HHP GLOBAL JOINT STOCK COMPANY

REPORT ON CORPORATE GOVERNANCE

for the First 6 months of 2025

Hai Phong, 30th July, 2025

HHP GLOBAL JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Số: 3007/2025/BCQT-HHP

Haiphong, 30th July, 2025

REPORT
on Corporate Governance
(First 6 months of 2025)

Respectfully submitted to:
- The State Securities Commission of Vietnam;
- Ho Chi Minh Stock Exchange (HOSE).

- Company's name: **HHP GLOBAL Joint Stock Company**
- Headquarter Address: No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City
- Telephone: 0225 3246789 Email: info@hhpglobaljsc.com
- Charter Capital: 865.543.430.000 *(Eight hundred sixty-five billion, five hundred forty-three million, four hundred thirty thousand Vietnamese Dong)* VND.
- Stock code: **HHP**
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- Regarding the implementation of Internal Audit Function: Implemented

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders approved in the form of written consent):

No	Resolution/Decision No	Date (dd/mm/yyyy)	Contents
1	01/2025/HHP/NQ-ĐHĐCĐ	20/06/2025	The Resolution of the Annual General Meeting of Shareholders 2025 approved the following matters:: - Approval Report on Business Performance in 2024 and Business Plan for 2025. - Approval of the Board of Directors' Report on Corporate Governance in 2024 and Strategic Development Orientation - 2025 Plan. - Approval of the Independent Board Member's Evaluation Report on the Board's activities in 2024. - Approval of the Supervisory Board's Report on Monitoring Activities in 2024 and Plan for 2025. - Approval of the Audited Financial Statements for

No	Resolution/Decision No	Date (dd/mm/yyyy)	Contents
			2024. - Approval of the Proposal on Selection of the Independent Auditor for the 2025 Financial Statements. - Approval of the Proposal on Remuneration Payment for 2024 and the Plan for 2025 for the Board of Directors and the Supervisory Board. - Approval of the Profit Distribution Plan Accumulated up to 2024. - Approval of the 2025 Profit Distribution Plan. - Proposal on the Investment Summary Report for the Project on Relocation and Expansion of Hoang Ha Paper Factory; Long-term Loan Financing and Adjustment of the Investment Policy for Warehouse No. 9. - Approval of the Proposal on Progress of the Paper Mill Project at Hoang Ha Phu Yen Paper Joint Stock Company. - Approval of the investment policy to continue implementing the Social Housing Project at No. 194 Kieu Ha Street, Dong Hai 2 Ward, Hai An District, Hai Phong City under the form of investment cooperation. - Approval of the divestment policy from Hoang Ha Ha Nam Paper Joint Stock Company. - Approval of the investment policy in paper manufacturing at Hoang Ha Phu Yen Paper Joint Stock Company and other expansion investments. - Approval of the Proposal on the Company's Strategy and Roadmap to Achieve Net Zero. - Approval of the Policy on Execution of Contracts and Transactions with Related Parties. - Approval of the dismissal of Mr. Nguyen Tien Vinh from the position of Member of the Board of Directors and the adjustment to the number of members of the Board of Directors for the 2022–2027 term. - Approval of the Amendment to the Company's Charter. - Approval of the Dismissal of Member of the Supervisory Board for the 2022–2027 term: Ms.

No	Resolution/Decision No	Date (dd/mm/yyyy)	Contents
			Nguyen Thi Thanh Van. - Approval of the Proposal on Nomination of Personnel to Replace Member of the Supervisory Board for the 2022–2027 term. - Approval of the Election Results for Replacement Member of the Supervisory Board, whereby Mrs. Trinh Thi Huong was elected as a Supervisory Board Member for the 2022–2027 term.

II. Board of Directors (Report for the first 6 months):

1. Information on Members of the Board of Directors (BOD):

No.	Board Member	Position *(Outside Director/ Independent Director, Non-Executive Director)*	Appointment Date / Dismissal Date as a member of Board of Director/Outside Independent BOD	
			Appointment Date	Dismissal Date
1	Nguyen Thi Thu Thuy	Executive Chairwoman of the Board of Directors	Jun 09 2020 (re-appointed on May 06, 2022)	-
2	Tran Thi Thu Phuong	Executive Vice Chairperson of the Board of Directors	Aug 2017 - Member of the Board of Directors; Dec 12, 2020 - Vice Chairperson of the Board of Directors (re-appointed on June 5, 2022)	-
3	Nguyen Thi Ngan	Independent Non-Executive Member of the Board of Directors	Aug 2017 (re-appointed on May 06, 2022)	-
4	Bui Minh Duc	Non-Executive Member of the Board of Directors	Dec 12, 2020 (re-appointed on May 06, 2022)	-
5	Le Thi Nguyen	Independent Non-Executive Member of the Board of Directors	May 06, 2022	-
6	Nguyen Minh Tu	Non-Executive Member of the Board of Directors	May 06, 2022	-
7	Nguyen Tien Vinh	Executive Member of the Board of Directors	June 23, 2023	July 20, 2025

2. The meetings of the Board of Directors:

No.	Member of BOD	Number of Board Meetings Attended	Attendance Rate	Reason(s) for Non-Attendance

1	Nguyen Thi Thu Thuy	6/6	100%	-
2	Tran Thi Thu Phuong	6/6	100%	-
3	Nguyen Thị Ngan	6/6	100%	-
4	Bui Minh Duc	5/6	83,33%	Authorization to attend the Meeting granted to Mrs. Tran Thi Thu Phuong
5	Le Thi Nguyen	6/6	100%	-
6	Nguyen Minh Tu	6/6	100%	-
7	Nguyen Tien Vinh	5/6	83,33%	Dismissal from the position of Member of the Board of Directors effective from June 20, 2025

3. Supervisory activities of the Board of Directors for the Executive Board:

The Board of Directors conducted regular supervision over the Executive Board during the first 6 months of 2025 through the following activities:

- Prepared the 2025 Business Plan and submitted it to the Annual General Meeting of Shareholders for approval.
- Regularly monitored the Executive Board in the implementation of resolutions and decisions of the BOD as well as the execution of the business plan approved by the 2025 Annual General Meeting. The BOD required the Executive Board to report regularly on performance by each production period and propose timely solutions to enhance operational efficiency. Monthly, BOD representatives conducted company-wide coordination meetings with the participation of the BOD, Supervisory Board, and Executive Board to assess the execution of business tasks, review performance, plan for the upcoming month, and address operational issues.
- Closely monitored the implementation of the Commercial Housing Project in Duong Kinh District, Hai Phong City, invested by Hoang Ha Investment Group Joint Stock Company, an associate company. The project completed the rough construction and exterior finishing of the first block consisting of 28 residential units, which were handed over to customers in 2024. In June 2025, the Company completed the procedures for registering fixed assets on land and handed over the Certificates of Land Use Rights and Ownership of Houses and Other Assets Attached to Land for these 28 units to the customers. At the same time, the Company is continuing the finishing work on the next block of 25 residential units, which is expected to be handed over to customers in August 2025.
- Closely monitored and supported the Executive Board of Hoang Ha Phu Yen Paper Joint Stock Company in implementing the investment project of a paper mill with a designed capacity of 100,000 tons/year, located in Dong Bac Song Cau Industrial Park, Xuan Loc Commune, Dak Lak Province, ensuring the project is carried out safely, with quality, and

on schedule. The Hoang Ha Phu Yen Paper Mill Project is expected to complete its investment phase by the end of December 2025.

- Supervised the continued implementation of the 3S iFACTORY Smart Factory Project, which is based on the 3S ERP platform that digitizes all strategic, procurement, sales, accounting, and HR operations. This is integrated with the 3S MES software, which serves production management, warehouse management, quality control, and product traceability. The 3S iFACTORY solution has enabled HHP to build a seamless information flow across all departments — from the strategic level (executive leadership, office units) to the execution level (factory units), thereby supporting the Company's operations under five key principles: Connectivity, Optimization, Transparency, Proactivity, and Flexibility.
- Supervised capital investments in subsidiaries and associate companies, regularly analyzing and assessing the performance of invested entities. The Company initiated the divestment process from Hoang Ha Ha Nam Paper Joint Stock Company in accordance with the capital divestment plan approved by the 2025 Annual General Meeting of Shareholders.
- Selected the audit firm for the review of the semi-annual and annual financial statements for 2025.
- Provided strategic guidance and active support to the Executive Board in achieving business objectives. During its meetings, the BOD reviewed business performance and promptly approved business plans and strategic solutions to address challenges, specifically:
  + Directed and monitored the implementation of the 2025 business plan; closely supervised production processes and quality control. Applied Kaizen philosophy, maintained the 5S system, and encouraged continuous improvement and cost reduction to enhance operational efficiency.
  + Improved financial and human resources management, maintaining financial stability.
  + Managed cash flows efficiently.
  + Strengthened relations with shareholders, ensuring timely, accurate, and transparent information disclosure.
- The Board of Directors supervised and reviewed the human resource management activities of the Executive Board, including the training and workforce management for HHPPaper Hai Phong Factory, located in Tien Lang Town Industrial Cluster, Tien Lang Commune, Hai Phong City, ensuring its effective operation. The BOD also oversaw the implementation of welfare policies, incentive programs, and employee support initiatives with the goal of positioning the Company as a high-happiness-index enterprise.
- Monitored the Company's compliance with the Law on Enterprises, the Company Charter, and all relevant legal regulations.

4. Activities of the subcommittees under the Board of Directors (if any):

Sustainable Development Strategy Subcommittee ("ESG"):

- With key commitments to ESG, the ESG Subcommittee organized consultation sessions with the Board of Directors and relevant stakeholders, and recommended that the BOD and Executive Board adopt common goals aligned with the global paper industry, including the CEPI carbon emission reporting framework of the Confederation of European Paper Industries; the SASB sustainability accounting standards for the paper sector, developed and

published by the International Sustainability Standards Board (ISSB) under the IFRS Foundation; along with the GRI reporting standards.

- In November 2024, the Subcommittee, in collaboration with IPSC and KLINOVA Joint Stock Company for Climate Innovation Consulting and Services (KLINOVA), successfully organized the Kick-off Event for Greenhouse Gas Inventory and the 2024 ESG Report of the Company. Currently, the consulting unit (KLINOVA) has completed the draft of the Greenhouse Gas Inventory Report and ESG Report for 2024. The Company is reviewing and finalizing the report layout and design, aiming to officially publish it in early August 2025.
- The Subcommittee has consistently collaborated closely with the Executive Board in implementing policies and strategies regarding Environmental – Social – Governance issues to elevate ESG activities as the foundation for the Company's sustainable development.
- Supervises the strategic planning and the establishment of the core ESG policies and activities for 2023-2030 concerning Environmental – Social – Governance issues, ensuring that the Company complies with legal regulations and adheres to international best practices to advise and propose recommendations for the Board of Directors.

5. Minutes/Resolutions/Decisions of the Board of Directors (Report for the first 6 months):

No.	Minutes/Resolu-tions/Decisions No.	Date (dd/mm/yyyy)	Contents	Approval Rate
1	2401.1/2025/BB-HHP-HĐQT	24/01/2025	Approval of the Company's self-prepared Q4/2024 Financial Statements, update of contact information, and the 2025 Business Plan.	100%
2	2401.2/2025/BB-HHP-HĐQT	24/01/2025	Approval of the loan arrangement with Woori Bank Vietnam Limited – Phu My Hung Branch.	100%
3	2401.3/2025/BB-HHP-HĐQT	24/01/2025	Approval of the collateral plan involving 3C Pro Investment Joint Stock Company.	100%
4	2401.4/2025/BB-HHP-HĐQT	24/01/2025	Approval of the continued capital contribution to the subsidiary – Hoang Ha Phu Yen Paper Joint Stock Company.	100%
5	2401.5/2025/BB-HHP-HĐQT	24/01/2025	Approval of the credit facility arrangement with Shinhan Bank Vietnam Limited.	100%
6	2401.6/2025/BB-HHP-HĐQT	24/01/2025	Approval of the completion plan for the application to increase the credit limit at VietinBank Tien Son Branch.	100%
7	04.28.1-2025/NQ-HHP-HĐQT	28/04/2025	Approval of the extension of the deadline for holding the 2025 Annual General Meeting of Shareholders to within June 2025. Approval of the organization of the 2025 Annual General Meeting of Shareholders.	100%

			Approval of the authorization granted to the Chairwoman of the Board of Directors to implement subsequent steps related to the preparation and organization of the 2025 Annual General Meeting of Shareholders, in compliance with legal regulations and the Company's Charter.	
8	05.06-2025/NQ-HHP-HĐQT	06/05/2025	Approval of the loan and guarantee arrangement with Vietnam Joint Stock Commercial Bank for Industry and Trade – Tien Son Branch (VietinBank Tien Son), and approval of all contents of the Credit Facility Agreement, Mortgage Agreement, and other related documents entered into between HHP GLOBAL Joint Stock Company and VietinBank Tien Son Branch. Approval of the use of all company assets, rights and interests associated with or arising from the Project, shares held by Mrs. Tran Thi Thu Phuong, and any other qualified assets as collateral to secure obligations arising from the loan with the Bank. Approval of the authorization granted to Mrs. Tran Thi Thu Phuong – General Director of the Company, to represent the Company in signing and executing all Credit Facility Agreements, Security Agreements, and/or any necessary documents, agreements, applications, and procedures related to the credit facility arrangement with the Bank. Approval of the acceptance of all guarantees and commitments throughout the course of the credit relationship with the Bank.	100%
9	05.27.1-2025/NQ-HHP-HĐQT	27/05/2025	Approval of the agenda and meeting documents for the 2025 Annual General Meeting of Shareholders.	100%
10	05.27.2-2025/NQ-HHP-HĐQT	27/05/2025	Approval of the dismissal of Mrs. Bui Thi Giang from the position of Chief Accountant and Head of the Finance and Accounting Department, effective from June 1, 2025.	100%
11	05.27.3-2025/NQ-HHP-HĐQT	27/05/2025	Approval of the appointment of Mr. Le Van Hoan to the position of Chief Accountant and Head of the Finance and Accounting Department, effective from June 1, 2025.	100%
12	06.10.1-2025/NQ-HHP-HĐQT	10/06/2025	Approval of the resignation letter dated June 5, 2025, submitted by Mr. Nguyen Tien Vinh from the position of Member of the Board of Directors. The dismissal shall take effect from the date it is approved by the 2025 Annual General Meeting of Shareholders. Approval of the addition of items to the agenda and documents for the 2025 Annual General Meeting of	100%

			Shareholders. Approval of the revision and update of certain documents for the 2025 Annual General Meeting of Shareholders.	
13	06.10.2-2025/NQ-HHP-HĐQT	10/06/2025	Approval of the dismissal of Mr. Nguyen Tien Vinh from the position of Deputy General Director, effective from June 20, 2025.	100%
14	06.10.3-2025/NQ-HHP-HĐQT	10/06/2025	Approval of the dismissal of Mrs. Trinh Thi Huong from the position of Company Secretary, effective from June 10, 2025.	100%
15	1006.2/2025/BB-HHP-HĐQT	10/06/2025	Approval of the loan arrangement with Vietcombank – Thanh Cong Branch.	100%
16	06.30.1-2025/NQ-HHP-HĐQT	30/06/2025	Approval of the selection and signing of an audit contract with NVA Auditing Co., Ltd – Northern Branch for the review of the semi-annual financial statements and the audit of the 2025 annual financial statements.	100%

III. Board of Supervisors (Report for the first 6 months):

1. Information on the members of the Board of Supervisors (BoS):

No	Members	Position	Start Date/End Date as a Member of the Board of Supervisors		Professional Qualifications
			Appointment Date (dd/mm/yyyy)	Dismissal Date (dd/mm/yyyy)	
1	Trinh Thi Huong	Head of the BoS	20/06/2025	-	Bachelor of Accounting
2	Dinh Thi Hong	Member of the BoS	06/05/2022	-	Bachelor of Accounting
3	Dinh Thi Bich Hanh	Member of the BoS	06/05/2022	-	Bachelor of Accounting
4	Nguyen Thi Thanh Van	Head of the BoS	15/06/2024	20/06/2025	Bachelor of Accounting

2. The meetings of the Board of Supervisors

No.	Member of the Board of Supervisors	Number of Meeting Attended	Attendance Rate	Voting Rate	Reason(s) for absence
1	Trinh Thi Huong	1/2	50%	100%	Recently appointed on June 20/06/2025
2	Dinh Thi Hong	2/2	100%	100%	-
3	Dinh Thi Bich Hanh	2/2	100%	100%	-
4	Nguyen Thi Thanh Van	1/2	50%	100%	Dismissed from 20/06/2025

3. Supervisory Activities of the Supervisory Board over the Board of Directors, the Executive Board, and Shareholders:

- The Supervisory Board (SB) held 2 meetings, conducted supervisory activities, and assessed the Company's operations through the review of financial statements and inspection of selected documents. The scope of supervision included:
  + Review and examination of the 2024 consolidated and parent company financial statements, as well as the Q1 and Q2 2025 financial statements. The SB coordinated with NVA Auditing Co., Ltd. to oversee the inventory process, finalization, and audit of the 2024 consolidated and parent company financial statements. The SB also prepared its draft report to be presented at the 2025 Annual General Meeting of Shareholders and supervised the procedures for organizing the AGM to ensure compliance with legal regulations and the Company's Charter.
  + Monitored the activities of the Board of Directors and appraised the BOD's performance report.
  + Supervised the Company's operations by participating in BOD meetings, Executive Board meetings, and reviewing periodic reports and documents submitted by relevant departments.
  + Conducted inspection and oversight of compliance with laws, government policies, internal regulations issued by the BOD and Executive Board, through the review of BOD Resolutions and Executive Board decisions regarding business operations.
  + Approved the election of the Head of the Supervisory Board.

4. Coordination Between the Supervisory Board and the Board of Directors, Executive Board, and Other Managers:

- The Supervisory Board (SB) attended all meetings of the Board of Directors and several meetings of the Executive Board, and provided comments and recommendations on BOD and Executive Board decisions and policies to ensure their compliance with legal regulations and the best interests of the Company.
- The SB received strong cooperation from the BOD, the Executive Board, and functional department managers, including support in terms of facilities and the provision of complete

and timely information and documents necessary for the SB's inspection and supervision work.

- The BOD, SB, and Executive Board maintained regular information exchange and discussions on matters related to the Company's overall operations.
- The activities of the Supervisory Board were carried out in accordance with the Company's Charter.

5. Other Activities of the Board of Supervisors: None.

IV. Board of Management

No	Member of the Board of Management	Date of Birth (dd/mm/yyyy)	Professional Qualifications	Date of Appointment/ Dismissal of the Board of Management members
1	Tran Thi Thu Phuong	09/07/1966	Master's Degree in Economics	11/2012 (reappointed on 01/09/2022)
2	Nguyen Vinh Quang	18/06/1972	Bachelor's Degree in Economics	09/2017 (reappointed on 01/09/2022)
3	Nguyen Tien Vinh	29/02/1976	Master's Degree in Pulp and Paper Technology, Master's Degree in Business Administration, Bachelor's Degree in Foreign Languages (English)	Appointed from 01/07/2023 Dismissed effective from 20/06/2025

V. Chief Accountant

Name	Date of Birth (dd/mm/yyyy)	Professional Qualifications	Date of Appointment/ Dismissal
Le Van Hoan	12/02/1985	Bachelor's Degree in Accounting	Date of Appointment: 01/06/2025
Bui Thi Giang	16/10/1984	Bachelor's Degree in Accounting	Date of Appointment: 01/09/2024 Date of Dismissal: 01/06/2025

VI. Training on Corporate Governance:

The Company's Executive Board members and management staff have participated in corporate governance training programs in accordance with regulations. The Company places strong emphasis on internal training activities to facilitate the sharing of knowledge and experience, enhance skills and expertise, and promote understanding of the Company's core

values and culture among all employees. This approach supports the Company's sustainable and quality-oriented development, balancing increased output value with maintained product quality, 5S standards, environmental protection, and a strong focus on developing internal and external human resources while improving organizational culture and employee well-being.

The Company consistently encourages and facilitates employee participation in skills training programs, such as: a **crane operation training course** in collaboration with Phu Tho Industrial College, and a fire prevention and rescue training program jointly organized with the Hai Phong City Fire Prevention and Rescue Police Department, aimed at equipping employees with the necessary knowledge, skills, and awareness to prevent fire hazards. In addition, the Company regularly conducts internal training, coaching, and workshops on occupational safety, fire prevention, and the 5S methodology for managers and employees.

Special attention has also been paid to training and developing middle management personnel to improve operational capacity and strategic execution effectiveness. Specifically, two advanced training programs were organized in collaboration with professional partners: **"Application of BSC-KPI Software"**, coordinated with Toppion Holdings JSC, enabled key personnel to deeply understand how to develop and implement a strategic goal management system, and to measure work performance in a scientific and transparent manner; **"Unleashing Potential – Empowering Teams"**, coordinated with mentor Le Ngan, focused on leadership mindset development, unlocking individual capacity, improving team-building skills, and inspiring leadership within the organization. Both programs have contributed to building a modern management foundation, enhancing leadership competency, and motivating the development of future leadership teams-ultimately supporting the Company's goals of operational excellence and sustainable development

VII. List of Related Parties of the Public Company (Report for the first 6 months) and Transactions Between Related Parties and the Company

1. List of related parties of the Company: Details are provided in Appendix 1
2. Transactions between the Company and its related parties; or between the Company and major shareholders, insiders, or related persons of insiders: Details are provided in Appendix 2
3. Transactions between insiders, related persons of insiders, and subsidiaries or entities controlled by the Company: None
4. Transactions between the Company and other related entities:

4.1. Transactions between the Company and entities where members of the Board of Directors, members of the Supervisory Board, the General Director, or other managers have been or are currently founders or members of the Board of Directors or hold executive positions within the past three (03) years (as of the reporting date).

Transactions	Value (Dong)
Hoang Ha Ha Nam Paper Joint Stock Company	
Interest Receivable	*476.383.561*
Collection of Loan Interest	*748.602.738*
Dividends and Profit Receivable	*3.428.750.000*

Transactions	Value (Dong)
Loan Repayment Received	*12.000.000.000*
Proceeds from divestment of contributed capital	*9.500.000.000*
3C Pro Investment Joint Stock Company	
Payables for Purchases	*49.010.400*
Payment for Purchases	*46.310.400*
Dividends and Profit Receivable	*2.000.000.000*
Hoang Ha Phu Yen Paper Joint Stock Company	
Loan Interest Receivable	*384.657.534*
Interest Income Received	*384.657.534*
Capital Contribution Transfer	*19.000.000.000*
Offsetting loan receivables against capital contribution	*45.000.000.000*
HHP Green Energy Joint Stock Company	
Payables for Purchases	*32.403.952.800*
Payment for purchases	*29.021.096.596*

4.2. Transactions between the Company and entities where related persons of members of the Board of Directors, Supervisory Board, General Director, or other managers are members of the Board of Directors or hold executive positions: None.

4.3. Other transactions of the Company that may result in material or immaterial benefits to members of the Board of Directors, Supervisory Board, General Director, or other managers: None.

VIII. Transactions in Company Shares by Insiders and Related Persons (6-month Report)

1. List of insiders and related persons of insiders: Details are provided in Appendix 3.
2. Transactions in the Company's shares conducted by insiders and their related persons: Details are provided in Appendix 4.

IX. Other Noteworthy Matters: None.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

Recipients:
- As submitted to;
- Disclosed information as per regulations;
- Archive: HR & Administration.

Nguyen Thi Thu Thuy

APPENDIX 1: LIST OF AFFILIATED PERSONS OF THE COMPANY

No	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	Personal Identification	Date of Issuance of ID	Place of Issuance	Registered Office Address / Contact Address	Date of Becoming a Related Person	Date of Termination of Related Person Status	Reason	Nature of Relationship with the Company
1	Nguyen Thi Thu Thuy	-	Chairperson of the Board of Directors					09/06/2020	-	-	Insider
2	Tran Thi Thu Phuong	-	Vice Chairperson of the Board of Directors, General Director, in charge of corporate governance					05/11/2012	-	-	Insider
3	Nguyen Thi Ngan	-	Board Member					01/08/2017	-	-	Insider
4	Le Thi Nguyen	-	Board Member					06/05/2022	-	-	Insider

5	Bui Minh Duc	-	Board Member					12/12/2020	-	-	Insider
6	Nguyen Minh Tu	-	Board Member					06/05/2022	-	-	Insider
7	Trinh Thi Huong	-	Head of Board of Supervisors					20/06/2025	-	Appointment of SB Member and Head of the Supervisory Board effective from 20/06/2025	Insider
8	Dinh Thi Bich Hanh	-	Member of the Supervisory Board					06/05/2022	-	-	Insider
9	Dinh Thi Hong	-	Member of the Supervisory Board					01/09/2017	-	-	Insider
10	Nguyen Vinh Quang	-	Deputy General Director					15/08/2017	-	-	Insider
11	Le Van Hoan	-	Chief Accountant, Authorized Person to Disclose Information					01/06/2025	-	Appointment of Chief Accountant and Authorization for Information Disclosure effective from 01/06/2025	Insider
12	Bui Thi Giang	-	Chief Accountant, Authorized Person to Disclose Information					01/09/2024	01/06/2025	Dismissal of Chief Accountant and Termination of Authorization for Information Disclosure	Insider

										effective from 01/06/2025	
13	Nguyen Tien Vinh	-	Member of Board of Directors and Deputy General Director					23/06/2023	20/06/2025	Dismissal of BOD Member and Deputy General Director effective from 20/06/2025	Insider
14	Nguyen Thi Thanh Van	-	Head of Board of Supervisors					15/06/2024	20/06/2025	Dismissal of SB Member and Head of the Supervisory Board effective from 20/06/2025	Insider
15	Trinh Thi Huong	-	Company Secretary					15/08/2017	10/06/2025	Dismissal of Company Secretary effective from 10/06/2025	Insider

APPENDIX 2: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INTERNAL PERSONS, AFFILIATED PERSONS OF INTERNAL PERSONS

No	Name of Organization /Individual	Nature of Relationship with the Company	Personal Identification, Date of Issuance of ID, Place of Issuance	Registered Office Address / Contact Address	Date of Transaction with the Company	Resolution/Decision No. of the GMS/BOD... (if any, specify date of issuance)	Transaction Details, Quantity, and Total Transaction Value	Note
1	Hoang Ha Ha Nam Paper Joint Stock Company	Subsidiary	0700219848, date of issue: 04/10/2002, place of issue: Department of Planning and Investment of Ha Nam Province	Dong Van I Industrial Park, Dong Van Ward, Ninh Binh Province	The first 6 months of 2025	Resolution of the Board of Directors No. 08.26/2022/NQ-HHP-HĐQT dated 26/08/2022	HHP interest receivable: 476.383.561 VND; HHP collection of loan interest: 748.602.738 VND; HHP dividends and profit receivable: VND 3.428.750.000 VND; HHP loan repayment received: 12.000.000.000 VND; HHP Proceeds from divestment of contributed capital: 9.500.000.000 VND.	
2	3C Pro Investment Joint Stock Company	Subsidiary	0109749005, issued date: 20/09/2021, place of issue: Department of Planning and Investment of Hanoi City	771 Quang Trung Street, Kien Hung Ward, Hanoi City	The first 6 months of 2025	Resolution of the Board of Directors No. 1205.1-2023/NQ-HHP-HĐQT dated 05/12/2023	HHP payables for the purchase: 49.010.400 VND; HHP payment for purchases: 46.310.400 VND; HHP dividends and profit receivable: 2.000.000.000 VND.	
3	Hoang Ha Phu Yen Paper Joint Stock Company	Subsidiary	4401076331, issue date: 27/04/2020, place of issue: Department of Planning and	Lot E8, Northeast Song Cau Industrial Park, Xuan Loc Commune, Dak Lak Province	The first 6 months of 2025	Resolution of the Board of Directors No. 1205.1-2023/NQ-HHP-HĐQT	HHP loan interest receivable: 384.657.534 VND; HHP interest income received: 384.657.534 VND; HHP Capital contribution: 19.000.000.000 VND;	

			Investment of Phu Yen province			dated 05/12/2023	HHP Offsetting loan receivables against capital contribution: 45.000.000.000 VND.	
4	HHP Green Energy Joint Stock Company	Subsidiary	0202211229, issue date: 14/08/2023, place of issue: Department of Planning and Investment of Hai Phong City	Lot CN2 Industrial Cluster Tien Lang Town, Tien Lang Commune, Hai Phong City	The first 6 months of 2025	Resolution of the Board of Directors No. 1205.1-2023/NQ-HHP-HĐQT dated 05/12/2023	HHP paybles for purchases: 32.403.952.800 VND; HHP Payment for purchases: 29.021.096.596 VND.	
5	Tran Thi Thu Phuong	Insider			26/11/2024 18/04/2025	-	Using the land use rights under their ownership and personal guarantee letters to secure the Company's loans at First Bank Comperial Bank, LTD. – Hanoi Branch, Woori Vietnam One Member Bank Limited – Phu My Hung Branch, Hua Nan Commercial Bank, LTD. – Ho Chi Minh City Branch: 17,360,570,000 VND	
6	Nguyen Vinh Quang	Insider			26/11/2024 18/04/2025	-	Signing the issuance of a personal guarantee letter to secure the Company's loan at FIRST BANK Comperial Bank, LTD. – Hanoi Branch, Woori Vietnam One Member Bank Limited – Phu My Hung Branch, Hua Nan Commercial Bank, LTD. – Ho Chi Minh City Branch	

APPENDIX 3: LIST OF INTERNAL PERSONS AND AFFILIATED PERSONS OF INTERNAL PERSONS

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No. (*)	Date of issue	Place of issue	Contact address	Number of shares owned at the end of the period	Share owner-ship ratio at the end of the period	Note
1	**Nguyen Thi Thu Thuy**	-	**Chairperson of the Board of Directors**					**7.156.108**	**8,27%**	-
1.1	Nguyen Phuc Giang	-	-					0	0%	Biological children
1.2	Nguyen Phuc Bao Giang	-	-					0	0%	Biological children
1.3	Phung Chi Duong	-	-					0	0%	Biological children
1.4	Nguyen Tuan Son	-	-					0	0%	Brother
1.5	Pham Thi Bay	-	-					0	0%	Sister-in-law
1.6	Nguyen Van Linh	-	-					0	0%	Brother
1.7	Hoang Ha Investment Group Joint Stock Company	-	-					0	0%	Mrs. Thuy is the General Director
2	**Tran Thi Thu Phuong**	-	**Vice Chairperson of the Board of Directors, General Director, in charge**					**8.614.827**	**9,95%**	-

			of corporate governance							
2.1	Nguyen Tran Phuong Linh	-	-					0	0%	Biological children
2.2	Ethan David	-	-					0	0%	Son-in-law
2.3	Nguyen Tran Nhat Duc	-	-					0	0%	Biological children
2.4	Tran Vinh Loc	-	-					0	0%	Brother
2.5	Tran Thi Ninh							0	0%	Sister-in-law
2.6	Tran Anh Minh	-	-					0	0%	Brother
2.7	Nguyen Thi Nguyet Minh							0	0%	Sister-in-law
2.8	Tran Quoc Khanh	-	-					61.215	0,07%	Younger siblings
2.9	Vu Thi Hang	-	-					16.731	0,02%	Sister-in-law
2.10	Hoang Ha Ha Nam Paper Joint Stock Company	-	-					0	0%	Mrs. Phuong is a Member of the Board of Directors
2.11	Hoang Ha Investment Group Joint Stock Company	-	-					0	0%	Mrs. Phuong is the Chairwoman of the Board of Directors

2.12	3C Pro Investment Joint Stock Company	-	-					0	0%	Mrs. Phuong is the Chairwoman of the Board of Directors
2.13	Hoang Ha Phu Yen Paper Joint Stock Company	-	-					0	0%	Mrs. Phuong is the Chairwoman of the Board of Directors
3	**Nguyen Thi Ngan**	-	**Board Member**					**2.000**	**0,002%**	-
3.1	Vu Thi Hai Ly	-	-					52.800	0,06%	Biological children
4	**Le Thi Nguyen**	-	**Board Member**					**2.100**	**0,002%**	-
4.1	Nguyen Thi Tam	-	-					0	0%	Biological mother
4.2	Le Thanh Tung	-	-					0	0%	Brother
4.3	Le Thi Huong Thao	-	-					0	0%	Siblings
4.4	Nguyen Tien Dung	-	-					0	0%	Husband
4.5	Le Thi My Van	-	-					0	0%	Sister-in-law
4.6	Tran Hoang Hai	-	-					0	0%	Brother-in-law
4.7	Nguyen Van Dinh	-	-					0	0%	Father-in-law

4.8	Nguyen Thi Loan	-	-					0	0%	Mother-in-law
4.9	B.coach viet nam consulting - investment joint stock company	-	-					0	0%	Mrs. Nguyen is the General Director
4.10	Nguyen Anh development investment co .,ltd	-	-					0	0%	Ms. Nguyen is the Chairwoman of the Board of Members
5	**Bui Minh Duc**	-	**Board Member**					**569.112**	**0,66%**	-
5.1	Pham Thi Thanh	-	-					0	0%	Wife
5.2	Bui Bich Lan	-	-					0	0%	Biological children
5.3	Phan Thanh Hai	-	-					0	0%	Son-in-law
5.4	Bui Minh Hoang	-	-					0	0%	Biological children
5.5	Bui Thi Hanh	-	-					0	0%	Siblings
5.6	Bui Thi Mao	-	-					0	0%	Siblings
5.7	Bui Van Phuoc	-	-					0	0%	Brother
5.8	Bui Thi Tu	-	-					0	0%	Younger siblings
5.9	Bui Thi Huong	-	-					0	0%	Younger siblings

5.10	Orient commercial joint stock bank	-	-					0	0%	Mr. Duc is an independent member of the Board of Directors
6	**Nguyen Minh Tu**	-	**Board Member**					**1.706.000**	**1,97%**	-
6.1	Nguyen Thi Ha	-	-					0	0%	Biological mother
6.2	Nguyen Van Thang	-	-					0	0%	Biological father
6.3	Dang Thi Huyen Trang	-	-					0	0%	Wife
6.4	Nguyen Linh Chi	-	-					0	0%	Biological children
6.5	Nguyen Ngoc Minh	-	-					0	0%	Biological children
6.6	Nguyen Que Chi	-	-					0	0%	Biological children
6.7	Tam Hoa furniture joint stock company	-	-					0	0%	Mr. Tu is the General Director
7	**Trinh Thi Huong**	-	**Head of Board of Supervisors**					**59.655**	**0,07%**	-
7.1	Trinh Van Thuan	-	-					0	0%	Biological father

7.2	Ngo Thi Xuan	-	-					0	0%	Biological mother
7.3	Tran Dinh Tuan	-	-					0	0%	Father-in-law
7.4	Nguyen Thi Bich Thu	-	-					0	0%	Mother-in-law
7.5	Tran Dinh Duc	-	-					0	0%	Husband
7.6	Trinh Thi Huong	-	-					0	0%	Sister
7.7	Trinh Van Quan	-	-					0	0%	Younger brother did not provide information
7.8	Nguyen Thi Hoa	-	-					2.915	0,003%	Sister-in-law Failure to provide information
7.9	Tran Nha Uyen	-	-					0	0%	Biological children
7.10	Tran Dinh Tri Hoang	-	-					0	0%	Biological children
8	**Dinh Thi Bich Hanh**	-	**Member of the Supervisory Board**					**1.019**	**0,001%**	-
8.1	Ha Quoc Vinh	-	-					0	0%	Husband
8.2	Ha Kieu My	-	-					0	0%	Biological children

8.3	Ha Vinh Hien	-	-					0	0%	Biological children
8.4	Doan Thuy Linh	-	-					0	0%	Daughter-in-law
8.5	Dinh Mai Hoa	-	-					0	0%	Sister
8.6	Dinh Thi Minh Hai	-	-					0	0%	Sister
9	**Dinh Thi Hong**	-	**Member of the Supervisory Board**					**1.000**	**0,001%**	-
9.1	Nguyen Van Uyen	-	-					0	0%	Husband
9.2	Nguyen Minh Hoang	-	-					0	0%	Son
9.3	Nguyen Hong Nhung	-	-					0	0%	Daughter
9.4	Dinh Van Chinh	-	-					0	0%	Brother
9.5	Dinh Thi Cam	-	-					0	0%	Sister
9.6	Dinh Thi Quyet	-	-					0	0%	Sister
10	**Nguyễn Vinh Quang**	-	**Deputy General Director**					**89.579**	**0,10%**	-
10.1	Luu Thi Mai Huong	-	-					0	0%	Wife
10.2	Nguyen Hoang Sơn	-	-					0	0%	Son

10.3	Nguyen Khoa An	-	-					0	0%	Son
10.4	Nguyen Thi Hoa Le	-	-					0	0%	Sister
10.5	Nguyen Thi Thuy Van	-	-					0	0%	Sister
10.6	Nguyen Thi Vinh	-	-					0	0%	Sister
10.7	HHP Green Energy Joint Stock Company	-	-					0	0%	Mr. Quang is the Chairman of the Board of Directors
11	**Lê Văn Hoàn**	-	**Chief Accountant, Authorized Person to Disclose Information**					**0**	**0%**	-
11.1	Le Van Can	-	-					0	0%	Fertility
11.2	Bui Thi Rau	-	-					0	0%	Batch
11.3	Pham Duc Dinh	-	-					0	0%	Father-in-law
11.4	Nguyen Thi Hay	-	-					0	0%	Mother-in-law
11.5	Pham Thi Lan	-	-					0	0%	Wife
11.6	Le Pham Hai Ha	-	-					0	0%	Biological children

11.7	Le Duc Hieu	-	-					0	0%	Biological children
11.8	Le Thi Loan	-	-					0	0%	Siblings
11.9	Lê Thị Huệ	-	-					0	0%	Siblings
11.10	Le Van Huynh	-	-					0	0%	Brother
11.11	Le Thi Huyen	-	-					0	0%	Siblings
11.12	Ngo Van Hai	-	-					0	0%	Brother-in-law
11.13	Nguyen Trong Tuyen	-	-					0	0%	Brother-in-law
11.14	Le Thi Thuy	-	-					0	0%	Sister-in-law
11.15	Nguyen Sy Hung	-	-					0	0%	Brother-in-law
12	**Bui Thi Giang**	-	**Chief Accountant, Authorized Person to Disclose Information**					**0**	**0%**	**Miễn nhiệm KTT, chấm dứt ủy quyền CBTT từ 01/06/2025**
12.1	Bui Ngoc Tuan	-	-					0	0%	Father

12.2	Tran Thi Thao	-	-					0	0%	Mother
12.3	Hoang Xuan Dong	-	-					0	0%	Father-in-law Failure to provide information
12.4	Do Thi Khanh	-	-					0	0%	Mother-in-law Failure to provide information
12.5	Hoang Van Dung	-	-					0	0%	Husband
12.6	Hoang Ngoc Khanh Tam	-	-					0	0%	Daughter
12.7	Hoang Ngoc Gia Luong	-	-					0	0%	Son
12.8	Bui Nguc Truong	-	-					0	0%	Younger siblings
12.9	Bui Ngoc Dong	-	-					0	0%	Younger siblings
12.10	Bui Thi Bich	-	-					0	0%	Younger siblings
12.11	Phan Thi Hai Yen	-	-					0	0%	Sister-in-law
12.12	Dinh Nguyen Dieu Hanh	-	-					0	0%	Sister-in-law

12.13	Tran Van Dai	-	-					0	0%	Brother-in-law
13	**Nguyen Thi Thanh Van**	-	**Head of Board of Supervisors**					**0**	**0%**	**Dismissal of members of the Supervisory Board and Head of the Supervisory Board from 20/06/2025**
13.1	Nguyen Van Xanh	-	-					0	0%	Father
13.2	Nguyen Thi Thoan	-	-					0	0%	Mother
13.3	Nguyen Tien Loc	-	-					0	0%	Brother
13.4	Nguyen Tien Vinh	-	-					0	0%	Brother
13.5	Tran Thi Hien	-	-					0	0%	Sister-in-law
13.6	Pham Thi Thanh Nga	-	-					0	0%	Sister-in-law
13.7	Pham Thi Huynh	-	-					0	0%	Mother-in-law
13.8	Tran Huu Soan	-	-					0	0%	Husband

13.9	Tran Thao Quyen	-	-					0	0%	Biological children
13.10	Tran Bao Khanh	-	-					0	0%	Biological children
14	**Nguyen Tien Vinh**	-	**Member of Board of Directors and Deputy General Director**					**392.761**	**0,45%**	**Dismissal of Members of the Board of Director, Deputy General Directors from 20/06/2025**
14.1	Nguyen Dinh Thin	-	-					0	0%	Father
14.2	Đo Thi Dang	-	-					0	0%	Mother
14.3	Nguyen Thi Thuy Oanh	-	-					0	0%	Wife
14.4	Nguyen Huong Mai	-	-					0	0%	Biological children
14.5	Nguyen Tra My	-	-					0	0%	Biological children
14.6	Nguyen Ngoc Quang	-	-					0	0%	Younger siblings
14.7	Nguyen Ngoc Thanh	-	-					0	0%	Younger siblings

14.8	Nguyen Thi Lan Huong	-	-					0	0%	Younger siblings
14.9	Pham Thi Thuy	-	-					0	0%	Sister-in-law
14.10	Tran Thi Tuyet Lan	-	-					0	0%	Sister-in-law
14.11	Do Van Chien	-	-					0	0%	Brother-in-law
14.12	Hoang Ha Phu Yen Paper Joint Stock Company	-	-					0	0%	Mr. Vinh is a Member of the Board of Directors and Deputy Director

APPENDIX 4: TRANSACTIONS OF INTERNAL PERSONS AND RELATED PERSONS IN THE COMPANY'S SHARES

No.	Transaction maker	Relationship with the Company/Internal person	Number of shares owned at the beginning of the period (*)		Number of shares owned at the end of the period (**)		Reason for increase or decrease (purchase, sale, conversion, bonus...)
			Number of shares	Ratio	Number of shares	Ratio	
1	Le Thi Nguyen	Member of the Board of Directors	2.000	0,002%	2.100	0,002%	Purchase of Shares
2	Vu Thi Hai Ly	Related Person of an Insider	52.797	0,06%	52.800	0,06%	Purchase of Shares