

No: **1509** /DLTKV-VP

Ha Noi, 08 September 2026

INFORMATION DISCLOSURE

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

1. Name of organisation: Vinacomin - Power Holding Corporation

- Stock Code/Member Code: DTK
- Address: 16th Floor, Vinacomin Building, No.3 Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi City, Vietnam.
- Telephone: 024 3516 1605
- Email: vp@vinacominpower.vn

2. Contents of information disclosure:

Vinacomin - Power Holding Corporation hereby discloses the Notice of Change in Personnel No. 583/TB-ĐLTKV dated 08 September 2026 (attached).

3. This information was published on the Corporation's website on the same day at the following address: www.dienluctkv.vn.

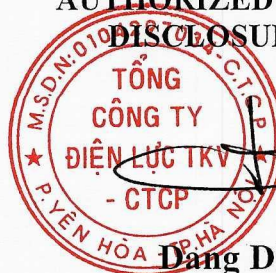
We hereby certify that the above information is accurate and we are fully responsible before the law regarding the information disclosed.

Sincerely./.

Recipients:

- As regard;
- BOD, PC, BOS (e-copy, b/c);
- GD Bui Minh Tan (e-copy, b/c);
- DGDs, Chief accountants (e-copy, b/c);
- Department of DLTKV (e-copy);
- Office (post Website DTK);
- Archive: Office, PO, Secretary to the BOD (02)

**PP. GENERAL DIRECTOR
AUTHORIZED INFORMATION
DISCLOSURE OFFICER**



Dang Dinh Toan

No: 583 /TB-DLTKV

Ha Noi, 08 September 2026

NOTICE OF CHANGE IN PERSONNEL

To:

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 (the “Law on Enterprises 2020”);

Pursuant to the Charter on Organization and Operation of Vinacomin – Power Holding Corporation dated 26 December 2024 (the “Charter”);

Pursuant to Decision of the Board of Directors of Vinacomin – Power Holding Corporation: No. 515/QĐ-ĐLTKV dated 08 September 2026 regarding personnel matters; Decision No. 516/QĐ-ĐLTKV dated 08 September 2026 regarding the appointment of personnel;

Vinacomin – Power Holding Corporation respectfully announces the following change in the personnel holding the position of Deputy General Director:

1. Individual ceasing to hold the position of Deputy General Director:

- Mr. Nghiem Xuan Chien (Reason: expiry of his term of office).

Effective from 15 September 2026.

2. Individual appointed to the position of Deputy General Director:

- Mr. Nguyen Viet Cuong.

Effective from 15 September 2026.

3. Attached documents:

- *Personal information disclosure forms (including full version for reporting and summarized version for disclosure);*

- Decisions of the Board of Directors of Vinacomin – Power Holding Corporation: No. 515/QĐ-ĐLTKV dated 08 September 2026 regarding personnel matters; Decision No. 516/QĐ-ĐLTKV dated 08 September 2026 regarding the appointment of personnel;

Vinacomin – Power Holding Corporation hereby respectfully announces!

Recipients:

- As stated above;
- Board of Directors, Supervisory Board (e-copy);
- Filed: Administration, BOD Secretary, HR Department.

CHIEF EXECUTIVE OFFICER



Hanoi, 08 September 2026

DECISION
On personnel matters

THE BOARD OF DIRECTORS
VINACOMIN POWER HOLDING CORPORATION

Pursuant to the Charter on Organization and Operation of Vinacomin Power Holding Corporation (the “Corporation”) dated 26 December 2024;

Pursuant to the Regulation on Personnel Management of the Corporation issued under Decision No. 2393/QĐ-DLTKV dated 6 December 2023, and Decision No. 3655/QĐ-DLTKV dated 16 December 2025, on the continued implementation of the Personnel Management Regulation of the Corporation;

Pursuant to Resolution No. 41-NQ/DU dated 20 July 2026, of the Party Committee of the Corporation, and Resolution No. 47/NQ-DLTKV dated 08 September 2026 of the Board of Directors of the Corporation.

DECIDES:

Article 1. Mr. Nghiem Xuan Chien shall cease holding the position of Deputy General Director of Vinacomin Power Holding Corporation to assume the position of Full-time Member of the Board of Directors of Vinacomin Power Holding Corporation, effective from 15 September 2026.

Article 2. Mr. Nghiem Xuan Chien shall be responsible for handing over his duties as Deputy General Director of the Corporation in accordance with applicable regulations.

Article 3. Mr. Nghiem Xuan Chien shall receive a salary level of VND 21,643,000 (Grade 2/2 - Member of the Board of Directors of the Corporation, Salary Table DLTKV 06 - Enterprise Managers issued under Decision No. 258/QĐ-DLTKV dated 28 April 2026, of the Board of Directors of the Corporation).

Article 4. Mr. Nghiem Xuan Chien, the Deputy General Directors, the Chief Accountant, the Heads of Departments of the Corporation, the Representatives of capital in subsidiaries and affiliated companies, and the Directors of units under the Corporation shall be responsible for implementing this Decision./.

Recipients:

- Vinacomin (for reporting)
- Party Committee, Board of Directors, Supervisory Board (e-copy);
- Per Article 4 (e-copy, for implementation);
- Trade Union, Youth Union (e-copy);
- Party Committee of the Operation Center, Trade Union of the Corporation’s Office (e-copy);
- Filed: Administration, HR Department.

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

(duly signed and sealed)

Pham Tuan Ngoc

Hanoi, 08 September 2026

DECISION
On the appointment of personnel

THE BOARD OF DIRECTORS
VINACOMIN POWER HOLDING CORPORATION

Pursuant to the Charter on Organization and Operation of Vinacomin Power Holding Corporation (the “Corporation”) dated 26 December 2024;

Pursuant to the Regulation on Personnel Management of the Corporation issued under Decision No. 2393/QĐ-DLTKV dated 6 December 2023, and Decision No. 3655/QĐ-DLTKV dated 16 December 2025, on the continued implementation of the Personnel Management Regulation of the Corporation;

Pursuant to Resolution No. 47-NQ/DU dated 13 August 2026, of the Party Committee of the Corporation, and Resolution No. 48/NQ-DLTKV dated 08 September 2026 of the Board of Directors of the Corporation.

DECIDES:

Article 1. Appoint Mr. Nguyen Viet Cuong, Director of Cao Ngan Thermal Power Company - Vinacomin, to the position of Deputy General Director of Vinacomin Power Holding Corporation, effective from 15 September 2026.

Article 2. The term of office of Mr. Nguyen Viet Cuong shall be five (05) years from the date of appointment.

Article 3. Mr. Nguyen Viet Cuong shall receive a salary level of VND 20,418,000 (Grade 1/2 Deputy General Director, Salary Table DLTKV 06 - Enterprise Managers, issued under Decision No. 258/QĐ-DLTKV dated 28 April 2026 of the Board of Directors of the Corporation).

Article 4. Mr. Nguyen Viet Cuong, together with the Deputy General Directors, Chief Accountant, Heads of Departments of the Corporation, Cao Ngan Thermal Power Company - Vinacomin, Representatives of capital at subsidiaries and affiliates, and Directors of dependent units of the Corporation, shall be responsible for implementing this Decision./.

Recipients:

- Vinacomin (for reporting)
- Party Committee, Board of Directors, Supervisory Board (e-copy);
- Per Article 4 (e-copy, for implementation);
- Trade Union, Youth Union (e-copy);
- Party Committee of the Operation Center, Trade Union of the Corporation’s Office (e-copy);
- Filed: Administration, HR Department.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

(duly signed and sealed)

Pham Tuan Ngoc