

No.: 10 /NQ-SBA-HDQT

DaNang, 17 June, 2026

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 on June 17th, 2020;

Pursuant to the Charter on Organization and Operation of Song Ba Joint Stock Company approved by the General Meeting of Shareholders on June 25th, 2021;

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

Pursuant to the minutes of the Board of Directors Meeting on June 15th, 2026.

HEREBY RESOLVES:

Article 1. The Board of Directors of Song Ba Joint Stock Company unanimously approves the following matters:

1. Approval of the Company's 2026 Planned payroll Fund, specifically as follows:

The total planned payroll fund for 2026 is **VND 31,557,700,384** (In words: Thirty-one billion, five hundred and fifty-seven million, seven hundred thousand, three hundred and eighty-four Vietnamese Dong), including:

- Payroll for power generation activities: VND 25,961,100,000.
- Payroll for the Company's internal consulting activities: VND 3,571,264,280.
- Payroll for consulting services provided to external entities: VND 1,320,000,000.
- Payroll for other production activities: VND 705,336,104.

2. The Board of Directors assigns the General Director to review the Company's internal management regulations and make necessary revisions to ensure their appropriateness and consistency with current operational requirements.


3. The Board of Directors resolves to establish a Research and Development (R&D) Team under the Board of Directors to study and develop proposals on important matters of the Company in the coming period.

Article 2: This Resolution as from the date of signing. Members of the Board of Directors, The General Director, Deputy General Directors, Chief Accountant and

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;
- Board of Supervisors;
- Archiving: Company.



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