

No.: 989/TB-SBH

Dak Lak, May 26, 2026

NOTICE OF PERSONNEL CHANGE

To: Hanoi Stock Exchange

Pursuant to Resolution No. 978/NQ-SBH dated May 25, 2026 of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company;

Pursuant to Decision No. 979/QĐ-SBH dated May 25, 2026 of the Board of Directors;

We hereby respectfully announce the personnel change of Song Ba Ha Hydro Power Joint Stock Company as follows:

Case of reappointment:

- Mr.: Chau Dinh Quoc

- Position before reappointment: Deputy General Director

- Reappointed position: Deputy General Director

- Term of reappointment: 05 years

- Effective date: May 1, 2026

Case of dismissal: None

- Mr.:

- Position prior to dismissal

- Position no longer held:

- Position still held ... /After dismissal

- Reason for dismissal:

- Effective date:

This information was disclosed on the Company's website on May 26, 2026 at the following link: **<https://sbh.vn/vi-VN/Thong-tin-co-phieu/Quan-he-co-dong-60-148>**

(*)Attached documents:

- Resolution No. 978/NQ-SBH dated May 25, 2026.

- Decision No. 979/QĐ-SBH dated May 25, 2026.

- Information disclosure form.

Sincerely yours./.

Recipients:

- As above;
- Board of Directors (for reporting);
- Finance and Accounting Department (for coordination);
- Archived at: Office and Personnel Department.

**PERSON RESPONSIBLE FOR INFORMATION
DISCLOSURE
LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



Nguyễn Duc Phu

RESOLUTION

**Reappointment of the Deputy General Director
of Song Ba Ha Hydro Power Joint Stock Company**

**THE BOARD OF DIRECTORS
OF SONG BA HA HYDRO POWER JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025 issued by the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter on organization and operation, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company;

Pursuant to Decision No. 756/QĐ-SBH dated March 28, 2025 of the Board of Directors regarding the assignment of duties to members of the Board of Directors;

Pursuant to Decision No. 1696/QĐ-SBH dated June 30, 2025 of the Board of Directors regarding the promulgation of Delegation Regulations;

Considering Proposal No. 756/TTr-SBH dated April 29, 2026 submitted by the General Director regarding the results of the reappointment process for the position of Deputy General Director of the Company, together with related dossiers and documents;

Pursuant to Official Letter No. 1769/EVNGENCO2-TCNS+TH dated May 19, 2026 of Power Generation Corporation 2 regarding the reappointment of the Deputy General Director of Song Ba Ha Hydro Power Joint Stock Company;

Pursuant to the Minutes of Vote Counting and Consolidation No. 33/2026/TH-SBH dated May 25, 2026 of the Board of Directors of the Company.

RESOLVES:

Article 1. To approve the reappointment of **Mr. Chau Dinh Quoc** to continue holding the position of Deputy General Director of Song Ba Ha Hydro Power Joint Stock Company from May 1, 2026. The term of reappointment shall be five (05) years.

Article 2. This Resolution takes effect from the date of signing./.

Recipients:

- Board of Directors;
- Board of Supervisors;
- Board of Management;
- Company units/departments;
- Information disclosure;
- Archived at: Office, Board of Directors.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Vu Huu Phuc

DECISION

**On the Reappointment of the Deputy General Director
of Song Ba Ha Hydro Power Joint Stock Company**

**THE BOARD OF DIRECTORS
OF SONG BA HA HYDRO POWER JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025 issued by the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter on organization and operation, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company;

Pursuant to Decision No. 756/QĐ-SBH dated March 28, 2025 of the Board of Directors regarding the assignment of duties to members of the Board of Directors;

Pursuant to Decision No. 1696/QĐ-SBH dated June 30, 2025 of the Board of Directors regarding the promulgation of Delegation Regulations;

Considering Proposal No. 756/TTr-SBH dated April 29, 2026 submitted by the General Director regarding the results of the reappointment process for the position of Deputy General Director of the Company, together with related dossiers and documents;

Pursuant to Official Letter No. 1769/EVNGENCO2-TCNS+TH dated May 19, 2026 of Power Generation Corporation 2 regarding the reappointment of the Deputy General Director of Song Ba Ha Hydro Power Joint Stock Company;

Pursuant to the Minutes of Vote Counting and Consolidation No. 33/2026/TH-SBH dated May 25, 2026 of the Board of Directors of the Company.

HEREBY DECIDES:

Article 1. To reappoint **Mr. Chau Dinh Quoc** to continue holding the position of Deputy General Director of Song Ba Ha Hydro Power Joint Stock Company from May 1, 2026. The term of reappointment shall be five (05) years.

Article 2. This Decision takes effect from the date of signing. The General Director, relevant units and individuals, and **Mr. Chau Dinh Quoc** shall be responsible for implementing this Decision in accordance with their assigned functions and duties./.

Recipients:

- Board of Directors;
- Board of Supervisors;
- Board of Management;
- Company
units/departments;
- Information disclosure;
- Archived at: Office, Board
of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Vu Huu Phuc