

Tay Ninh, April 28<sup>th</sup>, 2026

**DECISION**  
**Regarding the reappointment of personnel**

**BOARD OF DIRECTORS**  
**IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY**

Pursuant to the current Charter of IDICO - Long An Investment Construction Joint Stock Company;

Pursuant to Document No. 351/TCT-BHCNS dated April 24, 2026, of IDICO Corporation regarding the reappointment of personnel;

Pursuant to the opinion poll dated April 24, 2026, of the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company regarding the reappointment of personnel, which has been approved by the members through Voting;

Considering the competence and qualifications of the personnel

**DECISION:**

**Article 1:** To reappoint **Mr. Nguyen Xuan Tien** – Bachelor of Economics, to the Position: Director of IDICO - Long An Investment Construction Joint Stock Company.

*The term of office is 05 years, effective from April 28<sup>th</sup>, 2026.*

**Article 2:** Mr. Nguyen Xuan Tien shall be entitled to salary and other allowances in accordance with the Company's regulations.

**Article 3:** The Deputy Director, Heads of Company Departments, and Mr. Nguyen Xuan Tien are responsible for implementing this Decision.

**Recipients:**

- As per Article 3;
- IDICO Corporation (for reporting);
- Board of Directors of the Company;
- Board of Supervisors;
- Party Cell, Trade Union;
- HR Department (for filing).

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



**Nguyen Danh Thai**