



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. 02/2026/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