

RESOLUTION

Board of Directors Meeting - Session 3 of 2026

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

*Pursuant to the Law on Enterprises;
Pursuant to the Charter on Organization and Operation of Hai Phong Thermal
Power Joint Stock Company;
Pursuant to the Minutes of the Board of Directors Meeting, Session 3 of 2026.*

RESOLVES:

Article 1. To approve the contents to be submitted to the 2026 Annual General Meeting of Shareholders, as follows:

1. Audited Financial Statements for the year 2025.

2. Production and Business Performance in 2025 and Production and Business Plan for 2026:

2.1 The production and business performance in 2025 is as follows:

- Produced electricity output: 5,957.88 million kWh.
- Total revenue: 9,748.49 billion VND.
- Total costs: 9,367.47 billion VND.
- Total profit before tax: 381.03 billion VND.
- Total profit after tax: 342.43 billion VND.

2.2 The production and business plan for 2026 is as follows:

- Produced electricity output: 6,876.46 million kWh.
- Total revenue: 10,620.420 billion VND.
- Total costs: 10,044.616 billion VND.

(In which, O&M cost/installed capacity:) 783.606 million VND/MW.

- Total profit before tax: 575.80 billion VND.

(This has included striving to reduce 20% of material costs, 35% of outsourced services, 30% of other monetary expenses, and reduce 30% of major repair costs...).

- Dividend plan for 2026: 5%

To ensure that the Company's production and business activities are carried out continuously between the two Annual General Meetings of Shareholders, the Board of

Directors submits to the GMS to approve the following content: "The GMS approves the 2026 Production & Business - Construction Investment Plan of Hai Phong Thermal Power Joint Stock Company, and simultaneously assigns the Company's BOD to organize implementation and decide on matters and contents arising outside the Production & Business - Construction Investment Plan approved by the 2026 GMS, or urgent matters and contents that need to be implemented before the Annual General Meeting of Shareholders approves the 2027 Production & Business - Construction Investment Plan, and must report to the GMS at the nearest meeting."

3. Results of Basic Construction Investment Implementation in 2025 and Basic Construction Investment Plan for 2026:

3.1 Results of Basic Construction Investment Implementation in 2025:

Unit: Million VND

No.	Content	2025 Disbursement Plan	2025 Implementation	% Implementation
1	Construction Project of the Administrative Block Unit	0	0	0%
2	Project to Upgrade the Emission Treatment System of Hai Phong Thermal Power Plants 1 and 2	563.95	733.19	130.01%
3	Project to Restore Capacity and Efficiency of Power Units of Hai Phong Thermal Power Plants 1 & 2	614.72	762.66	124.06%
4	Project to upgrade telecommunication transmission network infrastructure serving production management and monitoring within the Company	2,416.47	0	0.00%
	Total	3,595.14	1,495.85	41.60%

3.2 Basic Construction Plan for 2026:

Unit: Million VND

No.	Content	2026 Plan		
		Commercial Loans	Equity Capital	Total
1	Project "Construction of Administrative Block Unit"	0	7,036	7,036
2	Project "Upgrading the emission treatment system of Hai Phong Thermal Power Plants 1 & 2"	2,159,219	300,000	2,459,219
3	Project "Restoring capacity and efficiency of power units of Hai Phong Thermal Power Plants 1 & 2"	0	0	0
4	Project "Upgrading telecommunication transmission network infrastructure serving production management and monitoring within the Company"	0	2,655	2,655
5	Project "Rooftop solar power at Hai Phong Thermal Power Joint Stock Company"	0	34,756	34,756
6	Project "Renovating and increasing capacity of the substation of Hai Phong Thermal Power Joint Stock Company"	0	500	500
7	Project "Information security assurance system serving administration and operation monitoring of Hai Phong Thermal Power Plant"	0	0	0
8	Digitalizing the Online Coal Quality Measurement System	0	85,000	85,000
9	Building a centralized control and monitoring center	0	300	300
10	Project of Remote Control and Monitoring Center of Hai Phong Thermal Power Plant	0	0	0
11	Constructing bathrooms and restrooms in the domestic wastewater treatment operation station area	0	500	500
	Total	2,159,219	430,747	2,589,966

4. Profit Distribution Plan for 2025:

Unit: VND

No.	Content	Profit Distribution Plan
I	Total undistributed profit according to the Financial Statements	342,427,662,130
1	Corporate Income Tax (CIT) profit after tax for the year 2025	342,427,662,130
2	Retained profit from previous years	0
II	Plan for dividend payment and appropriation to funds	342,427,662,130
1	Appropriation to development investment fund	113,258,903,130
2	Appropriation to Reward and Welfare Fund, and Managers' Reward Fund	79,168,759,000
3	Cash dividend distribution: dividend rate of 3%	150,000,000,000
	<i>In which:</i>	
	Dividend advanced in 2025	0
	Remaining dividend to be paid in 2026	150,000,000,000
III	Retained profit (I - II)	0

5. Salaries, remunerations of the BOD, Managers, and Supervisory Board in 2025 and estimated total salaries and remunerations for 2026.

5.1 The total amount of salaries and remunerations for members of the BOD and the Supervisory Board in 2025 was: 4,539,943,000 VND, specifically as follows:

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

5.2 The estimated total planned level of salaries and remunerations for members of the BOD and the Supervisory Board in 2026 is 4,824,000,000 VND, specifically as follows:

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

6. Report of the BOD: Report on the activities of the BOD of Hai Phong Thermal Power Joint Stock Company in 2025 and the operational orientation for 2026.

7. Report of the Supervisory Board: Report on the operational status of the Supervisory Board in 2025 and the operational orientation for 2026.

8. Selection of the Auditing Unit for the 2026 Financial Statements:

Consensus to submit to the GMS as proposed by the Company's Supervisory Board:

- Approve the list of auditing units for the Company's 2026 Financial Statements as independent auditing units included in the List of auditing organizations approved to perform audits for public interest entities in 2026.
- Assign the Company's Board of Directors to carry out procedures to select the auditing unit for the Company's 2026 Financial Statements in accordance with the provisions of law.

9. Dismissal and supplementary election of members of the Board of Directors and members of the Supervisory Board.

The Company's BOD submits to the General Meeting of Shareholders to approve the dismissal and supplementary election of members of the BOD and members of the Supervisory Board at the 2026 Annual General Meeting of Shareholders as follows:

9.1 Personnel for BOD members:

- Dismiss Mr. Tran Anh Duy, Head of Planning Department of EVNGENCO2, Capital Representative of EVNGENCO2, from the position of BOD member.
- Dismiss Mr. Le Minh Tuan, Capital Representative of EVNGENCO2, from the position of BOD member.
- Elect Mr. Doan Duc Toan, Head of Personnel and Organization Department of EVNGENCO2, to hold the position of BOD Member, for a 5-year term (2026-2031), working on a part-time basis.
- Elect Mr. Bui Trung Son, Deputy Head of General Department of EVNGENCO2, to hold the position of HND BOD Member, for a 5-year term (2026-2031), working on a full-time basis.

9.2 Personnel for Supervisory Board members:

- Dismiss Mr. Tran Minh Tam, Deputy Head of Internal Audit and Financial Supervision Department of EVNGENCO2, from the position of Supervisory Board member.

- Elect Mr. Tran Thai Hoang, Specialist of Internal Audit and Financial Supervision Department of EVNGENCO2, to hold the position of Supervisory Board member, for a 5-year term (2026-2031), working on a part-time basis.

Article 2. Members of the Board of Directors and the General Director of the Company are responsible for implementing this Resolution./.

Recipients:

- As per Article 2;
- State Securities Commission (hard copy);
- Hanoi Stock Exchange (hard copy);
- Supervisory Board;
- Company Website;
- Archives: Clerical, Board of Directors.

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

