

**ANNOUNCEMENT OF PERSONNEL CHANGE**

To: The Hanoi Stock Exchange

Pursuant to Resolution No. 1085/QĐ-SBH dated June 3, 2026 of the 2026 Annual General Meeting of Shareholders of Song Ba Ha Hydro Power Joint Stock Company;

Pursuant to Resolution No. 1086/QĐ-SBH dated June 3, 2026 of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company;

Pursuant to Decision No. 1087/QĐ-SBH dated June 3, 2026 of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company;

Pursuant to Decision No. 1088/QĐ-SBH dated June 3, 2026 of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company, we hereby announce the personnel change of Song Ba Ha Hydro Power Joint Stock Company as follows:

***1. Appointment:***

**- Mr.: Le Minh Tuan**

- Position before appointment: Full-time Member of the Board of Directors of Hai Phong Thermal Power Joint Stock Company

- Position appointed: Member of the Board of Directors, Acting General Director, Legal Representative of Song Ba Ha Hydro Power Joint Stock Company

- Term of appointment: 05 years

- Effective date: June 3, 2026

***2. Dismissal:***

***a. Dismissal of Mr. Nguyen Duc Phu***

- Position before dismissal: Member of the Board of Directors, General Director, Legal Representative of Song Ba Ha Hydro Power Joint Stock Company

- No longer holding the position: Member of the Board of Directors, General Director, Legal Representative of Song Ba Ha Hydro Power Joint Stock Company

- After dismissal: Mr. Nguyen Duc Phu is no longer an internal person of the Company.

- Reason for dismissal: According to the 2026 Annual General Meeting of Shareholders Resolution of Song Ba Ha Hydro Power Joint Stock Company

- Effective date: June 3, 2026



***b. Dismissal of Mr. Ngo Minh Quan***

- No longer holding the position: Member of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company
- After dismissal: Mr. Ngo Minh Quan is no longer an internal person of the Company.
- Reason for dismissal: According to the 2026 Annual General Meeting of Shareholders Resolution of Song Ba Ha Hydro Power Joint Stock Company
- Effective date: June 3, 2026

This information was disclosed on the Company's website on June 4, 2026 at the link <https://sbh.vn/vi-VN/Thong-tin-co-phieu/Quan-he-co-dong-60-148>

**(\*)Attached documents:**

- Resolution No.: 1085/NQ-SBH dated June 3, 2026
- Resolution No.: 1086/QĐ-SBH dated June 3, 2026.
- Decision No.: 1087/QĐ-SBH dated June 3, 2026.
- Decision No.: 1088/QĐ-SBH dated June 3, 2026.
- Information disclosure document.

Sincerely./.

***Recipients:***

- As above;
- BOD (for reporting);
- BOS;
- Person in charge of Corporate Governance;
- Company website;
- Finance and Accounting Department (for coordination);
- Archived: Administration, Human Resources Department.

**PERSON AUTHORIZED TO DISCLOSE  
INFORMATION  
LEGAL REPRESENTATIVE  
ACTING GENERAL DIRECTOR**

A handwritten signature in black ink is written over a red circular stamp. The stamp contains the text: "M.S.D.N: 4400415302", "CÔNG TY CỔ PHẦN THỦY ĐIỆN SÔNG BÀ HẠ", and "P. TUYÊN HÒA - T. ĐẮK LẮK".

**Le Minh Tuan**





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

No.: 1085/NQ-SBH

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

*Dak Lak, June 3, 2026*

**RESOLUTION**

**2026 Annual General Meeting of Shareholders  
of Song Ba Ha Hydro Power Joint Stock Company**

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

*Pursuant to the Law on Enterprises 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;*

*Pursuant to the Charter of organization and operation and the Internal Regulations on corporate governance of Song Ba Ha Hydro Power Joint Stock Company;*

*Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Song Ba Ha Hydro Power Joint Stock Company held on June 3, 2026, with a total of 27 shareholders and authorized shareholder representatives present, corresponding to 123,173,656 voting shares, achieving a rate of 99.15% compared to the total of 124,225,000 voting shares summoned to attend the meeting;*

*The 2026 Annual General Meeting of Shareholders of Song Ba Ha Hydro Power Joint Stock Company has discussed, voted, and resolved.*

**RESOLUTION:**

**Article 1.** Approve the Report on production-business results in 2025 and the 2026 task plan according to Report No. 1032/BC-SBH dated May 29, 2026, specifically with the following main contents:

**1. Production-business results in 2025:**

No.	Indicator	Unit	2025 Plan	2025 Actual	Rate (%)
1	Electricity generation output	Million kWh	667.00	813.76	122.00
2	Total revenue	Million VND	821,836.00	1,022,608.22	124.43
3	Total expenses	Million VND	436,892.00	346,702.30	79.36



2. Production-business plan for 2026:

No.	Indirizzo	Indirizzo	2026
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3. Investment and construction plan for 2026, specifically as follows:

NO	Account	Million
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**Article 2.** Approve the Report on the activities of the Board of Directors in 2025 and the operational orientation for 2026 according to Report No. 1041/BC-dated May 30, 2026.

**Article 3.** Approve the Report on the performance of tasks in 2025 and the 2026 task plan of the Supervisory Board according to Report No. 1024/BC-SBH dated May 29, 2026.

**Article 3.** Approve the Report on the performance of tasks in 2025 and the 2026 task plan of the Supervisory Board according to Report No. 1024/BC-SBH dated May 29, 2026.

**Article 4.** Approve the audited financial statements for 2025, the profit distribution plan for 2025, and the profit distribution plan for 2026 according to Proposal No. 1040/TTr-SBH dated May 30, 2026, specifically as follows:



1. Approve the Company's 2025 financial statements audited by UHY Auditing and Consulting Company Ltd., with the following main indicators:

- Total revenue: 1,022,608.22 million VND.
- Total expenses: 346,702.30 million VND.
- Profit before tax: 675,905.92 million VND.

2. Approve the profit distribution plan for 2025 as follows:

*Unit: VND*

NO.	Content	Profit distribution 2025
<b>I</b>	<b>Total distributable profit</b>	<b>540,093,780,183</b>
1	Profit after corporate income tax 2025	540,093,780,183
2	Profit from previous years carried forward	0
<b>II</b>	<b>Profit distribution plan</b>	<b>530,807,576,832</b>
1	Allocation to Development Investment Fund	270,046,890,091
2	Allocation to Bonus and Welfare Fund	12,310,686,741
3	Bonus fund for Managers	
4	Dividend payment 2025	248,450,000,000
	- <i>Advanced payment (5%)</i>	62,112,500,000
	- <i>Remaining to be paid in 2026</i>	186,337,500,000
5	Retained profit	9,286,203,351

3. Profit distribution plan for 2026: Allocate to funds in accordance with regulations.

**Article 5.** Approve the Report on the total implementation of salary, remuneration, and electrical safety payments for the Board of Directors and the Board of Supervisors in 2025 according to Report No. 857/BC-SBH dated May 13, 2026.

**Article 6.** Approve the salary and remuneration plan for the Board of Directors and the Board of Supervisors in 2026 according to Proposal No. 1039/TTr-SBH dated May 30, 2026.

**Article 7.** Assign the Board of Directors to carry out procedures in accordance with the law to select an auditing firm for the semi-annual financial statements of 2026 and the 2026 financial statements of the Company according to Proposal No. 843/SBH-BKS dated May 11, 2026.

**Article 8.** Approve transactions between the Company and related parties according to Proposal No. 1038/TTr-SBH dated May 30, 2026.



**Article 9.** Approve the dismissal of members of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company, **Mr. Ngo Minh Quan** and **Mr. Nguyen Duc Phu**.

**Article 10.** Approve the quantity, list of candidates for election to replace members of the Board of Directors, and the list of elected members to the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company, as follows:

1. Number of members of the Board of Directors to be elected as replacements: 01 (one) member, for a 5-year term (2026-2031), working on a full-time basis.

2. List of candidates eligible and qualified to be elected as replacement members of the Board of Directors:

No.	Full name	Title
1	<b>Mr. Le Minh Tuan</b>	Member of the Board of Directors

3. Results of the election for replacement members of the Board of Directors:

No.	Full name	Title	Voting rate (%)
1	<b>Mr. Le Minh Tuan</b>	Member of the Board of Directors	99.9860

4. List of elected members to the Board of Directors:

No.	Full name	Title
1	<b>Mr. Le Minh Tuan</b>	Member of the Board of Directors

**Article 11.** Assign the Board of Directors, the Board of Supervisors, the General Director, and relevant units and individuals, according to their functions, duties, and authority, to successfully implement the contents approved at the 2026 Annual General Meeting of Shareholders.

**Article 12.** Assign the Chairman of the Board of Directors to sign and issue the Resolution of the 2026 Annual General Meeting of Shareholders of the Company and resolutions/decisions on the contents approved by the GMS.

**Article 13.** The Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of Song Ba Ha Hydro Power Joint Stock Company have been unanimously approved in full by the GMS at the meeting./.

**Recipients:**

- Company shareholders;
- Information disclosure;
- Company website;
- Board of Directors;
- Board of Supervisors;
- Board of Management;
- Company units;
- Archive: Admin, BOD.

**CHAIRPERSON OF THE GMS  
CHAIRMAN OF THE BOARD OF DIRECTORS****Vu Huu Phuc**



No.: 1086/NQ-SBH

*Dak Lak, June 3, 2026*

**RESOLUTION**

**Dismissal and Appointment of Acting General Director  
Song Ba Ha Hydro Power Joint Stock Company**

**BOARD OF DIRECTORS**

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

*Pursuant to the Law on Enterprises 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;*

*Pursuant to the Charter of Organization and Operation, the Internal Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company;*

*Pursuant to the Minutes of the Board of Directors meeting of the Company dated June 3, 2026.*

**RESOLVES:**

**Article 1.** To approve the dismissal of **Mr. Nguyen Duc Phu** from the position of General Director and legal representative of Song Ba Ha Hydro Power Joint Stock Company, effective from June 3, 2026.

**Article 2.** To approve the appointment of **Mr. Le Minh Tuan**, born on April 22, 1974; Electrical System Engineer, Master of Electrical System Management, Master of Business Administration, Master of Business Analytics and Digital Transformation - Member of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company, to act as the General Director and legal representative of Song Ba Ha Hydro Power Joint Stock Company effective from June 3, 2026.

**Article 3.** This Resolution takes effect from June 3, 2026. The Board of General Directors, the Chief Accountant, Heads of the Company's affiliated units, and relevant individuals are responsible for implementing this Resolution./.





**Recipients:**

- As per Article 3;
- BOD;
- BOS;
- Information Disclosure;
- Filed: Office, BOD.

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



**Vu Huu Phuc**



No.: 1087/QD-SBH

*Dak Lak, June 3, 2026*

**DECISION**

**Regarding the Dismissal of the General Director Position  
Song Ba Ha Hydro Power Joint Stock Company**

**BOARD OF DIRECTORS**

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

*Pursuant to the Law on Enterprises 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;*

*Pursuant to the Charter of Organization and Operation, the Internal Regulations on Corporate Governance, and the Regulations on the Operation of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company;*

*Pursuant to Resolution No. 1086/NQ-SBH dated June 3, 2026, of the Board of Directors of the Company regarding the dismissal and delegation of the General Director position of Song Ba Ha Hydro Power Joint Stock Company;*

*Pursuant to the Minutes of the Board of Directors meeting of the Company dated June 3, 2026.*

**DECIDES:**

**Article 1.** To dismiss **Mr. Nguyen Duc Phu** from the position of General Director and legal representative of Song Ba Ha Hydro Power Joint Stock Company, effective from June 3, 2026.

**Article 2.** **Mr. Nguyen Duc Phu** is responsible for handing over the rights and duties of the General Director and legal representative of Song Ba Ha Hydro Power Joint Stock Company, as well as all operational management tasks, to the new General Director of Song Ba Ha Hydro Power Joint Stock Company, in accordance with the current provisions of the Law and the Company.

**Article 3.** This Decision takes effect from June 3, 2026. The Board of General Directors, the Chief Accountant, the Heads of the Company's affiliated units, and **Mr. Nguyen Duc Phu** shall be responsible for implementing this Decision./.

**Recipients:**

- As stated in Article 3;
- BOD;
- BOS;
- Information Disclosure;
- Archived: Admin Office, BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Vu Huu Phuc**



No.: 1088/QĐ-SBH

*Dak Lak, June 3, 2026*

**DECISION**

**Regarding the appointment of the Acting General Director  
Song Ba Ha Hydro Power Joint Stock Company**

**BOARD OF DIRECTORS**

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

*Pursuant to the Law on Enterprises 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;*

*Pursuant to the Charter of Organization and Operation, the Internal Regulations on Corporate Governance, and the Regulations on the Operation of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company;*

*Pursuant to Resolution No. 1086/NQ-SBH dated June 3, 2026, of the Board of Directors of the Company regarding the dismissal and appointment of the Acting General Director of Song Ba Ha Hydro Power Joint Stock Company;*

*Pursuant to the Minutes of the Board of Directors meeting dated June 3, 2026.*

**DECISION:**

**Article 1.** To appoint **Mr. Le Minh Tuan**, born on April 22, 1974; Electrical System Engineer, Master of Electrical System Management, Master of Business Administration, Master of Business Analytics and Digital Transformation - Member of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company, to serve as the Acting General Director and legal representative of Song Ba Ha Hydro Power Joint Stock Company effective from June 3, 2026, until the Board of Directors of the Company decides otherwise.

**Article 2.** **Mr. Le Minh Tuan** is responsible for: (i) Receiving the handover of all management duties from **Mr. Nguyen Duc Phu**; (ii) Exercising the rights, obligations, and duties of the General Director of Song Ba Ha Hydro Power Joint Stock Company in accordance with the provisions of the Law and the Company's Charter; and (iii) Amending the Business License of Song Ba Ha Hydro Power Joint Stock Company (changing the legal representative) and performing other legal procedures as prescribed.

**Article 3.** This Decision takes effect from June 3, 2026. The Board of General Directors, the Chief Accountant, the Heads of the Company's affiliated units, and **Mr. Le Minh Tuan** are responsible for implementing this Decision./.



**Recipients:**

- As per Article 3;
- BOD;
- BOS;
- Information Disclosure;
- Filed: Office, BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Vu Huu Phuc**





**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Dak Lak, June 03, 2026*

**INFORMATION DISCLOSURE FORM**

**To:**

- The State Securities Commission of Vietnam;**
- Hanoi Stock Exchange.**

1/ Full name: Le Minh Tuan

2/ Gender: Male.

3/ Date of birth:

4/ Place of birth:

5/ Citizen ID No.:

6/ Nationality: Vietnam.

7/ Ethnicity: Kinh.

8/ Current address:

9/ Phone number:

10/ Email address:

11/ Name of the organization subject to information disclosure: Song Ba Ha Hydro Power Joint Stock Company.

12/ Current position at the organization subject to information disclosure:

- General Director, Member of the Board of Directors of Song Ba Ha Hydro Power Joint Stock Company.

13/ Positions currently held at other organizations: Full-time Member of the Board of Directors of Hai Phong Thermal Power Joint Stock Company

14/ Number of shares held: 11,511,139 shares, accounting for 9.26% of the Company's charter capital, in which:

+ Representing Power Generation Joint Stock Corporation 2: 11,511,139 shares.

+ Individually owned: 0 shares.

15/ Holding commitments (if any): comply with the provisions of the law.

16/ List of related persons of the declarant:

No.	Ticker	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	Type of ID (*) (ID Card, Passport, Business Registration Certificate)	ID No. (*)	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period	Date of becoming a related person of the company/insider	Date of ceasing to be a related person of the company/insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of ID No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	SBH	Power Generation Joint Stock Corporation 2 (EVNGENCO2)			EVNGENCO2 is a related person of the General Director, Member of the BOD	Business Registration Certificate	1800590430	July 01, 2021	Can Tho	01 Le Hong Phong, Tra Noc Ward, Binh Thuy District, Can Tho	76,740,931	61.7757	June 03, 2026			
2	SBH	Le Minh Tuan		General Director Member of the BOD		Citizen ID			Police Department for Administrative Management of Social Order		11,511,139	9.26	June 03, 2026			
3	SBH	Le Van Than			Father	Deceased										
4	SBH	Tran Thi Que			Mother	Deceased										
5	SBH	Bui Thi Vy Lan			Wife	Citizen ID			-nt-	-nt	0	0	June 03, 2026			
6	SBH	Le Thi Hong Phuc			Child	Citizen ID			-nt	-nt	0	0	June 03, 2026			
7	SBH	Le Thi Hong Anh			Child	Citizen ID			-nt-	-nt	0	0	June 03, 2026			
8	SBH	Le Thi Xuan			Sister	Citizen ID					0	0	June 03, 2026			
9	SBH	Le Thi Loan			Sister	Citizen ID					0	0	June 03, 2026			
10	SBH	Le Van Hiep			Brother	Deceased										
11	SBH	Le Thi Thuan			Sister	Deceased										
12	SBH	Le Thi Hoa			Sister	Citizen ID					0	0	June 03, 2026			
13	SBH	Le Thi Nga			Sister	Citizen ID					0	0	June 03, 2026			
14	SBH	Le Thi Anh Nguyet			Sister	Citizen ID					0	0	June 03, 2026			
15	SBH	Le Thu Lan			Sister	Citizen Identity Card					0	0	June 03, 2026			
16	SBH	Le Minh Quan			Older brother	Deceased										

17/ Related interests in public companies, public funds (if any): none.

18/ Conflicting interests with public companies, public funds (if any): none.



I hereby certify that the above information is true and correct, and I take full responsibility before the law for any inaccuracies./.

**DECLARANT**

A handwritten signature in blue ink, consisting of stylized, flowing letters that appear to be 'LMT' followed by a long horizontal stroke.

**Le Minh Tuan**