

**SONG BA
JOINT STOCK COMPANY**

No.: 14/NQ-SBA-HDQT

**THE SOCIALIST REPUBLIC OF VIETNAMESE
Independence - Freedom - Happiness**

Da Nang, 05 October, 2026

RESOLUTION

Approval of Mr. Thai Hong Quan's cessation from the position of Deputy General Director of the Company for retirement benefits

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

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

Pursuant to the Labor Code No.45/2019/QH14 dated 20th November 2019;

Pursuant to the Law on Social Insurance No.41/2024/QH15 dated 29th June 2024;

Pursuant to the Charter on Organization and Operation of Song Ba Joint Stock Company (SBA);

Pursuant to the Regulation on Operation of the Board of Directors of Song Ba Joint Stock Company issued together with Decision No.12/21/QD-S3-HDQT dated 06th July 2021;

Pursuant to the Delegation of Authority Regulation of SBA issued together with Decision No.23/QD-SBA-HDQT dated 08th August, 2025;

Pursuant to Submission No.428/TTr-SBA-TCHC dated 21st September 2026 of the General Director of Song Ba Joint Stock Company regarding the cessation of Mr. Thai Hong Quan's cessation from the position of Deputy General Director of Song Ba Joint Stock Company for retirement;

Pursuant to the Minutes consolidating the voting results of the members of the Board of Directors of Song Ba Joint Stock Company dated 05 October 2026.

HEREBY RESOLVES:

Article 1. Approval of Mr. Thai Hong Quan's cessation from the position of Deputy General Director of Song Ba Joint Stock Company for retirement benefits, with effect from the date 01 November 2026.

Article 2. The Board of Directors assigns the General Director of the Company to carry out the procedures for settling Mr. Thai Hong Quan's retirement benefits in accordance with applicable laws and regulations.

Article 3. This Resolution shall take effect from the date of signing. The members of the Board of Directors, the General Director, Deputy General Directors, Chief Accounting, Head of Departments, and relevant units within the Company shall be responsible for implementing this Resolution.

Received:

- As stated in Article 3;
- Members of BOD;
- Supervisory Board;
- Archiving: Company.

**ON BEHALF OF THE BOARD
OF DIRECTORS**

CHAIRMAN

**CÔNG TY
CỔ PHẦN
SÔNG BA**

DO NGOC TRAN THIEM