

No.: 666 /TB-SBH

Dak Lak, April 20, 2026

NOTICE OF PERSONNEL CHANGE

To: Hanoi Stock Exchange

Pursuant to Resolution No. 632/NQ-SBH dated April 16, 2026, of the 2026 Extraordinary General Meeting of Shareholders of Song Ba Ha Hydro power Joint Stock Company, we are pleased to formally announce the following personnel changes within the Company:

Regarding the appointment:

- Mr. Dang Ngoc Phan Hien
- Position held prior to appointment: None
- Appointed position: Member of the Board of Directors
- Appointment term: 05 years
- Effective date: April 16, 2026

Regarding the dismissal:

- Mr. Nguyen Anh Vu
- Position held prior to dismissal: Member of the Board of Directors
- No longer holding the position: Member of the Board of Directors
- After relieving from duty, Mr. Nguyen Anh Vu is no longer the internal member of the Company.

- Reason for dismissal: Based on Mr. Nguyen Anh Vu's resignation letter
- Effective date: April 16, 2026

This information was disclosed on the Company's website on April 17, 2026, via the following link: <http://www.sbh.evn.vn/c3/vi-VN/gioi-thieu-w/Thong-tin-SBH-OTC-3-1268> or (<http://www.sbh.vn/c3/vi-VN/gioi-thieu-w/Thong-tin-SBH-OTC-3-1268>).

Attached documents:

- Resolution No.: 632/NQ-SBH dated April 16, 2026.
- Resume.
- Resignation letter of Mr. Nguyen Anh Vu.

Sincerely./.

Recipients:

- As above;
- Board of Directors (for reporting);
- F&A Department (for coordination);
- Archive: Office, Administration Department.

GENERAL DIRECTOR



Nguyen Duc Phu

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RESIGNATION LETTER

Respectfully to:

- The General Meeting of Shareholders of Song Ba Ha Hydro Power JSC;
- The Board of Directors of Song Ba Ha Hydro Power JSC.

My name is: **Nguyen Anh Vu.**

Date of birth:

ID Card No.:

I am currently holding the position of Non-executive Member of the Board of Directors at Song Ba Ha Hydro Power Joint Stock Company.

At the Annual General Meeting of Shareholders 2023 of Song Ba Ha Hydro Power Joint Stock Company, I was nominated by the shareholder Power Generation Joint Stock Corporation 2 and elected by the General Meeting of Shareholders to the position of Non-executive Member of the Board of Directors. Throughout my tenure, I have dedicated my capabilities and experience to contributing to the development of the Company. I have always actively and promptly participated in resolving tasks within the responsibilities of a Board Member in accordance with the Company's Charter and relevant legal regulations.

On 10/12/2025, Power Generation Joint Stock Corporation 2 issued Decision No. 170/QD-HDQT regarding the withdrawal of the authorization for capital representation of Power Generation Joint Stock Corporation 2 at Song Ba Ha Hydro Power Joint Stock Company and the withdrawal of the nomination for the position of Board Member at the upcoming General Meeting of Shareholders. Therefore, I respectfully request the General Meeting of Shareholders and the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company to approved my resignation and allow me to cease holding the position of Member of the Board of Directors in the coming period.

I commit to fully performing all related obligations in accordance with the provisions of the law and the regulations of Song Ba Ha Hydro Power Joint Stock Company.

I look forward to the consideration and approval of the General Meeting of Shareholders and the Board of Directors.

Sincerely./.

Can Tho, Dated 07/01/2026

APPLICANT

Recipients:

- As above;
- BOD of EVNGENCO2 (for report);
- BOD of SBH.

Nguyen Anh Vu

**SONG BA HA HYDRO
POWER JOINT STOCK
COMPANY**

No.: 632/NQ-SBH

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Dak Lak, April 16, 2026

RESOLUTION

Extraordinary General Meeting of Shareholders in 2026

Song Ba Ha Hydro Power Joint Stock Company

**EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026
SONG BA HA HYDRO POWER JOINT STOCK COMPANY**

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, of the National Assembly of the Socialist Republic of Vietnam;

Based on the Charter of Organization and Operation and the Internal Regulations on Governance of Song Ba Ha Hydro Power Joint Stock Company;

Based on the Minutes of the Extraordinary General Meeting of Shareholders of Song Ba Ha Hydro Power Joint Stock Company held on April 16, 2026.

RESOLUTION:

Article 1. Approving the resignation and dismissing the Board Member as per the resignation letter of **Mr. Nguyen Anh Vu**.

Article 2. The number, structure, and list of candidates for the replacement of Board of Directors members and the list of elected members of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company are hereby approved as follows:

1. Number and structure of Board of Directors members elected to replace: 01 (one) member, working on a non-fulltime basis, term of 5 (five) years.

2. List of candidates who meet the eligibility and qualifications to be elected as replacements for Board Members:

No.	Full name	Job title
1	Dang Ngoc Phan Hien	Board of Directors Member

3. Results of the election to replace a member of the Board of Directors:

No.	Full name	Job title	Voting percentage (%)
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1	Dang Ngoc Phan Hien	Board of Directors Member	92.7222
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4. List of elected members of the Board of Directors:

No.	Full name	Job title
1	Dang Ngoc Phan Hien	Board of Directors Member

Article 3. This Resolution shall take effect from April 16, 2026./.

Recipient:

- Company shareholders;
- Information disclosure;
- Company website;
- Board of Directors;
- Supervisory Board;
- Board of Management;
- Company Units;
- Archived: Documents, BOD.

**ON BEHALF OF THE GMS
CHAIRPERSON OF THE GMS
CHAIRMAN OF THE BOD**



Vu Huu Phuc



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CURRICULUM VITAE
MEMBER OF THE BOARD OF DIRECTORS
SONG BA HA HYDRO POWER JOINT STOCK COMPANY

1. Full name: DANG NGOC PHAN HIEN
2. Gender: Male
3. Date of birth:
4. ID Card No.:
5. Nationality: Vietnamese
6. Native place:
7. Permanent address:
8. Current residence:
9. Telephone:
10. Education level: 12/12
11. Professional qualification: Master of Energy Management
12. Work Experience:

Period (From - To)	Title, Position, Work Unit (Party, Government, Mass Organizations)
10/2013 to 09/2018	Specialist at the International Cooperation Training Center - Electric Power University;
10/2018 to 08/2022	Specialist at the Administrative Management Department - Electric Power University;
12/01/2022 to 01/01/2025	Specialist at the General Administration Department – Power Generation Joint Stock Corporation 2;
01/01/2025 to Present	Deputy Head of the General Administration Department – Power Generation Joint Stock Corporation 2.

13. Current position held at Song Ba Ha Hydro Power Joint Stock Company: None
14. Current positions held at other organizations: Deputy Head of the General Administration Department – Power Generation Joint Stock Corporation 2
15. Number of shares authorized for ownership representation at Song Ba Ha Hydro Power Joint Stock Company: 11,511,139 shares, accounting for 9.265% of the Company's charter capital
16. Number of personal shares owned at Song Ba Ha Hydro Power Joint Stock Company: 0 shares, accounting for 0% of the Company's charter capital
17. Related persons holding shares of Song Ba Ha Hydro Power Joint Stock Company (if any): None
18. Interests related to Song Ba Ha Hydro Power Joint Stock Company (if any): None

19. Full name of the Shareholder or group of Shareholders nominating the candidate (if any): None

20. Family Relationships:

Relationship	Full Name	Year of Birth	Native place, occupation, title, work unit...
Father	Mr. Dang Ngoc Hien	1952	Native place: Dong Tien Hai, Hung Yen; Occupation: Farmer; Residence: Dong Tien Hai, Hung Yen
Mother	Ms. Pham Thi Xuyen	1964	Native place: Bac Dong Quan Commune, Hung Yen Province; Occupation: Trading; Residence: Taipei - Taiwan
Wife	Ms. Truong Thi Tam	1987	Native place: Tho Tang Commune, Phu Tho Province; Occupation: Specialist at Viettel Construction Corporation; Residence: P2007, Star Tower Apartment, Cau Giay Ward, Hanoi
Child	Dang Huyen Anh Thu	2011	Native place: Dong Tien Hai, Hung Yen; Occupation: Student at Truong Cong Giai Secondary School; Residence: P2007, Star Tower Apartment, Cau Giay Ward, Hanoi
Child	Dang Thai An	2013	Native place: Dong Tien Hai, Hung Yen; Occupation: Student at Truong Cong Giai Secondary School; Residence: P2007, Star Tower Apartment, Cau Giay Ward, Hanoi

I commit to take responsibility for the accuracy and truthfulness of the above contents in accordance with the provisions of law and the Charter on organization and operation of Song Ba Ha Hydro Power Joint Stock Company.

Confirmation of residence./.

Can Tho, Dated 08/1/2026

Work Unit
(Sign and full name)

Declarant
(Sign and full name)

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