

**SONG BA HA HYDRO POWER
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: 953/SBH-TCKT

Dak Lak, May 22, 2026

Regarding the disclosure of information
on the adjustment and correction of data
in the 2025 Annual Report and the 2025
Audited Financial Statements

INFORMATION DISCLOSURE

To: - The State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

1. Name of company: Song Ba Ha Hydro Power Joint Stock Company
2. Stock code: SBH
3. Address: No. 498 Hung Vuong Avenue - Tuy Hoa Ward - Dak Lak Province.
4. Telephone: 0257.3811.456 Fax: 0257.3811.455
5. Person in charge of information disclosure: Mr. Nguyen Duc Phu – General Director of the Company.
6. Content: Pursuant to Official Dispatch No. 69/HCLĐ dated May 21, 2026, regarding the provision of salary data for 2025 for the Board of Directors, the Board of Supervisors, and the Board of Management, along with the salary and remuneration table approved by the leadership of SBH, Song Ba Ha Hydro Power Joint Stock Company hereby discloses information regarding the adjustment and correction of data in the relevant items of the 2025 Annual Report disclosed on April 11, 2026, and the 2025 Audited Financial Statements disclosed on March 30, 2026.

This information was disclosed on the Company's website on May 22, 2026, at the link <https://sbh.vn/vi-VN/Thong-tin-co-phieu/Quan-he-co-dong-60-148>

We commit that the information disclosed above is true and take full responsibility before the law for the content of the disclosed information./.

Recipients:

- As above;
- BOS (for information);
- BOD (for reporting);
- Person in charge of Corporate Governance;
- Company website;
- Archived: Office, Finance & Accounting Dept.

GENERAL DIRECTOR



Nguyen Duc Phu

**SONG BA HA HYDRO POWER
JOINT STOCK COMPANY
ADMINISTRATION - LABOR
DEPARTMENT**

**SOCIALIST REPUBLIC OF VIETNAMNAM
Independence - Freedom – Happiness**

Dak Lak, May 21, 2026

No.: 69/HCLĐ

Regarding the provision of 2025
salary data of the BOD, Member of
the Board of Supervisors, and
Executive Board

To: Finance - Accounting Department

Pursuant to document No. 1044/EVNGENCO2-TCNS+TH dated March 28, 2026, of Power Generation Joint Stock Corporation 2 regarding the 2025 salary fund for SBH.

Pursuant to Resolution 494/NQ-SBH dated March 31, 2026, of the BOD regarding the finalization of the 2025 electricity production-business salary and remuneration fund.

Pursuant to Resolution 742/NQ-SBH dated April 29, 2026, of the Company's BOD regarding the principles for determining the basic salary level for the Company's Executive Board.

The Administration - Labor Department hereby provides the 2025 salary finalization data for the BOD, BOM, and BOS in detail as per the attached appendix:

With the above content, the Administration - Labor Department respectfully forwards this to your department for your information.

Sincerely./.

Recipients:

- As above;
- BOM (for reporting);
- Head of Administration - Labor Department (for reporting);
- Archived: Administration - Labor Department.

**ADMINISTRATION - LABOR
DEPARTMENT**

**PP. Head of Department
Deputy Head of Department**



Nguyen Ngoc Thi

DETAILED STATEMENT OF SALARY AND REMUNERATION FUND FOR 2025 FOR THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS, GENERAL DIRECTORATE, AND CHIEF ACCOUNTANT


No.	Name	Position	Date of appointment/dismissal	Year 2025		Restated total income	Income presented in the Audited Financial Statements of 2025	Difference
				Salary level	Remuneration level			
1	2	3	4	5	6	7	8	9=7-8
I	Board of Directors							
1	Vu Huu Phuc	Chairman of the Board of Directors	March 22, 2025	736.997.120		1.522.998.760	1.523.044.200	-45.440
		General Director		174.797.640		911.794.760	911.840.200	-45.440
2	Nguyen Anh Vu	Member of the Board of Directors			152.801.000	152.801.000	152.801.000	0
		Acting Chairman of the Board of Directors (concurrent position)	December 01, 2024 (01 month)					0
3	Nguyen Truong Tien Dat	Member of the Board of Directors			152.801.000	152.801.000	152.801.000	0
4	Le Tuan Hai	Member of the Board of Directors			152.801.000	152.801.000	152.801.000	0
5	Ngo Minh Quan	Member of the Board of Directors			152.801.000	152.801.000	152.801.000	0
II	Board of Management							
1	Nguyen Duc Phu	General Director	07-07-25	385.396.710		1.693.228.660	1.700.443.760	-7.215.100
		Deputy General Director		391.025.950				
		Member of the Board of Directors			152.801.000	929.223.660	929.515.760	-292.100
2	Chau Dinh Quoc	Deputy General Director		764.005.000		764.005.000	770.928.000	-6.923.000
III	Board of Supervisors							
1	Ta Thi Kim Hanh	Head of the Board of Supervisors	May 22, 2025	486.107.600		1.777.395.880	1.777.396.000	-120
2	Ngo Duc Thang	Head of the Board of Supervisors		303.872.400		486.107.600	486.108.000	-400
		Supervisor	May 22, 2025	470.264.840		774.137.240	774.137.000	240

Unit: Dong



	Nguyen Thi Huynh Phuong	Member of the Board of Supervisors			152.801.000	152.801.000	152.801.000	0
4	Nguyen Thi Huynh Hoa	Member of the Board of Supervisors	resigned from duties effective May 22, 2025		58.748.040	58.748.040	58.748.000	40
5	Duong Kim Ngan	Member of the Board of Supervisors			152.801.000	152.801.000	152.801.000	0
6	Hoang Kim Minh	Member of the Board of Supervisors			152.801.000	152.801.000	152.801.000	0
IV	Chief Accountant					728.789.000	816.000.000	-87.211.000
1	Doan Thi My Dong	Chief Accountant		728.789.000		728.789.000	816.000.000	-87.211.000
	Total			4.441.256.260	1.281.156.040	5.722.412.300	5.816.883.960	(94.471.660)

ADMINISTRATION AND LABOR DEPARTMENT
DEPUTY HEAD


Nguyen Ngoc Thi

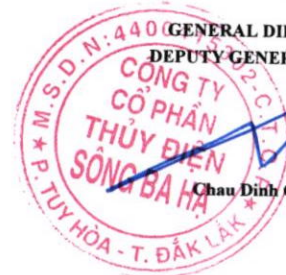
FINANCE AND ACCOUNTING DEPARTMENT
GENERAL ACCOUNT CHIEF ACCOUNTANT


Dang Thi Lan


Doan Thi My Dong

Dak Lak, May 21, 2026

GENERAL DIRECTOR
DEPUTY GENERAL DIRECTOR



Chau Dinh Quoc



Nguyen Minh Long

