

No.: 65/NQ-HDQT

W. Ha Giang 1, March 14, 2026

**RESOLUTION**

***Re: Appointment of the Deputy Director of the Company***

**BOARD OF DIRECTORS**

**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 consolidated results of the written opinions of the Members of the Board of Directors No. 04/PLYK-HDQT dated March 09, 2026.
- Pursuant to the organizational and operational management needs of the Company;

**DECISION**

**Article 1. Approval of the appointment of the Deputy Director of the Company**

- Appoint: Mr. Nguyen Khac Tha - Date of birth: January 24, 1977
- Professional qualification: Geological Engineer (Hanoi University of Mining and Geology)
- Position: Deputy Director of Ha Giang Mineral and Mechanics Joint Stock Company

**Article 2. Duties and Authorities**

Mr. Nguyen Khac Tha shall be responsible for:

- Assisting the Director of the Company in the management and administration of the Company's production and business activities as assigned.
- Performing the rights and obligations in accordance with the Company's Charter, internal management regulations, and assignments of the Director of the Company.

**Article 3. Term of Appointment and Benefits**

- Term of appointment: 03 years from the date of signing of the Appointment Decision.
- Mr. Nguyen Khac Tha shall be entitled to salary, allowances and other benefits in accordance with the current regulations of the Company.

**Article 4. Implementation provisions:**

This Resolution shall take effect from the date of signing. The Board of Directors, the Board of Management of the Company, relevant departments, and Mr. Nguyen Khac Tha shall be responsible for the implementation of this Resolution.

***Recipients:***

- As stated in Article 4;
- Board of Supervisors;
- Save: Clerical

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Phạm Thanh Do**