



**IDICO - LONG AN INVESTMENT  
CONSTRUCTION JOINT STOCK COMPANY**

No.: 43/QĐ-HĐQT

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom - Happiness**

*Tay Ninh, June 02<sup>nd</sup>, 2026*

## **DECISION**

**Regarding the dismissal and termination of labor contract for executive personnel**

### **THE BOARD OF DIRECTORS**

**IDICO-LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY**

Regarding the dismissal and termination of labor contract for executive personnel;

Considering Proposal No. 26/TTr-CT dated 26/5/2026 submitted by the Director of the Company and the results of the Opinion Poll No. 40/PLYK-HĐQT dated 27/5/2026 of the Board of Directors,

### **DECIDES:**

**Article 1:** To dismiss and terminate the Labor Contract with Mr. Pham Tan Hien - Deputy Director of the Company, effective from July 1st, 2026.

**Article 2:** The Board of Directors assigns the Director of the Company to carry out all relevant procedures regarding the dismissal and termination of the Labor Contract in accordance with current regulations.

**Article 3:** Members of the Board of Directors, Director, Deputy Director, and Heads of Departments of IDICO-Long An Investment Construction Joint Stock Company are responsible for the execution of this Decision./.

#### **Recipients:**

- As Article 3;
- Board of Supervisors;
- Archived: Board of Directors, HR.

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

***(Signed)***

**Nguyen Danh Thai**