

No.: 09/2026/NQ-HDQT

Ha Giang 1 Ward, August 7, 2026

RESOLUTION

On the approval of the appointment of the Deputy Director of the Company

**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. 07/2026/NQ-HDQT dated July 23, 2026 of the Board of Directors on the policy of strengthening the Board of Management and appointing one (01) additional Deputy Director of the Company;
- Pursuant to Submission No. 54/TTr-CKKS dated July 31, 2026 of the Company's Board of Management proposing the appointment of Mr. Dao Van Canh as Deputy Director, concurrently serving as Head of the Organization and Administration Department;
- Pursuant to the Minutes of vote counting on the opinions of the Board of Directors dated August 7, 2026, and the voting results of the members of the Board of Directors;

RESOLVES:

Article 1. Approval of the personnel appointment

The Board of Directors approves the appointment of Mr. Dao Van Canh, born on October 24, 1968, currently Head of the Organization and Administration Department, as Deputy Director, concurrently serving as Head of the Organization and Administration Department of Ha Giang Mineral and Mechanics Joint Stock Company.

Article 2. Term of appointment

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

Article 3. Duties and powers

Mr. Dao Van Canh shall perform the duties and powers of the Deputy Director in accordance with the law, the Company's Charter, internal regulations, and as assigned by the Company's Director; at the same time, he shall be responsible for fully performing the functions and duties of the Head of the Organization and Administration Department while holding this position concurrently, in accordance with the Company's regulations.

Article 4. Implementation

1. The Chairman of the Board of Directors shall sign the Appointment Decision.
2. The Chairman of the Board of Directors shall, based on the Company's salary scales and tables, salary regulations, internal spending regulations, and other applicable regulations, decide the salary, position allowance, and related benefits for Mr. Dao Van Canh within his authority, ensuring consistency with the appointed title and the Company's applicable regulations.
3. The Company's Director shall issue or amend the document on assignment of duties within the Board of Management, clearly defining the scope of responsibility, authority, and



coordination mechanism for the Deputy Director concurrently serving as Head of the Organization and Administration Department.

4. The Organization and Administration Department shall advise on organizing the announcement of the Appointment Decision, advise on issuing the decision on salary grading and allowances, complete the personnel file, and carry out information disclosure procedures as required.

Article 5. Effectiveness

This Resolution takes effect from the date of signing. The members of the Board of Directors, the Board of Management, the Supervisory Board, the Organization and Administration Department, related units and individuals, and Mr. Dao Van Canh are responsible for implementing this Resolution.

Recipients:

- As stated in Article 5 (for implementation);
- Supervisory Board;
- Filed: Records, Board of Directors.

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



Phạm Thanh Do

