

Số: 5008/TB-NĐHP

Hải Phòng, ngày 29 tháng 8 năm 2026

**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 4994/NQ-ĐHĐCĐ ngày 28/8/2026 của Hội đồng quản trị Công ty Cổ phần Nhiệt điện Hải Phòng về công tác nhân sự Công ty Cổ phần Nhiệt điện Hải Phòng;

Pursuant to Resolution No. 4994/NQ-ĐHĐCĐ dated August 28, 2026 of the Board of Directors of Hai Phong Thermal Power Joint Stock Company regarding personnel matters of Hai Phong Thermal Power Joint Stock Company;

Căn cứ Quyết định số 4995/QĐ-NĐHP ngày 28/8/2026 của Hội đồng quản trị Công ty Cổ phần Nhiệt điện Hải Phòng về việc ông Trần Xuân Trường, Phó Tổng Giám đốc thôi đảm nhận nhiệm vụ quyền Tổng Giám đốc Công ty Cổ phần Nhiệt điện Hải Phòng;

Pursuant to Decision No. 4995/QĐ-NĐHP dated August 28, 2026 of the Board of Directors of Hai Phong Thermal Power Joint Stock Company regarding Mr. Tran Xuan Truong, Deputy General Director, ceasing to perform the duties of the Acting General Director of Hai Phong Thermal Power Joint Stock Company;

Căn cứ Quyết định số 4999/QĐ-NĐHP ngày 28/8/2026 của Hội đồng quản trị Công ty Cổ phần Nhiệt điện Hải Phòng về việc giao ông Lê Anh Tân, Phó Tổng Giám đốc Công ty thực hiện chức trách, nhiệm vụ Tổng Giám đốc Công ty Cổ phần Nhiệt điện Hải Phòng;

Pursuant to Decision No. 4999/QĐ-NĐHP dated August 28, 2026 of the Board of Directors of Hai Phong Thermal Power Joint Stock Company regarding the assignment of Mr. Le Anh Tan, Deputy General Director of the Company, to perform the duties and responsibilities of the General Director of Hai Phong Thermal Power Joint Stock Company;

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:*

1. Bổ nhiệm ông Đoàn Đức Toàn/ *Appointment of Mr. Doan Duc Toan*

- Chức vụ trước khi bổ nhiệm/*Former position in the organization:* Thành viên Hội đồng quản trị/ *Member of the Board of Directors*

- Chức vụ được bổ nhiệm/*Newly appointed position:* Thành viên Hội đồng quản trị thực hiện chức trách, nhiệm vụ, quyền hạn của Chủ tịch Hội đồng quản trị/ *Member of the Board of Directors performing the functions, duties and powers of the Chairperson of the Board of Directors.*

- Ngày bắt đầu có hiệu lực/*Effective date*: 28/8/2026.

2. Bổ nhiệm ông Lê Anh Tân/ *Appointment of Mr. Le Anh Tan*

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Phó Tổng Giám đốc/ *Deputy General Director*.

- Chức vụ được bổ nhiệm/*Newly appointed position*: Phó Tổng Giám đốc Công ty thực hiện chức trách nhiệm vụ Tổng Giám đốc Công ty/ *Deputy General Director to perform the duties and responsibilities of the General Director*.

- Ngày bắt đầu có hiệu lực/*Effective date*: 28/8/2026.

II. Trường hợp miễn nhiệm/In case of dismissal:

1. Miễn nhiệm ông Trần Xuân Trường/ *Dismissal of Mr. Tran Xuân Trường*

- Không còn đảm nhận chức vụ/ *Mismissed position*: Quyền Tổng Giám đốc/ *Acting General Director*.

- Ngày bắt đầu có hiệu lực/*Effective date*: 28/8/2026.

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 29/8/2026 tại đường dẫn/ *This information was published on the Company's website on August 29th, 2026 at the following link: <http://ndhp.com.vn/QuanHeCoDong/>*

Trân trọng/ Best regards./.

Nơi nhận:

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

**NGƯỜI ĐẠI DIỆN PHÁP LUẬT
LEGAL REPRESENTATIVE**



Lê Anh Tân

**HAI PHONG THERMAL
POWER JOINT STOCK
COMPANY**

No.: 4994/NQ-NDHP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hai Phong, 28th August 2026

RESOLUTION

Re: Personnel matters at Hai Phong Thermal Power Joint Stock Company

**BOARD OF DIRECTORS
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 Minutes of the Board of Directors Meeting - Session 5 of 2026 dated August 28, 2026, of Hai Phong Thermal Power Joint Stock Company;

HEREBY RESOLVES:

Article 1. To approve personnel matters at Hai Phong Thermal Power Joint Stock Company, specifically as follows:

- Assign Mr. Doan Duc Toan to perform the responsibilities, duties, and powers of the Chairman of the Board of Directors of Hai Phong Thermal Power Joint Stock Company.

Article 2. Mr. Doan Duc Toan shall have full authority to represent the Board of Directors in directing and managing activities within the authority of the Chairman of the Board of Directors as stipulated in the Company's Charter, regulations, and applicable laws.

Article 3. Members of the Board of Directors, the Executive Board, relevant departments, and Mr. Doan Duc Toan are responsible for executing this Resolution./.

Recipients:

- As per Article 3;
- Members of the Board of Directors, Board of Supervisors;
- Archived: Records, Board of Directors.

**ON BEHALF OF THE BOARD OF
DIRECTORS
MEMBER OF THE BOARD OF
DIRECTORS**



Doan Duc Toan

No.: 4995/QD-NDHP

Hai Phong, 28th August 2026

DECISION

Re: Relieving Mr. Tran Xuan Truong, Deputy General Director, from the assignment of performing the duties of Acting General Director of Hai Phong JSC

GENERAL DIRECTOR OF HAI PHONG THERMAL POWER JSC

Pursuant to the Charter on Organization and Operation of Hai Phong Thermal Power Joint Stock Company;

Pursuant to the Regulations on Cadre Work at Hai Phong Thermal Power Joint Stock Company issued under Decision No. 8438/QD-NDHP dated November 12, 2025, of the Board of Directors;

Pursuant to Decision No. 3062/QD-NDHP dated June 1, 2026, of the Board of Directors of Hai Phong Thermal Power Joint Stock Company regarding the assignment of Mr. Tran Xuan Truong, Deputy General Director, to perform the duties of Acting General Director;

Pursuant to Resolution No. 4994/NQ-NDHP dated August 28, 2026, of the Board of Directors regarding the approval of personnel matters at Hai Phong Thermal Power Joint Stock Company;

*Pursuant to the Minutes of the Board of Directors Meeting dated August 28, 2026;
Considering operational requirements and the actual situation of the Company.*

HEREBY DECIDES:

Article 1. To relieve Mr. Tran Xuan Truong, Deputy General Director, from the assignment of performing the duties of Acting General Director of Hai Phong Thermal Power Joint Stock Company.

Article 2. Mr. Tran Xuan Truong is responsible for handing over all work, documents, files, and related assets to the newly assigned personnel in accordance with the Company's regulations.

Article 3. This Decision shall take effect from the date of signing. Deputy General Directors, departments within the Company, and Mr. Tran Xuan Truong are responsible for executing this Decision./.

Recipients:

- As per Article 3;
- Party Committee (for reporting);
- Members of the Board of Directors, Board of Supervisors;
- Trade Union, Ho Chi Minh Communist Youth Union;
- Archived: Records, HR & Labor.

**ON BEHALF OF THE BOARD OF
DIRECTORS
MEMBER OF THE BOARD OF
DIRECTORS**



Doan Duc Toan

**HAI PHONG THERMAL
POWER JOINT STOCK
COMPANY**

No.: 4999/QD-NDHP

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

Hai Phong, 28th August 2026

DECISION

Re: Assigning Mr. Le Anh Tan, Deputy General Director of the Company, to assume the duties and responsibilities of the General Director of Hai Phong Thermal Power Joint Stock Company

**BOARD OF DIRECTORS
OF HAI PHONG THERMAL POWER JOINT STOCK COMPANY**

Pursuant to the Charter on Organization and Operation of Hai Phong Thermal Power Joint Stock Company;

Pursuant to the Regulations on Cadre Work at Hai Phong Thermal Power Joint Stock Company issued under Decision No. 8438/QD-NDHP dated November 12, 2025, of the Board of Directors;

Pursuant to Resolution No. 4994/NQ-NDHP dated August 28, 2026, of the Board of Directors regarding the approval of personnel matters at Hai Phong Thermal Power Joint Stock Company;

Pursuant to the Minutes of the Board of Directors Meeting dated August 28, 2026;

Considering operational requirements and the actual situation of the Company.

HEREBY DECIDES:

Article 1. To assign Mr. Le Anh Tan, Deputy General Director, to perform the duties and responsibilities of the General Director of Hai Phong Thermal Power Joint Stock Company until the Board of Directors makes arrangements for a replacement.

Article 2. This Decision shall take effect from the date of signing. Deputy General Directors, departments within the Company, and Mr. Le Anh Tan are responsible for executing this Decision./.

Recipients:

- As per Article 2;
- Party Committee (for reporting);
- Members of the Board of Directors, Board of Supervisors;
- Trade Union, Ho Chi Minh Communist Youth Union;
- Archived: Records, Board of Directors.

**ON BEHALF OF THE BOARD OF
DIRECTORS
MEMBER OF THE BOARD OF
DIRECTORS**


Doan Duc Toan