

**HAI PHONG THERMAL
POWER JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, April 22, 2026

**REGULATIONS ON THE ORGANIZATION OF
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF
HAI PHONG THERMAL POWER JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises and its guiding documents;

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

Article 1. General Provisions

1. These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders (*hereinafter referred to as the "General Meeting"*) of Hai Phong Thermal Power Joint Stock Company.
2. These Regulations specifically set out the rights and obligations of shareholders/authorized representatives attending the Meeting; the conditions and procedures for conducting the General Meeting.
3. Shareholders/authorized representatives participating in the General Meeting are responsible for complying with the provisions of these Regulations.

Article 2. Rights and obligations of ordinary shareholders or their authorized representatives attending the General Meeting:

1. Conditions for attending the General Meeting: Shareholders or authorized representatives of shareholders listed in the shareholder register on the record date are eligible to attend the meeting. Shareholders/authorized representatives have the right to attend, discuss, and vote on matters presented at the meeting; each ordinary share corresponds to one voting right.
- In case a shareholder cannot attend the General Meeting in person for personal reasons, they may authorize another person to attend and vote on their behalf at the meeting by providing a Power of Attorney (as per the prescribed form).
- The person attending the General Meeting in person must submit the Registration Form for Attendance (if the attendee is an authorized representative, the Power of Attorney must be included) to Hai Phong Thermal Power Joint Stock Company via mail, fax, or in person; if sent by fax, the original document must be presented upon arrival at the meeting.

2. Shareholders/authorized representatives attending the meeting must bring the Meeting Invitation, ID Card/ Citizen Identity Card/Passport, and present them to the Organizing Committee of the General Meeting to receive a voting card, which indicates the number of shares entitled to vote, and a voting ballot listing all the matters to be voted on at the General Meeting.
3. The Organizing Committee will publicly announce the agenda and the reports to be presented at the General Meeting. Opinions from shareholders/authorized representatives will be discussed openly.
4. At the General Meeting, shareholders/authorized representatives will listen to the reports outlined in the agenda, discuss, and vote on each item by raising the Voting Card and marking the Voting Ballot.
5. Shareholders/authorized representatives attending the meeting must strictly comply with the meeting regulations, respect the results of the meeting, and the management of the Chairperson.
6. In case a shareholder/authorized representative arrives after the General Meeting has commenced, they must complete the registration procedures for attendance with the Organizing Committee. They shall have the right to participate and vote immediately after registration. The Chairperson is not obligated to pause the meeting for their registration, and the validity of any voting sessions conducted prior shall remain unaffected.

Article 3. Rights and obligations of the Organizing Committee, the Shareholder Eligibility Verification Committee, and the Vote Counting Committee

1. The General Meeting is convened at the decision of the Board of Directors of the Company. To carry out the tasks, the Board of Directors shall establish an Organizing Committee to perform specific duties within the authority of the Board of Directors as stipulated in the Company's Charter.
2. The Shareholder Eligibility Verification Committee is appointed by the Organizing Committee. This Shareholder Eligibility Verification Committee is responsible for receiving documents presented by attendees, verifying them, and reporting the results of the verification to the General Meeting.
In case any attendee fails to meet the eligibility requirements to attend the General Meeting, the Shareholder Eligibility Verification Committee has the right to refuse the issuance of voting cards and the distribution of meeting materials.
3. The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting through voting. The Vote Counting Committee is responsible for collecting the Voting Cards after all voting

matters have been completed, counting the votes, and preparing the vote counting minutes.

Article 4. Expressing Opinions at the General Meeting

1. Principles:

Shareholders/authorized representatives attending the General Meeting who wish to express their opinions must raise their hand to request permission to speak. Shareholders/authorized representatives will express their opinions under the direction of the Chairperson of the General Meeting.

2. Method of Expression:

Shareholders/authorized representatives should speak concisely and focus on the key issues that need to be discussed, in line with the agenda approved by the General Meeting. Shareholders/authorized representatives may submit written opinions to the Secretary of General Meeting for compilation and presentation to the Chairperson for consideration.

The Chairperson of the General Meeting will arrange for shareholders/authorized representatives to speak in order, and will address any questions raised by shareholders/authorized representatives at the meeting or note them for later responses. Shareholders/authorized representatives should not repeat opinions that have already been expressed, and the speaking time should not exceed 5 minutes per speech.

Article 5. Rights and Responsibilities of the Chairperson and Secretary of the General Meeting

1. The Chairperson of the General Meeting is the Chairperson of the Board of Directors of the Company. The Chairperson appoints the Secretariat to prepare the minutes of the General Meeting of Shareholders.
2. The Chairperson has the authority to decide on the order, procedures, and any events arising outside the agenda of the General Meeting.
3. Without the need for the approval of the General Meeting, at any time, the Chairperson has the right to postpone the meeting to another time and place if it is determined that:
 - The actions of those present obstruct or have the potential to obstruct the orderly conduct of the General Meeting.
 - The postponement is necessary to ensure that the proceedings of the General Meeting are carried out validly.
4. The Chairperson of the General Meeting may carry out necessary tasks to conduct the meeting in a legitimate and orderly manner or to ensure that the meeting reflects the desires of the majority of the attendees.

5. The Secretariat of the General Meeting carries out support tasks as assigned by the Chairperson, accurately and truthfully reflecting the content of the meeting in the minutes and resolutions of the General Meeting.

Article 6. The 2026 Annual General Meeting of Shareholders will be conducted when the number of shareholders or authorized representatives attending the meeting represents more than 50% of the total voting shares.

Article 7. Procedure for Conducting the General Meeting

The General Meeting will sequentially listen to reports according to the General Meeting's agenda and discuss and vote on these reports. Voting on each item during the General Meeting will be carried out according to the voting rules.

Article 8. Resolutions and Minutes of the General Meeting of Shareholders

All content discussed at the General Meeting must be recorded by the Secretary of General Meeting in the meeting minutes. The resolutions of the General Meeting will be read and approved before the meeting is adjourned and will be kept at the Company.

Article 9. All matters related to the organization of the General Meeting, including postponements or reconvening, will be carried out in accordance with the Company's Charter of Organization and Operations.

Article 10. The travel, accommodation, and meal expenses of shareholders/authorized representatives attending the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company will be borne by the shareholders/authorized representatives themselves.

Article 11. Implementation Provisions

These Regulations consist of 11 Articles and are effective for the preparation and execution of the 2026 Annual General Meeting of Hai Phong Thermal Power Joint Stock Company.

In the event that any provision of these Regulations conflicts with the Company's Charter or the Law on Enterprises, the provisions of the Law on Enterprises and the Company's Charter shall prevail. /

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRPERSON**



Ta Cong Hoan

Hai Phong, April 22, 2026

**VOTING REGULATIONS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF HAI PHONG THERMAL POWER JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises and its guiding documents;

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

The 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company shall proceed with voting on the following contents according to the regulations below:

Article 1: Subjects eligible to vote

Shareholders who own voting shares and authorized representatives of shareholders who own voting shares and are named in the shareholder register at the record date for attending the General Meeting (*hereinafter referred to as "Delegates"*).

Article 2: Principles

Matters that require approval, such as the General Meeting's agenda, order and procedures, the Vote Counting Committee, approval of the minutes, and resolutions, will be passed by raising the Voting Card.

All meeting contents, reports, and proposals presented at the General Meeting must be discussed and voted on by the General Meeting of Shareholders through a secret ballot using the Voting Ballot.

The election of the Vote Counting Committee will be approved when the majority (over 50%) of the shareholders/authorized representatives present at the General Meeting agree.

1. A resolution on the following matters will be approved if it receives the approval of shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting, regarding: the classes of shares and the total number of shares of each class; changes in the business lines and sectors; changes in the company's management structure; investment projects or the sale of assets valued at 35% or more of the total asset value as stated in the Company's most recent financial statements; and the reorganization or dissolution of the company.

2. Resolutions are approved when they receive the approval of shareholders holding more than 50% of the total voting shares of all shareholders attending and voting at the meeting, except in cases specified in Clause 1 of this Article

and Clauses 3, 4, and 6 of Article 20 of the Company's Charter of Organization and Operation.

3. Resolutions of the General Meeting of Shareholders that are approved by 100% of the total number of voting shares are legal and effective, even if the procedures for convening the meeting and passing the resolution violate the provisions of the Law on Enterprises and the Company's Charter.

Article 3: Voting Ballots - Voting Cards

The Voting Ballots and Voting Cards are printed and directly sent by Hai Phong Thermal Power Joint Stock Company to delegates and/or their authorized representatives at the General Meeting (along with the meeting's documentation package). Each delegate and/or authorized representative is provided with 1 Voting Ballot and 1 Voting Card. The Voting Ballot will clearly indicate the Delegate's Code, full name, the number of voting shares of the delegate, and the items to be voted on. The Voting Card will clearly indicate the Delegate's Code, full name, and the number of voting shares of the delegate.

Article 4: Voting Method

Delegates raise their Voting Cards under the direction of the Chairperson to vote on issues by selecting one of the following options: Approve, Disapprove, or Abstain for each voting item; then sign and clearly write their full name on the Voting Ballot.

Delegates will personally place their Voting Ballot into the Ballot Box provided at the General Meeting (or through a representative from the Organizing Committee at the General Meeting).

Article 5: Vote Counting Committee

1. The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders.
2. The Vote Counting Committee is responsible for:
 - Determining the results of the vote.
 - Preparing the vote counting minutes and being accountable to the Chairperson and the General Meeting for performing its duties.
 - Announcing the voting and election results to the General Meeting.
3. The contents of the vote counting minutes include:
 - The total number of shareholders attending the meeting;
 - The total number of shareholders voting;
 - The number and percentage of votes for each item.

Article 6: Recommendations

Any recommendations regarding the vote counting will be resolved by the Chairperson of the meeting and recorded in the minutes of the General Meeting./.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRPERSON



Ta Cong Hoan

Hai Phong, May 27, 2026

**ELECTION REGULATIONS AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS OF HAI PHONG THERMAL POWER
JOINT STOCK COMPANY**

The 2026 General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company shall conduct the election of members of the Board of Directors and members of the Supervisory Board for the 2026–2031 term in accordance with the following provisions:

1. The election of members of the Board of Directors and members of the Supervisory Board shall be conducted by secret ballot at the General Meeting of Shareholders. Other matters shall be voted on in accordance with the Voting Regulations of the General Meeting.

2. The election of members of the Board of Directors and members of the Supervisory Board shall be conducted by cumulative voting. Shareholders/authorized representatives shall have the right to allocate all or part of their total shares to one or more candidates within the total number of votes they are entitled to cast.

3. Each shareholder/authorized representative shall be issued one ballot clearly stating the shareholder's full name, the number of shares represented by such shareholder/authorized representative corresponding to the total voting rights (bearing the Company's seal), issued by the Vote Counting Committee.

4. Invalid ballots:

- Ballots not issued by the Vote Counting Committee;
- Ballots containing names of persons outside the list of candidates approved by the General Meeting;
- Ballots with the total number of votes exceeding the total number of votes entitled to be cast as stated on the ballot.

5. Determination of elected candidates:

- Elected candidates shall be those receiving the highest number of votes in descending order, starting from the candidate with the highest number of votes until the required number of members is filled.

- In case two or more candidates receive the same number of votes for the last position to be elected to the Board of Directors/Supervisory Board, the General Meeting of Shareholders shall decide to re-elect among those candidates only. The candidate receiving the higher number of votes shall be elected.

- If there are any fraudulent acts, violations of law, or violations of the Company's Charter related to this election, all shareholders/shareholder representatives shall have the right to raise questions. The Chairperson of the General Meeting and the Vote Counting Committee shall be responsible for explaining and clarifying all matters raised by shareholders and shall be accountable to the General Meeting of Shareholders.

6. The General Meeting shall elect a Vote Counting Committee to conduct the election in accordance with these Regulations. The Vote Counting Committee must ensure the honesty and confidentiality of the voting and vote-counting process; in case of violations, the Committee shall bear responsibility. The Vote Counting Committee shall prepare minutes of vote counting, announce the results before the General Meeting, seal the ballots, and hand them over to the Organizing Committee of the General Meeting.

7. Any complaints regarding election results shall only be considered immediately at the General Meeting. In case of disagreements regarding election procedures or election results, the Vote Counting Committee shall re-examine the matter and seek the opinion of the General Meeting for decision.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRPERSON



Ta Cong Hoan

No.: 3102/BC-NDHP

Hai Phong, June 02, 2026

REPORT

**ON THE OPERATIONAL ACTIVITIES OF THE BOARD OF DIRECTORS
OF HAI PHONG THERMAL POWER JOINT STOCK COMPANY IN 2025 AND
THE OPERATIONAL ORIENTATION FOR 2026**

To: The General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock
Company

The Board of Directors of Hai Phong Thermal Power Joint Stock Company hereby reports on the operational status of the Board of Directors in 2025 and the operational orientation for 2026 as follows:

PART ONE

OPERATIONAL RESULTS OF THE BOARD OF DIRECTORS IN 2025

I. Operations of the Board of Directors in 2025:

1. Members of the Board of Directors:

The Board of Directors (BOD) consists of 07 members (since the Extraordinary General Meeting of Shareholders of 2024 held on October 31, 2024) as follows:

No.	Full name	Position	Notes
1.	Mr. Ta Cong Hoan	Chairman of the BOD	Representative of EVNGENCO2
2.	Mr. Duong Son Ba	BOD Member, General Director	Representative of EVNGENCO2
3.	Mr. Le Minh Tuan	BOD Member	Representative of EVNGENCO2
4.	Mr. Tran Anh Duy	BOD Member	Representative of EVNGENCO2
5.	Mr. Le Van Chinh	BOD Member	Representative of Pha Lai Thermal Power Joint Stock Company
6.	Mr. Nghiem Xuan Chien	BOD Member	Representative of Vinacomin Power Holding Corporation
7.	Mr. Chu The Hoang	BOD Member	Representative of SCIC

2. Issuance of Resolutions, Decisions/Documents:

In 2025, the BOD organized 06 meetings. All meetings were held with the required number of participating BOD Members in accordance with regulations; the meeting contents were discussed and approved via voting.

In 2025, the BOD collected opinions from BOD members in writing and issued Resolutions and Decisions/documents as follows:

Unit: Time

Year	Written opinion collection from BOD members	Resolution	Decision/ Directive document	Notes
2025	141	163	884	

3. Inspection work:

The Board of Directors established Steering Committees and Inspection Teams to carry out inspection and supervision of the Company's business production activities:

- Established an inspection team for the 2024 major repair finalization to check dossiers and inspect the implementation of the 2024 major repair work of the Company.
- Established a Steering Committee for the project on restoring rated capacity, reducing fuel consumption rates, reducing self-consumption electricity rates, and reducing the minimum stable generating capacity of the Power Units (Capacity and Efficiency Restoration Project).
- Established an Inspection Team to review the implementation of working sheets, training work, and the arrangement of repair personnel within Hai Phong Thermal Power Joint Stock Company.
- Established an Inspection Team to check small-scale procurement packages implemented by units within the Company and other packages implemented by the Safety-Technical Department, Administrative-Human Resources Department, Planning-Materials Department, and other Business-Production Teams of the Repair Service Center.
- Established an Inspection Team to inspect and supervise the implementation of recommendations and conclusions made by Inspection and Examination Teams regarding procurement topics and other fields.
- Urged the Company to implement Resolutions of the Annual General Meeting of Shareholders, Extraordinary General Meeting of Shareholders, Resolutions of the Board of Directors approved at regular and extraordinary meetings, Resolutions of the Board of Directors approved via written opinion collection, and steering documents of the BOD.

- Regularly urged the Company to overcome defects and outstanding issues as required by the Supervisory Board, Inspection Teams of state management agencies, and superior management agencies through annual periodic and unexpected inspections.

- Established an Estimation Inspection Team and an Appraisal Team for contractor selection plans of all procurement packages of the Company; appraised bidding documents and contractor selection results for packages under the authority of the Board of Directors according to the decentralization.

4. Implementation results of Shareholders' Resolutions:

4.1 Business production work:

- Gross electricity generation reached 5,957.88 million kWh, achieving 85.09% of the plan.

- Commercial electricity output reached 5,402.18 million kWh, achieving 85.41% of the plan.

- Actual revenue reached 9,718.34 billion VND, achieving approximately 88.9% of the plan.

- Regarding profit: Pre-tax profit from electricity production reached 378.52 billion VND, an increase of 99.89 billion VND compared to the plan, corresponding to 135.85% of the plan. The profit increased compared to the plan because the Company recognized exchange rate difference revenue for the years 2019, 2020, and 2021 amounting to 380 billion VND.

4.2 Major repair work: Implementation results in 2025:

- + Completed items:

- Minor repair of Power Unit No. 1: Implemented within 30 days.
- Major overhaul of Power Unit No. 3: Implemented within 60 days.

- + Cost: Estimated implementation value is 497.04 billion VND, achieving 90.48% of the plan (549.36 billion VND).

- + Incidents arising: After the overhaul, Power Unit 3 encountered a tube burst incident in the stage-3 superheater (02 times in December 2025). The cause was localized overheating.

- + Main difficulties and obstacles:

- Materials and equipment: The procurement package for Turbine - Generator materials (Package No. 9) faced difficulties due to having to re-bid for the second time. Genuine materials (Fuji) did not arrive in time during the overhaul of Power Unit 3.

- Old equipment: The power units have been operating for many years, leading to a decline in efficiency, which makes it difficult to control economic-technical indicators (heat rate consumption increased).

4.3 Capital construction investment work:

- Projects deployed in 2025:

+ Project for Upgrading the Emission Treatment System of Hai Phong Thermal Power Plants 1 and 2: The Board of Directors (BOD) approved the project adjustment on September 17, 2025. The Company issued bidding documents (Request for Proposals) for the EPC package.

+ Project for Restoring Capacity and Efficiency of Power Units: The project was approved by the BOD. The Company is reviewing and executing under the direction of Power Generation Corporation 2 (EVNGENCO2).

+ Project for Constructing an Administrative Building at Hai Phong Thermal Power Plant 2: The Company sent a document to EVNGENCO2 requesting an adjustment to the investment content and is waiting for steering opinions to deploy the next steps.

+ Project for Renovating and Upgrading the Capacity of the 220kV Substation: Contracted with a consulting unit to formulate the investment policy.

+ Rooftop Solar Power Project: Signed a contract with a consultant to formulate the investment policy and reported to EVNGENCO2 for review and approval.

+ Project for Upgrading the Telecommunication Transmission Network Infrastructure: The BOD approved the contractor selection plan (CSP) in July 2025; centralized bidding is currently being deployed at the Corporation.

- Capital construction investment disbursement status in 2025: Total actual disbursement value in 2025 reached 1,545.59 million VND, achieving 42.99% of the plan. Detailed disbursement of main projects:

+ Project for Upgrading the Emission Treatment System: Implemented 733.19 million VND (achieving 130.01% of the plan).

+ Project for Restoring Capacity and Efficiency of Power Units: Implemented 812.40 million VND (achieving 132.16% of the plan).

+ Project for Constructing an Administrative Building Block: No disbursement occurred (0%).

+ Project for Upgrading the Telecommunication Transmission Network Infrastructure: No disbursement occurred (0%).

4.4 Caring for the lives of officials and employees in 2025:

- The material and spiritual life, income, and policy regimes of employees in the Company continued to be ensured.

4.5 Hygiene-Safety, Fire Prevention and Fighting (FPF), and Disaster Prevention & Search and Rescue (DP&SR):

4.6 Công tác VS-AT, PCCC và PCTT&TKCN:

- Well complied with the provisions of Law and of Vietnam Electricity Group regarding occupational safety and health, FPF & rescue, and DP&SR.

- Did not allow any occupational accidents or fire and explosion incidents to occur.

II. Supervision results of the BOD on the operations of the General Director and other management executives During the implementation process of business production tasks, the General Director and management executives have:

- Directed and managed closely following the business production plan assigned by the General Meeting of Shareholders, closely following the direction of the BOD, complying with the Charter, regulations of the Company, and the Law.
- The Board of General Directors assigned specific responsibilities to each member. Each member is responsible to the General Director for their assigned field.
- Paid attention to occupational safety, hygiene, and environment; material and spiritual life of employees, social security, and social welfare.

III. Transactions and benefits of the BOD, General Director, and Supervisory Board:

- a) Remuneration of members of the BOD, Supervisory Board, and General Director of the Company: Detailed in the attached appendix.
- b) Stock transactions of internal shareholders: None.
- c) Contracts or transactions with internal shareholders: None.

IV. Comments and evaluations:

1. Advantages:

During the leadership and direction process, the Company's BOD closely followed the Resolutions of the Shareholders' Meeting, the Charter, internal regulations, and legal provisions to manage, decide, approve, and direct the Company's activities.

2. Limitations:

- Some economic-technical indicators were not guaranteed, such as: Net heat rate consumption, Equivalent availability factor, Equivalent forced outage rate.
- Profit from the electricity market: Very low, almost no profit from this segment; the Company's overall profit was mainly offset by the recognition of exchange rate difference revenue from old years (2019-2021).
- In major repair (MR) and materials work: The delivery progress of materials for Package No. 9 serving the overhaul of Power Unit No. 3 faced difficulties because it had to be re-bid for the second time, so materials and equipment did not arrive in time during the overhaul process. Recorded MR cost disbursement only achieved 90.48% of the plan.
- In capital construction investment activities: The disbursement rate was low; the total capital construction investment disbursement value in 2025 only achieved 42.99% compared to the plan.

PART TWO

OPERATIONAL ORIENTATION AND TASKS FOR 2026

The Board of Directors continues to coordinate and direct the Company on several main tasks, specifically:

I. Advantages and difficulties:

1. Advantages:

- The Company always receives close direction and attention from the dominant shareholder, EVNGENCO2.
- Active, profound contributions and comments from BOD members who are capital representatives of units: Pha Lai Thermal Power Joint Stock Company, State Capital Investment Corporation (SCIC), TKV Power Corporation - JSC.

2. Difficulties:

- Plant equipment has been operating for over 10 years, resulting in decreased efficiency and reduced reliability, posing pressure on equipment reinforcement.
- Materials and equipment for replacement and repair tend to increase in cost.
- Capacity mobilization of power units is generally low, and the market electricity price is low.
- Environmental protection requirements demand increasingly higher standards.

II. Orientation and tasks:

1. Issuance of Resolutions:

- The BOD closely follows and complies with legal provisions, the Charter, and Resolutions/Decisions issued by the General Meeting of Shareholders, the dominant shareholder, and the Company's activities to
 - issue resolutions, decisions, directive documents... to timely resolve submissions, proposals, and recommendations of the Company.

2. Inspection and supervision work:

- Continue to enhance inspection and supervision regarding all aspects of the Company's operations; inspect and supervise compliance with resolutions of Shareholders and the BOD across fields of production, operation, repair, finance, organization, labor, safety, anti-corruption, waste prevention...
- The BOD regularly exchanges work and directs the Company's management through BOD meetings with the participation of the Board of General Directors and management executives of the Company.
- Regularly participate with the Executive Board in weekly and monthly briefing meetings and provide timely guidance.

- Continue to perfect internal management regulations to ensure that the Company's operations are simple and effective while still ensuring compliance with regulations of the State and superior management agencies.

3. Business production work:

Ensure output targets, dividends, economic and technical indicators... approved by the General Meeting of Shareholders. Accordingly, focus on directing:

- Maintain and improve the quality, availability factor of machinery and equipment, and human resources to operate power units, ensuring safe operation and environmental protection; ensuring economic-technical indicators and financial targets.
- Coordinate closely with coal supplying units in accordance with signed Contracts, ensuring sufficient coal supply for production demands.
- Ensure consumable materials and repair materials.
- Participate effectively in the competitive electricity generation market to maximize revenue from the market.
- Apply and research the development of science and technology in production activities.

4. Major repairs:

- Properly execute the 2026 major repair and overhaul plan and well prepare for the 2027 major repair plan.
- Comply with regulations on major repair work of EVN/EVNGENCO2 and current regulations. Ensure equipment after overhaul increases efficiency, operates stably, and reliably. Save costs.
- Major repair plan for 2026:
 - + Focus list: Major overhaul of Power Unit No. 4, Minor repair of Power Unit No. 2.
 - + Expected cost indicator: Around 477.53 billion VND. The Company is reviewing to optimize costs and ensure the progress of materials for these repair periods.
 - + Strategic orientation: Review and expect to stop implementing the project "Restoring capacity and efficiency of power units" to focus resources on periodic major repair work to ensure operational reliability.
 - + Major repair plan for 2027: Approved the list of repairs.

5. Capital construction investment work:

- In 2026, the BOD focuses on directing the acceleration of infrastructure and technology projects. The focus of the plan includes:
 - + Maximize resources for the project to Upgrade the emission treatment system for both power plants (Hai Phong 1 & 2), with target milestones from EPC contractor selection to construction and equipment acceptance.

- + Deploy the Rooftop Solar Power project and upgrade the substation to optimize power efficiency.
- + Complete the telecommunication transmission network system and information security to serve modern production monitoring and management.
- + Construct an additional Administrative Building unit to stabilize workspace.
- + Review and expect to stop implementing the project for Restoring capacity/efficiency of power units to focus resources on more urgent items. In parallel with capital construction investment, the BOD directs the Company to closely combine with the Major Repair plan (units 2 and 4) to ensure synchronization and safe operation for the entire system.

6. Occupational Health and Safety, Environmental Protection, FPF, and DP&SR work:

- Comply with provisions of law and of EVN regarding occupational health and safety; strive to say no to occupational accidents. Absolutely do not allow environmental incidents to occur.
- Continue to fully meet state legal regulations, strictly comply with Regulations on FPF & rescue and DP&SR. Do not allow fire, explosion, or natural disaster incidents to occur.

7. Caring for the lives of officials and employees and social security work:

Ensure the material and spiritual life of employees; actively participate in social security and social welfare work.

The Board of Directors of Hai Phong Thermal Power Joint Stock Company respectfully reports to the General Meeting of Shareholders./.

Recipients:

- Shareholders;
- BOD Members;
- Supervisory Board;
- Archives: Secretariat, BOD.

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



Ta Cong Hoan

REPORT
Results of 2025 operations and 2026 Plan
of the Board of Supervisors

To: The General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company

Pursuant to the 2020 Law on Enterprises and guiding documents for implementation;

Pursuant to the Law on Securities and guiding documents for implementation;

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 Supervisors.

In accordance with the functions and duties of the Board of Supervisors, the Board of Supervisors hereby reports to the General Meeting of Shareholders (GMS) on the results of the 2025 operations and the 2026 operational plan of the Board of Supervisors as follows:

PART I: 2025 OPERATIONAL RESULTS

I. Assessment of 2025 production and business results, 2025 financial statements of the Company.

1. Production and business results of the Company.

a) Implementation of the electricity output plan.

The power output produced in 2025 was 5,957.89 million kWh, reaching 85.09% of the annual plan and 88.21% compared to the same period in 2024. Commercial power output was 5,402.18 million kWh, reaching 85.41% of the annual plan and 88.24% compared to the same period in 2024, specifically:

Plant	2025 Plan (Million kWh)		Actual 2025 (Million kWh)		Actual 2024 (Million kWh)		Comparison: Actual 2025 / 2025 Plan		Comparison: Actual 2025 / Actual 2024	
	Produced power output	Commercial power output	Produced power output	Commercial power output	Produced power output	Commercial power output	Produced power output	Commercial power output	Produced power output	Commercial power output
Hai Phong 1	3,556.00	3,212.14	3,079.29	2,786.84	3,319.08	3,001.07	86.59%	86.76%	92.78%	92.86%
Hai Phong 2	3,446.20	3,112.95	2,878.60	2,615.34	3,435.43	3,121.10	83.53%	84.01%	83.79%	83.80%
TOTAL	7,002.20	6,325.09	5,957.89	5,402.18	6,754.50	6,122.17	85.09%	85.41%	88.21%	88.24%

The power output during the year did not reach the plan mainly due to:

- Objective factors from the mobilization demand of the dispatch levels: In 2025, at many times, because the system did not mobilize, the units had to stop for reserve

(reserve shutdown time of 6,350 hours), and the mobilized capacity of the units was low. In 2025, the average capacity reached 239MW, equivalent to 79.67% of the rated capacity. The available output that the units could generate in 2025 reached 8.873 billion kWh, while the actual mobilization reached 67.14% of the available output.

- Influence of incidents: In 2025, the units at HP1&2 experienced 10 incidents, with a total downtime due to incidents of 474 hours, causing a shortage of 118 million kWh.

b) 2025 business results

The 2025 Production and Business results compared to the plan are as follows:

Unit: Million VND

Content	2025 Plan	Actual 2025	Actual 2024	Comparison: Actual 2025 / 2025 Plan	Comparison: Actual 2025 / Actual 2024
1/ Revenue	10,949,590	9,748,495	11,041,641	89.0%	88.3%
- Revenue from electricity production:	10,944,997	9,350,750	11,036,275	85%	85%
- Financial activities revenue:	500	11,353	521	2271%	2180%
- Other activities:	4,093	6,320	4,845	154%	130%
- ERD revenue:		380,072			
2/ Costs	10,670,737	9,367,468	10,768,846	88%	87%
- Electricity production costs:	10,666,873	9,363,631	10,747,603	88%	87%
- Financial activities costs:					0%
- Other costs:	3,864	3,836	4,390	99%	87%
- ERD loss:			16,853		
3/ Pre-tax profit = (1) - (2)	278,853	381,027	272,795	136.6%	139.7%
Corporate Income Tax	27,885	38,599	13,857	138.4%	278.6%
4/ After-tax profit and ERD	250,968	342,427.7	258,938.4	136.4%	132%

Revenue in 2025 was VND 9,748 billion, reaching 89% of the annual plan and 88.3% compared to the same period in 2024. The reason for the decrease in revenue compared to the plan was that the power output only reached 85% of the plan; additionally, the Pc price decreased due to lower coal prices and market prices being lower than planned.

Actual costs in 2025 were VND 9,367.4 billion, reaching 88% of the annual plan and 87% compared to the same period last year. Costs decreased compared to the plan mainly because the generated power output only reached 85% of the plan.

Profit: Actual pre-tax profit in 2025 (including VND 380 billion of Exchange Rate Difference (ERD) from 2019, 2020, 2021) was VND 381 billion, reaching 136% of the plan. After-tax profit was VND 342.4 billion, reaching 136.4% of the annual plan and 132% compared to the same period last year.

The 2025 dividend payout ratio that the BOD intends to submit to the GMS for approval is 3% in cash. The dividend payout ratio (3%) ensures the ratio approved by the 2025 Annual General Meeting of Shareholders in Resolution No. 4921/NQ-NĐHP dated June 24, 2025.

c) 2025 economic and technical indicators

The actual economic and technical indicators for 2025 of the Company are as follows:

No.	Content	Unit	2025 Plan	Actual 2025	Assessment
1	Heat rate	kJ/kWh	10,339	11,211	Not met (under actual conditions)
2	Oil rate	g/kWh	2.24	1.64	Met
3	Specific grinding energy rate	g/ton of coal	360	400.78	Not met
4	Auxiliary power rate	%	9.67	9.33	Met
5	Incident rate		1.00	1.25	Not met
6	Specific limestone consumption rate	g/kWh	6.00	4.56	Met
7	Demineralized water	%	3.00	2.96	Met
8	Consumption of HCL 30%	g/kWh	0.15	0.150	Met
9	Consumption of NaOH 30%	g/kWh	0.17	1.57	Met
10	Response rate	%	94.81	93.96	Not met (at 300 MW capacity)

In 2025, indicators for heat rate, specific grinding energy rate, and response rate did not meet the plan.

2. Investment and construction project management work

- Project implementation status:

+ Project to upgrade the exhaust gas treatment system of Hai Phong Thermal Power Plants 1&2: The Company is taking steps to implement the project. Currently, the Company has issued the Bidding Documents (BD) for the EPC package. The Company needs to accelerate progress to meet environmental standard conditions as prescribed.

+ Project to build the administrative building unit at Hai Phong Thermal Power Plant 2: The Company is submitting for opinions from competent authorities to adjust the investment content and is waiting for direction to implement the next steps.

+ Project to Restore capacity and efficiency of power units: The project has been approved by the BOD. However, due to changes in project goals, the Company is seeking direction from competent authorities to perform the next steps.

+ Project to Renovate and increase capacity of the 220kV Substation: A contract has been signed with a consultant to prepare the investment policy.

Rooftop Solar Power Project: A contract has been signed with a consultant to prepare the investment policy and reported to competent authorities for approval.

Project to Upgrade telecommunications transmission network infrastructure: The BOD approved the Contractor Selection Plan (CSP) in July 2025; centralized bidding is currently being implemented at Power Generation Joint Stock Corporation 2.

- Implementation of disbursement for Basic Construction Investment projects according to the plan approved by the 2025 GMS:

Unit: Billion VND

No.	Content	2025 Plan	Actual 2025	Comparison: Actual/Plan
I	Project to upgrade the exhaust gas system	0.5640	0.733	130.0%
	+ <i>Owner's equity</i>	<i>0.5640</i>	<i>0.733</i>	<i>130.0%</i>
II	Project to Restore capacity and efficiency of power units of Hai Phong Thermal Power Plants 1&2	0.6147	0.812	132.1%
	+ <i>Owner's equity</i>	<i>0.6147</i>	<i>0.812</i>	<i>132.1%</i>
III	Upgrading telecommunications transmission network infrastructure for production monitoring and management in the Company	2.4165	-	0.0%
	+ <i>Owner's equity</i>	<i>2.4165</i>	-	<i>0.0%</i>
IV	TOTAL (I+II+III)	3.5951	1.545	43.0%
	+ <i>Owner's equity</i>	<i>3.5951</i>	<i>1.545</i>	<i>43.0%</i>

The total value of implemented projects approved by the 2025 GMS was VND 3.5951 billion. The Company disbursed VND 733 million for the exhaust gas project, reaching 130% of the plan, and VND 812 million for the project to restore capacity and efficiency of power units, reaching 132.1% of the approved plan. The project to Upgrade telecommunications transmission network infrastructure for production monitoring and management has not yet been disbursed. As of December 31, 2025, the Company disbursed VND 1.55 billion for projects during the year, reaching 43% of the plan.

3. Review of Financial Statements for the year ended December 31, 2025

The Board of Supervisors performed a review of the Company's 2025 Financial Statements (FS) audited by Deloitte Vietnam Audit Company Limited. According to the Board of Supervisors's assessment: The FS for the fiscal year ended December 31, 2025,

of the Company reflected truthfully and fairly, in all material respects, the financial position of the Company as of December 31, 2025, in accordance with Vietnamese Accounting Standards, Vietnamese Accounting Regime, and legal regulations relevant to the preparation and presentation of financial statements.

Some indicators of the Financial Statements for the fiscal year ended December 31, 2025, are specifically reflected as follows:

a) Balance sheet indicators

Unit: Million VND

Indicator	Code	As of January 1, 2025	As of December 31, 2025
I. Current assets	100-BCDKT	3,540,722	4,392,443
1. Cash and cash equivalents	110-BCDKT	18,153	941,664
2. Short-term financial investments	120-BCDKT	15,000	770,000
3. Accounts receivable	130-BCDKT	2,553,525	1,727,158
4. Inventory	140-BCDKT	805,764	742,563
5. Other current assets	150-BCDKT	148,280	211,058
II. Non-current assets	200-BCDKT	3,439,500	2,962,559
1. Long-term accounts receivable	210-BCDKT		
2. Fixed assets	220-BCDKT	3,192,404	2,715,842
- Tangible fixed assets	221-BCDKT	3,188,133	2,713,991
- Intangible fixed assets	227-BCDKT	4,271	1,851
3. Investment properties	230-BCDKT		
4. Long-term work in progress	240-BCDKT	44,584	30,509
5. Long-term financial investments	250-BCDKT	500	500
6. Other non-current assets	260-BCDKT	202,013	215,708
TOTAL ASSETS		6,980,222	7,355,002
III. Liabilities	300-BCDKT	1,257,020	1,374,749
1. Short-term liabilities	310-BCDKT	1,251,010	1,370,376
2. Long-term liabilities	330-BCDKT	6,010	4,372
IV. Owner's equity	400-BCDKT	5,723,202	5,980,253
1. Owner's equity	410-BCDKT	5,723,202	5,980,253
In which: - Invested capital from owner	411-BCDKT	5,000,000	5,000,000
- Share premium	412-BCDKT	196,653	196,653
- Other capital from owner	414-BCDKT	55,821	56,201
- Foreign exchange difference	417-BCDKT		
- Investment and development fund	418-BCDKT	354,579	384,972
- Undistributed profit	421-BCDKT	116,149	342,428
TOTAL CAPITAL		6,980,222	7,355,002

- Total assets as of December 31, 2025, were VND 7,355 billion, an increase of VND 374.8 billion, corresponding to an increase of 5.4% compared to the beginning of the year. In which:

+ Current assets increased by VND 851.7 billion, corresponding to an increase of 24.1% compared to the beginning of the year. Current assets increased compared to the beginning of the year mainly due to a strong increase in cash and cash equivalents by VND 923.5 billion; short-term financial investments increased by VND 755 billion, as the Company increased bank deposits.

Accounts receivable from customers decreased by VND 826 billion (from VND 2,553 billion down to VND 1,727 billion). The Company was active in debt collection, mainly the electricity bill debt from the electric power trading company.

+ Non-current assets decreased by VND 477 billion, corresponding to a decrease of 14% compared to the beginning of the year. The Company's non-current assets decreased compared to the beginning of the year because during the period, the Company performed depreciation of fixed assets into production and business costs.

- Total capital as of December 31, 2025, was VND 7,355 billion, an increase of VND 374.8 billion, corresponding to an increase of 5.4% compared to the beginning of the year. In which:

+ Liabilities as of December 31, 2025, increased by VND 117.7 billion compared to the beginning of the year, mainly due to an increase in short-term trade payables. The Company has no more long-term loan balances.

+ Owner's equity as of December 31, 2025, was VND 5,980 billion, an increase of VND 257 billion compared to the beginning of the year, an increase rate of 4.5%, mainly due to the increase in undistributed after-tax profit from the profit achieved during the year (from VND 116 billion to VND 342 billion), after performing fund appropriations and dividend distributions during the year.

b) Indicators assessing the financial situation in 2025

Financial indicators as of December 31, 2025, of the Company compared to the same period are as follows:

Indicator	Unit	As of	As of	Increase/ Decrease
		December 31, 2025	December 31, 2024	
1. Indicators of solvency position				
1.1. Current ratio	times	3.21	2.83	0.37
1.2. Quick ratio	times	2.66	2.19	0.48
1.3. Cash ratio	times	0.687	0.015	0.67
2. Indicators of capital and asset structure				
2.1. Liabilities on total assets	%	18.69	18.01	0.68
2.2. Owner's equity on total capital	%	81.31	81.99	(0.68)
2.3. Liabilities on owner's equity	times	0.23	0.22	0.01

2.4. Current assets on total assets	%	59.72	50.73	8.99
2.5. Fixed assets on total assets	%	40.28	49.27	(8.99)
3. Indicators of profitability and capital use efficiency				
3.1. Net profit margin on revenue	%	3.52	2.35	1.17
3.2. Return on assets (ROA)	%	4.66	3.71	0.95
3.3. Return on equity (ROE)	%	5.73	4.52	1.20

Financial indicators as of December 31, 2025, of the Company compared to the same period:

- Indicators of short-term solvency:

+ Current ratio increased from 2.83 times to 3.21 times. Short-term solvency increased due to the increase in cash and cash equivalents.

+ Quick ratio increased from 2.19 times to 2.66 times. This indicator improved compared to the beginning of the period from collecting electricity revenue to increase cash and cash equivalents.

+ Cash ratio increased from 0.015 times to 0.687 times compared to the same period, showing that the Company's cash flow improved (cash and cash equivalents increased). The Company was proactive in paying due debts.

The indicators of short-term solvency increased compared to the same period; the Company was proactive and ensured cash flow to pay due debts.

- Indicators of capital and asset structure:

+ Liabilities-to-total assets ratio increased from 18.01% to 18.69%.

+ Owner's equity-to-total capital indicators decreased slightly from 81.99% to 81.31%.

+ Debt-to-equity ratio increased from 0.22 times to 0.23 times.

+ Current assets/Total assets ratio increased from 50.73% to 59.72%.

+ Fixed assets/Total assets ratio decreased from 49.72% to 40.28%.

The indicators show a safe capital structure and low debt.

- Profitability and capital use efficiency indicators compared to the same period:

+ Net profit margin on Revenue increased from 2.35% to 3.52%.

+ Return on assets (ROA) increased from 3.71% to 4.66%.

+ Return on equity (ROE) increased from 4.52% to 5.73%.

General assessment: As of December 31, 2025, the Company's financial indicators showed no signs of financial insecurity.

4. Short-term and long-term financial investment status

As of December 31, 2025, the Company had financial investments as follows:

Bank deposits with an original maturity of 6 months: VND 540 billion.

The Company has a financial investment of 50,000 shares of North Power Service Joint Stock Company, corresponding to a value of VND 500 million. In 2025, the Company recorded financial revenue of VND 27 million as North Power Service Joint Stock Company distributed 2024 profits to pay dividends.

5. Participation in the stock market

The Company's shares are being traded on the Unlisted Public Company Market (Upcom) at the Hanoi Stock Exchange with the stock code HND.

II. Assessment of the management and administration work of the Board of Directors and the Board of Management.

1. Assessment of the management work of the Board of Directors.

In 2025, the Company's Board of Directors held 06 meetings. The meetings were organized with the number of BOD Members participating as prescribed; the meeting contents were discussed by the members, minutes were agreed upon, and resolutions were passed by voting.

The Board of Directors sent 141 written Opinion Sheets to BOD members and issued 163 Resolutions to resolve issues related to the Company's operations.

The BOD uses the Company's advisory and assisting apparatus to ensure that the Company's activities comply with the charter, internal management regulations, and provisions of the Law.

The Chairman of the BOD and full-time BOD members participate in weekly and monthly briefing meetings and other meetings, monitoring and promptly directing production and business activities with the Board of Management.

2. Assessment of the administration work of the Board of General Directors

The Board of Management made many efforts and was proactive in organizing the implementation of tasks according to the Resolutions of the General Meeting of Shareholders, Resolutions, and directing documents of the Board of Directors.

The Board of General Directors assigned tasks to members and units. Members of the Board of General Directors and units are responsible to the General Director for their assigned fields.

On the basis of the Resolutions of the General Meeting of Shareholders and the BOD, the Board of General Directors administered the Company's production and business activities in 2025 according to the contents of the assigned Resolutions.

In 2025, the Company's produced power output and commercial power output did not reach the plan. However, profit exceeded the plan due to recording VND 380 billion in ERD revenue from 2019, 2020, 2021.

3. Assessment of the operational coordination between the Board of Supervisors and the Board of Directors, Board of General Directors

The relationship between the Board of Directors, Board of General Directors, and the Board of Supervisors is collaborative, according to the Company's charter, always ensuring the principle of compliance with the provisions of the Law and of Hai Phong Thermal Power Joint Stock Company, for the common interest of the Company and shareholders, ensuring independence and regularity.

The Board of Directors and the Board of General Directors always support and create conditions for the Board of Supervisors to perform its functions and duties; invite the Board of Supervisors to attend meetings of the Board of Directors, weekly and monthly briefing meetings, and other meetings of the Company when necessary.

The Board of Supervisors is provided with documents to perform supervision work as prescribed by the Company Charter.

III. Assessment of the results of operations of the Board of Supervisors.

1. Structure of Board of Supervisors members

The Company's Board of Supervisors in 2025 had 5 members; the personnel of the Board of Supervisors were specifically as follows:

Ms. Pham Thi Dung	Head of the Board
Ms. Le Thi Thuy	Member
Mr. Nguyen Ngoc Anh	Member
Mr. Tran Minh Tam	Member
Mr. Vu Quang Huy	Member (until June 24, 2025)
Ms. Nguyen Thi Huynh Hoa	Member (from June 24, 2025)

2. Activities of the Board of Supervisors during the year

Implementing the operational plan of the Board of Supervisors approved by the 2025 Annual General Meeting of Shareholders, the Board of Supervisors always strictly complied with the provisions of the law as well as the Company's regulations.

Periodically, the Board of Supervisors organizes meetings and direct supervision at the Company. The meetings have the participation of members as prescribed. At the end of the meetings, the Board of Supervisors prepares minutes recording the work results as well as proposals and recommendations sent to the BOD and Board of Management.

In addition, Board of Supervisors members regularly exchange work through email, telephone, and online meetings so that activities are carried out promptly, continuously, and with the highest efficiency. In 2025, the Board of Supervisors performed the following specific tasks:

- Prepared a report on the activities of the Board of Supervisors in 2024 and the operational plan for 2025 to report to the 2025 Annual General Meeting of Shareholders;

- Submitted to the General Meeting of Shareholders the selection of the auditing unit for the 2025 Financial Statements;

- Organized periodic Board of Supervisors meetings to assess the Company's activities including: activities of the Board of Directors, Board of Management; review of quarterly, semi-annual, and annual financial statements, providing comments and recommendations to the Company on the production and business situation and other activities;

- Monitored the activities of the Board of Directors and the Company's Board of Management in an independent and objective manner;

- Reviewed the issuance and implementation of internal regulations and provisions in the management and administration of the Company;

- Coordinated with the independent auditing unit to perform interim and year-end audit work;

- Attended Board of Directors meetings and weekly/monthly briefing meetings and other meetings when necessary. At the meetings, the Board of Supervisors provided opinions to Company Leaders to direct activities ensuring interests for the Company as well as the interests of Shareholders.

3. Remuneration and expenses of the Board of Supervisors in 2025.

Board of Supervisors Remuneration: The Company performed remuneration payments for 2025 to the Board of Supervisors according to the remuneration plan approved by the GMS and the salary fund finalization as prescribed.

4. Comments and recommendations of the Board of Supervisors

a) Implementation of the production and business plan

Regarding power output: The power output produced in 2025 was 5,957.89 million kWh, reaching 85.09% of the annual plan and 88.21% compared to the same period in 2024. Commercial power output was 5,402.18 million kWh, reaching 85.41% of the annual plan and 88.24% compared to the same period in 2024.

Regarding profit: Actual pre-tax profit in 2025 (including VND 380 billion ERD from 2019, 2020, 2021) was VND 381 billion, reaching 136% of the plan. After-tax profit was VND 342.4 billion, reaching 136.4% of the annual plan and 132% compared to the same period last year. If the ERD revenue were not recorded, the Company's profit would be very low and would not meet the annual plan. The Board of Supervisors recommends that the Company drastically implement solutions to improve unit efficiency, ensure power generation, and improve production efficiency to complete the plan according to the Resolution of the General Meeting of Shareholders.

During the year, some economic and technical indicators were not met, such as: indicators for heat rate, specific grinding energy rate, and response rate. The Board of

Supervisors recommends the Company strengthen technical management work; strictly monitor coal quality during the delivery and receipt process according to the contract, improve the quality of equipment repair and maintenance, and ensure the power units operate safely and reliably with high efficiency; Develop an overall project on the renovation and upgrade of equipment and lines of Hai Phong Thermal Power Plants 1 and 2 with the goal of preventing subjective incidents, recurring incidents, no decrease in capacity or efficiency, reducing heat rate and auxiliary power consumption, and improving reliability for the units.

b) Accounting and finance work

- Accounts receivable: As of December 31, 2025, the balance of accounts receivable from customers was VND 1,727 billion, a decrease of VND 826 billion compared to the beginning of the period. The Company performed debt collection better than the same period. However, accounts receivable remain high, mainly electricity debt from EVN of VND 1,673.6 billion.

- Exchange Rate Difference (ERD) Revenue: As of December 31, 2025, the Company recorded VND 380 billion in ERD revenue for the remainder of 2019, 2020, and a portion of 2021 based on document No. 8344/EVN-TCKT dated December 27, 2025, of Vietnam Electricity regarding the payment of ERD values for 2019, 2020, and 2021 (1st time).

To ensure proactiveness and cash flow efficiency, it is suggested that the Company: Review and have cost control measures, actively collect due electricity debt and other revenues. For overdue electricity debts, the Company should urge, assess collectability, and make provisions for doubtful debts (if necessary); Work with the electric power trading company, Vietnam Electricity, and competent authorities to have ERD revenue recorded promptly immediately after there is a Decision guiding ERD payment from the Ministry of Industry and Trade.

c) Repair and maintenance work.

- Major Repair (MR) work:

+ 025 MR work: Has been completed; however, the turbine and generator overhaul item under package No. 9 “Supply of Turbine - Generator materials and Turbine - Generator overhaul experts, unit No. 3 generator circuit breaker experts” did not meet the set plan, so the system was not overhauled according to the approved Technical Plan.

+ 2026 MR work: According to the approved overhaul plan, the Company has 02 MR projects in the year: Intermediate repair of unit S2 from October 01 to November 29, 2026, and Overhaul of unit S4 from July 15 to September 12, 2026.

On March 18, 2026, HND issued a document registering unit shutdown to implement the project to upgrade the exhaust gas treatment system. Accordingly, HND requested to move the Intermediate repair schedule for unit S2 and Overhaul for unit S4 to combine with the renovation and upgrade of the exhaust gas treatment system, with the implementation time in November and December 2026 (implementation time of 60 days per unit).

In Decision No. 163/QD-TTĐVSC dated December 31, 2025, approving the CSP for MR phase 1 of 2026; Decision No. 05/QD-TTĐVSC dated January 08, 2026, approving the CSP for MR phase 2 of 2026; Decision No. 138/QD-TTĐVSC dated April 26, 2026, approving the adjustment of the CSP for MR phase 2 (technological equipment part). These approved packages with the CSP start time in Q1 and Q2 of 2026; many packages have long delivery times (from 100 to 300 days). However, at the current time, most packages have not completed the approval of the BD; therefore, there is a risk that delivered goods will not meet the MR progress.

To ensure MR work in 2026 and subsequent years, the Board of Supervisors recommends that the GMS require the Company to conduct a review and specific assessment of the causes of delays in MR work and have specific and appropriate handling measures to avoid recurrence in the future. Ensure that units after MR operate safely and reliably, improve heat efficiency, and enhance the Company's production and business efficiency.

- Regular repair work:

Through actual field inspections, the Board of Supervisors noted that in regular repair work over the past period, the handling of issues in the Boiler area, FGD system, and Pulverizers was still slow and not thorough (leakage, vibration, coal dust accumulation), posing risks of reducing operational reliability. The Board of Supervisors recommends that the Company needs to be more drastic in regular repair work and preventive maintenance to ensure units operate safely and improve production efficiency.

d) Inventory materials and equipment

Through reviewing inventory figures at December 31, 2025, compared to approved norms, the Board of Supervisors (BKS) noted:

Optimal inventory norm: According to Decision 5797/QĐ-NĐHP dated August 17, 2023, approving the optimal spare parts and equipment inventory norm (excluding Coal, FO oil, lubricants, chemicals, limestone, recovered materials) is VND 298.1 billion. However, the actual value as of December 31, 2025, was VND 316.9 billion, VND 18.8 billion higher than the approved norm (equivalent to a 6.3% excess).

Material code structure: The inventory situation is imbalanced compared to the optimal norm, with 1,155 material codes having reserves higher than the optimal norm, while 2,519 material codes have reserves lower than the norm.

Strategic spare parts: There are 77 material and equipment codes currently with reserves lower than the norm specified in Decision 6231/QĐ-NĐHP dated September 7, 2023. The shortage of strategic materials poses risks of prolonging the time to handle equipment defects and affecting production stability.

Long-term inventory: The value of inventory held for ≥ 3 years is VND 79.2 billion (excluding Coal, FO oil, lubricants, chemicals, limestone, recovered materials, and long-term spare parts and equipment).

Inventory materials exceeding norms causes capital stagnation and reduces cash flow efficiency; The status of many material codes (including strategic items) being below norms poses a risk of not promptly meeting materials for production and incident handling; For long-term, low-movement inventory, there are risks of damage, reduced lifespan, and obsolescence, which may require a provision for devaluation of inventory at the end of the period.

Recommendation: The Company needs to review and analyze specific causes for high-inventory material codes; plan to prioritize maximum use of available materials in upcoming maintenance and repair periods to bring the inventory value to the approved optimal level; For strategic spare parts, the Company should review and reconstruct the list of materials and equipment, ensuring compliance with regulations and prompt response for production; For long-term, low-movement materials that are not strategic, have risks of value decline or obsolescence, and are no longer needed, the Company needs to assess quality, classify, and have a plan for use or disposal according to regulations to ensure quality as well as classify and assess provisions for inventory devaluation at the end of the period.

PART II: 2026 OPERATIONAL PLAN OF THE BOARD OF SUPERVISORS

In accordance with the functions and duties of the Board of Supervisors as prescribed by the Law on Enterprises and the Company Charter, the Board of Supervisors develops the 2026 operational plan as follows:

No.	Content	Time
1	- Supervise the audit of 2025 FS; - Review 2025 FS; - Q1 Board of Supervisors meeting.	Q1/2026
2	- Direct supervision of production and business activities and financial situation for the whole of 2025 and Q1/2026; - Prepare the 2025 supervision activity report for submission to the GMS; - Submit proposal to the GMS for the selection of the 2026 FS auditing unit; - Q2 Board of Supervisors meeting.	Q2/2026
3	- Supervise the review of 2026 semi-annual FS; - Review 2026 semi-annual FS; - Direct supervision of production and business activities and financial situation for the first 6 months of 2026; - Q3 Board of Supervisors meeting.	Q3/2026
4	- Regular supervision and monitoring of Q3 production and business activities and financial situation; - Supervise the 2026 inventory of assets and capital; - Q4 Board of Supervisors meeting.	Q4/2026

No.	Content	Time
5	- Supervise the implementation of GMS resolutions, BOD resolutions/decisions; compliance with the Company's charter and law; - Attend BOD sessions, weekly/monthly briefing meetings, and other meetings when necessary; - Monitor work results of inspection, audit, and supervision teams as prescribed; supervise the Company's results in rectifying recommendations of inspection teams; - Review the issuance and implementation of internal regulations and provisions in the management and administration of the Company; - Other tasks as prescribed by the Law on Enterprises and the Charter of organization and operation of the Company.	Regular

Above is the report on the activities of the Board of Supervisors of Hai Phong Thermal Power Joint Stock Company in 2025 and the operational plan for 2026. The Board of Supervisors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully./.

Recipients:

- As above;
- BOD HND;
- Board of General Directors HND;
- Filed: Clerical Office, Board of Supervisors.

**ON BEHALF OF THE BOARD
OF SUPERVISORS
HEAD OF THE BOARD**



Phạm Thi Dung

**CÔNG TY CỔ PHẦN
NHIỆT ĐIỆN HẢI PHÒNG
HAIPHONG THERMAL POWER
JOINT STOCK COMPANY**

Số: 3066/TTr-NĐHP

No: / TTr-NĐHP

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom - Happiness**

Hải Phòng, ngày 02 tháng 6 năm 2026

Hai Phong, June __, 2026

TỜ TRÌNH/ PROPOSAL

Về việc thông qua Báo cáo tài chính năm 2025 đã kiểm toán
On the approval of the 2025 audited financial statements

Kính gửi: Đại hội đồng Cổ đông Công ty cổ phần Nhiệt điện Hải Phòng

To: The General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company

Căn cứ Luật doanh nghiệp số 59/2020/QH14 ngày 17/6/2020; *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*

Căn cứ Điều lệ tổ chức và hoạt động Công ty Cổ phần Nhiệt điện Hải Phòng; *Pursuant to the Charter on Organization and Operation of Hai Phong Thermal Power Joint Stock Company;*

Căn cứ Báo cáo tài chính năm 2025 của Công ty Cổ phần Nhiệt điện Hải Phòng đã được kiểm toán bởi Công ty TNHH Deloitte Việt Nam; *Pursuant to the 2025 financial statements of Hai Phong Thermal Power Joint Stock Company audited by Deloitte Vietnam Co., Ltd.;*

Căn cứ Chương trình Đại hội đồng cổ đông thường niên năm 2025; *Pursuant to the agenda of the 2025 Annual General Meeting of Shareholders;*

Hội đồng quản trị Công ty Cổ phần Nhiệt điện Hải Phòng kính trình Đại hội đồng Cổ đông thông qua Báo cáo tài chính năm 2025 đã được kiểm toán bởi Công ty TNHH Deloitte Việt Nam bao gồm các nội dung sau: *The Board of Directors of Hai Phong Thermal Power Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2025 audited financial statements audited by Deloitte Vietnam Co., Ltd., including the following contents:*

1. Báo cáo kiểm toán độc lập: trong đó ý kiến của kiểm toán viên như sau: “Theo ý kiến của chúng tôi, báo cáo tài chính đã phản ánh trung thực và hợp lý, trên các khía cạnh trọng yếu, tình hình tài chính của Công ty tại ngày 31 tháng 12 năm 2025, cũng như kết quả hoạt động kinh doanh và tình hình lưu chuyển tiền tệ cho năm tài chính kết thúc cùng ngày, phù hợp với chuẩn mực kế toán, chế độ kế toán doanh nghiệp Việt Nam và các quy định pháp lý có liên quan đến việc lập và trình bày báo

cáo tài chính.”/ *Independent audit report, in which the auditor states: “In our opinion, the financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2025, as well as its financial performance and cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting Regime, and relevant legal regulations on the preparation and presentation of financial statements.”*

2. Bảng cân đối kế toán tại ngày 31/12/2025./*Balance sheet as of December 31, 2025.*
3. Báo cáo kết quả kinh doanh năm 2025./*Income statement for 2025.*
4. Báo cáo lưu chuyển tiền tệ năm 2025./*Cash flow statement for 2025.*
5. Thuyết minh báo cáo tài chính./*Notes to the financial statements.*

Trong đó, một số chỉ tiêu cơ bản trong Báo cáo tài chính đã kiểm toán năm 2025 như sau:/*Key figures from the 2025 audited financial statements are as follows:*

Stt/No.	Các chỉ tiêu chủ yếu/Key Indicators	Đvt/Unit	Số tiền/Amount (VND)
1	Tổng Tài sản/ <i>Total Assets</i>	Đồng/ VND	7.355.002.050.437
2	Doanh thu thuần về bán hàng và cung cấp dịch vụ/ <i>Net revenue from sales and service provision</i>	Đồng/ VND	9.730.821.795.882
3	Tổng lợi nhuận trước thuế/ <i>Total profit before tax</i>	Đồng/ VND	381.026.978.957
4	Lợi nhuận sau thuế TNDN/ <i>Profit after corporate income tax</i>	Đồng/ VND	342.427.662.130

Nội dung chi tiết theo Báo cáo tài chính năm 2025 được kiểm toán của Công ty Nhiệt điện Hải Phòng được công bố trên website công ty tại địa chỉ: *ndhp.com.vn*/Detailed information is provided in the 2025 audited financial statements of Hai Phong Thermal Power Company, published on the company's website at: *ndhp.com.vn*

Kính trình Đại hội đồng Cổ đông thông qua/Respectfully submitted to the
General Meeting of Shareholders for approval./.

TM.HỘI ĐỒNG QUẢN TRỊ
BEHALF OF THE BOARD OF DIRECTORS
CHỦ TỊCH/CHAIRMAN

Nơi nhận:

- Như trên/ As above;
- Lưu: VT, HĐQT./ Archive:
Office, BOD.



Tạ Công Hoan

PROPOSAL
Regarding the approval of the 2026 Production and Business, and Construction
Investment Plan

To: The General Meeting of Shareholders

Pursuant to Decision No. 3477/QD-BCT dated November 28, 2025 of the Ministry of Industry and Trade on the approval of the National Power Supply and Power System Operation Plan for 2026;

Pursuant to Document No. 2835/EVNGENCO2-KH dated July 21, 2025 of Power Generation Joint Stock Corporation 2 regarding the performance evaluation of the 2025 Production and Business, Construction Investment, and Financial Plan, and the formulation of the 2026 plan;

Pursuant to Document No. 1431/EVNGENCO2-KH+TH dated April 21, 2026 regarding the 2026 planning targets of Hai Phong Thermal Power Joint Stock Company;

Pursuant to Document No. 1937/EVNGENCO2-KH+TH dated May 28, 2026 of the Board of Directors of Power Generation Joint Stock Corporation 2 on the approval of the voting content at the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company;

Pursuant to Resolution No. 3058/NDHP-NQ dated June 1, 2026 of the Board of Directors of Hai Phong Thermal Power Joint Stock Company.

The Board of Directors of Hai Phong Thermal Power Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the 2026 Production and Business, and Construction Investment Plan (Production and Business - Construction Investment Plan) with the following main contents:

1. PERFORMANCE EVALUATION OF THE 2025 PRODUCTION AND BUSINESS PLAN

2. Production and Business Results in 2025

No.	Content	Unit	Plan	Actual	Evaluation (%)
1	Gross electricity generation	million kWh	7,002.20	5,957.88	85.09
2	Commercial electricity output	million kWh	6,325.09	5,402.18	85.41
3	Contracted electricity volume (Qc)	million kWh	3,118.86	4,468.42	143.27%
4	Total Revenue	billion VND	10,949.59	9,748.49	89.03%
5	Total Expenses	billion VND	10,674.74	9,367.47	87.75%
6	Profit before tax	billion VND	278.85	381.03	136.64%

No.	Content	Unit	Plan	Actual	Evaluation (%)
7	Profit after tax	billion VND	250.97	342.43	136.44%

3. Dividends

With the total profit after tax value in 2025 reaching VND 342.43 billion, the Company proposes a dividend payment rate of 3% of charter capital, equivalent to VND 150 billion.

II. ESTIMATED PRODUCTION AND BUSINESS PLAN FOR 2026

In 2026, the Company plans to conduct a major overhaul of Power Unit No. 4 and a medium repair of Power Unit No. 2. Based on the actual situation and the 5-year production and business plan for 2021-2025, the Company estimates the power generation output in 2026 as follows:

1. Regarding Output

Gross electricity generation: 6,876.46 million kWh.

Commercial electricity output: 6,269.95 million kWh.

2. Regarding Techno-Economic Targets

No.	Content	Unit	Plan
1	Auxiliary power consumption rate	%	8.82
2	Net heat rate	kJ/kWh	10,339 (converted to actual conditions: 10,918)
3	Availability factor	%	96.18
4	Forced outage rate	-	1
5	Fuel oil consumption rate	g/kWh	2.24

3. Summary of Revenue, Expenses, and Profit

Unit: Million VND

Description	2026 Plan		
	Revenue	Production Cost	Profit/Loss
Total	10,620,419.75	10,044,615.79	575,803.96
Power generation	10,596,459.75	10,040,801.84	555,657.91
Financial activities	20,000.00	0	20,000.00
Other production	3,960.00	3,813.95	146.05

4. Dividends

With a planned profit before tax of VND 575.80 billion and profit after tax of VND 460.64 billion for 2026, the Company proposes a cash dividend payment plan for 2026 at 5% of charter capital, equivalent to VND 250 billion.

(Details of the 2026 Production and Business Plan are provided in the attached appendix).

III. CONSTRUCTION INVESTMENT (CONSTRUCTION INVESTMENT) ACTIVITIES

1. Performance Evaluation of Construction Investment in 2025

In 2025, the Company had a capital construction plan related to the disbursement of projects including: the Project on Upgrading the Flue Gas Treatment System of Hai Phong Thermal Power Plant 1 and 2, the Capacity and Efficiency Recovery Project for Power Units at Hai Phong Thermal Power Plants 1 and 2, the Administration Building Construction Project at Hai Phong Thermal Power Plant 2, the Rooftop Solar Project at Hai Phong Thermal Power Joint Stock Company, and the 220kV Substation Upgrading and Capacity Increasing Project - Hai Phong Thermal Power Plant. Specifically:

– Project on Upgrading the Flue Gas Treatment System of Hai Phong Thermal Power Plant 1 and 2: The Company issued bidding documents for the EPC package and is currently evaluating bids.

– Capacity and Efficiency Recovery Project for Power Units at Hai Phong Thermal Power Plants 1 and 2: The Company's Board of Directors issued Decision No. 7220/QD-NDHP on approving the project for capacity and efficiency recovery for power units at Hai Phong Thermal Power Plant.

– Administration Building Construction Project at Hai Phong Thermal Power Plant 2: On July 21, 2025, the Company issued Document No. 5743/NDHP-QLDA to Power Generation Joint Stock Corporation 2 regarding the review of contents requesting investment adjustments for the Project for Administration Building Block Construction - Hai Phong Thermal Power Plant 2.

– 220kV Substation Upgrading and Capacity Increasing Project - Hai Phong Thermal Power Plant: Contract signed with the consultant for investment policy formulation.

– Rooftop Solar Project at Hai Phong Thermal Power Joint Stock Company: Contract signed with the consultant for investment policy formulation.

– Regarding the Project on Upgrading the telecommunications transmission network infrastructure for production management and monitoring, the Company is signing the contract with the winning contractor from the Corporation's centralized procurement.

Unit: million VND

No .	Content	2025 Disbursement Plan	2025 Actual	Implementation %
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1	Project to Administration Building Block Construction	0	0	0%
2	Project on Upgrading the Flue Gas Treatment System of Hai Phong Thermal Power Plant 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 within the Company within the Company	2,416.47	0	0.00%
	Total	3,595.14	1,495.85	41.60%

IV. Capital Construction Plan for 2026

Main objectives for 2026:

a) Project on Upgrading the Flue Gas Treatment System of Hai Phong Thermal Power Plant 1 and 2:

- Select the contractor and sign the contract to execute the EPC package.
- Carry out construction and complete the acceptance of the EPC package.
- Some expense contents planned for execution in 2026: Expenses for formulating and appraising bidding documents, expenses for evaluating and appraising bids, advance payment for the EPC package, 90% payment of equipment value for the EPC package, and supervision expenses for the EPC package.

– Estimated disbursement: **VND 2,459,219 million.**

b) Project to Administration Building Block Construction: Currently awaiting direction from Power Generation Joint Stock Corporation 2 to implement the next steps following the report submitted to the Corporation in Document No. 5743/NDHP-QLDA dated July 21, 2025.

- Select and sign the contract for the main package.
- Estimated disbursement: **VND 7,036 million.**

c) Capacity and Efficiency Recovery Project for Power Units at Hai Phong Thermal Power Plants 1 and 2:

– The Company is reviewing based on directions from Power Generation Joint Stock Corporation 2 in Document No. 1907/EVNGENCO2-KTAT dated May 27, 2026 and related directives. A report proposing to halt the implementation of the project is expected to be submitted.

– Estimated disbursement: **VND 0.**

d) Project on Upgrading the Telecommunications Transmission Network Infrastructure for Production Management and Monitoring within the Company across Power Generation Joint Stock Corporation 2.

– Sign the contract and execute the project.

– Estimated disbursement: **VND 2,655 million** (full project disbursement).

e) Rooftop Solar Project at Hai Phong Thermal Power Joint Stock Company:

– Approve the investment project; organize contractor selection and sign the contract for the main package.

– Estimated disbursement: **VND 34,756 million** (disbursement of 90% of the total investment value of the project).

f) Project: “Upgrading and Capacity Increasing of the Substation of Hai Phong Thermal Power Joint Stock Company”

– Approve the investment project; organize contractor selection and sign the contract for the main package.

– Estimated disbursement: **VND 500 million.**

g) Information Security Assurance System Project for Management and Operation Monitoring of Hai Phong Thermal Power Plant:

– The Company will implement this project after receiving guidance from Power Generation Joint Stock Corporation 2.

– Estimated disbursement: **VND 0.**

h) Online Coal Quality Measurement Digitalization Project

– Approve the techno-economic report, select the supplier and construction contractor.

– Estimated disbursement: VND 85,000 million.

i) Centralized Control and Monitoring Center Construction Project

– Approve the techno-economic report.

– Estimated disbursement: VND 300 million.

j) Remote Control and Monitoring Center Project of Hai Phong Thermal Power Plant

– The Company will implement this project after receiving guidance from Power Generation Joint Stock Corporation 2.

– Estimated disbursement: **VND 0.**

k) Construction of Bathrooms and Restrooms in the Domestic Wastewater Treatment Station Area

– Estimated disbursement: VND 500 million.

Unit: Million VND

No.	Content	2026 Plan		
		Commercial Loan Capital	Equity Capital	Total
1	Project: “Administration Building Block Construction ”	0	7,036	7,036
2	Project: “Flue Gas Treatment System Upgrading at Hai Phong Thermal Power Plants 1 and 2”	2,159,219	300,000	2,459,219
3	Project: “Capacity and Efficiency Recovery for Power Units at Hai Phong Thermal Power Plants 1 and 2”	0	0	0
4	Project: “Upgrading the Telecommunications Transmission Network Infrastructure for Production Management and Monitoring within the Company”	0	2,655	2,655
5	Project: “Rooftop Solar at Hai Phong Thermal Power Joint Stock Company”	0	34,756	34,756
6	Project: “Upgrading and Capacity Increasing of the Substation of Hai Phong Thermal Power Joint Stock Company”	0	500	500
7	Project: “Information Security Assurance System for Management and Operation Monitoring of Hai Phong Thermal Power Plant”	0	0	0
8	Digitalization of the Online Coal Quality Measurement System	0	85,000	85,000
9	Construction of the Centralized Control and Monitoring Center	0	300	300
10	Remote Control and Monitoring Center Project: of Hai Phong Thermal Power Plant	0	0	0
11	Construction of Bathrooms and Restrooms in the Domestic Wastewater Treatment Station Area	0	500	500

No.	Content	2026 Plan		
		Commercial Loan Capital	Equity Capital	Total
	Total	2,159,219	430,747	2,589,966

(Details are provided in the attached appendix)

V. OTHER CONTENTS

To ensure that the production and business activities of the Company are carried out continuously between two annual General Meetings of Shareholders, the Board of Directors submits to the General Meeting of Shareholders for approval the following content: *“The General Meeting of Shareholders approves the 2026 Production and Business - Construction Investment Plan of the Company, and concurrently authorizes the Board of Directors of the Company to organize the implementation and decide on matters and contents arising outside the approved 2026 Production and Business - Construction Investment Plan or urgent matters and contents that need to be implemented before the annual General Meeting of Shareholders approves the 2027 Production and Business - Construction Investment Plan, and must report to the General Meeting of Shareholders at the nearest meeting.”*

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- As above (hard copy)¹⁵;
- Company Board of Directors;
- Company General Director (for direction);
- Filed: Clerical Office, Planning and Supplies Department.



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

Ta Cong Hoan

EXPLANATORY NOTES
ON THE PRODUCTION AND BUSINESS PLAN FOR 2025-2026
MAIN BASIS FOR FORMULATING THE PLAN

The Charter of the Company;

Document No. 2835/EVNGENCO2-KH dated July 21, 2025 of Power Generation Joint Stock Corporation 2 regarding the performance evaluation of the 2025 Production and Business, Construction Investment, and Financial Plan, and the formulation of the 2026 Plan;

Pursuant to Document No. 5806/NDHP-HDQT dated July 23, 2025 of the Board of Directors of the Company regarding the performance evaluation of the 2025 Production and Business, Construction Investment, and Financial Plan, and the formulation of the 2026 Plan;

Decision No. 1825/QD-NDHP dated March 13, 2025 of the General Director of Hai Phong Thermal Power Joint Stock Company on the issuance of the procedure for formulating and approving the annual plan within Hai Phong Thermal Power Joint Stock Company;

Pursuant to Document No. 1431/EVNGENCO2-KH+TH dated April 21, 2026 regarding the 2026 planning targets of Hai Phong Thermal Power Joint Stock Company;

Pursuant to Document No. 1937/EVNGENCO2-KH+TH dated May 28, 2026 of the Board of Directors of Power Generation Joint Stock Corporation 2 on the approval of the voting content at the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company;

Pursuant to the actual situation and production and business conditions of the Company.

OVERVIEW

OF THE PRODUCTION AND BUSINESS PLAN

On the basis of the operation and equipment maintenance schedule, actual conditions, and the 2025 planning targets assigned by competent authorities, the Company formulates the 2026 production and business plan and tasks as follows:

I. Performance Evaluation of the 2025 Production and Business Plan

1. Production and Business Results in 2025

No.	Content	Unit	Plan	Actual 2025	Evaluation (%)
1	Gross electricity generation	million kWh	7,002.20	5,957.886	85.09%
2	Commercial electricity output	million kWh	6,325.09	5,402.184	85.41%
3	Contracted electricity volume (Qc)	million kWh	3,118.86	4,468.42	143.27%
4	Total Revenue	billion VND	10,949.59	9,748.49	89.03%
5	Total Expenses	billion VND	10,674.74	9,367.47	87.75%
6	Profit before tax	billion VND	278.85	381.03	136.64%
7	Profit after tax	billion VND	250.97	342.43	136.44%

(Details are provided in Form No. 4 – 2026 Financial Plan Report)

Evaluation:

Commercial electricity output reached 5,402.184 million kWh, achieving 85.41% of the annual plan.

– Regarding revenue: Total revenue is VND 9,748.49 billion, achieving 89.03% of the plan assigned by the General Meeting of Shareholders. The reason for revenue not reaching the plan is that the commercial electricity output decreased by 922.91 million kWh compared to the plan, a decrease rate of 14.6%.

– Regarding expenses: Total expenses are VND 9,367.47 billion, achieving 87.75% of the plan assigned by the General Meeting of Shareholders. The reason for the decrease in expenses compared to the plan is that the commercial electricity output decreased by 922.91 million kWh compared to the plan, a decrease rate of 14.6%.

– Profit: The Company's profit before tax is VND 381.03 billion, achieving 136.64% of the plan.

– Profit after tax is VND 342.43 billion, achieving 136.44% of the plan.

2. Techno-Economic Targets

No.	Content	Unit	Plan	Actual 2025	Evaluation (%)
1	Auxiliary power consumption rate	%	9.67	9.33	96.48
2	Net heat rate	kJ/kWh	10,339	11,211	108.43
3	Availability factor	%	94.81	93.96	99.10
4	Forced outage rate	Times/Unit	1	1.25	125
5	Fuel oil consumption rate	g/kWh	2.24	1.64	73.21

– Explanation of Heat Loss Affected by Objective Factors

Unit: kJ/kWh

Content	Assigned in Document 1485 (under PPA standard conditions)	Actual under 2025 actual conditions (1)	Total heat loss due to objective factors (2)	Value converted to standard conditions under PPA 2025 (3)=(1)-(2)	Evaluation
Net heat rate	10,339	11,211	873	10,338	10,338/10,339 (Achieved)

- Details of heat losses affected by objective factors:

Unit: (kJ/kWh)

Heat rate increase due to increased inlet cooling	Heat rate increase due to increased hydrogen in	Heat rate increase due to increased ash content in	Heat rate increase due to coal loss during handling,	Heat rate increase due to increased moisture in commercial	Heat rate increase due to low generation output (below	Heat rate increase due to unit efficiency degradation after over	To
---	---	--	--	--	--	--	----

<i>circulating water temperature</i>	<i>commercial coal</i>	<i>commercial coal</i>	<i>transportation, and storage</i>	<i>coal</i>	<i>85% RO)</i>	<i>10 years of operation</i>	
296	121	14	84	12	165	181	87

- Reasons for High Net Heat Rate:

- + Coal-related factors: The coal used for the plant is currently blended coal 5a.14, which has higher dry volatile matter, ash content, and hydrogen content than the design specifications, thus causing heat loss and affecting the net heat rate.
- + Due to the low load mobilization of power units, leading to many periods where power units only operated at minimum capacity;
- + Equipment-related factors: After a period of operation up to now, the power units have suffered efficiency degradation, leading to an increased heat consumption rate.
- + Environmental temperature-related factors: The circulating water temperature increased higher than the design, leading to reduced turbine efficiency and unit efficiency.

- Availability factor: 93.96/94.81% is evaluated as Not Achieved when generating at Maximum Capacity of 300MW. However, according to the work program preparing for dry season power generation in 2024-2025 of the EVN working group in Document No. 314/TB-EVN dated July 22, 2024, in order for the power units to operate stably, reliably, and minimize incidents, the working group permitted the power units of the Company to generate at a Maximum Capacity of 270 MW in 2025. If calculated based on the Maximum Capacity of 270MW, the value is 103.89%/94.81%, which is evaluated as Achieved according to the assigned target.

- Forced outage rate: In 2024, 19 incidents occurred in the Company. In 2025, only 10 incidents occurred in the Company (a decrease of 9 incidents compared to 2024).

3. Dividends

Profit after tax in 2025 reached VND 342.43 billion. After making statutory appropriations to funds, the Company plans to pay a dividend of 3%, achieving the plan assigned by the General Meeting of Shareholders.

II. Production and Business Plan for 2026

1. Regarding Electricity Output

- Gross electricity generation: 6,876.46 million kWh.
- Commercial electricity output: 6,269.95 million kWh.

2. Regarding Planning Economic Targets

No.	Content	Unit	Plan
1	Auxiliary power consumption rate	%	8.82
2	Net heat rate	kJ/kWh	10,339
3	Forced outage rate	Times/ Unit	1
4	Availability factor	%	96.18
5	Planned maintenance outage rate	%	12.02
6	Net fuel oil consumption rate	g/kWh	2.24

3. Summary of Revenue, Expenses, and Profit

Unit: Million VND

Description	2026 Plan		
	Revenue	Production Cost	Revenue
Total	10,620,419.75	10,044,615.79	575,803.96
Power generation	10,596,459.75	10,040,801.84	555,657.91
Financial activities	20,000.00	0	20,000.00
Other production	3,960.00	3,813.95	146.05

(This already includes efforts to reduce material costs by 20%, outsourced service costs by 35%, other cash costs by 30%, and major repair costs by 30%).

(Details are provided in Form No. 4 – 2026 Financial Plan Report).

4. Dividends

With a planned profit before tax of VND 575.80 billion and profit after tax of VND 460.64 billion for 2026, the Company proposes a cash dividend payment plan for 2026 at 5% of charter capital, equivalent to VND 250 billion.

III. Details of the 2026 Production and Business Plan

As per the attached documents.

2026 AND BUSINESS PLAN

PLANNING TASKS FOR 2026

I. Production Plan

1. Output Plan

Electricity output is calculated based on the operation schedule, maintenance schedule of power units, and techno-economic targets. Accordingly, power generation will be concentrated during the dry season.

Estimated gross electricity generation: **6,876.46 million kWh.**

Of which:

- Power Unit 1: 1,955.53 million kWh.
- Power Unit 2: 1,482.50 million kWh.
- Power Unit 3: 1,955.68 million kWh.
- Power Unit 4: 1,482.72 million kWh.

Estimated commercial electricity output: **6,269.95 million kWh.**

Of which:

- Power Unit 1: 1,783.06 million kWh.
- Power Unit 2: 1,351.75 million kWh.
- Power Unit 3: 1,783.19 million kWh.
- Power Unit 4: 1,351.94 million kWh.

2. Operation - Maintenance Schedule

The 2026 operation - maintenance schedule is formulated by the Company based on the maintenance cycle, major overhaul, medium repair, and minor repair of equipment as well as unit operating conditions. The repair plan follows the proposal of the National Load Dispatch Center regarding the notification of the 2026 repair schedule for Hai Phong Power Plant.

II. Techno-Economic Targets

The Company formulates the plan based on the techno-economic targets proposed by the Company, the expected proposal of EVNGENCO2, and the actual implementation in 2026:

No.	Content	Unit	Plan
1	Auxiliary power consumption rate	%	8.82
2	Net heat rate	kJ/kWh	10,339
3	Forced outage rate	Times/Unit	1
4	Availability factor	%	96.18
5	Planned maintenance outage rate	%	12.02

– Fuel and Material Consumption Rate:

- + FO oil (co-firing + startup) at delivery point: 2,24 g/kWh.
- + Limestone: 10 g/kWh.
- + Coal grinding balls: 360 g/ton of raw coal.
- + Limestone grinding balls: 0.00383 g/kWh.
- + Raw water: 480m³/operating hour (calculated according to the water balance diagram).

III. Major Repair Plan

In 2026, the Company has scheduled periodic major overhauls, medium repairs, and minor repairs for the Power Units, specifically:

Power Unit	Type of Repair		Time	
			From	To
Power Unit S1	S1	03/01/2026	12/01/2026	Minor repair
	S1	01/10/2026	10/10/2026	Minor repair
Power Unit S2	S2	15/01/2026	24/02/2026	Minor repair
	S2	01/11/2026	30/12/2026	Medium repair
Power Unit S3	S3	24/01/2026	03/02/2026	Minor repair
	S3	12/10/2026	21/10/2026	Minor repair
Power Unit S4	S4	9/2/2026	18/02/2026	Minor repair

Power Unit	Type of Repair		Time	
			From	To
	S4	01/11/2026	30/12/2026	Major repair

** Note: Schedule performed and expected to be performed.*

IV. Labor and Salaries

- Labor plan according to staffing structure: The average number of power generation employees for the year is 700 people.
- Salary fund plan: VND 230,829 million.
- Mid-shift meal plan: VND 7,560 million.
- Insurance plan: VND 26,723 million.

V. Finance, Production Cost

1. Regarding Expenses

a) The expected 2026 power generation cost plan is **VND 10,040,802 million** (Details are provided in Form No. 5a and Form No. 5b). Of which:

– Fuel cost: The planned fuel cost is VND 8,378,239 million. Including coal, FO oil, and DO oil. This cost is calculated based on consumption rates, output, and raw material prices according to signed contracts.

– Material cost: The planned material cost is VND 168,223 million. Including auxiliary materials, routine repair materials, workshop materials, production tools, and office materials.

– Salary and social insurance: The plan is VND 257,552 million (including salary for other activities).

– Fixed asset depreciation: The plan is VND 459,359 million.

– Outsourced services: The plan is VND 83,247 million, including power purchase, property insurance, and other outsourced service expenses.

– Major repairs of fixed assets: The plan is VND 431,105 million to serve the major overhaul of Power Unit No. 3 and medium repair of Power Unit No. 1 (of which the 2026 major repair cost has been estimated to be reduced by 30%).

– Other cash expenses: The plan is VND 263,076 million, including natural resource tax, land rent, mid-shift meals, and other expenses in cash (of which capital loan interest expense: the plan is VND 500 million).

b) Other production costs are **VND 3,814 million**.

– **Total expenses for 2026: VND 10,044,616 million**

** Remarks: Regarding expenses for the 2026 Production and Business Plan, the company has calculated and reduced several items, specifically:*

- + Reduced by 30% for FO oil and 15% for certain auxiliary materials.
- + Reduced by 30% for major repair costs.
- + Reduced by 35% for outsourced service expenses and 30% for other cash expenses.

c) Supplementary cost for purchasing strategic reserve materials

The Company added a supplementary cost for purchasing strategic reserve materials (listed in the optimal reserve materials list); the Company does not recognize this expense in 2026, but will only recognize it based on actual usage.

2. Regarding 2026 revenue, it is VND 10,620,420 million.

Of which:

- Power generation revenue: VND 10,583,595 million.
- Revenue from selling fly ash and gypsum: VND 12,865 million.
- Financial activities revenue: VND 20,000 million.
- Other production revenue: VND 3,960 million.

a) Power generation revenue is calculated based on the following:

Revenue is calculated according to the formula: $R_t = Q_m * FMP + Q_c * (P_c - FMP)$.

Of which:

i) Cfd Revenue: $Q_c * (P_c - FMP)$

- Contracted volume Q_c : The Company strives to generate power to ensure the contracted electricity volume Q_c output is 4,035.57 million kWh (based on the minimum Q_c calculation method assigned by the Ministry of Industry and Trade and the actual Q_c of the first 6 months of 2026).

- Contract price P_c : In 2026, the calculated contract price P_c is VND 1,750.43/kWh.

- Full market price of the electricity market: according to statistics, the average full market price of the electricity market in 2025 was very low at VND 929.8/kWh; if only peak hours are calculated, it was around VND 1,200/kWh, which is insufficient to cover

the Company's variable costs. In 2025, the Company had to bid at the price floor and receive payment based on Qcon output. Therefore, the Company estimates the full market price FMP for 2026 to be equal to the average SMP price announced by NSMO on the electricity market website expected for 2026 (with actual updates for the first 4 months of 2026) of VND 1,485 + average CAN price of VND 129 => FMP Price is VND 1,514/kWh. This full price is higher than the variable price by about VND 151, thus the Company yields a profit from the market of VND 151/1 kWh.

➔ Cfd Revenue = VND 954,131 million.

ii) Revenue from the electricity market: $Q_m \times FMP$

- Q_m is the delivered electricity volume: 6,269.96 million kWh.
- FMP is VND 1,514/kWh (as analyzed above).

➔ Electricity market revenue = VND 9,492,714 million.

iii) Taxes and fees paid through electricity prices

This part is estimated to reach VND 136,750 million. This revenue has also been balanced in production costs under the natural resource tax and water resource exploitation rights fee items.

(Details of revenue calculation are in Form No. 4.1 - calculation of power generation revenue)

* **Remarks:** With the 2026 revenue and expenses as above, the profit before tax reaches VND 575,804 million.

VI. Training Plan

The objective is to focus on implementing training contents in accordance with the directives of Power Generation Joint Stock Corporation 2.

Estimated cost is approximately: VND 5,990 million (Details are provided in Form No. 8d).

VII. Other Contents

1. Supplies Plan

a) Supplies plan for routine repairs + Tools for units

Routine supplies include items commonly used for the Company's routine repair works in 2026, most of which can be purchased domestically.

The Company has reviewed and finalized the volume of supplies and formulated the cost estimate for the routine repair part; the Company estimates it to be around VND 88,000 million after reduction (including materials and production tools).

b) Plan for oils, grease, lubricating oil, chemicals, and grinding balls

Includes types of oils, grease, lubricating oil, coal grinding balls, limestone grinding balls, industrial water, etc., necessary to supplement operating activities, with an estimated reduced value of approximately VND 74,070 million (details are provided in Form No. 5b.2). The Company formulates this based on output, consumption rates, and the latest unit prices of supplies contracted by the Company.

2. Plan for occupational safety and health equipment, flood and storm prevention, and search and rescue

The 2026 occupational safety and health equipment plan is formulated by the Company in accordance with the Law on Occupational Safety and Health No. 84/2015/QH13 dated June 25, 2015, with an estimated cost before reduction of VND 24,348 million (Details are provided in Form No. 5b.4).

3. Labor Protection Plan

In order to well equip employees to safely participate in power unit operation, the Company always pays great attention to labor protection work; this cost for 2026 is estimated to be VND 4,326.45 million (Details are provided in Form No. 5b.6).

4. Procurement and Fixed Asset Investment Plan for 2026

The Company planned the procurement and investment in fixed assets and incorporates them into the annual depreciation expenses/costs. Currently, the Company has prepared preliminary cost estimates and budget estimates for a number of items. For items that do not have budget estimates yet, the Company will proceed to prepare and report to the competent authorities in accordance with regulations prior to implementation.

5. National Defense and Security Plan

Continuing to promote the work achieved in 2025, clearly recognizing the Company's responsibility towards national defense and security. In 2026, the Company continues to plan to strengthen training activities, drills, contribute to national defense

and security funds... coordinating with local police units to maintain security and order in the area of the two Power Plants.

Estimated expenses/costs are approximately VND 8,160 million (Details are provided in Form No. 5b.5).

6. Scientific Research, Initiatives for Improvement, and Production Rationalization Plan

Throughout the operation process, up to now, the plant equipment has shown some inappropriate phenomena, increasing operating expenses/costs. Up to now, the Company has gathered many initiatives and technical improvements that have been and are being well applied to the plant during the operation process. To encourage and motivate the working spirit, passionate research and creativity of employees, since the science and technology fund still remains, no additional expenses/costs will arise in 2026.

(Details are provided in Form No. 5b.3).

ATTACHED DOCUMENTS

**CÔNG TY CỔ PHẦN
NHIỆT ĐIỆN HẢI PHÒNG
HAIPHONG THERMAL POWER
JOINT STOCK COMPANY**

Số: 3065/TTr-NĐHP

No: /TTr-NĐHP

**CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Hải Phòng, ngày 02 tháng 6 năm 2026

Haiphong, June.... 2026

**TỜ TRÌNH
/PROPOSAL**

**Về việc phân phối lợi nhuận năm 2025
/Regarding the Distribution of Profit for 2025**

Kính gửi: Đại hội đồng Cổ đông Công ty cổ phần Nhiệt điện Hải Phòng

To: The General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company

Căn cứ Luật doanh nghiệp số 59/2020/QH14 ngày 17/6/2020; *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*

Căn cứ Điều lệ tổ chức và hoạt động Công ty Cổ phần Nhiệt điện Hải Phòng; *Pursuant to the Charter on Organization and Operation of Hai Phong Thermal Power Joint Stock Company;*

Căn cứ Chương trình Đại hội đồng cổ đông thường niên năm 2026; *Pursuant to the Agenda of the 2026 Annual General Meeting of Shareholders;*

Hội đồng Quản trị kính trình Đại hội đồng Cổ đông thông qua phương án phân phối lợi nhuận năm 2025 như sau: *The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 profit distribution plan as follows:*

1. Phân phối lợi nhuận năm 2025 cụ thể như sau: *1. Distribution of profit for 2025:*

ĐVT: đồng

Unit: VND

STT/No.	CHỈ TIÊU/Description	PHƯƠNG ÁN PHÂN PHỐI LỢI NHUẬN 2025 (đồng)/2025 Profit Distribution Plan (VND)
I	Tổng lợi nhuận phân phối/Total distributable profit	342.427.662.130
1	Lợi nhuận sau thuế chưa phân phối năm liền trước/ <i>Undistributed after-tax profit from previous year</i>	0

2	Lợi nhuận chưa phân phối năm nay/ <i>Undistributed profit of the current year</i>	342.427.662.130
II	Phân phối lợi nhuận	342.427.662.130
1	Trích Quỹ đầu tư phát triển/ <i>Allocation to Development Investment Fund</i>	113.258.903.130
2	Trích Quỹ khen thưởng, phúc lợi:/ <i>Allocation to Bonus and Welfare Funds</i>	79.168.759.000
2.1	<i>Trích Quỹ khen thưởng/Bonus Fund</i>	39.584.379.500
2.2	<i>Trích Quỹ phúc lợi/Welfare Fund</i>	39.584.379.500
3	Chi trả cổ tức (số tiền và tỷ lệ %): 3,0%/ <i>Dividend payment (amount and rate): 3.0%</i>	150.000.000.000
III	Lợi nhuận để lại/<i>Retained earnings (III = I - II)</i>	0

Thuyết minh phân phối lợi nhuận năm 2025:/Explanation of the 2025 profit distribution:*

- Trích bổ sung Quỹ Đầu tư phát triển 113.258.903.130 đồng để thực hiện cho các dự án đầu tư phát triển trong thời gian tới, trong đó dự kiến nguồn vốn ĐTPT dùng để đầu tư hệ thống nâng cấp hệ thống xử lý khí thải khoảng 721,5 tỷ đồng. Tại 31/12/2025, số dư quỹ đầu tư phát triển của Công ty là 384,9 tỷ đồng, do đó cần bổ sung Quỹ ĐTPT khoảng 336,6 tỷ đồng./*Additional allocation of VND 113,258,903,130 to the Development Investment Fund for future development investment projects, including the planned investment capital for upgrading the flue gas treatment system estimated at approximately VND 721.5 billion. As of December 31, 2025, the balance of the Company's Development Investment Fund was VND 384.9 billion; therefore, an additional allocation of approximately VND 336.6 billion is required.*

- Trích quỹ khen thưởng, phúc lợi: Vận dụng điểm b, khoản 3, Điều 31 Nghị định 366/2025/NĐ-CP ngày 31/12/2025 của Chính phủ về quản lý và đầu tư vốn nhà nước tại doanh nghiệp “b1) về việc trích quỹ khen thưởng, phúc lợi: trích không quá 03 tháng tiền lương thực hiện cho hai quỹ khen thưởng, phúc lợi nếu lợi nhuận sau thuế thực hiện không thấp hơn kế hoạch; trích không quá 03 tháng tiền lương thực hiện nhân với tỷ lệ giữa lợi nhuận sau thuế thực hiện so với lợi nhuận kế hoạch, nếu lợi nhuận sau thuế thực hiện thấp hơn kế hoạch”/Allocation to the Bonus and Welfare Funds: Pursuant to Point b, Clause 3, Article 31 of Government Decree No. 366/2025/NĐ-CP dated December 31, 2025 on management and investment of state capital in enterprises: “b1) Regarding allocations to the Bonus and Welfare Funds: the allocation shall not exceed three months of actual salary for the two funds if the realized after-tax profit is not lower than the planned profit; the allocation shall not exceed three months of actual salary multiplied by the ratio of realized after-tax profit to planned profit if the realized after-tax profit is lower than planned.”

Lợi nhuận trước thuế của Công ty năm 2025 là 381,03 tỷ đồng, đạt 139,68% so với kế hoạch. Do đó Công ty đề nghị trích quỹ khen thưởng, phúc lợi như sau: *The Company's pre-tax profit in 2025 was VND 381.03 billion, reaching 139.68% of the planned target. Therefore, the Company proposes allocations to the Bonus and Welfare Funds as follows:*

Trích Quỹ khen thưởng, phúc lợi bằng 03 tháng lương bình quân thực hiện với giá trị **79.168.759.000 đồng** (mỗi quỹ bằng 1,5 tháng tiền lương thực hiện), cụ thể: *Allocation to the Bonus and Welfare Funds equal to three months of average actual salary with a total value of VND 79,168,759,000 (each fund equivalent to 1.5 months of actual salary), specifically:*

- Quỹ khen thưởng: 39.584.379.500 đồng./ *Bonus Fund: VND 39,584,379,500.*

- Quỹ phúc lợi: 39.584.379.500 đồng./ *Welfare Fund: VND 39,584,379,500.*

- Chia cổ tức: Lợi nhuận còn lại sau khi trích lập các Quỹ theo quy định là 150.000.000.000 đồng, Công ty đề nghị chi cổ tức bằng tiền cho các cổ đông với tỷ lệ chi là 3% vốn điều lệ, số tiền chi cổ tức là **150.000.000.000 đồng**. *Dividend distribution: The remaining profit after allocations to the funds in accordance with regulations is VND 150,000,000,000. The Company proposes cash dividend payments to shareholders at a rate of 3% of charter capital, with a total dividend payment amount of VND 150,000,000,000.*

- Lợi nhuận để lại: 0 đồng./ *Retained earnings: VND 0.*

2. Thủ tục chốt danh sách cổ đông, thời gian thanh toán cổ tức của năm 2025: Đề nghị Đại Hội đồng Cổ đông ủy quyền cho Hội đồng Quản trị Công ty thực hiện. *Procedures for finalizing the shareholder list and timing of 2025 dividend payment: It is proposed that the General Meeting of Shareholders authorize the Company's Board of Directors to implement these procedures.*

Kính trình Đại hội đồng Cổ đông thông qua/ *Respectfully submitted to the General Meeting of Shareholders for approval./*

Nơi nhận:

- Như trên/As above;
- Lưu: VT, HĐQT/Archived at: Office, BOD.

TM.HỘI ĐỒNG QUẢN TRỊ
BEHALF OF THE BOARD OF DIRECTORS
CHỦ TỊCH/CHAIRMAN



Tạ Công Hoan

PROPOSAL

Regarding the approval of the 2025 salary and remuneration, and the 2026 salary and remuneration plan for the Board of Directors and the Board of Supervisors

To: The General Meeting of Shareholders 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 Resolution No. 3058/NQ-NDHP dated June 1, 2026 of the Board of Directors of Hai Phong Thermal Power Joint Stock Company on the approval of contents to be submitted to the 2026 Annual General Meeting of Shareholders. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 salary and remuneration level and the estimated 2026 salary and remuneration level of the Board of Directors and the Board of Supervisors, as follows:

1. The total actual salary and remuneration of the Board of Directors and the Board of Supervisors in 2025 is VND 4,539,943,000, specifically as follows:

- Salary of the Chairman of the Board of Directors: VND 1,020,420,000.
- Salary of full-time members of the Board of Directors: VND 836,176,000.
- Remuneration of part-time members of the Board of Directors: VND 836,180,000.
- Salary of the Head of the Board of Supervisors: VND 860,469,000.
- Salary of full-time members of the Board of Supervisors: VND 397,195,000.
- Remuneration of part-time members of the Board of Supervisors: VND 589,503,000.

2. The total planned salary and remuneration of the Board of Directors and the Board of Supervisors in 2026 is VND 4,824,000,000, specifically as follows:

- Salary of the Chairman of the Board of Directors: VND 1,152,000,000.
- Salary of full-time members of the Board of Directors: VND 960,000,000.
- Remuneration of part-time members of the Board of Directors: VND 960,000,000.
- Salary of the Head of the Board of Supervisors: VND 984,000,000.
- Remuneration of part-time members of the Board of Supervisors: VND 768,000,000.

The Board of Directors of Hai Phong Thermal Power Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- As above;
- BOD, BOS;
- Filed: Clerical Office, Administration and Human Resources Department.

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



Ta Cong Hoan

PROPOSAL

**Regarding the dismissal and additional election of members of the Board of Directors
and the Board of Supervisors**

To: The General Meeting of Shareholders of Hai Phong Thermal Power JSC.

Pursuant to the Law on Enterprises and guiding documents for implementation.

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

Pursuant to Resolution No. 3058/NQ-NDHP dated June 1, 2026 of the Board of Directors of Hai Phong Thermal Power Joint Stock Company regarding the approval of the contents to submit to the 2026 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits to the General Meeting of Shareholders to consider and approve the dismissal and additional election of members of the Board of Directors and members of the Board of Supervisors as follows:

1. Personnel for members of the Board of Directors:

- Dismissal from the position of member of the Board of Directors for Mr. Tran Anh Duy, Head of Planning Department, Representative of capital contribution of Power Generation Joint Stock Corporation 2.

- Dismissal from the position of member of the Board of Directors for Mr. Le Minh Tuan, Representative of capital contribution of Power Generation Joint Stock Corporation 2.

- Additional election of Mr. Doan Duc Toan, Head of Organization and Human Resources Department, Representative of capital contribution of Power Generation Joint Stock Corporation 2 to hold the position of Member of the Board of Directors, for a 05-year term (2026-2031), working on a part-time basis.

- Additional election of Mr. Bui Trung Son, Deputy Head of General Affairs Department, Representative of capital contribution of Power Generation Joint Stock Corporation 2 to hold the position of Member of the Board of Directors, for a 05-year term (2026-2031), working on a full-time basis.

2. Personnel for members of the Board of Supervisors:

- Dismissal from the position of member of the Board of Supervisors for Mr. Tran Minh Tam, Deputy Head of Internal Audit and Financial Supervision Department, Power Generation Joint Stock Corporation 2.

- Additional election of Mr. Tran Thai Hoang, Specialist of Internal Audit and Financial Supervision Department, Power Generation Joint Stock Corporation 2 to hold the position of Member of the Board of Supervisors, for a 05-year term (2026-2031), working on a part-time basis.

(Candidates' dossiers attached)

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and decision./.

Recipients:

- As above;
- BOD, BOS;
- Filed: HCLD, VT.

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



Ta Cong Hoan

No.: 52/QĐ-HĐQT

Can Tho, May 26, 2026

DECISION

Regarding the termination of authorization for representing the capital contribution of Power Generation Joint Stock Corporation 2 at Hai Phong Thermal Power Joint Stock Company

BOARD OF DIRECTORS OF POWER GENERATION JOINT STOCK CORPORATION 2

Pursuant to the Charter on organization and operation of Power Generation Joint Stock Corporation 2 (EVNGENCO2);

Pursuant to Resolution No. 105/NQ-HĐQT dated April 22, 2026 of the Board of Directors of EVNGENCO2 regarding the approval of the policy to consolidate personnel acting as the Representative of capital contribution of EVNGENCO2 at Joint Stock Companies, and introducing candidates for the position of Member of the Board of Directors;

At the proposal of the General Director of the Corporation.

DECIDES:

Article 1. Terminate the authorization for representing the capital contribution of EVNGENCO2 at HND and terminate the introduction of candidates for the position of Member of the Board of Directors of HND for the following individual:

- Mr. Le Minh Tuan
- Citizen Identity Card No.: 068074000144, date of issue: December 1, 2022, place of issue: Police Department for Administrative Management of Social Order.
- Number of shares represented: 38,250,000 shares of EVNGENCO2 at HND (equivalent to 7.65% of the Company's Charter Capital).

Article 2. This Decision takes effect from the date HND organizes its nearest General Meeting of Shareholders.

Article 3. Mr. Le Minh Tuan, the Representative of capital contribution of EVNGENCO2 at HND and Heads of relevant agencies and units are responsible for implementing this Decision./. *(signed) (signed)*

Recipients:

- As Article 3;
- BOD of EVNGENCO2;
- Board of General Directors;
- Departments: Finance & Accounting, General Affairs, Technical & Supervision, Technical Legal;
- Hai Phong Thermal Power JSC;
- Filed: Clerical Office, General Affairs Department, Organization and Human Resources Department.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**
(Signed and sealed)

Tran Phu Thai

No.: 30/QD-HDQT

Can Tho, April 23, 2026

DECISION

Regarding the termination of authorization for representing the capital contribution of Power Generation Joint Stock Corporation 2 at Hai Phong Thermal Power Joint Stock Company

BOARD OF DIRECTORS OF POWER GENERATION JOINT STOCK CORPORATION 2

Pursuant to the Charter on organization and operation of Power Generation Joint Stock Corporation 2 (EVNGENCO2);

Pursuant to Resolution No. 105/NQ-HDQT dated April 22, 2026 of the Board of Directors of EVNGENCO2 regarding the approval of the policy to consolidate personnel acting as the Representative of capital contribution of EVNGENCO2 at Joint Stock Companies, and introducing candidates for the position of Member of the Board of Directors;

At the proposal of the General Director of the Corporation.

DECIDES:

Article 1. Terminate the authorization for representing the capital contribution of EVNGENCO2 at HND and terminate the introduction of candidates for the position of Member of the Board of Directors of HND for the following individual:

- Mr. Tran Anh Duy
- Citizen Identity Card No.: 092083013707, date of issue: March 13, 2022, place of issue: Police Department for Administrative Management of Social Order.
- Number of shares represented: 38,250,000 shares of EVNGENCO2 at HND (equivalent to 7.65% of the Company's Charter Capital).

Article 2. This Decision takes effect from the date HND organizes its nearest General Meeting of Shareholders.

Article 3. Mr. Tran Anh Duy, the Representative of capital contribution of EVNGENCO2 at HND and Heads of relevant agencies and units are responsible for implementing this Decision./. *(signed) (signed)*

Recipients:

- As Article 3;
- BOD of EVNGENCO2;
- Board of General Directors;
- Departments: Finance & Accounting, General Affairs, Technical & Supervision, Technical Legal;
- Hai Phong Thermal Power JSC;
- Filed: Clerical Office, General Affairs Department, Organization and Human Resources Department.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**
(Signed and sealed)

Tran Phu Thai

No.: 49/QD-HDQT

Can Tho, May 22, 2026

DECISION

**Regarding the termination of nomination for personnel to hold the position of
Supervisor at Hai Phong Thermal Power Joint Stock Company**

**BOARD OF DIRECTORS OF POWER GENERATION JOINT STOCK
CORPORATION 2**

*Pursuant to the Charter on organization and operation of Power Generation Joint
Stock Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to the Charter on organization and operation of Power Generation Joint
Stock Corporation 2 (EVNGENCO2);*

*Pursuant to Resolution No. 136/NQ-HDQT dated May 20, 2026 of the Board of
Directors of EVNGENCO2 regarding the approval of the plan to consolidate personnel
participating in the Board of Supervisors at HND and the Supervisor at Trung Son Hydropower
Company Limited.*

DECIDES:

Article 1. Terminate the nomination for personnel to hold the position of non-full-time
Supervisor at Hai Phong Thermal Power Joint Stock Company (HND) for Mr. Tran Minh Tam,
Deputy Head of Internal Audit and Financial Supervision Department of EVNGENCO2, at the
nearest General Meeting of Shareholders of the Company.

Article 2. This Decision takes effect from the date of signing. Mr. Tran Minh Tam is
responsible for completing all obligations and procedures in accordance with the Company's
Charter and legal regulations related to the termination of duties at HND.

Article 3. The Board of General Directors, Chief Accountant, Chief of Office, Heads
of relevant Boards, the Representative of capital contribution of EVNGENCO2 at HND, and
the individual named in Article 1 are responsible for implementing this Decision./. *(signed)*
(signed)

Recipients:

- As Article 3;
- BOD (for reporting);
- Departments: General Affairs, Technical &
Supervision, Technical Legal (for coordination);
- HND;
- Filed: Clerical Office, General Affairs Department,
Organization and Human Resources Department.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**
(Signed and sealed)

Tran Phu Thai

Can Tho, April 23, 2026

DECISION

**On the Nomination of Personnel for Candidacy for the Position
of Member of the Board of Directors of Hai Phong Thermal Power Joint Stock
Company**

**THE BOARD OF DIRECTORS OF POWER GENERATION JOINT STOCK
CORPORATION 2**

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

*Pursuant to the Charter of Organization and Operation of Power Generation Joint
Stock Corporation 2 (EVNGENCO2);*

*Pursuant to Resolution No. 105/NQ-HDQT dated April 22, 2026, of the Board of
Directors of EVNGENCO2 regarding the approval of the policy to consolidate personnel
serving as EVNGENCO2's representatives of capital contributions at joint stock companies
and nominating candidates for the position of Member of the Board of Directors;*

At the proposal of the General Director of EVNGENCO2.

HEREBY DECIDES:

Article 1. To nominate Mr. Doan Duc Toan, EVNGENCO2's representative of capital contribution at HND, to stand for election to the position of Member of the Board of Directors of HND for a five-year term (2026–2031) at HND's nearest General Meeting of Shareholders, serving on a part-time basis.

Article 2. This Decision shall take effect from the date of HND's nearest General Meeting of Shareholders. Mr. Doan Duc Toan shall be responsible for performing the rights and obligations of the nominated position in accordance with the Company Charter, relevant laws and regulations, and regulations of EVNGENCO2.

Article 3. The General Director, Chief of Office, Heads of relevant Departments, EVNGENCO2's representative of capital contribution at HND, and the individual named in Article 1 are responsible for the implementation of this Decision./. *(Signed) (Signed)*

Recipients:

- As stated in Article 3;
- Board of Directors (for reporting);
- Board of General Directors (for information);
- Departments: TCKT, TH, KTGS, PCKT (for coordination);
- Hai Phong Thermal Power Joint Stock Company;
- Filed: Clerical Office, TH, TCNS.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN

(Signed and sealed)

Tran Phu Thai

Can Tho, April 23, 2026

DECISION

On the Authorization to Represent the Capital Contribution of Power Generation Joint Stock Corporation 2 at Hai Phong Thermal Power Joint Stock Company

THE BOARD OF DIRECTORS OF POWER GENERATION JOINT STOCK CORPORATION 2

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

Pursuant to the Charter on Organization and Operation of Power Generation Joint Stock Corporation 2 (EVNGENCO2);

Pursuant to Resolution No. 105/NQ-HDQT dated April 22, 2026, of the Board of Directors of EVNGENCO2 regarding the approval of the policy to consolidate personnel serving as EVNGENCO2's representatives of capital contributions at joint stock companies and nominating candidates for the position of Member of the Board of Directors;

At the proposal of the General Director of EVNGENCO2.

HEREBY DECIDES:

Article 1. To authorize the following individual to act as the representative of EVNGENCO2's capital contribution at Hai Phong Thermal Power Joint Stock Company (HND):

- Mr. Doan Duc Toan, Position: Head of the Organization and Human Resources Department of EVNGENCO2.

- Citizen Identity Card No.: 034074019524, issued on October 7, 2022 by the Police Department for Administrative Management of Social Order.

- Number of shares represented: 38,250,000 shares of EVNGENCO2 in HND (equivalent to 7.65% of the Company's charter capital).

Article 2. This Decision shall take effect from the date of HND's nearest General Meeting of Shareholders. Mr. Doan Duc Toan shall be responsible for performing the duties and exercising the powers of a representative in respect of EVNGENCO2's capital contribution invested in the enterprise in accordance with the applicable regulations.

Article 3. The General Director, Chief of Office, Heads of relevant Departments, EVNGENCO2's representative of capital contribution at HND, and the individual named in Article 1 shall be responsible for the implementation of this Decision./. *(Signed) (Signed)*

Recipients:

- As stated in Article 3;
- Board of Directors (for reporting);
- Board of General Directors (for information);
- Departments: TCKT, TH, KTGS, PCKT (for coordination);
- Hai Phong Thermal Power Joint Stock Company;
- Filed: Clerical Office, TH, TCNS.

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

(Signed and sealed)

Tran Phu Thai

CURRICULUM VITAE

Cadre/Civil Servant ID No.:

[Photo]
(Sealed)

1) Full name at birth: **DOAN DUC TOAN**

Male, Female: Male

2) Other names: None

3) Current Party Organization Membership: Party Organization of Power Generation Joint Stock Corporation 2 Concurrent Party Position(s):

Positions held (Party, mass organizations, government, including concurrent positions):

Member of the Executive Committee of the Party Organization; Member of the Inspection Committee of the EVNGENCO2 Party Committee, Term XII; Cell Secretary; Head of the Organization and Human Resources Department of EVNGENCO2. Position allowance coefficient: 0.7

4) Date of birth: October 21, 1974

5) Place of birth: Hong Minh Commune, Hung Yen Province

6) Place of origin (commune, ward): Hong Minh Commune, Hung Yen Province

7) Current residence (Commune, district, province, or house number, street, city): 001A2, Operations and Maintenance Area of Power Generation Joint Stock Corporation 2, Group 9, Quarter 1, Thoi An Dong Ward, Can Tho City.

Telephone: 0965.271.858

Registered Permanent Residence (House number, street, city; hamlet, village, commune, district, province): 001A2, Operations and Maintenance Area of Power Generation Joint Stock Corporation 2, Group 9, Quarter 1, Thoi An Dong Ward, Can Tho City.

8) Ethnicity (Kinh, Tay, Mong, Ede, etc.): Kinh

9) Religion: None

10) Family Background: Worker/Employee

(Specify as worker, farmer, cadre, civil servant, intellectual, military personnel, urban poor, small merchant, small proprietor, capitalist, etc.)

11) Occupation prior to recruitment: Electrical Engineer

(Specify the occupation for which trained, or worker (specify trade), farmer, trader, student, etc.)

12) Date of recruitment: July 15, 1997

Recruiting agency and location: Ha Giang Power Company

13) Date of Joining the Current Employing Agency: October 15, 2020 Date of participation in the revolution:/...../.....

14) Date of joining the Communist Party of Vietnam: March 21, 2001

Official date: March 21, 2002

15) Date of joining political and social organizations: March 26, 1989

(Date of joining the Ho Chi Minh Communist Youth Union, Trade Union, Association, etc.)

16) Date of enlistment: .../.../... Date of discharge: .../.../... Highest military rank and position (year):

17) Education level: General education: 12/12

Highest academic title/degree: Master

(Which grade) (Professor, Associate Professor, PhD, PhD candidate, Master, Bachelor, Engineer, etc. - specify the year and the major)

- Political theory: Advanced

- Foreign language proficiency: B

(Bachelor, Advanced, Intermediate, Elementary) (English (A/B/C/D) Russian (A/B/C/D), French (A/B/C/D))

18) Current primary job: Head of the Organization and Human Resources Department

19) Civil servant rank:

Salary grade: B6.2 – 5/6, coefficient: 5.730, effective from January 1, 2026

20) Titles conferred (year):

(Labor Hero, Hero of the Armed Forces, People's/Meritorious Teacher, Physician, Artist)

(Sealed)

21) Professional strengths: Recruitment, labor and salary management

Longest held position: Recruitment, labor and salary management

22) Awards: Certificate of Merit from the Prime Minister in 2014; various Certificates of Merit from the Ministry of Industry and Trade, Ha Giang Provincial People's Committee, Ha Giang Provincial Party Committee; EVN (Orders, medals, and years)

23) Disciplinary records (Party, government, mass organizations, issuing authority, year, reason, form, etc.): None

24) Health status: Good; Height: 1.69 m; Weight: 75 (kg); Blood type: O

(good, normal, weak, or chronic illness if any)

25) National ID Card No.: 034074019524;

Wounded soldier class: None

Family of martyr: ☒

26) TRAINING AND DEVELOPMENT IN PROFESSIONAL EXPERTISE, PROFESSIONAL SKILLS, POLITICAL THEORY, AND FOREIGN LANGUAGES

Name of Institution	Major or Course Name	Duration	Form of Study	Degree, Certificate, Level
Technical Pedagogical College No. 2	Industrial Electricity	1991–1996		Associate Degree
Ha Giang Town	Training Course on Awareness of the Communist Party of Vietnam	March 20, 2000 – March 24, 2000		
Hanoi University of Science and Technology	Electrical Engineering, Power Systems	Year of graduation: 2005	In-service	University degree
I-SHOU University	Business Administration	Year of graduation: 2014	Joint Program	Master's Degree
Academy of Politics Region I- Ho Chi Minh National Academy of Politics	Political Theory	2016	Part-time	Advanced Level

(Sealed)

Notes: Form of Study: Full-time, In-service, Advanced training, Refresher training, etc. / Degree: PhD, Candidate PhD, Master, Bachelor, Engineer, etc.

27) SUMMARY OF WORK HISTORY

From month, year to month, year	Job Title, Position, Unit (Party, Government, Mass Organizations)
July 15, 1997 to 2005	Staff, Organization and Administration Department – Ha Giang Power Company
2005 to 2007	Deputy Head, Organization and Labor Department – Ha Giang Power Company
2007 to 2020	Member of the Party Executive Committee, Secretary of the Organization and Inspection Party Cell, Head of the Organization and Labor Department
December 2020 to March 2021	Specialist, Inspection and Supervision Department – Power Generation Joint Stock Corporation 2
April 2021 to November 2022	Secretary of the Inspection and Supervision Party Cell, Deputy Head of the Inspection and Supervision Department
December 2022 to March 15, 2026	Secretary of the Party Cell, Head of the Inspection and Supervision Department, Power Generation Joint Stock Corporation 2
March 16, 2026 – present	Party Cell Secretary, Head of the Organization and Human Resources Department, Power Generation Joint Stock Corporation 2

28) PERSONAL HISTORY CHARACTERISTICS

a) Specify: whether arrested or imprisoned (from date/month/year to date/month/year, and where), to whom you testified, and about what issues: None

b) Did you work for the former regime? (Agency, unit, location, title, position, period of employment, etc.): None

29) FOREIGN RELATIONS

- Participation in or relations with foreign political, economic, or social organizations (What did you do, which organization, where is the headquarters located, etc.): None

- Do you have relatives (parents, spouse, children, siblings) residing abroad (What do they do, address, etc.): None

30) FAMILY RELATIONS**a) Immediate family: parents, spouse, siblings**

Relation	Full Name	Year of Birth	Place of origin, occupation, title, position, agency, work, study, place of residence (domestic and abroad); member of socio-political organizations, etc.
Biological Father	Doan Van Tac	1946	Hong Minh Commune, Hung Yen Province; currently retired
Biological Mother	Nguyen Thi Sam	1942	Hong Minh Commune, Hung Yen Province; deceased
Wife	Nguyen Thi Thuan	1984	Tuyen Quang Province; Specialist, Propaganda Department of EVNGENCO2
Son	Doan Thai Ha	1999	Hanoi; Cadre
Daughter	Doan Thu Giang	2003	Hanoi; Student
Daughter	Doan Phuong Anh	2025	001A2 Operations and Maintenance Area of O Mon Power Plant, Nguyen Chi Thanh Street, Thoi An Dong Ward, Can Tho City
Elder sister	Doan Thi Mai	1963	Hong Minh Commune, Hung Yen Province; deceased
Elder sister	Doan Thi Tuyet	1966	Hong Minh Commune, Hung Yen Province; Worked at Nam Dinh Integrated Plant, Ninh Binh Province (Retired)
Elder sister	Doan Thi Khuyen	1969	Hong Minh Commune, Hung Yen Province; Chief Accountant, Hung Ha Insurance Company (Retired)
Elder brother	Doan Quoc Bao	1972	Hong Minh Commune, Hung Yen Province; Chief Accountant Level 1, 2
Younger brother	Doan Trung Hieu	1982	Hong Minh Commune, Hung Yen Province; Staff, Safety and Technical Department, Can Tho Thermal Power Company

(Sealed)

b) Parents, siblings (of spouse)

Relation	Full Name	Year of Birth	Place of origin, occupation, title, position, agency, work, study, place of residence (domestic and abroad); member of socio-political organizations, etc.
Father-in-law	Nguyen Trung Lai	1958	Tuyen Quang Province; Retired cadre
Mother-in-law	Vu Thi Chung	1960	Tuyen Quang Province; Retired cadre
Elder Sister-in-law	Nguyen Thanh Hoa	1983	Tuyen Quang Province; Principal of Kim Linh Kindergarten, Phu Linh Commune, Tuyen Quang Province
Younger Brother-in-law	Nguyen Tien Truong	1989	Tuyen Quang Province; Officer, Tuyen Quang Provincial Public Security

31. FAMILY ECONOMIC SITUATION

- Personal Salary History:

Month/Year	June 1, 2012	December 27, 2013	August 15, 2014	December 30, 2016	August 15, 2017	August 15, 2020
Rank/Grade	B19-3 6/8	B19-2	B6.2	B6.2	B6.2	B6.2
Salary Coefficient	3.98	4.00	4.33	4.68	5.03	5.38

December 15, 2020	December 14, 2022	January 1, 2026
B6.2	B6.2 Grade 4/6	B6.2 Grade 5/6
4.68	5.380	5.730

(Sealed)

- **Main sources of family income (annually):** + Salary: VND 1,100,000,000

Average per person in household: VND 550,000,000

+ Other income:

- Housing:

+ Allocated or rented housing; Type of housing:, total usable area: 100 m²

+ Self-purchased / self-built housing; Type of housing:, total usable area:, m²

- Residential land:

+ Allocated land: m²

+ Self-purchased land: 179.6 m²

- Economic activities:

Farm business land area: ha. Number of hired workers: persons

Valuable assets (valued at VND 50 million or more): Assets: 02 automobiles Total value: VND 950,000,000

Declarant

I hereby certify that the above information
is true and accurate.

(Signature)

(Signed)

Doan Duc Toan

Can Tho, May 19, 2026

Confirmation of Managing Authority (Signed)

GENERAL DIRECTOR

(Signed and sealed)

Nguyen Huu Thinh

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

**COMMITMENT LETTER FOR PARTICIPATION AS A MEMBER OF THE
BOARD OF DIRECTORS OF HAI PHONG THERMAL POWER JOINT STOCK
COMPANY**

To: The Board of Directors of Hai Phong Thermal Power Joint Stock Company

My Name Is: **Doan Duc Toan**

Date of birth: October 21, 1974

Place of birth: Hong Minh Commune, Hung Yen Province.

Permanent address: 001A2, Operations and Maintenance Area of Power Generation Joint Stock Corporation 2, Group 9, Quarter 1, Thoi An Dong Ward, Can Tho City.

National ID Card/Passport No.: 034074019524, Date of issue: October 7, 2022, by: Police Department for Administrative Management of Social Order.

Education Level: Engineer in Electrical Systems, Master of Business Administration; Advanced Political Theory Level.

Pursuant to the provisions of the Law on Enterprises and the Company's Charter, upon being nominated for the position of Member of the Board of Directors of Hai Phong Thermal Power Joint Stock Company:

I hereby certify that I meet all the requirements to run for the position of Member of the Board of Directors in accordance with the Company's Charter and the Regulations on the election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company.

I commit to being responsible for the accuracy and truthfulness of the content of this document and the attached dossiers, and I further commit to fully complying with the provisions of the Company's Charter and the Regulations on the election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company.

Sincerely./.

CANDIDATE

(Signed)

Doan Duc Toan

Can Tho, May 26, 2026

DECISION

**On the Nomination of Personnel for Candidacy for the Position
of Member of the Board of Directors of Hai Phong Thermal Power Joint Stock
Company**

**THE BOARD OF DIRECTORS OF POWER GENERATION JOINT STOCK
CORPORATION 2**

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

*Pursuant to the Charter of Organization and Operation of Power Generation Joint
Stock Corporation 2 (EVNGENCO2);*

*Pursuant to Resolution No. 130/NQ-HDQT dated May 18, 2026, of the Board of
Directors of EVNGENCO2 regarding the approval of personnel plan for EVNGENCO2's
representatives of capital contributions and their candidacy for the position of Member of the
Board of Directors at joint stock companies;*

At the proposal of the General Director of EVNGENCO2.

HEREBY DECIDES:

Article 1. To nominate Mr. Bui Trung Son, EVNGENCO2's representative of capital contribution at HND, to stand for election to the position of Member of the Board of Directors of HND for a five-year term (2026–2031) at HND's nearest General Meeting of Shareholders, serving on a full-time basis.

Article 2. This Decision shall take effect from the date of HND's nearest General Meeting of Shareholders. Mr. Bui Trung Son shall be responsible for performing the rights and obligations of the nominated position in accordance with the Company Charter, relevant laws and regulations, and regulations of EVNGENCO2.

Article 3. The General Director, Chief of Office, Heads of relevant Departments, EVNGENCO2's representative of capital contribution at HND, and the individual named in Article 1 are responsible for the implementation of this Decision./. *(Signed) (Signed)*

Recipients:

- As stated in Article 3;
- Board of Directors (for reporting);
- Board of General Directors (for information);
- Departments: TCKT, TH, KTGS, PCKT (for coordination);
- Hai Phong Thermal Power Joint Stock Company;
- Filed: Clerical Office, TH, TCNS.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN

(Signed and sealed)

Tran Phu Thai

Can Tho, May 26, 2026

DECISION

**On the Authorization to Represent the Capital Contribution of Power Generation Joint Stock Corporation 2 at Hai Phong Thermal Power Joint Stock Company
THE BOARD OF DIRECTORS OF POWER GENERATION JOINT STOCK CORPORATION 2**

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

Pursuant to the Charter on Organization and Operation of Power Generation Joint Stock Corporation 2 (EVNGENCO2);

Pursuant to Resolution No. 130/NQ-HDQT dated May 18, 2026, of the Board of Directors of EVNGENCO2 regarding the approval of the personnel plan for EVNGENCO2's representatives of capital contribution and their candidacy for the position of Member of the Board of Directors at joint stock companies;

At the proposal of the General Director of EVNGENCO2.

HEREBY DECIDES:

Article 1. To authorize the following individual to act as the representative of EVNGENCO2's capital contribution at Hai Phong Thermal Power Joint Stock Company (HND):

- Mr. Bui Trung Son, Position: Deputy Head of the General Affairs Department of EVNGENCO2.

- Citizen Identity Card No.: 031083006231, issued on January 17, 2025, by the Ministry of Public Security.

- Number of shares represented: 38,250,000 shares held by EVNGENCO2 in HND (equivalent to 7.65% of the Company's charter capital).

Article 2. This Decision shall take effect from the date of HND's nearest General Meeting of Shareholders. Mr. Bui Trung Son shall be responsible for performing the duties and exercising the powers of a representative in respect of EVNGENCO2's capital contribution invested in the enterprise in accordance with the applicable regulations.

Article 3. The General Director, Chief of Office, Heads of relevant Departments, EVNGENCO2's representative of capital contribution at HND, and the individual named in Article 1 shall be responsible for the implementation of this Decision./ (Signed) (Signed)

Recipients:

- As stated in Article 3;
- Board of Directors (for reporting);
- Board of General Directors (for information);
- Departments: TCKT, TH, KTGS, PCKT (for coordination);
- Hai Phong Thermal Power Joint Stock Company;
- Filed: Clerical Office, TH, TCNS.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

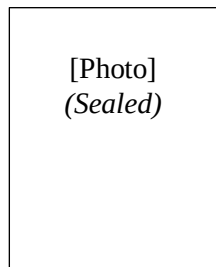
(Signed and sealed)

Tran Phu Thai

VIETNAM ELECTRICITY
POWER GENERATION JOINT
STOCK CORPORATION 2

CURRICULUM VITAE

.....
Cadre/Civil Servant ID No.:



- 1) Full name at birth: **BUI TRUNG SON** Male, Female: Male
 2) Other names: None
 3) Current Party Organization Membership: General Affairs Party Concurrent Party Position(s): None
 Cell
 Position: Party Member, Deputy Head of General Affairs Department.
 Position allowance coefficient: 0.6
 4) Date of birth: April 6, 1983 5) Place of birth: Hai Phong

- 6) Place of origin (commune/ward): Kien Hung; (Province, City): Hai Phong
 7) Current residence: Kien Hung Commune, Hai Phong City Telephone: 0988122456
 8) Ethnicity: Kinh 9) Religion: None
 10) Family Background: Farmer
 11) Occupation prior to recruitment: Electrical Engineer
 12) Date of recruitment: September 1, 2006 Recruiting agency and location: Hai Phong Thermal Power Joint Stock
 Company – Hai Phong
 13) Date of Joining the Current Employing Agency: September 1, 2024 Date of participation in the revolution: / /
 14) Date of joining the Communist Party of Vietnam: January 11, 2010 Official date: January 11, 2011
 15) Date of joining political and social organizations:
 (Date of joining the Ho Chi Minh Communist Youth Union, Trade Union, Association, etc.)
 16) Date of enlistment: ... / ... / ... Date of discharge: ... / ... / ... Highest military rank and position (year):
 17) Education level: 12/12

Highest academic title/degree: Engineer, graduated in 2006, specializing in Electrical Systems.

- Political theory: Elementary - Foreign language proficiency: English (C)

18) Current primary job: Assisting the Head of Department in directing and managing the General Affairs Department; providing assistance and advisory services to the Board of Directors of Power Generation Joint Stock Corporation 2

19) Civil servant rank: B6.2 Salary grade: 2/6, coefficient: 4.68, effective from October 2025

20) Titles conferred (year): None

(Labor Hero, Hero of the Armed Forces, People's/Meritorious Teacher, Physician, Artist)

21) Professional strengths: Electricity, automation Longest held position: Technical management of a power plant

22) Awards: None

(Orders, medals, and years)

23) Disciplinary records (Party, government, mass organizations, issuing authority, year, reason, form, etc.): None

24) Health status: Category II; Height: 1.64 m; Weight: 75 (kg); Blood type: O; no chronic illnesses.

25) National ID Card No.: 031083006231; Wounded soldier class: Family of martyr: ☐

26) TRAINING AND DEVELOPMENT IN PROFESSIONAL EXPERTISE, PROFESSIONAL SKILLS, POLITICAL THEORY, AND FOREIGN LANGUAGES

Name of Institution	Major or Course Name	Duration	Form of Study	Degree, Certificate, Level
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Hanoi University of Science and Technology	Electrical Systems Engineer	September 2001 – July 2006	Full-time	Engineer
College of Engineering Technology and Foreign Trade Economics	Foreign Language: English	June 7, 2006 – June 15, 2006	Certificate Training	English Language Certificate: Level C
College of Engineering Technology and Foreign Trade Economics	Informatics	July 5, 2006 – July 12, 2006	Certificate Training	Informatics Certificate: Level B
Hai Phong	Advanced professional training: Internal control, internal audit, and financial supervision	April 5, 2022 – April 7, 2022	Refresher Training	Passed
Hai Phong	Risk Management Training Workshop	July 5, 2023 – July 5, 2023	Refresher Training	Passed
Can Tho	Chemical Safety	July 19, 2023 – July 20, 2023	Refresher Training	Very Good
Can Tho	Quality Management and Technical Management Skills	July 21, 2023 – July 22, 2023	Refresher Training	Good
Can Tho	Level-4 Management Personnel Training and Development Program (under EVN's framework curriculum)	October 18, 2023 – November 15, 2023	Refresher Training	Good
Can Tho	Training, Refresher Course, and Certification in Security Services, Fire Prevention and Fighting (FPF), and Search and Rescue	November 22, 2023 - November 22, 2023	Refresher Training	Good
Can Tho	Training for Basic Procurement Certification and E-Procurement	February 20, 2025 – February 21, 2025	Refresher Training	Passed
Can Tho	Construction Supervision Consultancy	March 22, 2025 – March 23, 2025	Refresher Training	Passed

Notes: Form of Study: Full-time, In-service, Specialized, Training, etc. / Degree: PhD, Candidate PhD, Master, Bachelor, Engineer, etc.

27) SUMMARY OF WORK HISTORY

From month, year to month, year	Job Title, Position, Unit (Party, Government, Mass Organizations)
September 2006 – September 2008	Engineer, Production Preparation Department, Hai Phong Thermal Power Joint Stock Company
October 2008 – July 15, 2010	Engineer, Electrical and Automation Workshop, Hai Phong Thermal Power Joint Stock Company
July 16, 2010 – October 2022	Technician, Technical Department, Hai Phong Thermal Power Joint Stock Company
November 2022 – June 2023	Technician, Electrical and Automation Workshop, Hai Phong Thermal Power Joint Stock Company.
July 2023 – July 2023	Technician, Electrical and Automation Maintenance Workshop, Hai Phong Thermal Power Joint Stock Company.
August 2023 – August 2024	Deputy Manager, Electrical and Automation Maintenance Workshop, Hai Phong Thermal Power Joint Stock Company.
September 2024 – August 2025	Specialist, Production Engineering Department, Power Generation Joint Stock Corporation 2 (EVNGENCO2).
September 2025 – September 2025	Specialist, Technical and Safety Department, Power Generation Joint Stock Corporation 2 (EVNGENCO2).
October 2025 – Present	Deputy Head of the General Affairs Department, Power Generation Joint Stock Corporation 2 (EVNGENCO2).

28) PERSONAL HISTORY CHARACTERISTICS

a) Specify: whether arrested or imprisoned (from date/month/year to date/month/year, and where), to whom you testified, and about what issues: None

b) Did you work for the former regime? (Agency, unit, location, title, position, period of employment, etc.): Did not work under the former regime.

29) FOREIGN RELATIONS

- Participation in or relations with foreign political, economic, or social organizations (What did you do, which organization, where is the headquarters located, etc.): None

- Do you have relatives (parents, spouse, children, siblings) residing abroad (What do they do, address, etc.): None

30) FAMILY RELATIONS

a) Immediate family: Father, Mother, Spouse, Children, and Siblings

Relation	Full Name	Year of Birth	Place of origin, occupation, title, position, agency, work, study, place of residence (domestic and abroad); member of socio-political organizations, etc.
Biological Father	Bui Son Hai	1959	Place of origin: Kien Hung Commune, Hai Phong City. Place of residence: Kien Hung Commune, Hai Phong City. Occupation: Retired worker. Born, raised, established a family, and has lived and worked in Hai Phong City.
Biological Mother	Vu Thi Dung	1960	Place of origin: Kien Hung Commune, Hai Phong City. Place of residence: Kien Hung Commune, Hai Phong City. Occupation: Farmer. Born, raised, established a family, and has lived and worked in Hai Phong City.
Younger Sister	Bui Thu Thuy	1986	Place of origin: Kien Hung Commune, Hai Phong City. Place of residence: 22/1/15 Khuc Thua Du, Vinh Niem, Le Chan, Hai Phong City. Occupation: Freelancer. Member of the Communist Party of Vietnam.
Wife	Nguyen Thi Binh	1983	Place of origin: Kien Thuy Commune, Hai Phong City. Place of residence: Kien Thuy Commune, Hai Phong City. Occupation: Deputy Head of the Culture and Social Affairs Division of Kien Thuy Commune. Member of the Communist Party of Vietnam.
Son	Bui The Vinh	2008	Place of origin: Kien Hung Commune, Hai Phong City. Currently a minor, living with his family; student at Kien Thuy High School, Hai Phong.
Son	Bui Phuc Nguyen	2015	Place of origin: Kien Hung Commune, Hai Phong City. Currently a minor, living with his family; pupil at Kien Thuy Primary School, Hai Phong.

(Sealed)

b) Father, Mother, Siblings (of spouse)

Relation	Full Name	Year of Birth	Place of origin, occupation, title, position, agency, work, study, place of residence (domestic and abroad); member of socio-political organizations, etc.
Father-in-law	Nguyen Huy Kiem	1945	Place of origin: Kien Thuy Commune, Hai Phong City. Deceased.
Mother-in-law	Nguyen Thi Phan	1950	Place of origin: Kien Thuy Commune, Hai Phong City.

			Place of residence: Kien Thuy Commune, Hai Phong City. Occupation: Farmer. Born, raised, established a family, and has lived and worked in Kien Thuy, Hai Phong City.
Elder Brother-in-law	Nguyen Huy Khanh	1976	Place of origin: Kien Thuy Commune, Hai Phong City. Place of residence: Kien Thuy Commune, Hai Phong City. Occupation: Freelancer. Born, raised, established a family, and has lived and worked in Kien Thuy Commune, Hai Phong City.
Elder Brother-in-law	Nguyen Huy Vinh	1978	Place of origin: Kien Thuy Commune, Hai Phong City. Place of residence: Kien Thuy Commune, Hai Phong City. Occupation: Vice Principal of Tan Trao Secondary School, Kien Hung Commune, Hai Phong City. Member of the Communist Party of Vietnam.
Elder Sister-in-law	Nguyen Thi Tam	1975	Place of origin: Kien Thuy Commune, Hai Phong City. Place of residence: Kien Thuy Commune, Hai Phong City. Occupation: Vice Principal of Kien Quoc Secondary School, Nghi Duong Commune, Hai Phong City. Member of the Communist Party of Vietnam.

(Sealed)

31. FAMILY ECONOMIC SITUATION

- Personal Salary History:

Month/Year	November 2009	November 2012	November 2015	January 2016	January 2018	January 2021	January 2025	October 2025
Rank/Grade	B.19-03, Grade 2/8	B.19-03, Grade 3/8	B.19-03, Grade 4/8	B.6.3, Grade 4/8	B.6.3, Grade 5/8	B.6.3, Grade 6/8	B.6.3, Grade 7/8	B.6.2, Grade 2/6
Salary Coefficient	2.65	2.96	3.27	3.605	3.92	4.235	4.55	4.68

- **Main sources of family income (annually):** + Salary: VND 500,000,000

+ Other sources: Dividends of VND 3,000,000 per year from HND shares (7,000 shares).

- Housing: + Allocated or rented housing; Type of housing:, total usable area:, m²
+ Self-purchased / self-built housing; Type of housing: Villa; total usable floor area: 76 m².
+ Currently residing with biological parents: Detached house; total usable floor area: 90 m².

- Residential land: + Allocated land: 0 m² + Self-purchased land: 333.5 m².

- Land for production and business purposes (total area of allocated, purchased, self-reclaimed land, etc.): None.

Declarant

I hereby certify that the above information
is true and accurate.

(Signature)

(Signed)

Bui Trung Son

April 24, 2026

Confirmation of Managing Authority (Signed)

DEPUTY GENERAL DIRECTOR

(Signed and sealed)

Le Quoc Vu

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

COMMITMENT LETTER
OF A MEMBER OF THE BOARD OF DIRECTORS HAI PHONG THERMAL POWER
JOINT STOCK COMPANY

To: The Board of Directors of Hai Phong Thermal Power Joint Stock Company

My Name Is: **BUI TRUNG SON**

Date of birth: April 6, 1983

Citizen Identity Card/ National ID Card No.: 031083006231; issued on January 17, 2025; by the Ministry of Public Security.

Employing Agency/Unit: General Affairs Department, Power Generation Joint Stock Corporation 2.

Place of origin: Nhan Trai Village, Kien Hung Commune, Hai Phong City.

Permanent residence: Nhan Trai Village, Kien Hung Commune, Hai Phong City.

General education: 12/12

Professional qualification: Electrical Systems Engineer

I hereby commit to the truthfulness and accuracy of the personal information disclosed and to performing the duties of a member of the Board of Directors honestly, prudently, in accordance with the law, and in the best interests of the Company if elected as a member of the Board of Directors of Hai Phong Thermal Power Joint Stock Company./.

Can Tho, April 25, 2026

Declarant

(Signature and full name)

(Signed)

BUI TRUNG SON

Can Tho, May 22, 2026

DECISION

**On the Nomination of Personnel to hold the position of Supervisor
at Hai Phong Thermal Power Joint Stock Company**

**THE BOARD OF DIRECTORS OF POWER GENERATION JOINT STOCK
CORPORATION 2**

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

Pursuant to the Charter on Organization and Operation of Power Generation Joint Stock Corporation 2 (EVNGENCO2);

Pursuant to Resolution No. 136/NQ-HDQT dated May 20, 2026 of the Board of Directors of EVNGENCO2 regarding the approval of the personnel consolidation plan for participation in the Board of Supervisors at HND and for the position of Supervisor at Trung Son Hydropower Company Limited.

HEREBY DECIDES:

Article 1. To nominate Mr. Tran Thai Hoang, Specialist of the Internal Audit and Financial Supervision Department of EVNGENCO2, to stand for election to the position of Supervisor of Hai Phong Thermal Power Joint Stock Company (HND) at the Company's nearest General Meeting of Shareholders for a five-year term (2026–2031), on a part-time basis.

Article 2. This Decision shall take effect from the date of signing. Mr. Tran Thai Hoang shall be responsible for performing the rights and obligations in accordance with the Company's Charter, relevant laws and regulations, and the regulations of Vietnam Electricity and EVNGENCO2.

Article 3. The Board of General Directors, Chief Accountant, Chief of Office, Heads of relevant Departments, EVNGENCO2's representative of capital contribution at HND, and the individual named in Article 1 shall be responsible for the implementation of this Decision./. *(Signed)*
(Signed)

Recipients:

- As stated in Article 3;
- Board of Directors (for reporting);
- Departments: TH, KTGS, PCKT (for coordination);
- HND;
- Filed: Clerical Office, TH, TCNS.

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

(Signed and sealed)

Tran Phu Thai

Agency/Organization Authorized to Manage Cadres and Civil Servants: Vietnam Electricity

Agency/Organization Employing Cadres and Civil Servants: Power Generation Joint Stock Corporation 2

[Photo]
(Sealed)

CURRICULUM VITAE OF CADRES AND CIVIL SERVANTS1) Full name at birth (in capital letters): **TRAN THAI HOANG**

2) Other names: None

3) Date of birth: January 18, 1993 Gender (Male, female): Male

4) Place of birth: Co Nhue Ward, Tu Liem District, Hanoi City (now Xuan Dinh Ward, Hanoi City)

5) Place of origin: Tra Giang Commune, Hung Yen Province

6) Ethnicity: Kinh

7) Religion: None

8) Registered Permanent residence: No. 39, Lane 145, Quan Nhan Street, Thanh Xuan Ward, Hanoi City
(House number, street, city; hamlet, village, commune, district, province)

9) Current residence: No. 39, Lane 145, Quan Nhan Street, Thanh Xuan Ward, Hanoi City
(House number, street, city; hamlet, village, commune, district, province)

10) Occupation upon recruitment: Specialist, Internal Audit and Financial Supervision Department

11) Date of recruitment: January 15, 2026 Recruiting agency: Power Generation Joint Stock Corporation 2
(EVNGENCO2)

12) Current position (title): Specialist, Internal Audit and Financial Supervision Department
(Regarding Government, Party, mass organizations, including concurrent positions)

13. Main assigned duties: Performing internal audit and financial supervision at the parent company and affiliated units under Power Generation Joint Stock Corporation 2 (EVNGENCO2).

14. Civil servant (public employee) rank: Public employee, Rank code: B6.3

Salary grade: 1/8, Coefficient: 2.660, Effective date: January 17, 2026.

Position allowance: None Other allowances: None

15.1- General Education Level (highest grade completed/educational system): 12/12, General Education system.

15.2- Highest Professional Qualification: Bachelor of Finance – Banking, Academy of Finance.

(Doctor of Science, PhD, Master, Bachelor, Engineer, College, Intermediate, Elementary levels, major)

15.3- Political Theory: Training in Party Awareness (2026).

(Advanced, Intermediate, Primary, and equivalent)

15.4- State Management: None.

(Senior Specialist, Principal Specialist, Specialist, Administrative Officer, etc.)

(Sealed)

15.5- Foreign Language: English – Versant English Placement Test Certificate, level B1+ (CEFR level).

(Name of foreign language + Level A, B, C, D...)

15.6- Informatics: Proficient in office applications.

(Level A, B, C...)

16) Date of joining the Communist Party of Vietnam:, Official date:

17) Date of joining socio-political organizations: Joined the Ho Chi Minh Communist Youth Union on November 20, 2008, Union member.

(Date of joining organizations: Union, Association, etc., and specific role held within the organization)

18) Date of enlistment: None, Date of discharge: None, Highest military rank: None.

19) Highest title awarded: None

(Labor Hero, Hero of the Armed Forces, People's/Meritorious Teacher, Physician, Artist, etc.)

20) Professional strengths: Internal audit, financial analysis, credit risk control.

21) Commendations: None.

(Highest form of award, year)

22) Disciplinary records: None.

(Regarding the Party, government, or mass organizations; highest form of discipline, year)

23) Health status: Good, Height: 1.73m, Weight: 68kg, Blood type:

24) War invalid class: None, Child of a policy-beneficiary family: None

(Child of war invalid, child of martyr, person exposed to Agent Orange/Dioxin)

25) Citizen Identity Card No.: 001093041480, Date of issue: November 4, 2021, Place of issue: Police Department for Administrative Management of Social Order

26) Social Insurance book number: 0115191620

27) Training and development in professional, vocational, political theory, foreign language, informatics:

Name of Institution	Training and Development Specialization	From month, year to month, year	Form of Training	Degree, Certificate, Level?
Academy of Finance	Finance – Banking	September 2011 – June 2015	Full-time	Bachelor's Degree
Pearson Education (Versant)	English	October 2025	Certification Exam	Versant English Placement Test - CEFR B1+ Certificate
Political Center of Binh Thuy Ward Party Committee	Party Awareness Training	Study period: March 16, 2026 – March 20, 2026	Refresher training	Certificate

Note: Form of training: Full-time, in-service, advanced training, refresher training, etc./Degree: Doctor of Science, PhD, Master, Bachelor, Engineer, etc.

28) Summary of work experience

From month/year to month/year	Position, title, and place of work (Party, government, mass organizations, and social organizations), including time spent receiving training and professional development in specialized expertise and professional skills, etc.
September 2011 – June 2015	University student – Academy of Finance, major in Finance and Banking
June 2015 – October 2017	Credit Support Specialist – Tien Phong Commercial Joint Stock Bank (TPBank)
October 2017 – December 2021	Credit Support Specialist – Saigon – Hanoi Commercial Joint Stock Bank (SHB)
April 2022 – December 2022	Credit Audit Specialist – Internal Audit Division, Lien Viet Post Joint Stock Commercial Bank (LPBank)
December 2022 – June 2024	Level 1 Auditor – Internal Audit Division, Saigon – Hanoi Commercial Joint Stock Bank (SHB)
June 2024 – October 2025	Senior Auditor – Internal Audit Division, Fortune Vietnam Joint Stock Commercial Bank (LPBank)
January 2026 – Present	Specialist – Internal Audit and Financial Supervision Department, Power Generation Joint Stock Corporation 2 (EVNGENCO2)

29) Personal historical characteristics:

- Specify: whether arrested or imprisoned (from date/month/year to date/month/year, and where), to whom you testified, and about what issues? Did you work for the former regime? (Agency, unit, location, title, position, period of employment, etc.): None

- Participation in or relations with foreign political, economic, or social organizations (What did you do, which organization, where is the headquarters located, etc.): None

- Do you have relatives (parents, spouse, children, siblings) residing abroad (What do they do, address, etc.): None

30) Family Relations

a) Immediate family: parents, spouse, children, siblings

Relation	Full Name	Year of Birth	Place of origin, occupation, title, position, agency, work, study, place of residence (domestic and abroad); member of socio-political organizations, etc.
Father	Tran Du	1963	Freelancer. Place of origin: Tra Giang Commune, Hung Yen Province. Place of residence: No. 39, Lane 145, Quan Nhan Street, Thanh Xuan Ward, Hanoi.
Mother	Hoang Thi Kim Anh	1965	Housewife. Place of origin: Tien La Commune, Hung Yen Province. Place of residence: No. 39, Lane 145, Quan Nhan Street, Thanh Xuan Ward, Hanoi.
Wife	Doan Thi Thanh Thuy	1993	Bank staff – Vietnam Prosperity Joint Stock Commercial Bank (VPBank), Head Office. Place of origin: Nam Truc Commune, Ninh Binh Province. Place of residence: No. 39, Lane 145, Quan Nhan Street, Thanh Xuan Ward, Hanoi.
Child	Tran Minh Chau	2023	Place of residence: No. 39, Lane 145, Quan Nhan Street, Thanh Xuan Ward, Hanoi.

b) Father, Mother, Siblings (of spouse)

Relation	Full Name	Year of Birth	Place of origin, occupation, title, position, agency, work, study, place of residence (domestic and abroad); member of socio-political organizations, etc.
Father-in-law	Doan Van Toan	1960	Retired. Place of origin: Nam Truc Commune, Ninh Binh Province. Residence: Room 542 – CT12C, Kim Van Kim Lu Urban Area, Dinh Cong Ward, Hanoi.
Mother-in-law	Doan Thi Tuyet	1966	Retired. Place of origin: Hong Minh Commune, Hung Yen Province. Residence: Room 542 – CT12C, Kim Van Kim Lu Urban Area, Dinh Cong Ward, Hanoi.
Younger brother-in-law	Doan Nam Cuong	1998	Bank Staff – Southeast Asia Commercial Joint Stock Bank (SeABank). Place of origin: Nam Truc Commune, Ninh Binh Province. Residence: Room 542 – CT12C, Kim Van Kim Lu Urban Area, Dinh Cong Ward, Hanoi.

(Sealed)

31) Salary progression of the cadre/civil servant

Month/Year	January 2026	
Rank code/grade	B6.3 –1/8	
Salary coefficient	2.660	

32. Comments and evaluation by the managing and employing agency/unit for cadres/civil servants

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Declarant

I hereby certify that the above information
 is true and accurate.

(Signature, full name)

(Signed)

Tran Thai Hoang

May 22, 2026

**Head of the managing and using agency/unit for
 cadres/civil servants (Signed)**

(Signature and seal)

DEPUTY GENERAL DIRECTOR

(Signed and sealed)

Nguyen Xuan Dien

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

**COMMITMENT LETTER FOR PARTICIPATION AS A MEMBER OF THE
BOARD OF SUPERVISORS OF HAI PHONG THERMAL POWER JOINT
STOCK COMPANY**

To: The Board of Directors of Hai Phong Thermal Power Joint Stock Company

My Name Is: **Tran Thai Hoang**

Date of birth: January 18, 1993

Place of birth: Hanoi

Permanent address: No. 39, Lane 145, Quan Nhan Street, Thanh Xuan Ward, Hanoi

National ID Card/Passport No.: 001093041480; Date of Issue: November 4, 2021;

Place of Issue: Police Department for Administrative Management of Social Order

Education Level: Bachelor of Finance and Banking

Pursuant to the provisions of the Law on Enterprises and the Company's Charter, upon being nominated for the position of Member of the Board of Supervisors of Hai Phong Thermal Power Joint Stock Company:

I hereby certify that I meet all the requirements to run for the position of Member of the Board of Supervisors in accordance with the Company's Charter and the Regulations on the election of members of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company.

I commit to being responsible for the accuracy and truthfulness of the content of this document and the attached dossiers, and I further commit to fully complying with the provisions of the Company's Charter and the Regulations on the election of members of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company.

Sincerely thank you.

Can Tho, May 22, 2026

CANDIDATE

(Signed)

Tran Thai Hoang

**VIETNAM ELECTRICITY
POWER GENERATION JOINT STOCK
CORPORATION 2**

No.: 1901/EVNGENCO2-TCNS+TH

On the consolidation of representatives of capital
contribution and members of the Board of
Supervisors at HND

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Can Tho, 26 May 2026

To: EVNGENCO2's Representative of Capital Contribution
at Hai Phong Thermal Power Joint Stock Company

Pursuant to Resolution No. 105/NQ-HDQT dated April 22, 2026 of the Board of Directors of EVNGENCO2 regarding the approval of the policy on consolidating personnel serving as EVNGENCO2's capital representatives at joint-stock companies and nominating candidates for the position of Member of the Board of Directors;

Pursuant to Resolution No. 136/NQ-HDQT dated May 20, 2026 of the Board of Directors of EVNGENCO2 regarding the approval of the personnel plan for participation in the Board of Supervisors at Hai Phong Thermal Power Joint Stock Company (HND);

EVNGENCO2 has issued decisions on revocation of authorization, authorization of representatives of capital contribution, nomination for managerial positions, as well as decisions on nomination and withdrawal of nomination of personnel holding the position of Board of Supervisors Member at HND as follows:

1. To terminate the authorization of the Representative of Capital Contribution of EVNGENCO2 at HND and withdraw the nomination for participation in the Board of Directors of HND with respect to Mr. Tran Anh Duy, Head of Planning Department of EVNGENCO2, Representative of Capital Contribution of EVNGENCO2 at HND, and part-time member of the Board of Directors of HND.

2. To appoint Mr. Doan Duc Toan, Head of Organization and Human Resources Department of EVNGENCO2, as the Representative of Capital Contribution of EVNGENCO2 at HND and to nominate him as a candidate for the position of Member of the Board of Directors of HND for the five-year term (2026–2031) at the nearest General Meeting of Shareholders of the Company, serving on a part-time basis.

3. To terminate the authorization of the Representative of Capital Contribution of EVNGENCO2 at HND and withdraw the nomination for participation in the Board of Directors of HND with respect to Mr. Le Minh Tuan, Representative of Capital Contribution of EVNGENCO2 at HND, and full-time Member of the Board of Directors at HND.

4. To appoint Mr. Bui Trung Son, Deputy Head of the General Affairs Department of EVNGENCO2, as the Representative of Capital Contribution of EVNGENCO2 at HND and to nominate him as a candidate for the position of Member of the Board of Directors of HND for the five-year term (2026–2031) at the nearest General Meeting of Shareholders of the Company, serving on a full-time basis.

5. To withdraw the nomination of Mr. Tran Minh Tam, Deputy Head of the Internal Audit and Financial Supervision Department of EVNGENCO2, for the position of part-time Supervisor at HND at the nearest General Meeting of Shareholders of the Company.

6. To nominate Mr. Tran Thai Hoang, Specialist of the Internal Audit and Financial Supervision Department of EVNGENCO2, as a candidate for the position of Supervisor of HND at the nearest General Meeting of Shareholders of the Company for the five-year term (2026–2031), serving on a part-time basis.

EVNGENCO2 assigns the Representative of Capital Contribution of EVNGENCO2 at HND to carry out, through the Board of Directors of HND and the General Meeting of Shareholders of HND, the procedures for dismissal and election of replacement Members of the Board of Directors and Supervisors in accordance with regulations./.

Recipients:

- As stated above;
- Board of Directors (for reporting);
- Departments: TH, KTGS, PCKT;
- Filed: Clerical Office; TH, PCNS.

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

(Signed and sealed)

Tran Phu Thai

16:03

No.: 3569/TTr-NDHP

Hai Phong, June 23rd 2026

PROPOSAL
Regarding the dismissal and additional election of members
of the Supervisory Board

To: The General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company.

Pursuant to the Law on Enterprises and its guiding documents;

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

Pursuant to Official Letter No. 1078/DTKDV-DT1 dated 19 June 2026 of the State Capital Investment Corporation (SCIC) regarding its comments on the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company;

Pursuant to Resolution No. 3558/NQ-NDHP dated 23 June 2026 of the Board of Directors of Hai Phong Thermal Power Joint Stock Company on approving the supplementation of contents to be submitted to the 2026 Annual General Meeting of Shareholders;

The Board of Directors of Hai Phong Thermal Power Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and decision the following matters:

- To dismiss Mr. Nguyen Ngoc Anh from the position of Member of the Supervisory Board.

- To additionally elect Ms. Nguyen Thi Luong Thanh, Officer of Investment Department No. 1, State Capital Investment Corporation, as a Member of the Supervisory Board for a term of five years, from 2026 to 2031.

Detailed dossiers are attached herewith.

The Board of Directors respectfully submits this matter to the General Meeting of Shareholders for consideration and decision./.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Units within the Company;
- File: VT, HCLĐ.

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



Ta Cong Hoan

PROPOSAL
Regarding the dismissal from the position of Member of the Board of Directors
of Mr. Duong Son Ba

To: The General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company.

Pursuant to the Law on Enterprises and its guiding documents;

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

Pursuant to Official Letter No. 1078/DTKDV-DT1 dated 19 June 2026 of the State Capital Investment Corporation (SCIC) regarding its comments on the 2026 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company;

Pursuant to Resolution No. 3507/NQ-NDHP dated 21 June 2026 of the Board of Directors of Hai Phong Thermal Power Joint Stock Company on approving the supplementation of contents to be submitted to the 2026 Annual General Meeting of Shareholders;

The Board of Directors of Hai Phong Thermal Power Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the dismissal of Mr. Duong Son Ba from the position of Member of the Board of Directors, as he no longer satisfies the standards and conditions prescribed by law.

The Board of Directors respectfully submits this matter to the General Meeting of Shareholders for consideration and decision./.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Units within the Company;
- File: VT, HCLĐ.

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



Ta Cong Hoan

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

**COMMITMENT TO PARTICIPATE AS A MEMBER OF THE BOARD OF
SUPERVISORS
HAI PHONG THERMAL POWER JOINT STOCK COMPANY**

To: Hai Phong Thermal Power Joint Stock Company

Full name: Nguyen Thi Luong Thanh

Date of Birth: 18 April 1978 Place of Birth: Hanoi

Permanent Address: D2 Police Collective Housing Area, No. 34, Alley 31 Hoang Cau Street, Dong Da District, Hanoi.

Citizen ID: 001178057892 Date of Issue: 05 August 2022 Issuing Authority:
Administrative Management of Social Order Police Department.

Education: Bachelor of Finance; Master of Economic Management.

Based on the Law on Enterprises and the Company's Charter, after being nominated for the position of Member of the Board of Supervisors of Hai Phong Thermal Power Joint Stock Company, I hereby confirm that I fully satisfy all eligibility requirements and undertake to comply with the Company's Charter and the Election Regulations for the election of members of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders (2022–2027 term).

I undertake full responsibility for the truthfulness and accuracy of the information contained herein and in the attached documents.

Hanoi, 19 June 2026

CANDIDATE

Nguyen Thi Luong Thanh

CURRICULUM VITAE

I. PERSONAL INFORMATION

- Full name: Nguyen Thi Luong Thanh
- Gender: Female
- Date of Birth: 18 April 1978
- Place of Birth: Hanoi
- Citizen ID: 001178057892
- Academic Qualification: Bachelor of Finance; Master of Economic Management
- Permanent Address: D2 Police Collective Housing Area, No. 34, Alley 31 Hoang Cau Street, Dong Da District, Hanoi.

II. EDUCATION

Period	Institution	Major	Degree
1996-2000	Hanoi University of Finance and Accounting	Finance - Credit	Bachelor
2014-2016	VNU University of Economics and Business	Economic Management	Master

III. EMPLOYMENT HISTORY (SUMMARY)

Period	Organization	Position
01/2001-10/2009	Hoang Ha Investment JSC	General Accountant / Accountant
10/2009-Present	State Capital Investment Corporation (SCIC)	Investment Specialist; Deputy Head of Investment Dept. 2; Head of Investment Dept. 1 (from 01/2026)

IV. CURRENT POSITIONS IN OTHER ORGANIZATIONS

- Ha Giang Minerals JSC – Member of the Board of Supervisors
- Transport Hospital – Head of the Board of Supervisors

V. SHAREHOLDING

Personal shareholding: 0 shares (0%).

Related persons' shareholding: 0 shares (0%).

VI. COMMITMENT

I certify that the above information is true and accurate and undertake to perform my duties in accordance with applicable laws and the Company's Charter.

PROPOSAL

**Regarding the selection of the auditing unit for the 2026 financial statements
of Hai Phong Thermal Power Joint Stock Company**

To: The General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Law on Securities and guiding documents for implementation;

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

In order to ensure openness and transparency in the governance and preparation of financial statements (“FS”) of the Company, the Board of Supervisors respectfully submits to the 2026 Annual General Meeting of Shareholders (“GMS”) for approval the plan to select an independent auditing unit to conduct the audit of the Company's FS, ensuring the quality and progress of the audit reports and annual/semi-annual review reports for information disclosure as follows:

1. Approve the list of auditing units for the Company's 2026 FS as independent auditing units from the List of auditing organizations approved to perform audits for public interest entities in 2026.

2. Authorize the Company's Board of Directors to perform the procedures for selecting the auditing unit for the Company's 2026 FS in accordance with the provisions of the law.

The Board of Supervisors of Hai Phong Thermal Power Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for voting and approval.

Respectfully submitted./.

Recipients:

- As above;
- BOD;
- Board of General Directors;
- Filed: Clerical Office, Board of Supervisors, Secretariat Team.

**ON BEHALF OF THE BOARD OF
SUPERVISORS**

HEAD OF THE BOARD



Pham Thi Dung