

Hai Phong, April 2, 2025

**VOTING REGULATIONS
AT THE 2025 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 2025 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