

## **DECISION**

### **CHAIRMAN OF THE BOARD OF DIRECTORS**

#### **ICA BIOTECHNOLOGICAL & PHARMACEUTICAL JOINT STOCK COMPANY**

*Pursuant to:*

- *Law on Enterprise No. 68/2014/QH13 dated 26/11/2014;*
- *Certificate for Business Registration of Joint Stock Company, Business Code 3700335511 granted by Planning and Investment Department of Binh Duong Province on December 22, 2014;*
- *The Charter of ICA Biotechnological & Pharmaceutical Joint Stock Company (ICA);*
- *The Resolution No. 03/2015/NQ-HDQT dated October 28, 2015 promulgated by ICA's Board of Directors.*

### **DECIDE:**

- Article 1:** Appoint Mr. Truong Minh Giam to the position as Finance, Deputy General Director of ICA in the term of 5 years.
- Article 2:** Mr. Truong Minh Giam is ICA's representative at ICVN Co., Ltd and appointed to the position as Chairman of the Board members of ICVN.
- Article 3:** Mr. Truong Minh Giam will receive salary, bonus and other benefits under the Regulation on salary, bonus of ICA.
- Article 4:** This Decision takes effect from the date of signing. Board of Directors, Chief Accountant and Mr. Truong Minh Giam have responsibility to execute this Decision.

**CHAIRMAN  
OF THE BOARD OF DIRECTORS**

*Recipients:*

- As Article 4;
- Members of the Board of Directors (for acknowledgment)
- Supervisory Board (for acknowledgment);
- Archives at Admin Div, 4

*(signed and sealed)*

**TRINH AN HUY**