

**THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL**

Kính gửi/To: -Ủy ban Chứng khoán Nhà nước/ *State Securities Commission*;
- Sở Giao dịch Chứng khoán Hà Nội/ *Hanoi Stock Exchange*.

Căn cứ Nghị quyết số 02/NQ-ĐHĐCĐ ngày 24/6/2026 của Đại hội đồng cổ đông thường niên Công ty Cổ phần Nhiệt điện Hải Phòng năm 2026;

Pursuant to the Resolution No. 02/NQ-DHDCD dated 24 June 2026 of the 2026 Annual General Meeting of Shareholders;

Công ty Cổ phần Nhiệt điện Hải Phòng trân trọng thông báo việc thay đổi nhân sự như sau/ *Hai Phong Thermal Power Joint Stock Company respectfully announces the change in personnel as follows:*

I. Trường hợp bổ nhiệm/ *In case of appointment:*

- Bổ nhiệm ông Đoàn Đức Toàn/ *Appointment of Mr. Doan Duc Toan*
 - Chức vụ trước khi bổ nhiệm/*Former position in the organization:* Trưởng ban Tổ chức và Nhân sự, Tổng Công ty Phát điện 2/ *Head of Organization and Human Resources Department, Power Generation Corporation 2*
 - Chức vụ được bổ nhiệm/*Newly appointed position:* Thành viên Hội đồng quản trị/ *Member of the Board of Directors*
 - Ngày bắt đầu có hiệu lực/*Effective date:* 24/06/2026.
- Bổ nhiệm ông Bùi Trung Sơn/ *Appointment of Mr. Bui Trung Son*
 - Chức vụ trước khi bổ nhiệm/*Former position in the organization:* Phó Trưởng ban Tổng hợp, Tổng Công ty Phát điện 2/ *Deputy Head of the General Affairs Department, Power Generation Corporation 2*
 - Chức vụ được bổ nhiệm/*Newly appointed position:* Thành viên Hội đồng quản trị/ *Member of the Board of Directors*
 - Ngày bắt đầu có hiệu lực/*Effective date:* 24/06/2026.
- Bổ nhiệm ông Trần Thái Hoàng/ *Appointment of Mr. Tran Thai Hoang*
 - Chức vụ trước khi bổ nhiệm/*Former position in the organization:* Chuyên viên ban Kiểm toán nội bộ và Giám sát tài chính, Tổng công ty Phát điện 2/ *Internal Audit and Financial Supervision Specialist, Power Generation Corporation 2*
 - Chức vụ được bổ nhiệm/*Newly appointed position:* Thành viên Ban Kiểm soát/ *Member of the Supervisory Board*
 - Ngày bắt đầu có hiệu lực/*Effective date:* 24/06/2026.
- Bổ nhiệm bà Nguyễn Thị Lương Thanh / *Appointment of Ms. Nguyen Thi Luong Thanh.*
 - Chức vụ trước khi bổ nhiệm/*Former position in the organization:* Chuyên viên ban Ban Đầu tư 1, Tổng Công ty Đầu tư và Kinh doanh vốn nhà nước/ *Specialist in Investment Department 1, State Capital Investment and Business Corporation.*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành viên Ban Kiểm soát/
Member of the Supervisory Board

- Ngày bắt đầu có hiệu lực/*Effective date*: 24/06/2026.

II. Trường hợp miễn nhiệm:

1. Miễn nhiệm ông Trần Anh Duy/ *Dismissal of Mr. Tran Anh Duy*

- Không còn đảm nhận chức vụ/ *Mismissed position*: Thành viên Hội đồng quản trị/ *Member of the Board of Directors*

- Ngày bắt đầu có hiệu lực/*Effective date*: 24/6/2026.

2. Miễn nhiệm ông Lê Minh Tuấn/ *Dismissal of Mr. Le Minh Tuan*

- Không còn đảm nhận chức vụ/ *Mismissed position*: Thành viên Hội đồng quản trị/ *Member of the Board of Directors*

- Ngày bắt đầu có hiệu lực/*Effective date*: 24/6/2026.

3. Miễn nhiệm ông Dương Sơn Bá/ *Dismissal of Mr. Duong Son Ba*

- Không còn đảm nhận chức vụ/ *Mismissed position*: Thành viên Hội đồng quản trị/ *Member of the Board of Directors*

- Ngày bắt đầu có hiệu lực/*Effective date*: 24/6/2026.

4. Miễn nhiệm ông Trần Minh Tâm/ *Dismissal of Mr. Tran Minh Tam*

- Không còn đảm nhận chức vụ/ *Mismissed position*: Thành viên Ban Kiểm soát/ *Member of the Supervisory Board*

- Ngày bắt đầu có hiệu lực/*Effective date*: 24/6/2026.

5. Miễn nhiệm ông Nguyễn Ngọc Anh/ *Dismissal of Mr. Nguyen Ngoc Anh*

- Không còn đảm nhận chức vụ/ *Mismissed position*: Thành viên Ban Kiểm soát/ *Member of the Supervisory Board*

- Ngày bắt đầu có hiệu lực/*Effective date*: 24/6/2026.

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 24/6/2026 tại đường dẫn/ *This information was published on the Company's website on June 24th, 2026 at the following link*: <http://ndhp.com.vn/QuanHeCoDong/>

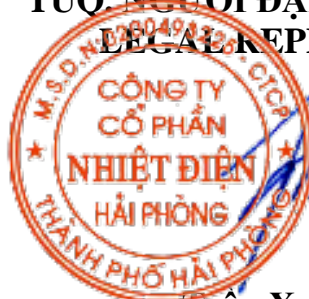
Tài liệu đính kèm/*Attachment*: Quyết định số 02/NQ-ĐHĐCĐ ngày 24/6/2026/
Resolution No. 02/NQ-DHDCD dated 24 June 2026.

Trân trọng/ Best regards./

Nơi nhận:

- Như trên;
- Đăng Website C.ty;
- Lưu: VT, HCLĐ.

TUO NGƯỜI ĐẠI DIỆN PHÁP LUẬT
LEGAL REPRESENTATIVE



Trần Xuân Trường

**HAI PHONG THERMAL
POWER JOINT STOCK
COMPANY**

No.: 02/NQ-DHBCD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, June 24, 2026

RESOLUTION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**THE GENERAL MEETING OF SHAREHOLDERS OF HAI PHONG THERMAL
POWER JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises;

Pursuant to the Charter on organization and operation of Hai Phong Thermal Power Joint Stock Company;

Pursuant to the Power of attorney No. 3509/UQ-NDHP dated June 22, 2026 issued by the Chairperson of the Board of Directors authorizing the chairing of the 2026 Annual General Meeting of Shareholders;

Pursuant to the Minutes of the 2026 annual general meeting of shareholders of Hai Phong Thermal Power Joint Stock Company dated June 24, 2026.

RESOLVES:

Article 1. The 2026 Annual General Meeting of Shareholders (GMS) of Hai Phong Thermal Power Joint Stock Company, held on June 24, 2026, voted to approved the following matters:

1. To approve the audited financial statements for 2025 and the 2025 production and business performance, with the following principal indicators:

- Electricity output: 5,957.88 Million kWh.
- Total revenue: 9,748.49 billion VND.
- Total expenses: 9,367.47 billion VND.
- Total profit before tax: 381.03 billion VND.
- Total profit after tax: 342.43 billion VND.

2. To approve the 2025 profit distribution plan as follows:

The cash dividend payout ratio is 3%, specifically:

Unit: VND

No.	Item	2025 profit distribution plan
I	Total distributable profit	342,427,662,130
1	Undistributed profit after tax carried forward	0

No.	Item	2025 profit distribution plan
	from the previous year	
2	Undistributed profit for the current year	342,427,662,130
II	Profit distribution	342,427,662,130
1	Allocation to the development investment fund	113,258,903,130
2	Allocation to the bonus and welfare fund	79,168,759,000
2.1	<i>Allocation to the bonus fund</i>	<i>39,584,379,500</i>
2.2	<i>Allocation to the welfare fund</i>	<i>39,584,379,500</i>
3	Dividend payment (amount and rate): 3.0%	150,000,000,000
III	Retained profit (III = I - II)	0

3. To approve the implementation results of basic construction investment in 2025 and the basic construction investment plan for 2026 as follows:

a) Implementation results of basic construction investment in 2025:

Unit: million VND

No.	Content	2025 disbursement plan	2025 actual implementation	Implementation rate (%)
1	Administration building construction project	0	0	0%
2	Project on upgrading the flue gas treatment system of Hai Phong Thermal Power Plants 1 and 2	563.95	733.19	130.01%
3	Capacity and efficiency recovery project for power units at Hai Phong Thermal Power Plants 1 and 2	614.72	762.66	124.06%
4	Project on upgrading the telecommunications transmission network infrastructure for production management and monitoring in the Company	2,416.47	0	0.00%

No.	Content	2025 disbursement plan	2025 actual implementation	Implementation rate (%)
	Total	3,595.14	1,495.85	41.60%

b) Basic construction investment plan for 2026:

c) Unit: million VND

No.	Content	Plan for 2026		
		Commercial loan capital	Equity capital	Total
1	“Administration building construction” project	0	7,036	7,036
2	Project on “upgrading the flue gas treatment system of Hai Phong Thermal Power Plants 1 and 2”	2,159,219	300,000	2,459,219
3	“Capacity and efficiency recovery project for power units at Hai Phong Thermal Power Plants 1 and 2”	0	0	0
4	Project on “upgrading the telecommunications transmission network infrastructure for production management and monitoring in the Company”	0	2,655	2,655
5	“Rooftop Solar Project at Hai Phong Thermal Power Joint Stock Company”	0	34,756	34,756
6	“Substation upgrading and capacity increasing project of Hai Phong Thermal Power Joint Stock Company”	0	500	500
7	“Information security assurance system project for management and operation monitoring of Hai Phong Thermal Power Plant”	0	0	0
8	Online coal quality measurement digitalization	0	85,000	85,000
9	Centralized control and monitoring center construction	0	300	300
10	Remote control and monitoring center project of Hai Phong Thermal Power Plant	0	0	0
11	Construction of bathrooms and	0	500	500

No.	Content	Plan for 2026		
		Commercial loan capital	Equity capital	Total
	restrooms in the domestic wastewater treatment station area			
	Total	2,159,219	430,747	2,589,966

4. To approve the 2026 production and business plan with the following principal targets:

- Electricity output: 6,876.46 million kWh.
- Total revenue: 10,620.420 billion VND.
- Total expenses: 10,044.616 billion VND.

(Including O&M cost per installed capacity:) 783.606 million VND/MW

- Total profit before tax: 575.80 billion VND.

Including the targets of reducing material costs by 20%, outsourced service costs by 35%, other cash expenses by 30%, and major overhaul costs by 30%, etc.

- Planned dividend for 2026 5%

At the same time, the Board of Directors of Hai Phong Thermal Power Joint Stock Company (BOD) is authorized to organize the implementation of the approved plans and to decide on matters arising outside the 2026 Production and business plan and construction investment plan approved by the 2026 General Meeting of Shareholders, or other urgent matters and contents requiring implementation before the Annual General Meeting of Shareholders approves the 2027 production and business plan and Construction investment plan. Such matters shall be reported to the General Meeting of Shareholders at its nearest meeting.

5. To approve the Report on the operations of the Board of Directors in 2025 and the orientations and tasks for 2026.

6. To approve the Report on the 2025 operating results and the 2026 plan of the Board of Supervisors of Hai Phong Thermal Power Joint Stock Company.

7. To approve the salaries and remuneration of the Board of Directors and the Board of Supervisors for 2025, and the salary and remuneration plan for 2026, as follows:

a) The total salaries and remuneration of the members of the Board of Directors and the Board of Supervisors for 2025 amount to **4,539,943,000 VND**, detailed as follows::

- Salary of the Chairperson of the Board of Directors: VND 1,020,420,000.
- Salary of the full-time member of the Board of Directors: VND 836,176,000.
- Remuneration of the non-executive member of the Board of Directors: VND 836,180,000.

- Salary of the Chief of the Board of Supervisors: VND 860,469,000.
- Salary of the full-time member of the Board of Supervisors: VND 397,195,000.
- Remuneration of the non-full-time member of the Board of Supervisors: VND 589,503,000.

b) The total planned salaries and remuneration of the members of the Board of Directors and the Board of Supervisors for 2026 are estimated at **VND 4,824,000,000**, detailed as follows:

- Salary of the Chairperson of the Board of Directors: VND 1,152,000,000.
- Salary of the full-time member of the Board of Directors: VND 960,000,000.
- Remuneration of the non-executive member of the Board of Directors: VND 960,000,000.
- Salary of the Chief of the Board of Supervisors: VND 984,000,000.
- Remuneration of the non-full-time member of the Board of Supervisors: VND 768,000,000.

8. To approve the selection of the auditor for the 2026 financial statements as follows:

- To approve the list of eligible auditors for the Company's 2026 financial statements, consisting of independent audit firms included in the List of audit firms approved to audit public interest entities in 2026.
- To authorize the Board of Directors to carry out the procedures for selecting the auditor of the Company's 2026 financial statements in accordance with the applicable laws.

9. To approve the dismissal and election of additional members of the Board of Directors and the Board of Supervisors as follows:

a) Board of Directors' personnel:

- To approve the dismissal of Mr. Tran Anh Duy, Head of the Planning Department of EVNGENCO2 and representative of EVNGENCO2's capital, from the title of Member of the Board of Directors.
- To approve the dismissal of Mr. Le Minh Tuan, representative of EVNGENCO2's capital, from the title of Member of the Board of Directors.
- To approve the dismissal of Mr. Duong Son Ba from the title of Member of the Board of Directors due to his failure to satisfy the qualifications and conditions as prescribed by law.
- To approve the election of Mr. Doan Duc Toan, Head of the Human Resources and Organization Department of EVNGENCO2, as an additional Member of the Board of Directors for a five-year term (2026-2031), serving on a non-executive basis.
- To approve the election of Mr. Bui Trung Son, Deputy Head of the General Affairs Department of EVNGENCO2, as an additional Member of the Board of Directors for a five-year term (2026-2031), serving on a full-time basis.

b) Board of Supervisors' personnel:

- To approve the dismissal of Mr. Tran Minh Tam, Deputy Head of the Internal Audit and Financial Supervision Department of EVNGENCO2, from the title of Member of the Board of Supervisors.

- To approve the election of Mr. Tran Thai Hoang, Specialist of the Internal Audit and Financial Supervision Department of EVNGENCO2, as an additional Member of the Board of Supervisors for a five-year term (2026-2031), serving on a non-full-time basis.

- To approve the dismissal of Mr. Nguyen Ngoc Anh from the title of Member of the Board of Supervisors.

- To approve the election of Ms. Nguyen Thi Luong Thanh, Specialist of Investment Department 1, State Capital Investment Corporation, as an additional Member of the Board of Supervisors for a five-year term (2026-2031).

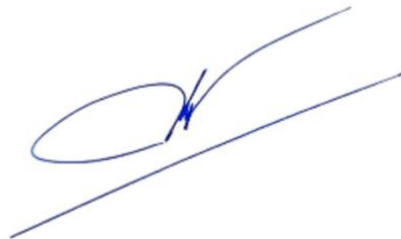
Article 2. The General Meeting of Shareholders authorizes the Chair of the Meeting to sign and issue the Resolution of the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company and the Minutes of the General Meeting.

Article 3. This Resolution of the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company shall take effect from the date of signing. The Board of Directors, the Board of Supervisors, and the General Director of the Company shall be responsible for implementing this Resolution and organizing its execution in accordance with their respective functions and duties, the applicable laws, and the Charter on Organization and operation of the Company./.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIR OF THE MEETING**

Recipients:

- As Article 3;
- State Securities Commission (hard copy);
- Hanoi Stock Exchange (hard copy);
- Company's website;
- Filed: Clerical Office, Board of Directors.



Tran Anh Duy