

DECISION

On the Appointment of a Management Position

THE GENERAL DIRECTOR OF STH HOLDINGS JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
Pursuant to the Charter of STH Holdings Joint Stock Company;
Pursuant to the Company's organizational structure and operational requirement;
Upon consideration of the candidate's qualifications, professional competence and
the Company's personnel requirements.*

DECISION

Article 1. Appointment of Ms. Bui Thanh Ha to the position of Chief Accountant as follows:

- Date of Birth: May 19, 1986.
- Citizen Identification No.: 019186004561, issued on May 10, 2026 by the Ministry of Public Security.
- Permanent Address: Huong Son 8 Residential Area, Gia Sang Ward, Thai Nguyen Province.
- Educational Qualification: Master's Degree.
- Position: Chief Accountant of STH Holdings Joint Stock Company, effective from June 15, 2026.

Article 2. Duties of Ms. Bui Thanh Ha:

- Ms. Bui Thanh Ha shall perform the duties and responsibilities of the position in accordance with the Company's Charter, internal regulations and applicable policies, and shall report directly to the Chief Financial Officer.
- Ms. Bui Thanh Ha shall be entitled to the salary, benefits and other employment-related entitlements in accordance with the Company's prevailing regulations.

Article 3. This Decision shall take effect as of the date of its signing. Members of the Board of Directors, Heads of Departments, relevant divisions and Ms. Bui Thanh Ha shall be responsible for the implementation of this Decision.

Recipients:

- As stated in Article 3;
- Filed: Administration Office.



Le Tuan Dung