

THÔNG BÁO THAY ĐỔI NHÂN SỰ
NOTICE OF PERSONNEL CHANGE

Kính gửi/To: - Ủy ban Chứng khoán Nhà nước/ *State Securities Commission*
- Sở Giao dịch Chứng khoán Hà Nội/ *Hanoi Stock Exchange*

Căn cứ quyết định số 08/QĐ-HĐQT ngày 25/06/2026 của Hội đồng quản trị Công ty cổ phần Tư vấn Sông Đà, chúng tôi trân trọng thông báo việc bổ nhiệm nhân sự của Công ty cổ phần Tư vấn Sông Đà như sau:

Based on Decision No. 08/QĐ-HĐQT dated June 25, 2026 of the Board of Directors of Song Da Consulting Joint Stock Company, we hereby announce the appointment of personnel as follows:

1. Trường hợp bổ nhiệm/ *Appointment case:*

- | | |
|--|-------------------------------|
| - Ông: | Phùng Hồng Quảng |
| - Mr: | <i>Phung Hong Quang</i> |
| - Chức vụ trước khi bổ nhiệm: | Phó Tổng giám đốc |
| - <i>Former position before appointment:</i> | <i>Deputy General Manager</i> |
| - Chức vụ được bổ nhiệm: | Phó Tổng giám đốc |
| - <i>Appointed position:</i> | <i>Deputy General Manager</i> |
| - Thời hạn bổ nhiệm: | 05 năm |
| - <i>Term of appointment:</i> | <i>05 years</i> |
| - Ngày bắt đầu có hiệu lực: | 01/07/2026 |
| - <i>Effective date:</i> | <i>01/07/2026</i> |

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty cổ phần Tư vấn Sông Đà vào ngày 25/6/2026 tại đường dẫn : www.sdcc.com.vn/ *This information was published on the company's website on 25nd June, 2026 as in the link : www.sdcc.com.vn*

Tài liệu đính kèm/ *Attached documents*

- Quyết định số 08/QĐ-HĐQT/ *Decision No. 08/QĐ-HĐQT*

- Bản cung cấp thông tin/ *Cirriculum vitae*

Đại diện tổ chức
Organization representative
(Người đại diện theo pháp luật)
(*Legal representative*)



Đinh Văn Duẩn

No.: 08 /QD-HDQT

Hanoi City, June 25th, 2026

DECISION

**On re-appointment of Deputy General Director
of Song Da Consulting Joint Stock Company**

**BOARD OF DIRECTORS OF
SONG DA CONSULTING JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020;
Pursuant to the Charter of Song Da Consulting Joint Stock Company;
*Pursuant to the Operational Regulations of the Board of Directors and the Internal
Regulations on Corporate Governance of Song Da Consulting Joint Stock Company;*
*Pursuant to Decision No. 02/QD-HDQT dated January 4th, 2023 of the Board of
Directors of Song Da Consulting Joint Stock Company promulgating the Regulations on
Delegation of Authority in Organizational Management and Personnel Administration;*
*Pursuant to Official Document No. 439/TCT-TCNS dated June 16th, 2026 of Song Da
Corporation – JSC regarding personnel of Song Da Consulting Joint Stock Company;*
*Pursuant to Resolution No. 26-NQ/ĐU dated May 11th, 2026 of the Party Committee of
Song Da Consulting Joint Stock Company and Resolution No. 27/NQ-HĐQT dated June 25th,
2026 of the Board of Directors of Song Da Consulting Joint Stock Company regarding the re-
appointment of the Deputy General Director of Song Da Consulting Joint Stock Company;*
*At consideration of the General Director's proposal as set out in Submission No.
26/TTr-SDCC dated March 17th, 2026.*

HEREBY DECIDES:

Article 1. To re-appoint Mr. Phung Hong Quang - born in 1980; professional qualifications: Engineer in Engineering Geology - Geotechnics, Bachelor of Economics, Master of Geological Engineering; to hold the position of Deputy General Director of Song Da Consulting Joint Stock Company; Term of re-appointment shall be 05 years.

Article 2. Mr. Phung Hong Quang shall be entitled to salary grade 2/2 applicable to the title of Deputy General Director of the Company and other remuneration in accordance with the applicable salary regulations of Song Da Consulting Joint Stock Company.

Article 3. This Decision shall take effect from July 1st, 2026.

General Director, Chief Accountant, Heads of functional departments, Directors of affiliated units, the Company's representatives of capital contributions in other enterprises, and Mr. Phung Hong Quang shall, within the scope of their respective functions and duties, be responsible for implementation of this Decision in accordance with the applicable laws and the Company's internal management regulations and policies./.

Recipients:

- SSC; HNX;
- Song Da Corporation – JSC (for reporting);
- The Company's Party Committee; Members of BOD and BOS of the Company;
- As stated in Article 3;
- Company's Website; Securities Group;
- Company's Trade Union; Youth Union;
- Archived: Unit Records, Social Security Records, Personnel Records, Appointment Records;
- Archived: BOD, Organization and HR Dept.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Pham Van Manh

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