

Số: AA.../TB-ĐNLN  
No.: AA.../TB-ĐNLN

Hải Phòng, ngày 11 tháng 5 năm 2026  
Hai Phong, 11 May 2026

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

**Kính gửi: Sở Giao dịch Chứng khoán Hà Nội  
To: Hanoi Stock Exchange**

Căn cứ theo các Quyết định HĐQT số 15,16,17,18,19,20/QĐ-HĐQT ngày 11 tháng 5 năm 2026 của Công ty Cổ phần Điện nước lắp máy Hải Phòng, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ phần Điện nước lắp máy Hải Phòng như sau:

*Based on Board Resolution No. 15,16,17,18,19,20/QĐ-HĐQT dated 11 May 2026 of Hai Phong Electricity Water Machine Assembly Joint Stock Company, we would like to announce the change in personnel of Hai Phong Electricity Water Machine Assembly Joint Stock Company as follows:*

**Trường hợp bổ nhiệm/In case of appointment (\*):**

**1. Ông/Mr: Lê Đức Anh**

- Chức vụ trước khi bổ nhiệm/Former position in the organization: Trưởng phòng Kinh doanh / Head of Business Department
- Chức vụ được bổ nhiệm/Newly appointed position: Giám đốc kinh doanh/ Business Director
- Thời hạn bổ nhiệm/Term: 02 năm/ two years
- Ngày bắt đầu có hiệu lực/Effective date: 11/05/2026

**2. Bà/Mrs: Nguyễn Thị Thu Hà**

- Chức vụ trước khi bổ nhiệm/Former position in the organization: Trưởng phòng tổ chức hành chính/ Head of Administration and Personnel Department
- Chức vụ được bổ nhiệm/Newly appointed position: Giám đốc nhân sự/ Human Resources Director
- Thời hạn bổ nhiệm/Term: 02 năm/ two years
- Ngày bắt đầu có hiệu lực/Effective date: 11/05/2026





**3. Ông/Mr: Vũ Ngọc Định**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Trưởng phòng công nghệ và chăm sóc khách hàng/ *Head of Technology and Customer Service Department*
- Chức vụ được bổ nhiệm/*Newly appointed position*: Trưởng phòng công nghệ và chăm sóc khách hàng/ *Head of Technology and Customer Service Department*
- Thời hạn bổ nhiệm/*Term*: 02 năm/ *two years*
- Ngày bắt đầu có hiệu lực/*Effective date*: 11/05/2026

**4. Ông/Mr: Hoàng Văn Vũ**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Trưởng phòng kỹ thuật an toàn/ *Head of Technical Safety Department*
- Chức vụ được bổ nhiệm/*Newly appointed position*: Trưởng phòng kỹ thuật an toàn/ *Head of Technical Safety Department*
- Thời hạn bổ nhiệm/*Term*: 02 năm/ *two years*
- Ngày bắt đầu có hiệu lực/*Effective date*: 11/05/2026

**5. Ông/Mr: Nguyễn Tiến Thành**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Giám đốc Xí nghiệp điện An Dương/ *Director of An Duong Electricity Enterprise Director*
- Chức vụ được bổ nhiệm/*Newly appointed position*: Giám đốc Xí nghiệp điện An Dương/ *Director of An Duong Electricity Enterprise Director*
- Thời hạn bổ nhiệm/*Term*: 02 năm/ *two years*
- Ngày bắt đầu có hiệu lực/*Effective date*: 11/05/2026

**6. Ông/Mr: Trần Văn Chuyên**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Giám đốc Chi nhánh Ecopark Hải Dương/ *Director of Ecopark Hai Duong Branch Director*
- Chức vụ được bổ nhiệm/*Newly appointed position*: Giám đốc Chi nhánh Ecopark Hải Dương/ *Director of Ecopark Hai Duong Branch Director*
- Thời hạn bổ nhiệm/*Term*: 02 năm/ *two years*
- Ngày bắt đầu có hiệu lực/*Effective date*: 11/05/2026

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 11/05/2026 tại đường dẫn: <https://diennuochp.com.vn/CSKH/UserNews/XemTinQHCD?article=10612>

*This information was published on the company's website on 25/04/2026, as in the link: <https://diennuochp.com.vn/CSKH/UserNews/XemTinQHCD?article=10612>*





**Đại diện tổ chức**  
**Organization representative**

Người UQ CBTT

*Person authorized to disclose information*

*(Ký, ghi rõ họ tên, chức vụ, đóng dấu)*

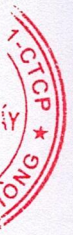
*(Signature, full name, position, and seal)*



**Vũ Thị Lương Dung**

***Tài liệu đính kèm/Attached documents:***

- Quyết định HĐQT số  
15,16,17,18,19,20/QĐ-HĐQT
- Resolution of the Board of Directors  
No.15,16,17,18,19,20/QĐ-HĐQT







# CÔNG TY CỔ PHẦN ĐIỆN NƯỚC LẮP MÁY HẢI PHÒNG

HAIPHONG ELECTRICITY WATER MACHINE ASSEMBLY JSC

Đ/c: Số 34 đường Thiên Lôi, Phường An Biên, TP. Hải Phòng, Việt Nam

Tel: 0225.3856 209

Add: No. 34 Thiên Lôi Street, An Bien Ward, Hai Phong City, Vietnam

Fax: 0225.3785 759

Website: www.diennuochp.com.vn \* Email: dnc@diennuochp.com.vn \* Mã chứng khoán/Stock symbol: DNC

Hotline: 1900588802



No. 15/QĐ-HĐQT

Hai Phong, May 11, 2026

## DECISION

**"Regarding the appointment of Business Director"**

### THE CHAIRMAN OF BOARD OF DIRECTORS HAI PHONG ELECTRICITY WATER MACHINE JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law on Enterprises No. 76/2025/Qh11 dated June 17, 2025.*

*Pursuant to the Charter on Organization and Operation of Hai Phong Electricity Water Machine Joint Stock Company;*

*Pursuant to Minutes No. 05/BB-HĐQT dated May 09, 2026 of the Board of Directors of Hai Phong Electricity Water Machine Joint Stock Company.*

## DECIDES:

### Article 1. To appoint Mr. Le Duc Anh

Date of birth: 18/10/1994; Gender: Male; Ethnic group: Kinh; Nationality: Vietnamese

Citizen ID Card No.: 031094012631; Issued on: 23/12/2021;

Issued by: Police Department for Administrative Management of Social Order

Qualifications: Bachelor of Business Administration; Bachelor of Industrial Electrical Automation

Present position: Head of Business Department

To hold the position: **Business Director**

Term of appointment: 02 years, effective from 11/5/2026, until a superseding decision is issued.

### Article 2. Duties and entitlements

#### \* Duties:

- To manage and oversee all business operations of Business Department in accordance with the functions, duties, and authority prescribed by the Company.

- To take responsibility to the Board of Directors, the Board of General Directors, and the law for the performance of the assigned duties.

#### \* Entitlements:

- Salary coefficient: Unchanged.

- Other benefits and entitlements shall be implemented in accordance with the Company's regulations.

**Article 3.** The Board of General Directors, Heads of Professional Departments, Directors of Enterprises/Branches, and Mr. **Le Duc Anh** are responsible for the implementation of this Decision./.

### Recipients:

- Board of Directors; Audit Committee;

- Information Disclosure Department;

- As stated in Article 3;

- Filed at the Company Office.

**FOR THE BOARD OF DIRECTORS**

**THE CHAIRMAN**

*(Signed and sealed)*

**Do Huy Dat**





# CÔNG TY CỔ PHẦN ĐIỆN NƯỚC LẮP MÁY HẢI PHÒNG HAIPHONG ELECTRICITY WATER MACHINE ASSEMBLY JSC

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No. 16/QĐ-HĐQT

Hai Phong, May 11, 2026

## DECISION

**“Regarding the appointment of Head of Technology and Customer Service Department”**

### THE CHAIRMAN OF BOARD OF DIRECTORS

#### HAIPHONG ELECTRICITY WATER MACHINE JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law on Enterprises No. 76/2025/Qh11 dated June 17, 2025.*

*Pursuant to the Charter on Organization and Operation of Hai Phong Electricity Water Machine Joint Stock Company;*

*Pursuant to Minutes No. 05/BB-HĐQT dated May 09, 2026 of the Board of Directors of Hai Phong Electricity Water Machine Joint Stock Company.*

## DECIDES:

### Article 1. To appoint Mr. Vu Ngoc Dinh

Date of birth: 06/24/1978; Gender: Male; Ethnic group: Kinh; Nationality: Vietnamese

Citizen ID Card No.: 031078000688; Issued on: 23/12/2021;

Issued by: Police Department for Administrative Management of Social Order

Qualifications: College Degree in Information Technology.

Present position: Head of Technology and Customer Service Department

To hold the position: **Head of Technology and Customer Service Department**

Term of appointment: 02 years, effective from 11/5/2026, until a superseding decision is issued.

### Article 2. Duties and entitlements

#### \* Duties:

- To manage and oversee all business operations of Technology and Customer Service Department in accordance with the functions, duties, and authority prescribed by the Company.

- To take responsibility to the Board of Directors, the Board of General Directors, and the law for the performance of the assigned duties.

#### \* Entitlements:

- Salary coefficient: Unchanged.

- Other benefits and entitlements shall be implemented in accordance with the Company's regulations.

**Article 3.** The Board of General Directors, Heads of Professional Departments, Directors of Enterprises/Branches, and Mr. **Vu Ngoc Dinh** are responsible for the implementation of this Decision./.

### Recipients:

- Board of Directors; Audit Committee;

- Information Disclosure Department;

- As stated in Article 3;

- Filed at the Company Office.

### FOR THE BOARD OF DIRECTORS

#### THE CHAIRMAN

*(Signed and sealed)*

**Do Huy Dat**





# CÔNG TY CỔ PHẦN ĐIỆN NƯỚC LẮP MÁY HẢI PHÒNG

HAIPHONG ELECTRICITY WATER MACHINE ASSEMBLY JSC

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No. 17/QĐ-HĐQT

Hai Phong, May 11, 2026

## DECISION

### “Regarding the appointment of Head of Technical Safety Department”

#### THE CHAIRMAN OF BOARD OF DIRECTORS

#### HAIPHONG ELECTRICITY WATER MACHINE JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law on Enterprises No. 76/2025/Qh11 dated June 17, 2025.

Pursuant to the Charter on Organization and Operation of Hai Phong Electricity Water Machine Joint Stock Company;

Pursuant to Minutes No. 05/BB-HĐQT dated May 09, 2026 of the Board of Directors of Hai Phong Electricity Water Machine Joint Stock Company.

#### DECIDES:

##### Article 1. To appoint Mr. Hoang Van Vu

Date of birth: 21/7/1977; Gender: Male; Ethnic group: Kinh; Nationality: Vietnamese

Citizen ID Card No.: 031077001991; Issued on: 06/7/2022;

Issued by: Police Department for Administrative Management of Social Order

Qualifications: Master of Electrical Engineering; Bachelor of Business Administration.

Present position: Head of Technical Safety Department.

To hold the position: **Head of Technical Safety Department.**

Term of appointment: 02 years, effective from 11/5/2026, until a superseding decision is issued.

##### Article 2. Duties and entitlements

###### \* Duties:

- To manage and oversee all business operations of Technical Safety Department in accordance with the functions, duties, and authority prescribed by the Company.

- To take responsibility to the Board of Directors, the Board of General Directors, and the law for the performance of the assigned duties.

###### \* Entitlements:

- Salary coefficient: Unchanged.

- Other benefits and entitlements shall be implemented in accordance with the Company's regulations.

**Article 3.** The Board of General Directors, Heads of Professional Departments, Directors of Enterprises/Branches, and Mr. **Hoang Van Vu** are responsible for the implementation of this Decision./.

##### Recipients:

- Board of Directors; Audit Committee;
- Information Disclosure Department;
- As stated in Article 3;
- Filed at the Company Office.

##### FOR THE BOARD OF DIRECTORS

##### THE CHAIRMAN

(Signed and sealed)

Do Huy Dat





No. 18/QĐ-HĐQT

Hai Phong, May 11, 2026

## DECISION

**"Regarding the appointment of Human Resources Director"**

### THE CHAIRMAN OF BOARD OF DIRECTORS

#### HAIPHONG ELECTRICITY WATER MACHINE JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law on Enterprises No. 76/2025/Qh11 dated June 17, 2025.*

*Pursuant to the Charter on Organization and Operation of Hai Phong Electricity Water Machine Joint Stock Company;*

*Pursuant to Minutes No. 05/BB-HĐQT dated May 09, 2026 of the Board of Directors of Hai Phong Electricity Water Machine Joint Stock Company.*

### DECIDES:

#### Article 1. To appoint Ms. Nguyen Thi Thu Ha

Date of birth: 15/7/1976; Gender: Female; Ethnic group: Kinh; Nationality: Vietnamese

Citizen ID Card No.: 031176006537; Issued on: 10/5/2021;

Issued by: Police Department for Administrative Management of Social Order

Qualifications: Bachelor of Economics; Bachelor of Foreign Languages.

Present position: Head of Administration and Personnel Department.

To hold the position: **Human Resources Director.**

Term of appointment: 02 years, effective from 11/5/2026, until a superseding decision is issued.

#### Article 2. Duties and entitlements

##### \* Duties:

- To manage and oversee all business operations of Administration and Personnel Department in accordance with the functions, duties, and authority prescribed by the Company.

- To take responsibility to the Board of Directors, the Board of General Directors, and the law for the performance of the assigned duties.

##### \* Entitlements:

- Salary coefficient: Coefficient of 2.75 (Grade 2/7 - Salary Scale for Department Heads under the Company's Management Staff Salary Coefficient Table)

- Other benefits and entitlements shall be implemented in accordance with the Company's regulations.

**Article 3.** The Board of General Directors, Heads of Professional Departments, Directors of Enterprises/Branches, and Ms. **Nguyen Thi Thu Ha** are responsible for the implementation of this Decision./.

#### Recipients:

- Board of Directors; Audit Committee;

- Information Disclosure Department;

- As stated in Article 3;

- Filed at the Company Office.

#### FOR THE BOARD OF DIRECTORS

#### THE CHAIRMAN

(Signed and sealed)

**Do Huy Dat**





# CÔNG TY CỔ PHẦN ĐIỆN NƯỚC LẮP MÁY HẢI PHÒNG

HAIPHONG ELECTRICITY WATER MACHINE ASSEMBLY JSC

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Hai Phong, May 11, 2026

## DECISION

**“Regarding the appointment of Director of An Duong Electricity Enterprise”**

### THE CHAIRMAN OF BOARD OF DIRECTORS

#### HAIPHONG ELECTRICITY WATER MACHINE JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law on Enterprises No. 76/2025/Qh11 dated June 17, 2025.*

*Pursuant to the Charter on Organization and Operation of Hai Phong Electricity Water Machine Joint Stock Company;*

*Pursuant to Minutes No. 05/BB-HĐQT dated May 09, 2026 of the Board of Directors of Hai Phong Electricity Water Machine Joint Stock Company.*

### DECIDES:

#### Article 1. To appoint Mr. Nguyen Huu Thanh

Date of birth: 20/9/1991; Gender: Male; Ethnic group: Kinh; Nationality: Vietnamese

Citizen ID Card No.: 036091005799; Issued on: 28/6/2021;

Issued by: Police Department for Administrative Management of Social Order

Qualifications: Engineer of Industrial Electrical Automation

Present position: Director of An Duong Electricity Enterprise

To hold the position: **Director of An Duong Electricity Enterprise**

Term of appointment: 02 years, effective from 11/5/2026, until a superseding decision is issued.

#### Article 2. Duties and entitlements

##### \* Duties:

- To manage and oversee all business operations of An Duong Electricity Enterprise in accordance with the functions, duties, and authority prescribed by the Company.

- To take responsibility to the Board of Directors, the Board of General Directors, and the law for the performance of the assigned duties.

##### \* Entitlements:

- Salary coefficient: Unchanged.

- Other benefits and entitlements shall be implemented in accordance with the Company's regulations.

**Article 3.** The Board of General Directors, Heads of Professional Departments, Directors of Enterprises/Branches, and Mr. **Nguyen Tien Thanh** are responsible for the implementation of this Decision./.

#### Recipients:

- Board of Directors; Audit Committee;

- Information Disclosure Department;

- As stated in Article 3;

- Filed at the Company Office.

#### FOR THE BOARD OF DIRECTORS

##### THE CHAIRMAN

*(Signed and sealed)*

**Do Huy Dat**





Hai Phong, May 11, 2026

## DECISION

**“Regarding the appointment of Director of Ecopark Hai Duong Branch”**

### THE CHAIRMAN OF BOARD OF DIRECTORS

#### HAI PHONG ELECTRICITY WATER MACHINE JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law on Enterprises No. 76/2025/Qh11 dated June 17, 2025.*

*Pursuant to the Charter on Organization and Operation of Hai Phong Electricity Water Machine Joint Stock Company;*

*Pursuant to Minutes No. 05/BB-HĐQT dated May 09, 2026 of the Board of Directors of Hai Phong Electricity Water Machine Joint Stock Company.*

### DECIDES:

#### Article 1. To appoint Mr. Tran Van Chuyen

Date of birth: 06/7/1979; Gender: Male; Ethnic group: Kinh; Nationality: Vietnamese

Citizen ID Card No.: 036079003338; Issued on: 08/6/2022;

Issued by: Police Department for Administrative Management of Social Order

Qualifications: Bachelor of Economics

Present position: Director of Ecopark Hai Duong Branch.

To hold the position: **Director of Ecopark Hai Duong Branch**

Term of appointment: 02 years, effective from 11/5/2026, until a superseding decision is issued.

#### Article 2. Duties and entitlements

##### \* Duties:

- To manage and oversee all business operations of Ecopark Hai Duong Branch in accordance with the functions, duties, and authority prescribed by the Company.

- To take responsibility to the Board of Directors, the Board of General Directors, and the law for the performance of the assigned duties.

##### \* Entitlements:

- Salary coefficient: Coefficient of 2.25 (Grade 1/7 - Salary Scale for Branch Director under the Company's Management Staff Salary Coefficient Table)

- Other benefits and entitlements shall be implemented in accordance with the Company's regulations.

**Article 3.** The Board of General Directors, Heads of Professional Departments, Directors of Enterprises/Branches, and Mr. **Tran Van Chuyen** are responsible for the implementation of this Decision./.

#### Recipients:

- Board of Directors; Audit Committee;
- Information Disclosure Department;
- As stated in Article 3;
- Filed at the Company Office.

#### FOR THE BOARD OF DIRECTORS

#### THE CHAIRMAN

(Signed and sealed)

**Do Huy Dat**