

No. 05/2026/QD-HDQT

Hanoi, May 01, 2026

DECISION

Subject : 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



M.S.D.N : 280220007
CÔNG TY
CỔ PHẦN
THỦY ĐIỆN
XUÂN MINH
TỈNH THANH HÓA

Mr. Trinh Nguyen Khanh