

DECISION
Regarding the dismissal of personnel

**THE BOARD OF DIRECTORS OF TAN PHU VIETNAM
JOINT STOCK COMPANY**

- Based on the Enterprise Law of 2020;
- Based on the Charter of Organization and Operation of Tan Phu Vietnam Joint Stock Company ;
- Based on the minutes of the Board of Directors meeting held on the same day;
- Based on the company's production and business situation and its personnel capabilities,

DECISION:

Article 1 : Dismissal of **Mr. Murugan Subramaniam** from the position of **Deputy General Director** of Tan Phu Vietnam Joint Stock Company effective February 2nd, 2026.

Article 2 : **Mr. Murugan Subramaniam** is responsible for handing over his duties as Deputy General Director to the Company's General Director.

Article 3 : This decision takes effect from the date of signing.
The functional departments, the Company's branches, and **Mr. Murugan Subramaniam** are responsible for implementing this decision.

Recipient:

- Board of Directors;
- Article 3;
- Save VT.

**Chairman of the
Board of Directors**



Tran Duc Huy