

No.: 1099 /SBH-HCLĐ

*Dak Lak, June 04, 2026*

Re: Disclosure of the Decision on  
assigning the position of Acting  
General Director and legal  
representative of Song Ba Ha Hydro  
Power Joint Stock Company

**DISCLOSURE OF INFORMATION**

To:

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

1. Company name: Song Ba Ha Hydro Power Joint Stock Company
2. Stock ticker: SBH
3. Headquarters address: No. 498 Hung Vuong Avenue - Tuy Hoa Ward - Dak Lak Province.
4. Telephone: 0257.3811456      Fax: 0257.3811455
5. Information disclosure officer: Mr. Le Minh Tuan – Acting General Director of the Company.
6. Content of information disclosure: Decision on assigning the position of Acting General Director and legal representative of Song Ba Ha Hydro Power Joint Stock Company to Mr. Le Minh Tuan.

This information was disclosed on the Company's website on June 04, 2026 at the link <https://sbh.vn/vi-VN/thong-tin-co-phiieu/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.

Attached documents:

- Resolution No.: 1086/NQ-SBH dated June 03, 2026
- Decision No.: 1088/QĐ-SBH dated June 03, 2026./.

***Recipients:***

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

**ACTING GENERAL DIRECTOR**



**Le Minh Tuan**

No.: 1086/NQ-SBH

*Dak Lak, June 3, 2026*

**RESOLUTION**

**Dismissal and Appointment of Acting General Director  
Song Ba Ha Hydro Power Joint Stock Company**

**BOARD OF DIRECTORS**

**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 of the National Assembly of the Socialist Republic of Vietnam;*

*Pursuant to the Charter of Organization and Operation, the Internal Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company;*

*Pursuant to the Minutes of the Board of Directors meeting of the Company dated June 3, 2026.*

**RESOLVES:**

**Article 1.** To approve the dismissal of **Mr. Nguyen Duc Phu** from the position of General Director and legal representative of Song Ba Ha Hydro Power Joint Stock Company, effective from June 3, 2026.

**Article 2.** To approve the appointment of **Mr. Le Minh Tuan**, born on April 22, 1974; Electrical System Engineer, Master of Electrical System Management, Master of Business Administration, Master of Business Analytics and Digital Transformation - Member of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company, to act as the General Director and legal representative of Song Ba Ha Hydro Power Joint Stock Company effective from June 3, 2026.

**Article 3.** This Resolution takes effect from June 3, 2026. The Board of General Directors, the Chief Accountant, Heads of the Company's affiliated units, and relevant individuals are responsible for implementing this Resolution./.





**Recipients:**

- As per Article 3;
- BOD;
- BOS;
- Information Disclosure;
- Filed: Office, BOD.

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



**Vu Huu Phuc**



**DECISION**

**Regarding the appointment of the Acting General Director  
Song Ba Ha Hydro Power Joint Stock Company**

**BOARD OF DIRECTORS**

**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, of the National Assembly of the Socialist Republic of Vietnam;*

*Pursuant to the Charter of Organization and Operation, the Internal Regulations on Corporate Governance, and the Regulations on the Operation of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company;*

*Pursuant to Resolution No. 1086/NQ-SBH dated June 3, 2026, of the Board of Directors of the Company regarding the dismissal and appointment of the Acting General Director of Song Ba Ha Hydro Power Joint Stock Company;*

*Pursuant to the Minutes of the Board of Directors meeting dated June 3, 2026.*

**DECISION:**

**Article 1.** To appoint **Mr. Le Minh Tuan**, born on April 22, 1974; Electrical System Engineer, Master of Electrical System Management, Master of Business Administration, Master of Business Analytics and Digital Transformation - Member of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company, to serve as the Acting General Director and legal representative of Song Ba Ha Hydro Power Joint Stock Company effective from June 3, 2026, until the Board of Directors of the Company decides otherwise.

**Article 2.** **Mr. Le Minh Tuan** is responsible for: (i) Receiving the handover of all management duties from **Mr. Nguyen Duc Phu**; (ii) Exercising the rights, obligations, and duties of the General Director of Song Ba Ha Hydro Power Joint Stock Company in accordance with the provisions of the Law and the Company's Charter; and (iii) Amending the Business License of Song Ba Ha Hydro Power Joint Stock Company (changing the legal representative) and performing other legal procedures as prescribed.

**Article 3.** This Decision takes effect from June 3, 2026. The Board of General Directors, the Chief Accountant, the Heads of the Company's affiliated units, and **Mr. Le Minh Tuan** are responsible for implementing this Decision./.



***Recipients:***

- As per Article 3;
- BOD;
- BOS;
- Information Disclosure;
- Filed: Office, BOD.

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



**Vu Huu Phuc**

