**HPI: Annual Corporate Governance Report 2023**

On January 24, 2024, Hiep Phuoc Industrial Park Joint Stock Company announced Report No. 02/2024/BC-HIPC-HDQT on the corporate governance of the company in 2023 as follows:

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| Company name: | Hiep Phuoc Industrial Park Joint Stock Company |
| Headquarters address | Zone B, Road No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Nha Be District, Ho Chi Minh City. |
| Tel | 028 378 00 350 |
| Fax | 028 378 00 341 |
| Email | hiepphuocco@hiepphuoc.com |
| Charter capital | VND 600 billion |
| Securities code | HPI |
| Corporate governance model: | General Meeting, Board of Directors, Supervisory Board, and Managing Director. |
| Implementation of internal audit: | Unimplemented  |

1. ACTIVITIES OF THE GENERAL MEETING 2023

Information about the meetings and General Mandate/Decisions.

On April 27, 2023, the Company held the Annual General Meeting 2023. The General Meeting announced 01 Annual General Mandate.

1. BOARD OF DIRECTORS
2. Information about members of the Board of Directors

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| No. | Full name | Position | Appointment date |
| 1 | Mr. Nguyen Van Thinh | Member of the Board of Directors  | From August 15, 2022, to February 23, 2023 |
| Chair of the Board of Directors | From February 24, 2023 until present |
| 2 | Mr. Huynh Bao Duc | member of the Board of Directors | August 15, 2022 |
| 3 | Mr. Vu Dinh Thi | Member of the Board of Directors | August 15, 2022 |
| 4 | Ms. Nguyen Thi Binh | Member of the Board of Directors | August 15, 2022 |
| 5 | Mr. Truong Cong Nghia | Member of the Board of Directors | August 15, 2022 |
| 6 | Mr. Pham Trung Kien | Member of the Board of Directors | August 15, 2022 |
| 7 | Ms. Tran Thi Hanh Tien | Member of the Board of Directors | August 15, 2022 |

1. Board Resolutions in 2023:

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| No. | Resolutions | Date | Contents  |
| 1 | 01/2023/NQ-HIPC-HDQT | February 24, 2023 | Elect Mr. Nguyen Van Thinh as Chair of the Board of Directors |
| 2 | 02/2023/NQ-HIPC-HDQT | February 24, 2023 | Dismiss Mr. Vu Dinh Thi as the Managing Director of the Company |
| 3 | 03/2023/NQ-HIPC-HDQT | February 24, 2023 | Assign Mr. Huynh Bao Duc as the Managing Director of the Company |
| 4 | 04/2023/NQ-HIPC-HDQT | February 24, 2023 | Extend office termof appointment for Mr. Giang Ngoc Phuong - Deputy Managing Director |
| 5 | 05/2023/NQ-HIPC-HDQT | February 24, 2023 | Extend office termof appointment for Ms. Lu Thi Thu Van - Chief Accountant |
| 6 | 06/2023/NQ-HIPC-HDQT | February 24, 2023 | Plan to organize the Annual General Meeting 2023 |
| 7 | 07/2023/NQ-HIPC-HDQT | February 24, 2023 | Adjust the policy to implement the item of Completing Fire Protection - Wastewater Treatment Plant  |
| 8 | 08/2023/NQ-HIPC-HDQT | February 24, 2023 | Adjust the policy to implement the item of Upgrading Fire Protection - Worker Accommodation |
| 9 | 09/2023/NQ-HIPC-HDQT | February 24, 2023 | Change the Legal Representative sent to the Department of Planning and Investment |
| 10 | 10/2023/NQ-HIPC-HDQT | April 05, 2023 | Approve the contents submitted to the General Meeting 2023 |
| 11 | 11/2023/NQ-HIPC-HDQT | April 05, 2023 | Approve the policy of installing automatic monitoring system. |
| 12 | 12/2023/NQ-HIPC-HDQT | April 05, 2023 | Submit to the Annual General Meeting to approve the item of Emergency Environmental Response Pond |
| 13 | 14/2023/NQ-HIPC-HDQT | April 05, 2023 | Collect and transport sludge |
| 14 | 15/2023/NQ-HIPC-HDQT | April 05, 2023 | Change the method of ensuring Hochiminh city Finance and Investment state-owned Company loans |
| 15 | 16/2023/NQ-HIPC-HDQT | April 05, 2023 | Appoint the person in charge of corporate governance 2022-2027 |
| 16 | 17/2023/NQ-HIPC-HDQT | April 17, 2023 | Authorize the Managing Director to attend and vote at the Annual General Meeting of LHC |
| 17 | 19/2023/NQ-HIPC-HDQT | May 10, 2023 | Promulgating the Internal Regulations on Corporate Governance (amended for the third time). |
| 18 | 20/2023/NQ-HIPC-HDQT | May 10, 2023 | Promulgate the Operational Regulations of the Board of Directors (adjusted for the first time) |
| 19 | 21/2023/NQ-HIPC-HDQT | June 07, 2023 | Choose AFC Vietnam Auditing Company Limited as the auditor of the Financial Statements 2023 |
| 20 | 22/2023/NQ-HIPC-HDQT | June 12, 2023 | Approve the Economic-Technical Report - for the categories: Adjust the policy to implement the item of Completing Fire Protection - Wastewater Treatment Plant  |
| 21 | 23/2023/NQ-HIPC-HDQT | June 12, 2023 | Approve the Economic-Technical Report - for the categories: Upgrade and improve Fire Protection - Worker Accommodation |
| 22 | 24/2023/NQ-HIPC-HDQT | August 10, 2023 | Compensation beyond the land boundary |
| 23 | 25/2023/NQ-HIPC-HDQT | September 05, 2023 | Authority in the work of contractor plan collecting sludge annually |
| 24 | 26/2023/NQ-HIPC-HDQT | September 05, 2023 | Approve the contractor selection plan for the Project of Upgrading the Fire Protection System of the Worker Accommodation (Block 1) |
| 25 | 27/2023/NQ-HIPC-HDQT | September 05, 2023 | Approve the contractor selection plan for the Project of Upgrading the Fire Protection System of Wastewater Treatment Plant phase 1 |
| 26 | 28/2023/NQ-HIPC-HDQT | November 18, 2023 | Personnel of the Board of Members of ViePan (Ms Lu Thi Thu Van) |

1. Supervisory Board:
2. Information about the members of the Supervisory Board

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| --- | --- | --- | --- |
| No. | Member of the Supervisory Board | Position | Date of appointment |
| 1 | Mr. Nguyen Kien Tan | Member of the Supervisory Board | From August 15, 2022 to February 23, 2023 |
| Chief of the Supervisory Board | From February 24, 2023 until present |
| 2 | Mr. Le Van Cong | Member of the Supervisory Board | August 15, 2022 |
| 3 | Ms. Le Nguyen Khanh Ngoc | Member of the Supervisory Board | August 15, 2022 |

1. Executive Board

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| --- | --- | --- | --- | --- |
| No. | Member of the Executive Board | Date of birth | Qualification | Appointment/reappointment date |
| 1 | Mr. Huynh Bao Duc - Managing Director | 1981 | Construction Engineer | March 02, 2023 |
| 2 | Ms. Nguyen Thi Binh - Deputy Managing Director | 1982 | Bachelor in Economics | July 17, 2020 |
| 3. | Mr. Giang Ngoc Phuong - Deputy Managing Director | 1975 | Master of Economics | November 02, 2015 |

1. Chief Accountant

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| --- | --- | --- | --- |
| Full name | Date of birth | Qualification | Date of appointment |
| Le Thi Thu Van | 1975 | Bachelor in Economics | June 01, 2013 |

1. Training on corporate governance:
2. List of related persons of the public Company and transactions between the related person of the Company with the Company itself
3. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, PDMR and related persons of PDMR None
4. Transactions between the Company’s PDMR, related persons of PDMR and subsidiaries, companies controlled by the Company: None
5. Transactions between the Company and other entities: None
	1. Transactions between the Company and the company in which members of the Board of Directors, members of the Supervisory Board, Managing Director and other managers who have been founding members or members of the Board of Directors or Executive Manager for the past three (03) years (as of the date of reporting): None
	2. Transactions between the Company and companies where related persons of members of the Board of Directors, members of the Supervisory Board, Managing Director and other managers who are members of the Board of Directors or Executive Manager: None
	3. Other transactions of the Company (if any) which can bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, Managing Director and other managers: None.
6. Share transactions of PDMR and related persons of PDMR None.
7. Transaction of PDMR and related persons related to the Company’s shares: None
8. Other significant issues: None