

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