

**XUAN MINH HYDROPOWE  
JOINT STOCK COMPANY**

No.: 34/TB-XM

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

Thanh Hoa, day 01 month 5 year 2026

**CHANGE IN PERSONNEL**

**To: Hanoi Stock Exchange**

Based on Board of Directors Decision No. 05/2026/QD-HDQT dated May 1, 2026, of Xuan Minh Hydropower Joint Stock Company, we respectfully announce the following personnel changes at Xuan Minh Hydropower Joint Stock Company:

**In case of appointment:**

- Mr: PHAM TIEN LUAT
- Former position in the organization: Deputy General Director of Xuan Minh Hydropower Joint Stock Company
- Newly appointed position: General Director and Legal Representative of Xuan Minh Hydropower Joint Stock Company
- Term: 03 years from May 1, 2026
- Effective date: 01/5/2026

**In case of dismissal:**

- Mr: PHAM QUANG MINH
- Former position in the organization: General Director and Legal Representative of Xuan Minh Hydropower Joint Stock Company
- Dismissed position: General Director and Legal Representative of Xuan Minh Hydropower Joint Stock Company
- Current position: Member of the Board of Directors of Xuan Minh Hydropower Joint Stock Company
- Reason (if any): None
- Effective date: 01/5/2026

This information was published on the company's website on 01/5/2026, as in the link <https://thuydienxuanminh.vcp Holdings.com.vn>.

**Attached documents:**

- Board of Directors Decision No. 05/2026/QD-HDQT;
- Information Disclosure Form.



Organization representative

**TỔNG GIÁM ĐỐC**  
*Phạm Tiến Luật*