

Hanoi, 19 August 2026

DECISION

Regarding the renaming of the Bac Ai and Tri An Expansion Pumped-Storage Hydropower Project Management Board - Branch of Song Da Corporation - JSC to the Bac Ai Pumped-Storage Hydropower Project Management Board and the addition of functions and duties to the Management Board

THE BOARD OF MANAGEMENT OF SONG DA CORPORATION - JSC

Pursuant to the Charter of Song Da Corporation – JSC;

Pursuant to the Charter on the Organization and Operation of Song Da Corporation – JSC;

Pursuant to Decision No. 84/TCT-HDQT dated 10 November 2025 of the Board of Management of Song Da Corporation – JSC promulgating the Regulations on the decentralization of management of organizational and personnel affairs of Song Da Corporation – JSC;

Pursuant to Document No. 1540/ĐTKDV-ĐT1 dated 14 August 2026 of the State Capital Investment Corporation regarding personnel affairs and the organizational structure of the Bac Ai and Tri An Expansion Pumped-Storage Hydropower Project Management Board –Branch of Song Da Corporation;

Pursuant to Resolution No. 90/TCT-HDQT dated 19 August 2026 of the Board of Management of Song Da Corporation – JSC and Resolution No. 73-NQ/ĐU dated 18 August 2026 of the Standing Committee of the Party Committee of Song Da Corporation – JSC regarding organizational and personnel affairs of the Bac Ai and Tri An Expansion Pumped-Storage Hydropower Project Management Board;

Upon consideration of the proposal of the General Director of Song Da Corporation – JSC set forth in Submission No. 98/TCT-TCNS dated 22 July 2026, Report No. 46/TCT-TCNS dated 24 July 2026, and Report No. 47/TCT-TCNS dated 30 July 2026 of the General Director of the Corporation,

DECISION:

Article 1. Renaming the Bac Ai and Tri An Expansion Pumped-Storage Hydropower Project Management Board – Branch of Song Da Corporation – JSC as the Bac Ai Pumped-Storage Hydropower Project Management Board – Branch of Song Da Corporation – JSC, and supplementing the functions, duties and powers of the Management Board (as detailed in the attached document).

Article 2. The Board of Management assigns the General Director of Song Da Corporation – Joint Stock Company to implement this Decision in accordance with applicable laws and the Corporation's regulations.

Article 3. Effectiveness

1. This Decision shall take effect from the date of its signing.

2. The General Director, Deputy General Directors, Chief Accountant, Directors of Functional Departments, Chief of the Corporate Office, Directors of Executive Boards and Project Management Boards under Song Da Corporation – Joint Stock Company shall, within the scope of their respective functions and responsibilities, implement this Decision./.

Recipients: _____

- As stated in Article 3;
- BOM, BOS of Song DA Coporation - JSC;
- Filed at the Corporate Office. *W*

**ON BEHALF OF THE BOARD OF
MANAGEMENT
CHAIRMAN**



Tran Van Tuan

**Appendix 1: Specimen Seal of the Bac Ai Pumped-Storage Hydropower
Project Management Board - Branch of Song Da Corporation – JSC**

*(Attached to Decision No. 84/QĐ-HDQT dated 19 August 2026
of the Board of Management of Song Da Corporation - JSC)*



- Seal size: 36mm diameter.

APPENDIX 2. FUNCTIONS, DUTIES AND POWERS OF THE BAC AI PUMPED-STORAGE HYDROPOWER PROJECT MANAGEMENT BOARD

*(Attached to Decision No 84/QĐ-HĐQT dated 19 August 2026
of the Board of Management of Song Da Corporation - JSC)*

PART I GENERAL REGULATIONS

Article 1. Purpose and Requirements:

These Regulations are promulgated to establish consistency and delegate responsibilities for the management and organization of construction works under Package No. 02XL-BA (Construction and Installation of the Bac Ai Pumped-Storage Hydropower Plant – Phase 2, Batch 1) of the Bac Ai Pumped-Storage Hydropower Project, within the scope of work of Song Da Corporation – JSC, in accordance with the schedule approved under the Contract.

To fully utilize the Corporation's available resources in terms of labor, materials, construction machinery and equipment.

To ensure the technical requirements, quality and construction schedule of the project through the application of scientific and technological advances and advanced construction technologies.

To enable the Management Board to operate proactively on the basis of clearly defining the functions, duties and powers of the Corporation, the Management Board and the construction contractors at the project site.

Article 2. Scope of Application:

These Regulations shall apply to:

- The Bac Ai Pumped-Storage Hydropower Plant Project Management Board - under the management of Song Da Corporation - JSC;
- The contractors engaged in the construction of Package No. 02XL-BA of the Bac Ai Pumped-Storage Hydropower Plant Project, within the scope of work of Song Da Corporation - JSC.

PART II FUNCTIONS, DUTIES AND POWERS

In addition to the functions and duties of the Management Board approved under Decision No. 120/TCT-HĐQT dated 01 July 2021 of the Board of Management of Song Da Corporation - JSC, the Bac Ai Pumped-Storage Hydropower Plant Project Management Board shall have the following additional functions, duties and powers:

Article 3. Functions of the Management Board:

- 3.1. To act on behalf of Song Da Corporation - JSC in managing and administering the work falling within the scope of work of Song Da Corporation - JSC under the consortium pursuant to Contract No. 03.25.HĐ.BAP.XD.NM dated 13 February 2025, entered into between Vietnam Electricity, represented by

Power Project Management Board No. 3 (AĐ3) – a branch of Vietnam Electricity, and the consortium comprising Lung Lo Construction Corporation, Song Da Corporation - JSC, Lilama 10 Joint Stock Company, SCI E&C Joint Stock Company, Construction Joint Stock Company No. 47, Truong Son Construction Corporation, Vietnam National Construction and Import-Export Corporation, regarding the implementation of Package No. 02XL-BA under the Bac Ai Pumped-Storage Hydropower Plant Project.

3.2. To act on behalf of Song Da Corporation - JSC in monitoring, urging and inspecting the performance of the Construction Works Contract entered into between the Corporation and the contractors of Song Da Corporation participating in the construction of the Works.

3.3. To act on behalf of the Corporation in liaising with the Employer or the Employer's representative, the Employer's supervision consultant, the Consortium Management Board, the construction contractors under Package No. 02XL-BA and relevant authorities in order to fulfill the obligations and safeguard the interests of Song Da Corporation - JSC as well as those of the participating construction contractors.

3.4. To operate under the direct direction of the Corporation.

Article 4. Duties of the Management Board:

4.1. Design management: To urge the construction contractors to implement the project and ensure compliance with the design requirements (technical design, construction drawing design and approved construction method design) and the schedule and quality requirements agreed in the contract with the Employer, and to manage the design documentation. To coordinate with the Consortium Management Board in urging the design contractor to provide the necessary design documents in a timely manner to ensure the construction schedule.

4.1.1. Construction Drawing Design: To monitor and urge the construction drawing design contractors, and coordinate with the Consortium Management Board to reach agreement on the design with the Supervision Consultant and the Employer.

4.1.2. Construction Method Design: To monitor and urge, and coordinate with the Consortium Management Board and construction contractors to prepare and agree upon the common construction methods for the entire Works and each work item in accordance with applicable regulations.

4.1.3. Design Documentation Management: To serve as the focal point for receiving and storing all relevant design and technical documents and records provided by the Employer. To make copies of the technical design documents for submission to the Corporation, and to manage and temporarily retain such documents during the construction period; and to manage and retain the construction drawing designs and as-built documentation.

4.2. Schedule Management:

4.2.1. Schedule Development: To review and agree upon the schedules prepared by the construction contractors on the basis of the approved schedule or the schedule stipulated in the Contract.

4.2.2. Schedule Management: To prepare plans and conduct weekly reviews of schedule performance and Contract performance; to hold daily coordination meetings, conduct daily reviews and coordinate construction activities.

4.3. Quality Management: To perform the relevant responsibilities of the member contractor as stipulated in the Regulations on the Organization and Operation of the Consortium Management Board for Package No. 02XL-BA: Construction and Installation of Works under the Bac Ai Pumped-Storage Hydropower Plant Project. To coordinate with the Consortium Management Board in establishing and implementing the quality management system for the entire Works in accordance with the applicable technical standards.

4.4. Economic and Financial Affairs:

4.4.1. Contract Management: To be authorized to negotiate and enter into contracts with the Corporation's construction contractors (if any);

4.4.2. Unit Price Management: To consolidate quantities of additional work and coordinate with the Consortium Management Board to develop missing unit prices for submission to the Employer for approval as a basis for payment.

4.5. Advance Payments, Payment for Completed Work Quantities and Contractual Advances:

4.5.1. To carry out procedures for advance payments, acceptance and payment of completed work quantities with the Employer and the Consortium Management Board;

4.5.2. To make advance payments and payments for completed work quantities to construction contractors upon approval by the General Director of the Corporation;

4.5.3. To carry out the settlement and finalization of other costs under the consortium contract with the Employer and the Consortium Management Board upon the Corporation's approval;

4.5.4. To take the lead in coordinating with the Corporation's construction contractors participating in the Works to allocate and confirm the completed work quantities and accepted values for each entity;

4.5.5. To report to the Corporation on payments and advances of amounts corresponding to completed work quantities with the Employer and the Consortium Management Board, and on payments and advances of amounts corresponding to completed work quantities to the construction contractors.

4.6. To liaise with local authorities and the Employer to resolve matters related to the implementation of construction works and work items; to coordinate the settlement of procedures for the exploitation and use of local natural resources

in accordance with the scope of work under the Construction Works Contract and to ensure political security, public order and social safety.

4.7. To urge and inspect the preparation of all necessary conditions (construction site, electricity and water supply, and other auxiliary facilities) to facilitate the construction works by the contractors.

4.8. To organize, manage and administer the construction contractors in performing the work falling within the scope of Song Da Corporation – JSC under the consortium, from site preparation through the construction and installation process until completion and handover of the Works for operation.

4.9. Site Management: To coordinate with the Consortium Management Board to receive the project benchmarks and reference points from Party A and the Consultant; to hand them over to the direct construction contractors; and to direct the management of the common construction site area.

4.10. To coordinate with the Consortium Management Board to inspect and supervise construction quality and occupational health and safety, and to promulgate internal regulations within the consortium regarding quality inspection and acceptance supervision in accordance with the applicable procedures and regulations.

For work items where changes arise during construction compared with the approved design or estimate in terms of quantities or construction methods, the Management Board shall coordinate with the Consortium Management Board, the Supervision Consultant and the Employer to prepare a written record confirming such changes and submit it to the competent authority for approval.

If, during construction inspection and supervision, it is found that a contractor performing the work within the scope of Song Da Corporation – JSC under the consortium fails to comply with occupational safety regulations, the Management Board shall have the right to suspend construction and shall only permit construction to resume once the contractor has proposed construction measures ensuring occupational safety. If it is found that the contractor's work does not comply with the design or fails to meet quality requirements, the Management Board shall have the right to suspend construction and require the contractor to rectify the deficiencies and ensure compliance with technical requirements.

4.11. To submit regular or ad hoc reports, as requested by the Corporation's leadership, on the status of construction implementation, including but not limited to design, schedule, quality, safety, acceptance, settlement and finalization, so that the Corporation can provide timely direction; and to regularly receive information and instructions from the Corporation's leadership and communicate them to the construction contractors at the project site.

4.11.1. In the event of incidents such as natural disasters, accidents or fires, the Management Board shall be responsible for taking timely action, promptly reporting to the Corporation and seeking its instructions, while simultaneously

reporting to the Employer for the purpose of determining the additional work quantities and costs arising from the incident.

4.11.2. To coordinate with the Corporation's functional departments to resolve matters related to the implementation and execution of the project and address difficulties and obstacles faced by the construction contractors, based on strict compliance with the Corporation's regulations on general management.

4.12. To take the lead, together with the contractors engaged in the construction of the Package, in reviewing and proposing to the Employer and the competent authorities the development, approval, amendment and supplementation of norms and unit prices.

4.13. To coordinate with the Consortium Management Board in carrying out acceptance and payment procedures with the Employer; collecting the Management Board's expenses (if any), as well as the Corporation's management fees and profits, and remitting such amounts to the Corporation's account; and carrying out acceptance and payment to the contractors based on the agreed contractual unit prices.

4.14. To urge the construction contractors to coordinate with the Management Board in preparing dossiers for acceptance of completed work quantities in order to recover capital periodically in accordance with the plan. The dossiers submitted to the Employer and the Supervision Consultant for acceptance and payment shall be signed and sealed by the Management Board in its capacity as the representative of the consortium member contractor. The Management Board shall, together with the construction contractors, inspect and take responsibility for the quality, completeness and legal validity of the payment dossiers submitted to the Employer and the Supervision Consultant in respect of the portion of Package No. 02XL-BA performed by Song Da's contractors.

4.15. To coordinate with the construction contractors and the Consortium Management Board for Package No. 02XL-BA in preparing quarterly and annual settlement reports with the Employer and the Supervision Consultant for each work item or the Works, from commencement of construction until completion.

4.16. To prepare and submit for approval the estimate of project management and administration costs in accordance with the Corporation's regulations and requirements.

4.17. To require the construction contractors and employees within the scope of the Corporation's assigned work to strictly comply with the Corporation's management regulations.

4.18. To organize and provide for the material well-being and cultural and spiritual life of employees of the contractors participating in the construction of the Works.

4.19. To maintain security and order, public safety and environmental hygiene within the construction site areas where Song Da performs construction work. To develop management plans and inspect the contractors' compliance with

regulations on occupational safety, fire and explosion prevention and control, environmental hygiene, and other relevant matters...

Article 5. Powers of the Management Board.

5.1. To act on behalf of the Corporation in liaising with local competent authorities, the Employer and the Supervision Consultant to resolve matters related to the construction process. To coordinate with local authorities to maintain political security, public order and social safety within the construction site.

5.2. To use management costs on the basis of the budget estimate approved by the Corporation.

5.3. To enter into economic contracts for the performance of assigned duties in accordance with the authorization and management delegation granted by the Corporation.

5.4. To propose to the Corporation amendments and supplements to the assignment of responsibilities and delegation of authority within the Management Board's organizational structure and personnel arrangements, as appropriate to actual site conditions at each stage, in order to ensure the effective administration and management of the project and achievement of the approved project schedule.

5.5. To propose to the Corporation:

- + Commendation or disciplinary action against employees of the Project Management Board;

- + Commendation for construction units at the project site and construction teams that have successfully fulfilled their assigned duties.

5.6. To criticize, reprimand or propose the removal from the construction site of any organization or individual that fails to comply with labor discipline or site regulations, or fails to fulfill assigned duties.

5.7. To propose to the Corporation the appointment and dismissal of Deputy Directors, the Chief Accountant and Heads of functional departments of the Management Board; to issue decisions on the appointment of Deputy Heads of functional departments of the Management Board; and to decide on salary grade increases for employees of the Management Board in accordance with the Corporation's delegated authority.

5.8. During the implementation of the project, where the Management Board determines that an entity assigned to participate in the construction of the Works:

- Lacks sufficient construction capacity;
- Is unable to complete its assigned duties;
- Fails to meet the construction schedule; or
- Violates the quality requirements of the Works or safety-related technical procedures and regulations despite having been reminded to remedy such violations:

+ For construction contractors that are entities outside the Corporation: the Management Board shall have the right to temporarily suspend construction and assign the work to another entity to ensure the schedule and quality of the Works, while simultaneously reporting to the Corporation for a decision;

+ For construction contractors that are entities within the Corporation: the Management Board shall have the right to coordinate and assign the work to other entities within the Corporation, while simultaneously reporting to the Corporation.

5.9. Where the Corporation's personnel mobilization does not provide a sufficient number of employees in accordance with the approved staffing plan, the Management Board shall have the right to recruit and enter into employment contracts with employees in accordance with the Corporation's delegated authority for organizational and personnel management and the provisions of the Labor Code.

5.10. Where necessary to perform the overall duties of the construction site, the Management Board shall have the right to coordinate the allocation of construction equipment and personnel and to retain a reserve amount within the scope of advance payments (or payments for completed work quantities) for the purpose of reallocating funds among the Corporation's construction units at the site, and shall subsequently report such actions to the Corporation.

PART III

ORGANIZATIONAL STRUCTURE

Article 6. Seal and Bank Account of the Management Board:

The Management Board is an entity under the Corporation and is authorized to use a seal in the prescribed form and to open bank account(s) in accordance with applicable laws.

Article 7. Organizational and Personnel Structure of the Management Board:

7.1. Board of Directors:

- Director;
- Deputy Directors: 02 persons.

7.2. Functional Departments:

- Economic and Planning Department;
- Technical, Construction Management and Safety Department;
- Finance and Accounting Department.

Depending on each stage of the Bac Ai Pumped-Storage Hydropower Plant Project and the requirements and duties of the Management Board, the arrangement, establishment and reorganization of the Management Board's functional departments shall be carried out in accordance with the Corporation's regulations.

PART IV RELATIONSHIPS

Article 8. Relationship of the Bac Ai Pumped-Storage Hydropower Plant Project Management Board:

8.1. The Management Board is an entity under the Corporation and is subject to the Corporation's direct and comprehensive direction, inspection and supervision.

8.2. The Management Board is authorized by the Corporation to perform Contract No. 03.24.HĐ.BA.XL.TC dated February 13, 2025 regarding the implementation of Package No. 02XL-BA under the Bac Ai Pumped-Storage Hydropower Plant Project, in accordance with the Corporation's delegated management authority.

8.3. With respect to the construction contractors at the project site, the Management Board, on behalf of the Corporation, shall direct, inspect, urge and supervise the implementation of the construction schedule and quality of the Works, as well as other aspects of project management, throughout the construction and installation process within the scope of work under the Contract.

8.4. Relationship with Local Authorities and the Employer:

8.4.1. On behalf of the Corporation, the Management Board shall, together with the Consortium Management Board and the Employer, liaise with local authorities at the commune, district and provincial levels to implement and organize the execution of the Project;

8.4.2. The Management Board shall directly liaise with local governmental authorities to resolve matters related to the organization of construction works, employees' rights and benefits, and State policies and regulations, as well as local regulations;

8.4.3. The Management Board shall be entitled to directly liaise with the Consortium Management Board, the Employer and the Project Consultant to resolve matters related to design, cost estimates, acceptance and payment procedures, handover of the Works and other matters related to the Project.

PART V MANAGEMENT BOARD OPERATING COSTS

Article 9. Costs of the Management Board's Operations:

9.1. Recurring Operating Costs:

- The Management Board shall prepare an annual budget for its recurring operating costs and submit it to the Corporation for approval as the basis for allocation and implementation.

- The Management Board shall be responsible for settling its annual recurring operating costs in accordance with applicable regulations.

9.2. Costs of Other Activities: such as security, site protection, firefighting, healthcare, education and other similar expenses. The Management Board shall

determine the applicable annual cost allocation rate and submit it to the Corporation for approval for collection from the construction units operating at the project site.

PART VI

IMPLEMENTATION PROVISIONS

Article 10. Effectiveness of the Regulations

10.1. These Regulations shall take effect from the date of signing.

10.2. During the implementation of these Regulations, in the event of any changes to State policies and regulations or any difficulties, obstacles or issues arising that affect the direction and administration of the construction and installation of the Works, the Management Board shall propose that the Corporation review and amend or supplement these Regulations as appropriate.

