meeting of Shareholders of LICO GI Corporation - JSC

To: GENERAL MEETING OF SHAREHOLDERS OF LICO GI CORPORATION – JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Pursuant to the Charter of LICO GI Corporation - JSC (Amended and supplemented for the second time) approved by the General Meeting of Shareholders on June 24, 2021;

- Pursuant to Resolution No. 45/2025/NQ-HĐQT dated April 29, 2025 of the Board of Directors of the Corporation on: Organizing the Annual General Meeting of Shareholders in 2025;

- Pursuant to the Minutes of the Board of Directors' meeting dated May 2025 on approving the content and agenda of the Annual General Meeting of Shareholders in 2025,

The Board of Directors of LICO GI Corporation - JSC respectfully submits to the General Meeting of Shareholders for approval of the number and list of the Presidium, the Vote Counting Committee, and the appointment of the Secretariat of the 2025 General Meeting of Shareholders as follows:

1. The Presidium has 3 members, including:

- Mr.Dinh Viet Tung, Chairman of the Board of Directors as Chairman;
- Mr.Phan Thanh Hai, Vice Chairman of the Board of Directors, General Director as member.
- Mr.Nguyen Danh Quan, Member of the Board of Directors as member;

2. The Ballot Counting Committee has 03 members, including:

- Mr.Nguyen Trong Thanh, Head of TCCB Department is the Head of the Committee;
- Mr.Nguyen Cong Nghi, Vice Chairman of the Corporation's Trade Union is a member.
- Mr.Dinh Hai Ninh, Head of Inspection and Legal Department is a member.

Assisting the Ballot Counting Committee are a number of employees of FPT Securities Joint Stock Company - the consulting unit for the online General Meeting of Shareholders.

3. The Secretariat has 02 members, including:

- Ms. Nguyen Thi Oanh, Chief of Office of the Board of Directors, Company Secretary is the Head of the Committee;
- Mr. Pham Kim Ngoc, Secretary of the General Director is a member.

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

**On behalf of the Board of Directors
CHAIRMAN**

DINH VIET TUNG

**LICO GI CORPORATION - JSC**

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No: /2025/TTr-HĐQT

Ha Noi, date, 2025

DRAFT**PROPOSAL**

**Re: Approval of the 2024 production and business and investment results;
2025 production and business and investment plan**

To: GENERAL MEETING OF SHAREHOLDERS OF LICO GI CORPORATION – JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on Organization and Operation of LICO GI Corporation - JSC (amended and supplemented for the second time) approved by the General Meeting of Shareholders on June 24, 2021;
- Pursuant to the Separate Financial Statements audited by iCPA International Auditing LLC issued on March 30, 2025 and the Consolidated Financial Statements audited by iCPA International Auditing LLC issued on March 30, 2025;
- Pursuant to the Minutes of the Board of Directors' meeting dated ... May 2025 on the approval of the contents and agenda of the 2025 General Meeting of Shareholders,

Respectfully submit to the General Meeting of Shareholders for approval the Report on production, business and investment results in 2024; Production, business and investment plan in 2025, with the following basic targets:

I. Production and business results, investment in 2024**1. Regarding production and business results:**

No	Content	Unit of calculation	Plan 2024	Implementation in 2024	% of implementation 2024/ plan 2024
I	Parent Company				
1	Charter capital	Billion VND	900.000	900.000	100.0
2	Production value	Billion VND	234.708	210.374	89.6
3	Revenue	Billion VND	346.978	334.631	96.4
4	Profit before tax	Billion VND	11.912	5.329	44.7
5	Profit after tax	Billion VND		5.329	
6	Payment to the budget	Billion VND	1.400	5.734	409.6
7	Dividend (%)	%	0	0	100,0
8	Investment value	Billion VND	0.520	0.100	19.2
II	Merger of Parent - Subsidiary				
1	Production value	Billion VND	2,321.591	2,554.130	110.0
2	Revenue	Billion VND	2,558.054	2,432.414	95.1
3	Profit before tax	Billion VND	52.871	85.023	160.8

No	Content	Unit of calculation	Plan 2024	Implementation in 2024	% of implementation 2024/ plan 2024
4	Profit after tax	Billion VND		73.351	
5	Payment to the budget	Billion VND	99.682	153.988	154.5
6	Investment value	Billion VND	335.760	56.597	16.9

2. Regarding investment results:

2.1. Value of financial investments as of December 31, 2024: 1,820.004 billion VND

In which: + Investment in subsidiaries: 1,448.580 billion VND;

+ Investment in associated companies: 321.547 billion VND

+ Other investments: 49.876 billion VND;

(Provision for financial investments: 117.400 billion VND).

2.2. Total investment value in 2024 is: 0.100 billion VND

In which: + Repair and maintenance of construction equipment: 0.100 billion VND

II. Production, business and investment plan for 2025

1. Production and business plan for 2025:

No	Content	Unit of calculation	Implementation in 2024	Plan 2025	% of plan 2025/implementation on 2024
I	Parent Company				
1	Charter Capital	Billion VND	900.000	900.000	100.0
2	Production Value	Billion VND	210.374	286.960	136.4
3	Revenue	Billion VND	334.631	430.745	128.7
4	Profit Before Tax	Billion VND	5.329	6.699	125.7
5	Payment to the Budget	Billion VND	5.734	348.885	6,084.5
6	Dividend (%)	%	0	0	
7	Investment Value	Billion VND	0.100	0.616	616.0
II	Merger of Parent - Subsidiary				
1	Production Value	Billion VND	2,554.130	2,178.059	85.3
2	Revenue	Billion VND	2,432.414	2,427.674	99.8
3	Profit Before Tax	Billion VND	85.023	52.107	61.3
4	Payment to the	Billion	153.988	513.917	333.7

No	Content	Unit of calculation	Implementation in 2024	Plan 2025	% of plan 2025/implementation on 2024
	Budget	VND			
5	Investment Value	Billion VND	56.597	490.786	867.2

2. Investment portfolio of the parent company in 2025:

Investment in machinery, equipment, factories and repairs:

Total estimated investment: 0.616 billion VND

In which: + Investment in repair and maintenance of equipment: 0.616 billion VND.

The Board of Directors respectfully requests the General Meeting of Shareholders to approve, assign and authorize the Board of Directors of LICOGI Corporation to be responsible for organizing and implementing the above production and business - investment plan, including adjusting the value of investment items if necessary.

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

**On behalf of the Board of Directors
CHAIRMAN**

DINH VIET TUNG

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SOCIALIST REPUBLIC OF VIETNAM
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No: /2025/TTr-HĐQT

Ha Noi, date, 2025

DRAFT**PROPOSAL****Re: Approval of Audited Financial Statements for 2024****To: GENERAL MEETING OF SHAREHOLDERS OF LICO GI CORPORATION – JSC**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of LICO GI Corporation - JSC (amended and supplemented for the second time) approved by the General Meeting of Shareholders on June 24, 2021;
- Pursuant to the Minutes of the Board of Directors' meeting dated May 2025 on approving the content and agenda of the 2025 Annual General Meeting of Shareholders,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2024 Financial Statements (Including Separate Financial Statements and Consolidated Financial Statements) of LICO GI Corporation - JSC audited by iCPA International Auditing Company Limited.

The 2024 Financial Statements have been disclosed in accordance with regulations and posted on the Corporation's website (www.licogi.vn), including:

1. Report of the Board of Directors
2. Report of the Independent Auditor
3. Balance sheet as of December 31, 2024
4. Report on Business Performance for the fiscal year ending December 31, 2024
5. Cash Flow Statement for the fiscal year ending December 31, 2024
6. Notes to the Financial Statements.

Some basic indicators in the Separate Financial Statements and Audited Consolidated Financial Statements for 2024 are as follows:

Unit: Million VND

No	Targets	Consolidated financial statements	Separate financial statements
1	Total assets	4,616,642	2,651,274
2	Total revenue	2,432,414	334,631
3	Total (Loss/Profit) Pre-tax Profit	85,023	5,329
4	Total (Loss/Profit) Profit after tax	73,352	5,329
5	Total (Loss/Profit) Profit attributable to Parent Company	59,671	5,329

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

On behalf of the Board of Directors
CHAIRMAN

DINH VIET TUNG



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Ha Noi, date, 2025

DRAFT

PROPOSAL

**Re: Approval of the policy to terminate the operation of the Representative Office in
Ho Chi Minh City of LICO GI Corporation - JSC**

To: GENERAL MEETING OF SHAREHOLDERS OF LICO GI CORPORATION – JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Decree No. 01/2021/ND-CP dated January 4, 2021 of the Government on business registration;
- Pursuant to Circular No. 01/2021/TT-BKHĐT dated March 16, 2021 of the Ministry of Planning and Investment (now the Ministry of Finance) guiding on business registration;
- Pursuant to the Charter of LICO GI Corporation - JSC (amended and supplemented for the second time) approved by the General Meeting of Shareholders on June 24, 2021;
- Pursuant to Article 4, Resolution of the 2024 General Meeting of Shareholders of LICO GI Corporation - JSC No. 76/2024/NQ-ĐHĐCĐ dated June 26, 2024 on approving the Restructuring Orientation of the Corporation;
- Pursuant to the Minutes of the Board of Directors meeting dated May 2025 on approving the content and agenda of the 2025 Annual General Meeting of Shareholders,

The Board of Directors of LICO GI Corporation - JSC respectfully submits to the General Meeting of Shareholders for approval the policy of terminating the operation of the Representative Office in Ho Chi Minh City of LICO GI Corporation - JSC;

The General Meeting of Shareholders assigns and authorizes the Board of Directors to organize and implement the termination of the operation of the Representative Office of the Corporation in Ho Chi Minh City in accordance with the provisions of law and the Charter of LICO GI Corporation - JSC.

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

**On behalf of the Board of Directors
CHAIRMAN**

DINH VIET TUNG



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Ha Noi, date, 2025

DRAFT

PROPOSAL

**Re: Restructuring financial investments of LICO GI Corporation – JSC
in other enterprises**

To: GENERAL MEETING OF SHAREHOLDERS OF LICO GI CORPORATION – JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on Organization and Operation of LICO GI Corporation - JSC (amended and supplemented for the second time) approved by the General Meeting of Shareholders on June 24, 2021;
- Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2023;
- Pursuant to the current financial situation of LICO GI Corporation - JSC;
- Pursuant to the Report of the General Director of the Corporation on the results of production and business activities in 2024 and the production and business plan in 2025;
- Pursuant to the Minutes of the Board of Directors' meeting dated ... /05/2025 on the approval of the contents and agenda of the 2025 General Meeting of Shareholders,

The Board of Directors of LICO GI Corporation - JSC respectfully submits to the General Meeting of Shareholders for approval the plan to restructure the financial investment portfolio of LICO GI Corporation - JSC at other enterprises as follows:

1. Continue to implement the divestment of 08 units with capital contributions of LICO GI Corporation as approved in the Resolution of the 2023 Annual General Meeting of Shareholders.
2. Implementation period: From 2025 to 2026.

Respectfully submit to the General Meeting of Shareholders to assign and authorize the Board of Directors to organize the implementation, including: deciding on the plan and form of divestment of the Corporation's financial investment in the above Enterprises, determining the time of divestment, selling price, ensuring the highest benefit of the Corporation and in accordance with current regulations.

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

**On behalf of the Board of Directors
CHAIRMAN**

DINH VIET TUNG



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No: /2025/TTr-HĐQT

Ha Noi, date, 2025

DRAFT

PROPOSAL

**Re: Plan for distributing after-tax profit in 2024
and expected dividend payout ratio in 2025**

To: GENERAL MEETING OF SHAREHOLDERS OF LICOI CORPORATION – JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of LICOI Corporation - JSC (Amended and supplemented for the second time) approved by the General Meeting of Shareholders on June 24, 2021;
- Pursuant to the 2024 Financial Statements audited by ICPA International Auditing Company Limited;
- Pursuant to the 2025 Business and Investment Plan;
- Pursuant to the Minutes of the Board of Directors' meeting dated May 2025 on approving the content and agenda of the 2025 Annual General Meeting of Shareholders,

Respectfully submit to the General Meeting of Shareholders for approval of the 2024 after-tax profit distribution plan and the expected dividend payment rate for 2025, specifically as follows:

1. After-tax profit distribution plan for 2024:

In 2024, the pre-tax profit of the Parent Company - LICOI Corporation - JSC earned VND 5,328,792,411, but due to accumulated losses in 2016 and 2017, the Corporation paid dividends in 2024 at a rate of 0% in accordance with the Resolution of the 2024 General Meeting of Shareholders.

2. Expected dividend payment rate for 2025:

In 2025, the expected after-tax profit of the Parent Company is VND 6.699 billion, but not enough to offset accumulated losses, so the planned dividend payment rate for 2025 is 0%.

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

**On behalf of the Board of Directors
CHAIRMAN**

DINH VIET TUNG



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No: /2025/TTr-HĐQT

Ha Noi, date, 2025

DRAFT

PROPOSAL

Re: Final settlement of salary and remuneration payments of the Board of Directors and the Supervisory Board in 2024 and salary and remuneration plan of the Board of Directors and the Supervisory Board in 2025

To: GENERAL MEETING OF SHAREHOLDERS OF LICO GI CORPORATION – JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of LICO GI Corporation - JSC (Amended and supplemented for the second time) approved by the General Meeting of Shareholders on June 24, 2021;
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;
- Pursuant to the 2025 Production and Business Plan submitted to the General Meeting of Shareholders;
- Pursuant to the Minutes of the Board of Directors' meeting dated ... /5/2025 on the approval of the contents and agenda of the 2025 Annual General Meeting of Shareholders,

The Board of Directors of LICO GI Corporation - JSC respectfully submits to the General Meeting of Shareholders for approval of the settlement of salary and remuneration of the Board of Directors and the Board of Supervisors in 2024 and approval of the salary and remuneration plan of the Board of Directors and the Board of Supervisors in 2025 as follows:

1. Payment of salaries and remuneration of the Board of Directors and the Board of Supervisors in 2024

In 2024, the Corporation paid salaries and remuneration to members of the Board of Directors and Supervisors in accordance with each subject working full-time or part-time at LICO GI. Specifically as follows:

- The salary and remuneration of the Board of Directors (5 members) approved by the 2024 Annual General Meeting of Shareholders is VND 1,488,000,000/year;

The total actual salary and remuneration paid by the Board of Directors is VND 1,381,936,000, equal to 92.9% of the plan; an average of VND 23,032,267/person/month.

- The salary and remuneration of the Board of Supervisors (3 members) approved by the 2024 Annual General Meeting of Shareholders is VND 576,000,000/year;

The total actual salary and remuneration paid to the Board of Supervisors is VND 502,028,000, equal to 87.1% of the plan; an average of VND 13,945,222/person/month.

Operating expenses of the Board of Directors and Board of Supervisors in 2024: Implemented in accordance with the Company Charter, internal regulations, and Financial Regulations issued by the Corporation.

1. Salary and remuneration plan of the Board of Directors and Board of Supervisors in 2025

**** Salary and remuneration for members of the Board of Directors:***

No	Position	Working mode	
		Full-time work (VND/month)	Part-time work (VND/month)
1	Chairman	35,000,000	10,000,000
2	Vice president	30,000,000	9,000,000
3	Board Member	28,000,000	7,000,000

**** Salary and remuneration for members of the Board of Supervisors:***

No	Position	Working mode	
		Full-time work (VND/month)	Part-time work (VND/month)
1	Head of the Board of Supervisors	28,000,000	7,000,000
2	Members of the Board of Supervisors	15,000,000	5,000,000

- Total salary and remuneration of the Board of Directors (5 members) is expected to be VND 1,488,000,000/year (One billion, four hundred and eighty-eight million dong);

- Total salary and remuneration of the Board of Supervisors (3 members) is expected to be VND 576,000,000/year (Five hundred and seventy-six million dong).

Operating budget of the Board of Directors and Board of Supervisors (Travel, accommodation, and other reasonable expenses): will be paid according to actual expenses and within the general operating budget plan of LICOI as determined in the 2025 financial plan, ensuring savings, reasonableness, and compliance with the Charter of LICOI Corporation - JSC, Financial Regulations, and internal spending regimes and norms of LICOI.

The General Meeting of Shareholders assigns and authorizes the Board of Directors to adjust salary and remuneration levels, if necessary, to suit the actual situation, but not

exceeding the total salary and remuneration levels approved by the General Meeting of Shareholders.

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

**On behalf of the Board of Directors
CHAIRMAN**

DINH VIET TUNG



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No: /2025/TTr-BKS

Ha Noi, date, 2025

DRAFT

PROPOSAL

**Re: Approval of the selection of the Auditing Company for the 2025
Financial Statements**

To: GENERAL MEETING OF SHAREHOLDERS OF LICO GI CORPORATION – JSC

- Pursuant to the Law on Independent Auditing No. 67/2011/QH12 dated March 29, 2011;

- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019

- Pursuant to the Charter of LICO GI Corporation - JSC (Amended and supplemented for the second time) approved by the General Meeting of Shareholders of LICO GI Corporation - JSC on June 24, 2021.

- Pursuant to the Regulations on the operation of the Board of Supervisors of LICO GI Corporation - JSC (Amended and supplemented for the second time) approved by the General Meeting of Shareholders of LICO GI Corporation - JSC on June 24, 2021

- Pursuant to the List of auditing companies and auditors approved to audit public interest entities in the securities sector in 2025 announced by the State Securities Commission on November 19, 2024; - Based on the Minutes of the Board of Supervisors meeting,

The Board of Supervisors respectfully submits to the 2025 Annual General Meeting of Shareholders the selection of an auditing company to audit the 2025 financial statements of LICO GI Corporation - Joint Stock Company (LICO GI) as follows:

1. Criteria for selecting an independent auditing company

- An auditing company legally operating in Vietnam, approved by the State Securities Commission to audit public interest entities in the securities sector;

- An entity with highly qualified experts and auditors with extensive experience in auditing financial statements, in accordance with the provisions of Vietnamese Accounting Standards (VAS), Vietnamese Enterprise Accounting Regime;

- No conflict of interest when auditing financial statements for LICO GI;

- Meeting the Corporation's requirements on audit scope and progress;

- Having appropriate and competitive service fees.

2. List of selected independent auditing companies and selection plan

Based on the above criteria, the Board of Supervisors respectfully submits to the General Meeting of Shareholders a list of auditing companies selected to audit LICOGI's 2025 Financial Statements and authorizes the Board of Directors to decide on the selection of a suitable auditing unit to audit the 2025 financial statements, including:

- International Auditing Company Limited (iCPA)
- VACO Auditing Company Limited (VACO).
- UHY Auditing and Consulting Company Limited (UHY).

In case one of the above auditing units cannot be selected, the General Meeting of Shareholders respectfully submits to authorize the Board of Directors to proactively select another unit on the basis of meeting the set criteria and ensuring maximum benefits for the Corporation

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

**On behalf of the Board of Supervisors
PREFECT**

Phan Hai Trieu



LICO GI CORPORATION - JSC

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District, Hanoi City

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No: /2025/TTr-HĐQT

Ha Noi, date, 2025

DRAFT

PROPOSAL

Re: Dismissal and election of additional members of the Board of Directors

To: GENERAL MEETING OF SHAREHOLDERS OF LICO GI CORPORATION – JSC

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of LICO GI Corporation - JSC, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors of LICO GI Corporation - JSC approved by the General Meeting of Shareholders on June 24, 2021;
- Pursuant to the resignation letter of Mr. Ung Tien Do from the Board of Directors,

The Board of Directors of LICO GI Corporation - JSC proposes the 2025 Annual General Meeting of Shareholders to dismiss and elect additional members of the Board of Directors of the Corporation for the 2021 - 2026 term, specifically as follows:

- Dismiss Mr. Ung Tien Do as a member of the Board of Directors according to the provisions of Point b, Clause 2, Article 40 of the Charter of LICO GI Corporation - JSC;
- Elect additional 01 member of the Board of Directors.

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

**On behalf of the Board of Directors
CHAIRMAN**

Dinh Viet Tung