

No: 1098/QD-NDHP

Hai Phong, March 6, 2026

DECISION

**Regarding the assignment of Mr. Lai Duc Linh to undertake the
duties of Company Secretary of Hai Phong Thermal Power Joint
Stock Company**

**BOARD OF DIRECTORS 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 Operating Regulations of the Board of Directors of Hai Phong Thermal
Power Joint Stock Company;*

*Pursuant to Resolution No. 1075/NQ-NDHP dated March 5, 2026, of the Company's
Board of Directors regarding the approval of the personnel consolidation for the Secretary of
Hai Phong Thermal Power Joint Stock Company;*

Considering the professional qualifications and work capacity of Mr. Lai Duc Linh;

*Considering the proposal of the Company's General Director in Submission No.
975/TTr-NDHP dated February 27, 2026, regarding the personnel consolidation for the
Secretary of Hai Phong Thermal Power Joint Stock Company.*

HEREBY DECIDES:

Article 1. Assign Mr. Lai Duc Linh - Specialist of the Planning and Materials Department, currently concurrently serving as Company Secretary, to undertake the duties of Secretary of Hai Phong Thermal Power Joint Stock Company, working on a full-time basis, replacing Mr. Hoang Thach as of March 15, 2026.

Article 2. Mr. Lai Duc Linh is responsible for:

1. Receiving the handover of all work, assets, equipment, and records/documents related to the Company's Board of Directors.
2. Managing and storing records, texts, and documents of the Company's Board of Directors in accordance with current regulations.
3. Exercising the rights and obligations stipulated in the Charter on Organization and Operation of Hai Phong Thermal Power Joint Stock Company, the Operating Regulations of the Company's Board of Directors, other Company regulations, and the Law.
4. Performing other tasks as directed by the Chairman of the Board of Directors of Hai Phong Thermal Power Joint Stock Company.

Article 3. Mr. Lai Duc Linh is entitled to a salary and other regimes equivalent to a Deputy Department Head of the Company. Responsibility allowance of 0.4, equivalent to 1,272,000 VND.

Article 4. The Board of Directors, the Supervisory Board, the General Director of the Company, relevant units, Mr. Lai Duc Linh, and Mr. Hoang Thach are responsible for implementing this Decision./.

Recipient:

- As per Article 4;
- Party Committee (for reporting);
- Members of the BOD, Supervisory Board;
- Trade Union, Ho Chi Minh Communist Youth Union;
- Veterans Association;
- Person in charge of Corporate Governance;
- Archives: Clerical, BOD.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Ta Cong Hoan