

**XUAN MINH HYDROPOWER  
JOINT STOCK COMPANY**

No.: 35/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. 06/2026/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: NGUYEN DINH HA
- Former position in the organization: None
- Newly appointed position: Deputy General Director 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 TIEN LUAT
- Former position in the organization: Deputy General Director of Xuan Minh Hydropower Joint Stock Company
- Dimissed position: Deputy General Director of Xuan Minh Hydropower Joint Stock Company
- Current position: General Director and Legal Representative 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.vcpholdings.com.vn>.

**Attached documents:**

- Board of Directors Decision No. 06/2026/QD-HDQT.
- Information Disclosure Form.



Organization representative ✓

**TỔNG GIÁM ĐỐC**  
*Phạm Tiên Luật*