

**CÔNG TY CỔ PHẦN
BAC HA HYDROPOWER
THUỶ ĐIỆN BẮC HÀ
JOINT STOCK COMPANY**

**CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
SOCIALIST REPUBLIC OF VIETNAM
Độc lập - Tự do - Hạnh phúc
Independence - Freedom - Happiness**

Số: 540 /2026/CBTT-BHHC-TCHC
No. 540/2026/CBTT-BHHC-TCHC

Lào Cai, ngày 24 tháng 07 năm 2026
Lao Cai, date 24 month 07 year 2026

CÔNG BỐ THÔNG TIN INFORMATION DISCLOSURE

Kính gửi: - Sở giao dịch Chứng khoán Hà Nội
To. - Hanoi Stock Exchange

Công ty: **CÔNG TY CỔ PHẦN THUỶ ĐIỆN BẮC HÀ**
Company: *BAC HA HYDROELECTRICITY JOINT STOCK COMPANY*

Địa chỉ: Thôn Lùng Xa, xã Bảo Nhai, tỉnh Lào Cai.
Address: *Lung Xa Village, Bao Nhai Commune, Lao Cai Province.*

Điện thoại: 0214 6294668
Phone: *0214 6294668*

Người thực hiện công bố thông tin: Ông Nguyễn Thành Hưng
Person making the information disclosure: *Mr. Nguyen Thanh Hung*

Địa chỉ: Thôn Lùng Xa, xã Bảo Nhai, tỉnh Lào Cai.
Address: *Lung Xa Village, Bao Nhai Commune, Lao Cai Province.*

Điện thoại: 0989000303
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Loại công bố thông tin:

Type of information disclosure:

☒

24 giờ

24 hours

☐

Bất thường

Abnormal

☐

Theo yêu cầu

As required

☐

Định kỳ

Periodically

Nội dung công bố thông tin:

Information to be disclosed:

Nghị quyết Hội đồng quản trị về việc thay đổi nhân sự.

Board of Directors Resolution regarding personnel changes.

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty cổ phần

thủy điện Bắc Hà ngày 24 tháng 07 năm 2026 tại đường dẫn: <https://thuydienbacha.vn>.

This information was published on the website of Bac Ha Hydropower Joint Stock Company date 24 month 07 year 2026 at the link: <https://thuydienbacha.vn>.

Chúng tôi cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We commit that the information disclosed above is true and take full responsibility before the law for the content of the published information.

Nơi nhận:

Recipients:

- Như kính gửi;
- As sent ;
- VP HĐQT;
- Board of Directors Office;
- Lưu: TCHC.
- Save: TCHC. 

NGƯỜI ĐẠI DIỆN PHÁP LUẬT
LEGAL REPRESENTATIVE
TỔNG GIÁM ĐỐC
CHIEF EXECUTIVE OFFICER



Nguyễn Thành Hưng
Nguyen Thanh Hung

No. 539/2026/CV-BHHC-TCHC

Lao Cai, date 24 month 07 year 2026

ANNOUNCEMENT OF PERSONNEL CHANGES

To: Hanoi Stock Exchange

Pursuant to the Resolution of the Board of Directors No. 240/2026/NQ-BHHC-HDQT dated July 24, 2026; Resolution of the Board of Directors No. 241/2026/NQ-BHHC-HDQT dated July 24, 2026; Resolution of the Board of Directors No. 243../2026/NQ-BHHC-HDQT dated July 24, 2026. We are pleased to announce the change of personnel of the Company as follows:

I. Cases of appointment

1. Deputy General Director

- Mr. (Mrs): Nguyen Van Tinh
- Position before appointment: Deputy General Director
- Appointed position: Deputy General Director
- Term of appointment: 05 years
- Effective date: 01/08/2026.

2. Chief Accountant

- Mr. (Mrs): Ta Hong Dieu
- Position before appointment: Chief Accountant
- Appointed Position: Chief Accountant
- Term of appointment: 05 years
- Effective date: 01/08/2026.

3. Operations Workshop Manager

- Mr. (Mrs): Nguyen Van Ha
- Position before appointment: Operations Workshop Manager
- Appointed Position: Operations Workshop Manager
- Term of appointment: 05 years
- Effective date: 01/08/2026.

Recipients:

- As k/g;
- Save: TCHC.



GENERAL DIRECTOR



Nguyen Thanh Hung

**Attached documents:*

- Resolution of the Board of Directors;

RESOLUTION

On the Re-appointment of the Position of Deputy General Director
Bac Ha Hydropower Joint Stock Company

BOARD OF DIRECTORS

Pursuant to the Law on Enterprises of the Socialist Republic of Vietnam No. 59/2020/QH14 dated 17 June 2020;

Pursuant to the Labor Code of the Socialist Republic of Vietnam No. 45/2019/QH14 dated 20 November 2019;

Pursuant to the Charter on the organization and operation of Bac Ha Hydropower Joint Stock Company, adopted by the founding General Meeting of Shareholders on 28 January 2008, and the 6th amended Charter dated 16 April 2026;

Pursuant to the Minutes of the Board of Directors' meeting of Bac Ha Hydropower Joint Stock Company dated 24 July 2026.

RESOLVES

Article 1. To re-appoint Mr. Nguyen Van Tinh to the position of Deputy General Director of Bac Ha Hydropower Joint Stock Company. The appointment term is 5 years, effective from 01 August 2026.

Information of Mr. Nguyen Van Tinh:

1. Citizen ID No.: 036083001415, issued on 08 September 2023 by the Police Department for Administrative Management of Social Order;
2. Date of birth: 01 September 1983;
3. Hometown: Giao Binh commune, Ninh Binh province;
4. Professional qualification: Mechanical Engineer (Machine Manufacturing);
5. Current position: Deputy General Director of Bac Ha Hydropower Joint Stock Company.

Article 2. Functions and duties:

The Deputy General Director assists the General Director in the management and administration of the Company's operations; directly takes charge of and directs assigned areas of work; organizes the implementation, inspection, and supervision of the execution of production and business plans; provides advice on the development of strategies and management mechanisms; is responsible for the operational effectiveness within the assigned scope; may act on behalf of the General Director to manage work and sign documents when authorized; and performs other duties as assigned by the General Director and the Board of Directors.

Article 3. Salary, allowance, and productivity bonus regime

Mr. Nguyen Van Tinh shall be entitled to the base salary, salary allowance, and productivity bonus level effective from 01 August 2026 as follows (Unit: VND):

No.	Full name	Position	Base salary (Level 2/5; coefficient 9.2)	Productivity bonus level (Level 2/2)	Salary allowance (Coefficient 2.5)	Note
1	Nguyễn Văn Tinh	Deputy General Director	36.422.800	25.000.000	9.250.000	Base salary raised from Level 1 to Level 2; Productivity bonus raised from Level 1 to Level 2

Article 4. Implementation

The General Director shall direct the relevant departments of Bac Ha Hydropower Joint Stock Company to be responsible for implementing this Resolution; and to update the personnel records, salary, and related regimes for Mr. Nguyen Van Tinh in accordance with regulations.

Article 5. Effectiveness

This Resolution takes effect from the date of signing. Members of the Board of Directors, the Supervisory Board, the General Director, and the Company's relevant Departments, as well as Mr. Nguyen Van Tinh, are responsible for the implementation of this Resolution.

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

Recipients: 

- As in Article 3;
- BOD Members; Supervisory Board (email);
- Save A&H dept.



Dong Quoc Cuong

No.: 241/2026/NQ-BHHC-HĐQT

Hanoi, 24 July 2026

RESOLUTION

On the Re-appointment of the Position of Chief Accountant
Bac Ha Hydropower Joint Stock Company

BOARD OF DIRECTORS

Pursuant to the Law on Enterprises of the Socialist Republic of Vietnam No. 59/2020/QH14 dated 17 June 2020;

Pursuant to the Labor Code of the Socialist Republic of Vietnam No. 45/2019/QH14 dated 20 November 2019;

Pursuant to the Charter on the organization and operation of Bac Ha Hydropower Joint Stock Company, adopted by the founding General Meeting of Shareholders on 28 January 2008, and the 6th amended Charter dated 16 April 2026;

Pursuant to the Minutes of the Board of Directors' meeting of Bac Ha Hydropower Joint Stock Company dated 24 July 2026.

RESOLVES

Article 1. To re-appoint Mr. Ta Hong Dieu to the position of Chief Accountant of Bac Ha Hydropower Joint Stock Company. The appointment term is 5 years, effective from 01 August 2026.

Information of Mr. Ta Hong Dieu:

1. Citizen ID No.: 037081014692; Date of issue: 10 July 2021; Place of issue: Police Department for Administrative Management of Social Order.
2. Date of birth: 26 April 1981
3. Hometown: Nam Hoa Lu Ward, Ninh Binh Province
4. Professional qualification: Master's degree in Accounting
5. Current position: Chief Accountant of Bac Ha Hydropower Joint Stock Company.

Article 2. Functions and duties:

The Chief Accountant is responsible to the General Director and the Company's Board of Directors for the entire operation of the department; organizes the management, administration, and assignment of tasks to the department's officers and staff according to their assigned functions and duties; leads the development and implementation of work plans, ensuring progress, quality, and effectiveness; inspects and supervises the performance of duties; provides advice and proposes solutions and management mechanisms within the assigned field; effectively manages and utilizes the assigned resources; coordinates with relevant units in the course of performing duties; and performs other duties as directed by the General Director.

Article 3. Salary, allowance, and productivity bonus regime

Mr. Ta Hong Dieu shall be entitled to the base salary, salary allowance, and productivity bonus level effective from 01 August 2026 as follows (Unit: VND):

No.	Full name	Position	Base salary (Level 2/5; coefficient 7.4)	Productivity bonus level (Level 2/2)	Salary allowance (Coefficient 2.0)	Note
1	Ta Hong Dieu	Chief Accountant	29.296.600	23.000.000	7.400.000	

Article 4. Implementation

The General Director shall direct the relevant departments of Bac Ha Hydropower Joint Stock Company to be responsible for implementing this Resolution; and to update the personnel records, salary, and related regimes for Mr. Ta Hong Dieu in accordance with regulations.

Article 5. Effectiveness

This Resolution takes effect from the date of signing. Members of the Board of Directors, the Supervisory Board, the General Director, and the Company's relevant Departments, as well as Mr. Ta Hong Dieu, are responsible for the implementation of this Resolution.

Recipients: 

- As in Article 3;
- BOD Members; Supervisory Board (email);
- Save A&H dept.

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



Dong Quoc Cuong

No.: 243/2026/NQ-BHHC-BOD

Hanoi, 24 July 2026

RESOLUTION

On the re-appointment to the position of Head of the Operations Workshop
Bac Ha Hydropower Joint Stock Company

BOARD OF DIRECTORS

Pursuant to the Law on Enterprises of the Socialist Republic of Vietnam No. 59/2020/QH14 dated 17 June 2020;

Pursuant to the Labor Code of the Socialist Republic of Vietnam No. 45/2019/QH14 dated 20 November 2019;

Pursuant to the Charter on organization and operation of Bac Ha Hydropower Joint Stock Company adopted by the Founding General Meeting of Shareholders on 28 January 2008, and the 6th amended and supplemented Charter dated 16 April 2026;

Pursuant to the Minutes of the meeting of the Board of Directors of Bac Ha Hydropower Joint Stock Company dated 24 July 2026.

RESOLVES

Article 1. To re-appoint Mr. Nguyen Van Ha to the position of Head of the Operations Workshop of Bac Ha Hydropower Joint Stock Company. The appointment term is 5 years, effective from 01 August 2026.

Information of Mr. Nguyen Van Ha:

1. ID card No.: 024084020409; Date of issue: 11 July 2024; Place of issue: Administrative Management Department of Social Order Police.
2. Date of birth: 04 August 1984.
3. Hometown: Van Ha Ward, Bac Ninh Province.
4. Professional qualification: Electrical Engineer.
5. Current position: Head of the Operations Workshop, Bac Ha Hydropower Joint Stock Company.

Article 2. Functions and Duties:

The Head of the Operations Workshop is responsible to the General Director for the entire operation of the workshop; organizes the management, direction and assignment of work to the workshop's staff in accordance with assigned functions and duties; takes charge of developing and implementing work plans, ensuring progress, quality and efficiency; inspects and supervises the performance of duties; advises and proposes solutions and management mechanisms within the assigned area; manages and effectively utilizes the resources allocated; coordinates with relevant units in the course of performing duties; and performs other tasks as directed by the General Director.

Article 3. Salary, Allowance and Productivity Bonus Regime

Mr. Nguyen Van Ha shall be entitled to the basic salary, salary allowance and productivity bonus level from 01 August 2026 as follows (Unit: VND):

No.	Full name	Position	Basic salary (Grade 4/5; coefficient 6.9)	Productivity bonus (Level 4/4)	Salary allowance (Coefficient 1.5)	Notes
1	Nguyen Van Ha	Head of Workshop	27.317.100	18.000.000	5.550.000	Increase in productivity bonus level from Level 3 to Level 4

Article 4. Implementation

The General Director shall direct the relevant departments of Bac Ha Hydropower Joint Stock Company to be responsible for implementing this Resolution; and to update the personnel records, salary and related regimes for Mr. Nguyen Van Ha in accordance with regulations.

Article 5. Effectiveness

This Resolution takes effect from the date of signing. Members of the Board of Directors, the Supervisory Board, the General Director, the Company's relevant Departments and Mr. Nguyen Van Ha shall be responsible for implementing this Resolution.

Recipients: 

- As in Article 3;
- BOD Members; Supervisory Board (email);
- Save A&H dept.

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



Dong Quoc Cuong