

DECISION

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 the Company;
- Pursuant to the Resolution of the Board of Directors No. 65/NQ-HDQT dated March 14, 2026 on the appointment of the Deputy Director of the Company;
- Pursuant to the requirements for organization, management and administration of the Company's production and business activities.;

DECISION

Article 1. Appointment

- 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 Decision shall take effect from the date of signing.
- The Board of Directors, the Board of Management, relevant departments/divisions, affiliated units, and Mr. Nguyen Khac Tha shall be responsible for the implementation of this Decision.

Recipients:

- As stated in Article 4;
- Save: Clerical

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



Phạm Thanh Do