

No.: 05 /QD-HDQT

Rach Gia, May 11 ,2026

**DECISION**

***On the Senior Personnel Appointment at Kien Long Commercial Joint Stock Bank***

**BOARD OF DIRECTORS OF KIEN LONG COMMERCIAL JOINT STOCK BANK**

- Pursuant to the Labor Code and current guiding documents;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Credit Institutions No. 32/2024/QH15 dated January 18, 2024;
- Pursuant to the current Charter of Kien Long Commercial Joint Stock Bank;
- Pursuant to the current Regulations on Organization and Operation of the Board of Directors;
- Pursuant to the Minutes of the Board of Directors' meeting dated 08/05/2026.

**DECIDES:**

- Article 1.** To recruit and appoint Mr. Phan Duc Kha to the position of Deputy General Director of KienlongBank. Term of appointment: 12 months, from May 11, 2026 until the end of May 10, 2027.
- Article 2.** Mr. Phan Duc Kha shall be entitled to salary and other benefits (if any) in accordance with the Salary Regulations, the internal policies of KienlongBank, and applicable laws.
- Article 3.** Mr. Phan Duc Kha is responsible for exercising the rights, obligations, and duties as prescribed by KienlongBank's regulations and applicable laws.
- Article 4.** Members of the Board of Directors, Personnel Committee, Board of Management, the Office of Board of Directors, Directors of Divisions, the Regional Directors, the Representative Office Directors, the Heads of Departments, the Head Office Center Directors, Branches, Transaction Offices, all officers, employees, and units under Kien Long Commercial Joint Stock Bank and Mr. Phan Duc Kha are responsible for implementing this Decision.
- Article 5.** This Decision takes effect from the date of signing.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Recipients:**

- BOD, BOS (for reporting);
- As per Article 4 (for implementation);
- Archived at: BOD Office.



**CHAIRMAN**

**Tran Ngoc Minh**