

No. 11/2026/QĐ-HĐQT

Ha Giang 1 Ward, October 20, 2026

DECISION

On the reappointment of the Person in Charge of Corporate Governance

BOARD OF DIRECTORS

HA GIANG MINERAL AND MECHANICS JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and its amendments and supplements;
- Pursuant to the Law on Securities No. 54/2019/QH14, Decree No. 155/2020/ND-CP and relevant amendments and supplements;
- Pursuant to the Company's Charter of Organization and Operation and the Regulations on the Operation of the Board of Directors for 2026;
- Pursuant to the Minutes of the Board of Directors' meeting dated October 16, 2026 and Resolution No. 13/2026/NQ-HĐQT dated October 16, 2026;

HEREBY DECIDES:

Article 1. Reappointment of Mr. Dao Minh Tan

Mr. Dao Minh Tan is hereby reappointed as the Person in Charge of Corporate Governance of Ha Giang Mineral and Mechanics Joint Stock Company, effective from the date this Decision takes effect, on the basis of the personnel plan agreed upon by the Board of Directors.

Article 2. Duties and powers

Mr. Dao Minh Tan shall perform the rights and duties of the Person in Charge of Corporate Governance in accordance with applicable law, the Company's Charter and regulations; advise and assist the Board of Directors in corporate governance; and monitor and coordinate the performance of information disclosure obligations. His remuneration and benefits shall be governed by decisions of the competent authority and the Company's regulations.

Article 3. Term of appointment

This Decision takes effect on the date of signing. The appointment lasts until the end of the Board of Directors' 2026–2030 term, or until the Board of Directors issues a decision on replacement or removal in accordance with regulations.

Article 4. Implementation

Members of the Board of Directors, the Management Board, the Organization and Administration Department, the corporate governance function and Mr. Dao Minh Tan shall be responsible for implementing this Decision.

Recipients:

- As stated in Article 4;
- Archives; Organization and Administration Department.

FOR THE BOARD OF DIRECTORS

CHAIRMAN



Phạm Thanh Do

**ĐỖ KHẮC
HÙNG**

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by ĐỖ KHẮC
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