

No.: 07/TB-HGM

Ha Giang 1 Ward, August 7, 2026

CHANGE IN PERSONNEL

(Applied to cases of appointment and/or dismissal/resignation)

**To: Vietnam Exchange
Hanoi Stock Exchange**

Pursuant to Resolution No. 09/2026/NQ-HDQT dated August 7, 2026 and Decision No. 08/2026/QD-HDQT dated August 7, 2026 of the Board of Directors of Ha Giang Mineral and Mechanics Joint Stock Company, we hereby announce the change in personnel of the Company as follows:

In case of appointment (*):

- Mr./Ms.: Dao Van Canh
- Former position in the organization: Head of the Organization and Administration Department
- Newly appointed position: Deputy Director, concurrently serving as Head of the Organization and Administration Department
- Term: three (03) years
- Effective date: August 7, 2026

This information was published on the Company's website on August 7, 2026 at:
<https://hgm.vn/ThongTinCoDong>

Attached documents:

- Resolution No. 09/2026/NQ-HDQT and Decision No. 08/2026/QD-HDQT dated August 7, 2026 on the appointment of the Deputy Director of the Company.

Organization representative

Legal representative/Person authorized to
disclose information

(Signature, full name, position, and seal)

DIRECTOR



Do Khắc Hưng