

No: 128/2024/QĐ-HDQT

Hanoi, February 23, 2026

**DECISION**

*Re: Appointment of Mr. Nguyen Hong Quang – Director of Capital & Financial Markets Division to the position of Deputy General Director of Southeast Asia Commercial Joint Stock Bank*

**BOARD OF DIRECTORS  
SOUTHEAST ASIA COMMERCIAL JOINT STOCK BANK**

- Pursuant to the Law on Credit Institutions of 2010; the Law Amending and Supplementing Certain Articles of the Law on Credit Institutions of 2017 and its implementing guidelines;
- Pursuant to the Law on Enterprises of 2020 and its implementing guidelines;
- Pursuant to the Labor Code of 2019 and its implementing guidelines;
- Pursuant to the Charter of Southeast Asia Commercial Joint Stock Bank ("SeABank");
- Pursuant to Resolution of the Board of Directors No. 119/2024/NQ-HDQT dated 23/02/2024;
- Considering the actual situation and the competence of the personnel,

**DECIDES:**

**Article 1.** Mr. Nguyen Hong Quang – Director of the Capital & Financial Markets Division is appointed to the position of Deputy General Director of SeABank effective February 23, 2024.

**Article 2.** Mr. Nguyen Hong Quang shall be responsible for:

1. Performing the functions and duties of the Deputy General Director as stipulated in the Charter, other internal regulations of the Bank, the Employment Contract, and the Law on Credit Institutions, the Law on Enterprises, and other relevant legal provisions.
2. Carrying out assigned tasks in accordance with the work assignments, delegated authority, authorizations, and resolutions/decisions/directives of the Board of Directors and the General Director from time to time.
3. Performing all assigned functions and duties with honesty, diligence, and in the best interests of the Bank, in alignment with the Bank's orientations and strategies from time to time.
4. Fulfilling other responsibilities as required by law, the Charter, and other relevant internal regulations of SeABank.

**Article 3.** Mr. Nguyen Hong Quang shall be entitled to salary, allowances, bonuses, benefits, and other entitlements in accordance with SeABank's prevailing regulations.

**Article 4.** This Decision takes effect from the date of signing. The General Director, Deputy General Directors, Mr. Nguyen Hong Quang, Directors of Divisions/Departments/Units, and all relevant units and individuals of SeABank are responsible for the implementation of this Decision.

**Recipients:**

- BOD, BOS (for statementing);
- As Article 3 (for implementation);
- Save Office of BOD.

**O/B/O. BOARD OF DIRECTORS  
CHAIRMAN***(signed)***Le Van Tan**