




IDICO CORPORATION – JSC

IDICO - LONG AN INVESTMENT CONSTRUCTION JSC

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**REGULATIONS ON OPERATION
OF THE BOARD OF SUPERVISORS
IDICO - LONG AN INVESTMENT CONSTRUCTION JSC**

IDICO-LINCO 

Tay Ninh, April 2026

OPERATING REGULATIONS OF THE BOARD OF SUPERVISORS

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 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 Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated September 11, 2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2021, of the Ministry of Finance, guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020;
- Pursuant to the current Charter and regulations of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO).
- Pursuant to the Resolution of the General Meeting of Shareholders dated April 20, 2026.

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CHAPTER I - GENERAL PROVISIONS

Article 1. Governing scope and applicable entities

1. Governing scope: The Operating Regulations of the Board of Supervisors stipulate the organizational structure, standards, conditions, rights, and obligations of the Board of Supervisors and members of the Board of Supervisors in accordance with the Law on Enterprises, the Company Charter, the Internal Regulations on Corporate Governance, and other relevant regulations.
2. Applicable entities: The Operating Regulations of the Board of Supervisors shall apply to the Board of Supervisors and members of the Board of Supervisors.

Article 2. Principles of operation of the Board of Supervisors

The Board of Supervisors shall work on the principle of collectivity. Members of the Board of Supervisors shall be personally responsible for their assigned tasks and shall be jointly responsible before the General Meeting of Shareholders and before the law for the work and decisions of the Board of Supervisors.

CHAPTER II - MEMBERS OF THE BOARD OF SUPERVISORS

Article 3. Rights, obligations, and responsibilities of members of the Board of Supervisors

1. To strictly comply with the law, the Company Charter, the Resolutions of the General Meeting of Shareholders, and professional ethics in the performance of assigned rights and obligations.
2. To perform the assigned rights and obligations honestly, prudently, and to the best of their ability to ensure the maximum legitimate interests of the Company.
3. To be loyal to the interests of the Company and its Shareholders; not to abuse their position, title, or use information, trade secrets, business opportunities, or other Assets of the Company for personal gain or to serve the interests of other organizations or individuals.
4. Other obligations as stipulated by the Law on Enterprises and the Company Charter; including the right to access information and documents related to the Company's operations. Members of the Board of Directors, the Director, and Other executives of the enterprise shall be responsible for providing information in a timely and complete manner at the request of members of the Board of Supervisors.
5. In case of violation of the provisions in Clauses 1, 2, 3, and 4 of this Article, causing damage to the Company or other persons, the member of the Board of Supervisors shall be personally or jointly liable to compensate for such damage. Income and other benefits obtained by the member of the Board of Supervisors due to the violation shall be returned to the Company.
6. In case of detecting that a member of the Board of Supervisors has committed a violation in the performance of assigned rights and obligations, they shall notify the Board of Supervisors in writing, requesting the violator to cease the violation and remedy the consequences.

Article 4. Term of office and number of members of the Board of Supervisors

1. The Number of members of the Board of Supervisors of the Company shall be 03. The term of office for a member of the Board of Supervisors shall not exceed 05 years and they may be re-elected for an unlimited number of terms.
2. A member of the Board of Supervisors is not required to be a Shareholder of the Company.
3. More than half of the members of the Board of Supervisors must be permanent residents in Vietnam.
4. In case the term of office of all members of the Board of Supervisors ends at the same time and the new members have not yet been elected, the members whose term has expired shall continue to perform their rights and obligations until the new members are elected and take office.

Article 5. Standards and conditions for members of the Board of Supervisors

1. Members of the Board of Supervisors must meet the following standards and conditions:
 - a) Not falling under the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

- b) Having been trained in one of the majors of economics, finance, accounting, Auditing, law, business administration, or a major suitable for the Company's business operations;
- c) Not being a family member of a Member of the Board of Directors, the Director, or other managers;
- d) Not being a manager of the Company; they are not required to be a Shareholder or an employee of the Company.
- đ) Not working in the accounting or finance department of the Company;
- e) Not being a member or employee of an Auditing organization approved to perform Auditing of the Company's Financial statements in the 03 consecutive years prior to that;
- g) Other standards and conditions as stipulated by relevant laws and the Company's Charter.

2. In addition to the standards and conditions stipulated in Clause 1 of this Article, members of the Board of Supervisors must ensure they meet the conditions stipulated in Clause 2, Article 169 of the Law on Enterprises.

Article 6. Head of the Board of Supervisors

- 1. The Head of the Board of Supervisors must have a university degree or higher in one of the majors of economics, finance, accounting, Auditing, law, business administration, or a major related to the business operations of the enterprise.
- 2. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members; the election, dismissal, and removal shall be based on the majority principle.
- 3. The rights and obligations of the Head of the Board of Supervisors shall be stipulated by the Company Charter.

Article 7. Nomination and self-nomination of members of the Board of Supervisors

- 1. A Shareholder or group of Shareholders holding 05% or more of the common shares shall have the right to nominate candidates to the Board of Supervisors. Shareholders holding voting Shares have the right to aggregate their voting rights to nominate Supervisors. A Shareholder or group of Shareholders holding 05% or more of the common shares shall have the right to nominate and self-nominate members of the Board of Supervisors. A Shareholder or group of Shareholders holding from 05% to 10% of the total voting Shares shall have the right to nominate one (01) Nominee; from over 10% to less than 50% shall have the right to nominate a maximum of two (02) Nominees; from 50% or more shall have the right to nominate the full number of expected members of the Board of Supervisors as determined for each specific term according to the documents of the General Meeting of Shareholders.
- 2. In case the number of Nominees for the Board of Supervisors through nomination and self-nomination is still insufficient according to the provisions of Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Supervisors shall introduce additional Nominees. The introduction of additional Nominees by the incumbent Board of Supervisors must be clearly Announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 8. Method of election, dismissal, and removal of members of the Board of Supervisors

1. The election, dismissal, and removal of members of the Board of Supervisors shall be under the Authority of the General Meeting of Shareholders.
2. In case the number of Nominees for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly Announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.
3. If the number of Nominees is less than or equal to the Number of members of the Board of Supervisors to be elected, the election of members of the Board of Supervisors may be conducted by cumulative Voting as stipulated in Clause 3, Article 148 of the Law on Enterprises or by means of Voting (for, against, abstention). The Voting rate for Approval of Resolutions by means of Voting shall be implemented according to Clause 2, Article 21 of the Company's Charter.

Article 9. Cases of dismissal and removal of members of the Board of Supervisors

1. The General Meeting of Shareholders shall dismiss a member of the Board of Supervisors in the following cases:
 - a) No longer meeting the standards and conditions to be a member of the Board of Supervisors as stipulated in Article 169 of the Law on Enterprises;
 - b) Having submitted a resignation letter which has been accepted;
 - c) Other cases as stipulated by law and the Company Charter.
2. The General Meeting of Shareholders shall remove a member of the Board of Supervisors in the following cases:
 - a) Failing to complete assigned tasks and work;
 - b) Failing to perform their rights and obligations for 06 consecutive months, except in cases of force majeure;
 - c) Repeatedly violating or seriously violating the obligations of a member of the Board of Supervisors as stipulated by the Law on Enterprises and the Company Charter;
 - d) Other cases as per the Resolution of the General Meeting of Shareholders.

Article 10. Notification of election, dismissal, and removal of members of the Board of Supervisors

1. In case the Nominees for the Board of Supervisors have been identified, the Company shall disclose information related to the Nominees at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that Shareholders can learn about these Nominees before voting. Nominees for the Board of Supervisors must provide a written commitment regarding the truthfulness and accuracy of the disclosed personal

information and must commit to performing their duties honestly, prudently, and in the best interests of the Company if elected as a member of the Board of Supervisors. Information related to the Nominees for the Board of Supervisors to be disclosed includes:

- a) Full name, date, month, and year of birth;
 - b) Qualification;
 - c) Work history;
 - d) Other management positions;
 - dd) Interests related to the Company and affiliated persons of the Company;
 - e) Other information (if any) as stipulated in the Company Charter;
 - g) The Company shall be responsible for Announced information regarding companies where the Nominee currently holds management positions and the Nominee's interests related to the Company (if any).
2. The notification of the results of the election, dismissal, and removal of members of the Board of Supervisors shall be carried out in accordance with the regulations on Information disclosure.

CHAPTER III - BOARD OF SUPERVISORS

Article 11. Rights, obligations, and Responsibilities of the Board of Supervisors

1. The Board of Supervisors shall supervise the Board of Directors and the Director in the Management and administration of the Company.
2. To inspect the reasonableness, legality, honesty, and level of prudence in the Management and administration of business Operations; and the systematic, consistent, and appropriate nature of accounting, statistics, and the preparation of Financial statements.
3. To appraise the completeness, legality, and honesty of the business performance reports, annual and semi-annual Financial statements of the Company, and the report evaluating the Management of the Board of Directors, and to present the appraisal report at the annual General Meeting of Shareholders (GMS). To review Contracts and Transactions with affiliated persons under the approval authority of the Board of Directors or the General Meeting of Shareholders (GMS) and provide recommendations on Contracts and Transactions requiring approval by the Board of Directors or the General Meeting of Shareholders (GMS).
4. To review, inspect, and evaluate the effectiveness and efficiency of the internal control, internal Auditing, risk Management, and early warning systems of the Company.
5. To examine accounting books, accounting records, and other documents of the Company, and the Management and administration of the Company's Operations when deemed necessary or pursuant to a Resolution of the General Meeting of Shareholders (GMS) or at the request of a Shareholder or a group of Shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises.

6. Upon the request of a Shareholder or a group of Shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises, the Board of Supervisors shall conduct an inspection within 07 working days from the Date of receipt of the request. Within 15 days from the Date of completion of the inspection, the Board of Supervisors shall report on the issues requested for inspection to the Board of Directors and the requesting Shareholder or group of Shareholders. The inspection report of the Board of Supervisors shall be made in writing and must include the following Content: the issue to be inspected, the purpose of the inspection; the time of inspection; the Member of the Board of Supervisors conducting the inspection; the documents inspected; the results of the inspection; and the assessment of the Board of Supervisors regarding the issue to be inspected. The inspection by the Board of Supervisors as stipulated in this Clause shall not hinder the normal Operations of the Board of Directors or disrupt the administration of the Company's business Operations.

The Board of Supervisors is responsible for receiving requests for searching books and records from common Shareholders as stipulated in Clause 1, Article 45 of the Company Charter and for fulfilling these requests for information provision to the Board of Directors, the General Director, or other managers. The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance. The person provided with information is responsible for maintaining the confidentiality of the information provided and using it for the correct purpose for the assigned work.

7. To propose to the Board of Directors or the General Meeting of Shareholders (GMS) measures to amend, supplement, and improve the organizational structure of Management, supervision, and administration of the Company's business Operations.

8. Upon discovering that a Member of the Board of Directors or the Director has violated the provisions of Article 165 of the Law on Enterprises, the Board of Supervisors shall immediately notify the Board of Directors in writing, requiring the person committing the violation to terminate the violation and implement solutions to remedy the consequences.

9. To attend and participate in discussions at meetings of the General Meeting of Shareholders (GMS), the Board of Directors, and other meetings of the Company.

10. To use independent consultants and the Company's internal Auditing department to perform assigned tasks.

11. The Board of Supervisors may consult the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders (GMS).

12. To inspect specific issues related to the Management and administration of the Company's Operations at the request of Shareholders.

13. To request the Board of Directors to convene an extraordinary General Meeting of Shareholders (GMS).

14. To replace the Board of Directors in convening the General Meeting of Shareholders (GMS) within 30 days in case the Board of Directors fails to convene the General Meeting of Shareholders (GMS) as stipulated in Clause 3, Article 140 of the Law on Enterprises.

15. To propose that the CHAIRMAN OF THE BOARD OF DIRECTORS convene a meeting of the Board of Directors.
16. To review, extract, and copy part or all of the content of the declared List of affiliated persons and related interests as stipulated in Clause 1 and Clause 2, Article 164 of the Law on Enterprises. The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance.
17. To propose and recommend that the General Meeting of Shareholders (GMS) approve the list of Auditing organizations approved to perform the Auditing of the Company's Financial statements; and Auditing organizations approved to inspect the Company's Operations when deemed necessary.
18. To be responsible to Shareholders for its supervisory activities.
19. To supervise the Company's Financial situation and the compliance with the law by members of the Board of Directors, the Director, and other managers in their activities.
20. To ensure coordination of activities with the Board of Directors, the Director, and Shareholders.
21. In case of discovering acts of violation of the law or the Company Charter by a Member of the Board of Directors, the Director, or other business executives, the Board of Supervisors shall notify the Board of Directors in writing within 48 hours, requiring the person committing the violation to terminate the violation and implement solutions to remedy the consequences.
22. To develop the Regulations on Operation of the Board of Supervisors and submit them to the General Meeting of Shareholders (GMS) for Approval of Resolutions.
23. To witness the Board of Directors organizing the vote counting and preparing the vote counting minutes if requested by the Board of Directors in the case of collecting Shareholders' opinions in writing to pass a Resolution of the General Meeting of Shareholders (GMS).
24. The Head of the Board of Supervisors shall preside over the General Meeting of Shareholders (GMS) to elect a meeting chairperson in case the Chairman is absent or temporarily unable to work and the remaining members of the Board of Directors cannot elect a chairperson. In this case, the person with the highest number of votes shall serve as the meeting chairperson.
25. To perform other rights and obligations as stipulated by the Law on Enterprises, the Company Charter, and the Resolution of the General Meeting of Shareholders (GMS).

Article 12. Right of the Board of Supervisors to be provided with information

1. Documents and information must be sent to members of the Board of Supervisors at the same time and in the same manner as for members of the Board of Directors, including:
 - a) Meeting invitations, ballots for collecting opinions of members of the Board of Directors, and accompanying documents;

b) Resolutions, Decisions, and minutes of meetings of the General Meeting of Shareholders (GMS) and the Board of Directors;

c) Reports of the Director submitted to the Board of Directors or other documents issued by the Company.

2. Members of the Board of Supervisors have the right to access records and documents of the Company kept at the head office, branches, and other locations; and have the right to visit the workplaces of the Company's managers and employees during working hours.

3. The Board of Directors, members of the Board of Directors, the Director, and other managers must provide full, accurate, and timely information and documents regarding the Management, administration, and business Operations of the Company at the request of a Member of the Board of Supervisors or the Board of Supervisors.

Article 13. Responsibilities of the Board of Supervisors in convening an extraordinary General Meeting of Shareholders (GMS)

1. The Board of Supervisors is responsible for replacing the Board of Directors in convening the General Meeting of Shareholders (GMS) within 30 days in case the Board of Directors fails to convene the General Meeting of Shareholders (GMS) in the following cases:

a) The number of remaining members of the Board of Directors and the Board of Supervisors is less than the number of members as stipulated by law;

b) At the request of a Shareholder or a group of Shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises;

c) When there is a request to convene an extraordinary General Meeting of Shareholders (GMS) from the Board of Supervisors but the Board of Directors fails to do so, unless the Company Charter provides otherwise.

2. In case the Board of Supervisors fails to convene the General Meeting of Shareholders (GMS) as stipulated, the Board of Supervisors must compensate for damages incurred by the Company.

3. The Cost of convening and conducting the General Meeting of Shareholders (GMS) as stipulated in Clause 1 of this Article shall be reimbursed by the Company.

CHAPTER IV - MEETINGS OF THE BOARD OF SUPERVISORS

Article 14. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least two (02) times per year, and the number of members attending the meeting must be at least two-thirds (2/3) of the members of the Board of Supervisors.
2. The Board of Supervisors has the right to request members of the Board of Directors, the Director, and representatives of the approved Auditing organization to attend and answer issues that need clarification.

Article 15. Minutes of Meetings of the Board of Supervisors

Minutes of Meetings of the Board of Supervisors shall be prepared in detail and clearly. The minute-taker and members of the Board of Supervisors attending the meeting must sign the meeting minutes. Minutes of Meetings of the Board of Supervisors must be kept to determine the Responsibilities of each Member of the Board of Supervisors.

CHAPTER V - REPORTING AND DISCLOSURE OF INTERESTS

Article 16. Annual reporting

Reports of the Board of Supervisors at the annual General Meeting of Shareholders (GMS) include the following Content:

1. Report on the business results of the Company and on the operational results of the Board of Directors and the Director to be submitted to the General Meeting of Shareholders (GMS) for approval at the annual General Meeting of Shareholders (GMS).
2. Self-assessment report on the operational results of the Board of Supervisors and its members.
3. Remuneration, Operating Expenses, and Other Benefits of the Board of Supervisors and each member of the Board of Supervisors.
4. Summary of the Board of Supervisors Meetings and conclusions and recommendations of the Board of Supervisors; results of monitoring the Company's operational and financial situation.
5. Assessment report on transactions between the Company, its Subsidiaries, and other companies in which the Company holds the control right of 50% or more of the Charter capital with members of the Board of Directors, the Director, and affiliated persons of such members; transactions between the Company and companies in which a member of the Board of Directors is a founding member or a manager of the enterprise within the 03 years prior to the Time of transaction.
6. Results of monitoring the Board of Directors, the Director, and other corporate executives.
7. Results of the assessment of the coordination between the Board of Supervisors and the Board of Directors, the Director, and Shareholders.
8. Propose and recommend the General Meeting of Shareholders (GMS) to approve the list of Auditing firms accepted to perform the Auditing of the Company's Financial statements; Auditing firms accepted to perform inspections of the Company's operations when deemed necessary.

Article 17. Salaries and other benefits

Salaries, remunerations, bonuses and other benefits of members of the Board of Supervisors shall be implemented in accordance with the following provisions:

1. Members of the Board of Supervisors shall be paid salaries, remunerations, bonuses and other benefits as decided by the General Meeting of Shareholders (GMS). The General Meeting of Shareholders (GMS) shall decide the total amount of salaries, remunerations, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.
2. Members of the Board of Supervisors shall be reimbursed for reasonable food, accommodation, travel, and independent consulting service expenses. The total amount of such remuneration and expenses shall not exceed the total annual operating budget of the

Board of Supervisors approved by the General Meeting of Shareholders (GMS), unless otherwise decided by the General Meeting of Shareholders (GMS).

3. Salaries and Operating Expenses of the Board of Supervisors shall be included in the Company's business Cost in accordance with the laws on corporate income tax, other relevant laws, and must be recorded as a separate item in the Company's annual Financial statements.

Article 18. Disclosure of related interests

1. Members of the Board of Supervisors of the Company must declare their related interests to the Company, including:

a) Name, enterprise identification number, Address, and business lines of the enterprise that they own or possess capital contributions or Shares; the percentage and Time of ownership of such capital contributions or Shares;

b) Name, enterprise identification number, Address, and business lines of the enterprise that their affiliated persons own, jointly own, or separately own capital contributions or Shares exceeding 10% of the Charter capital.

2. The declaration as stipulated in Clause 1 of this Article must be made within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Company within 07 working days from the date of the corresponding amendment or supplement.

3. Members of the Board of Supervisors and their affiliated persons may only use information obtained through their Position to serve the interests of the Company.

4. Members of the Board of Supervisors have the obligation to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, its Subsidiaries, or other companies in which the Company holds the control right of 50% or more of the Charter capital with the member of the Board of Supervisors or their affiliated persons in accordance with the law. For the aforementioned transactions approved by the General Meeting of Shareholders (GMS) or the Board of Directors, the Company must perform Information disclosure regarding these Resolutions in accordance with the laws on Securities regarding Information disclosure.

5. Members of the Board of Supervisors and their affiliated persons must not use or disclose internal information to others to perform related Transactions.

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CHAPTER VI - RELATIONSHIPS OF THE BOARD OF SUPERVISORS

Article 19. Relationship between members of the Board of Supervisors

Members of the Board of Supervisors have an independent relationship, not dependent on each other, but coordinate and collaborate in common work to ensure the effective performance of the responsibilities, rights, and duties of the Board of Supervisors in accordance with the law and the Company Charter. The Head of the Board of Supervisors is the coordinator of the common work of the Board of Supervisors but does not have the right to dominate members of the Board of Supervisors.

Article 20. Relationship with the Board of Management

The Board of Supervisors has an independent relationship with the Company's Board of Management and is the unit that performs the function of monitoring the operations of the Board of Management.

Article 21. Relationship with the Board of Directors

The Board of Supervisors has an independent relationship with the Company's Board of Directors and is the unit that performs the function of monitoring the operations of the Board of Directors.

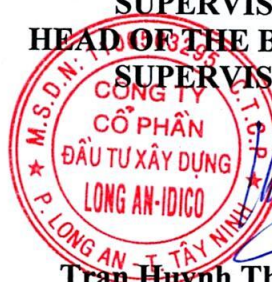


CHAPTER VII - IMPLEMENTATION PROVISIONS

Article 22. Effectiveness

The Operating Regulations of the Board of Supervisors of IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY consist of 7 chapters, 22 articles, and shall take effect from 20/4/2026, and replace the Operating Regulations of the Board of Directors approved by the annual General Meeting of Shareholders (GMS) on 20/05/2021.

**ON BEHALF OF THE BOARD OF
SUPERVISORS
HEAD OF THE BOARD OF
SUPERVISORS**



Trần Huỳnh Thanh Truc

1. C. P. H.