

No.: 08/2026/QD-HDQT

Ha Giang 1 Ward, August 7, 2026

DECISION

On the appointment of the Deputy Director of the Company

**CHAIRMAN OF THE BOARD OF DIRECTORS
OF HA GIANG MINERAL AND MECHANICS JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on organization and operation of Ha Giang Mineral and Mechanics Joint Stock Company;
- Pursuant to the Regulations on the Operation of the Company's Board of Directors;
- Pursuant to the Regulations on the order and procedures for appointment, re-appointment, rotation, resignation, and removal of leadership and managerial positions, issued together with Decision No. 05/QD-HDQT dated March 1, 2024;
- Pursuant to Resolution No. 09/2026/NQ-HDQT dated August 7, 2026 of the Board of Directors on the approval of the appointment of the Deputy Director of the Company;
- Considering his capability, qualities and work experience, and the need to strengthen the Company's management and executive structure;

DECIDES:

Article 1. Appointment of personnel

Mr. Dao Van Canh, born on October 24, 1968, professional qualification: Electrical Engineer, currently Head of the Organization and Administration Department, is hereby appointed as Deputy Director, concurrently serving as Head of the Organization and Administration Department of Ha Giang Mineral and Mechanics Joint Stock Company.

Article 2. Duties and powers

Mr. Dao Van Canh shall assist the Company's Director in managing and administering assigned areas of work; perform duties and exercise powers in accordance with the law, the Company's Charter and internal regulations; and be accountable to the Director and the Board of Directors and legally responsible for the assigned duties.

Article 3. Term of appointment and entitlements

The term of appointment is three (03) years from the date of signing this Decision.

He shall be entitled to salary and other benefits in accordance with the Company's salary scales and tables, salary regulations and other applicable regulations.

Article 4. Effectiveness

This Decision takes effect from the date of signing. The members of the Board of Directors, the Board of Management, heads of departments and affiliated units, related individuals, and Mr. Dao Van Canh are responsible for implementing this Decision.

Recipients:

- As stated in Article 4 (for implementation);
- Board of Directors, Supervisory Board;
- Filed: Records, Organization and Administration Department.

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

