

RESOLUTION

**Approval of the policy on rotation and appointment of personnel
at Song Ba Joint Stock Company**

***THE BOARD OF DIRECTORS
OF SONG BA JOINT STOCK COMPANY***

Pursuant to Enterprise Law no. 59/2020/QH14 on June 17, 2020;

Pursuant to the Charter of organization and operation of Song Ba Joint Stock Company;

Pursuant to the Regulation on the Organization and Operation of the Board of Directors of Song Ba Joint Stock Company issued together with Decision No. 12/21/QĐ-S3-HĐQT on July 6, 2021;

Pursuant to the Internal Management Regulation of Song Ba Joint Stock Company issued together with Decision No. 22/21/QĐ-S3-HĐQT on September 15, 2021;

Pursuant to the Delegation of Authority Regulation of SBA issued together with Decision No. 23/QĐ-SBA-HĐQT on August 8, 2025;

Pursuant to Proposal No. 100/TTr-SBA-TCHC dated March 23, 2026 submitted by the General Director of Song Ba Joint Stock Company regarding the approval of the personnel rotation and appointment plan

Pursuant to the Minutes of the vote tabulation of the Board of Directors of the Company on March 26, 2026.

HEREBY RESOLVES

Article 1. Approval of the policy on rotation and appointment of personnel at Song Ba Joint Stock Company with the following details:

1. In respect of **Mr. Phan Minh Thach** – Director of Song Ba Joint Stock Company Branch - Khe Dien Hydropower Plant:

- To be assigned and appointed to the position of: Director of Song Ba Joint Stock Company Branch - Krong H'Nang Hydropower Plant.

- Term of appointment: 05 (five) years from April 1, 2026.

- Salary and other benefits: In accordance with the Company's regulations.

2. In respect of **Mr. Nguyen Tuan Dat** – Director of Song Ba Joint Stock Company Branch - Krong II'ngang Hydropower Plant:

- To be assigned and appointed to the position of: Director of Song Ba Joint Stock Company Branch - Khe Dien Hydropower Plant

- Term of appointment: 05 (five) years from April 1, 2026

- Salary and other benefits: In accordance with the Company's regulations.

Article 2. This Resolution shall take effect from the date of signing. The General Director, Deputy General Directors, the Chief Accountant, Heads of Departments, and relevant units of the Company shall be responsible for the implementation of this Resolution

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

Recipients: ✓

- As stated in Article 2;
- Members of the BOD;
- Supervisory Board;
- Filed at: Company



THAI HONG QUAN