

No. 05/2026/QD-HDQT

Hanoi, May 01, 2026

DECISIONSubject : Appointment of General Director and Legal Representative**BOARD OF DIRECTORS OF XUAN MINH HYDROPOWER JSC***Base:*

- Charter of Organization and Operation of Xuan Minh Hydropower Joint Stock Company;
- Regulations on the organization and operation of the Board of Directors of Xuan Minh Hydropower Joint Stock Company;
- Regulations on salaries and bonuses of Xuan Minh Hydropower Joint Stock Company;
- Minutes of Meeting No. 04/2026/BB-HDQT dated April 15, 2026, of the Company's Board of Directors.

DECISION:**Article 1:** Appointment of **Mr. Pham Tien Luat:**

- Date of birth: December 16, 1978
- Professional qualifications: Automation Engineer
- Position held: **General Director and Legal Representative of Xuan Minh HP .,JSC**
- Term of appointment: **3 years** from May 1, 2026.

Article 2: Mr. Pham Tien Luat shall receive salary and other benefits and entitlements in accordance with the current regulations of Xuan Minh Hydropower Joint Stock Company.**Article 3:** This decision takes effect from the date of signing.

The following individuals are responsible for implementing this Decision: the General Director, Deputy General Director, Chief Accountant, Heads of Departments, Xuan Minh Hydropower Plant, and Mr. Pham Tien Luat.

Recipient:

- As per Article 3 (implementation);
- Save FOD.

**ON BE HALF OF THE
BOARD OF DIRECTORS****CHAIRMAN****Mr. Trinh Nguyen Khanh**

No. 06/2026/QD-HDQT

Hanoi, May 1, 2026

DECISION

Subject : Appointment of Deputy General Director

BOARD OF DIRECTORS OF XUAN MINH HYDROPOWER., JSC*Base:*

- Charter of Organization and Operation of Xuan Minh Hydropower Joint Stock Company;
- Regulations on the organization and operation of the Board of Directors of Xuan Minh Hydropower Joint Stock Company;
- Regulations on salaries and bonuses of Xuan Minh Hydropower Joint Stock Company;
- Minutes of Meeting No. 04/2026/BB-HDQT dated April 15, 2026, of the Company's Board of Directors.

DECISION:**Article 1:** Appointment of Mr. **Nguyen Dinh Ha** :

- Date of birth: June 22, 1970
- Professional qualifications: Civil and industrial electrical engineer
- Position held: **Deputy General Director of Xuan Minh Hydropower., JSC**
- Term of appointment: **3 years** from May 1, 2026.

Article 2: Mr. Nguyen Dinh Ha shall receive salary and other benefits and entitlements in accordance with the current regulations of Xuan Minh Hydropower Joint Stock Company.

Article 3: This decision takes effect from the date of signing.

The following individuals are responsible for implementing this Decision: the General Director, Deputy General Director, Chief Accountant, Heads of Departments, Xuan Minh Hydropower Plant, and Mr. Nguyen Dinh Ha.

Recipient:

- As per Article 3 (implementation);
- Save FOD.

ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN
CÔNG TY CỔ PHẦN
THỦY ĐIỆN
XUÂN MINH
TỈNH THANH HÓA

**Mr. Trinh Nguyen Khanh**

No.: 07/2026/QD-HDQT

Hanoi, May 1, 2026

DECISIONSubject : Dismissal of the General Director and Legal Representative**BOARD OF DIRECTORS OF XUAN MINH HYDROPOWER JOINT STOCK COMPANY***Base:*

- Charter of Organization and Operation of Xuan Minh Hydropower Joint Stock Company;
- Regulations on the organization and operation of the Board of Directors of Xuan Minh Hydropower Joint Stock Company;
- Minutes of Meeting No. 04/2026/BB-HDQT dated April 15, 2026, of the Company's Board of Directors.

DECISION:

Article 1: Mr. Pham Quang Minh is hereby dismissed from his positions as General Director and Legal Representative of Xuan Minh Hydropower Joint Stock Company , effective May 1, 2026.

Article 2: Mr. Pham Quang Minh is responsible for handing over all work, files, and related documents in accordance with the regulations of Xuan Minh Hydropower Joint Stock Company.

Article 3: This decision takes effect from the date of signing.

The following individuals are responsible for implementing this Decision: the General Director, Deputy General Director, Chief Accountant, Heads of Departments, Xuan Minh Hydropower Plant, and Mr. Pham Quang Minh.

Recipient:

- As per Article 3 (implementation);
- Save FOD.

**ON BEHALF OF THE
BOARD OF DIRECTORS****CHAIRMAN****Mr. Trinh Nguyen Khanh**

No.: 08/2026/QD-HDQT

Hanoi, May 1, 2026

DECISION

Subject : Dismissal of Deputy General Director

BOARD OF DIRECTORS OF XUAN MINH HYDROPOWER JOINT STOCK COMPANY*Base:*

- Charter of Organization and Operation of Xuan Minh Hydropower Joint Stock Company;
- Regulations on the organization and operation of the Board of Directors of Xuan Minh Hydropower Joint Stock Company;
- Minutes of Meeting No. 04/2026/BB-HDQT dated April 15, 2026, of the Company's Board of Directors.

DECISION:

Article 1: Mr. Pham Tien Luat is hereby dismissed from his position as Deputy General Director of Xuan Minh Hydropower Joint Stock Company, effective May 1, 2026.

Article 2: Mr. Pham Tien Luat is responsible for handing over all work, files, and related documents in accordance with the regulations of Xuan Minh Hydropower Joint Stock Company.

Article 3: This decision takes effect from the date of signing.

The following individuals are responsible for implementing this Decision: the General Director, Deputy General Director, Chief Accountant, Heads of Departments, Xuan Minh Hydropower Plant, and Mr. Pham Tien Luat.

Recipient:

- As per Article 3 (implementation);
- Save FOD.

ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN



Mr. Trinh Nguyen Khanh