

DECISION

**On the appointment of a Deputy General Director of Song Ba Joint Stock
Company**

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 on June 17th, 2020 and Law No. 76/2025/QH15 on June 17th, 2025 amending and supplementing a number of articles of the Law on Enterprises

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 6th, 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 15th, 2021;

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

Pursuant to Proposal No. 163/TTr-SBA-TCHC dated April 20th, 2026 of the General Director of Song Ba Joint Stock Company regarding the consideration of the appointment of Mr. Thai Hong Quan as Deputy General Director.

Pursuant to the Minutes consolidating opinions of the members of the Board of Directors of Song Ba Joint Stock Company on April 24th, 2026.

DECISION

Article 1. *Appointment of Mr. Thai Hong Quan as Deputy General Director of Song Ba Joint Stock Company, with details as follows:*

- Term of appointment: From April 15th, 2026 to October 31st, 2026.*
- Salary: VND 74 million/month.*
- Other entitlements: In accordance with the regulations of Song Ba Joint Stock Company.*

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

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

Recipients:

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



Đo Ngọc Tran Thiem