**BXH: Annual Corporate Governance Report 2023**

On January 26, 2024, Haiphong Packing VICEM Joint Stock Company announced Report No. 01/HPVC-HDQT on the corporate governance in 2023 as follows:

* Name of listed company: Haiphong Packing VICEM Joint Stock Company
* Head office address: No. 03 Ha Noi Street - So Dau Ward - Hong Bang District - Hai Phong City
* Tel: 02253821832 - Fax: 02253540272 - Email
* Charter capital: VND 30,120,400,000
* Securities code: BXH

1. Activities of the General Meeting of Shareholders:

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| --- | --- | --- | --- |
| No. | General Mandate/Decision of the General Meeting of Shareholders No. | Date | Content |
| 1 | 39/NQ-DGDCD.HPVC | April 25, 2023 | Annual General Mandate 2023 |

1. The Board of Directors:
2. Information about members of the Board of Directors:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Member of the Board of Directors | Position | Date of appointment/dismissal as member of the Board of Directors |
| 1 | Ms. Nguyen Thi Kim Thi | Chair of the Board of Directors | April 25, 2023 |
| 2 | Mr. Hong Anh Viet | Member of the Board of Directors | April 25, 2023 |
| 3 | Ms. Dang Thi Thanh Huu | Member of the Board of Directors | April 25, 2023 |
| 4 | Mr. Nguyen Van Hanh | Member of the Board of Directors | April 25, 2023 |
| 5 | Mr. Truong Thanh Hoan | Member of the Board of Directors | April 25, 2023 |

1. Board Resolutions/Board Decisions:

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| --- | --- | --- | --- |
| No. | Board Resolution/Board Decision No. | Date | Content |
| 1 | 04/NQ-HDQT | February 18, 2023 | Resolution on the results of production and business activities in Q1 2023 |
| 2 | 05/NQ-HDQT | February 22, 2023 | Resolution on the record date to exercise the rights to attend the Annual General Meeting of Shareholders 2023 |
| 3 | 08/NQ-HDQT | February 28, 2023 | Resolution on salary fund distribution 2022 |
| 4 | 09/NQ-HDQT | February 28, 2023 | Resolution on profit distribution in 2022; minutes of approval of the Business Plan 2023 |
| 5 | 11/NQ-HDQT | April 4, 2023 | Decision on the establishment of the organizing committee of the Annual General Meeting 2023. |
| 6 | 13/QD-HDQT | April 4, 2023 | Decision on establishing the Shareholder's Eligibility Verification Committee at the Annual General Meeting of Shareholders 2023. |
| 7 | 15/NQ-HDQT | April 5, 2023 | Decision on promulgating the Personnel Management Regulation |
| 8 | 16/NQ-HDQT | April 5, 2023 | Decision on promulgating the Regulation of Procurement Management |
| 9 | 17/QD-HDQT | April 5, 2023 | Decision on promulgating regulations tripartite relationship management. |
| 10 | 22/NQ-HDQT | April 8, 2023 | Decision on promulgating financial regulations |
| 11 | 26/NQ-HDQT | April 21, 2023 | Decision on promulgating the Regulations on occupational safety and health. |
| 12 | 27/NQ-HDQT | April 21, 2023 | Decision on promulgating salary regulations. |
| 13 | 28/QD-HDQT | April 21, 2023 | Decision on promulgating the Regulation of Goods Purchase |
| 14 | 50/QD-HDQT | April 26, 2023 | Decision on promulgating amendments to the charter |
| 15 | 51/NQ-HDQT | April 26, 2023 | Decision on promulgating internal governance regulations |
| 16 | 57/NQ-HDQT | July 29, 2023 | Board Resolution of the meeting of the Board of Directors in Q4/23 |
| 17 | 58/NQ-HDQT | July 29, 2023 | Decision on adjustment of director's salary |
| 18 | 59/NQ-HDQT | July 29, 2023 | Decision on reappointing company secretary |
| 19 | 60/NQ-HDQT | July 29, 2023 | Board Decision on assigning the person in charge of corporate governance |
| 20 | 63/NQ-HDQT | August 08, 2023 | Board Decision on promulgating the Regulations on Information Disclosure |
| 21 | 65/NQ-HDQT | August 22, 2023 | Resolution on the record date of the Annual General Meeting |
| 22 | 69/NQ-HDQT | October 16, 2023 | Approve the employees planning for the period of 2023-2028 |
| 23 | 77/NQ-HDQT | October 21, 2023 | Board Resolution in Q1/2021 |

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

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Member of the Supervisory Board | Position | Date of appointment/dismissal as member of the Supervisory Board |
| 1 | Nguyen Bich Hue | Chief | April 25, 2023 |
| 2 | Nguyen Thi Kim Anh | Member | April 25, 2023 |
| 3 | Pham Thi Thuy | Member | April 25, 2023 |

1. The Executive Board

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Member of the Executive Board | Date of birth | Qualification | Appointment date |
| 1 | Hong Anh Viet | October 12, 1975 | Master in Business Administration | September 1, 2022 |
| 2 | Nguyen Thi Thu | July 5, 1975 | Bachelor of Economics | December 1, 2022 |

1. Chief Accountant:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Full name | Date of birth | Qualification | Date of appointment |
| 1 | Ha Thuy Mai | December 18, 1983 | Bachelor of Economics | July 1, 2021 |

1. Training on corporate governance
2. List of related persons of the public company
3. Transactions between the Company and affiliated persons of the Company; or between the Company and major shareholders, PDMR and affiliated persons of PDMR None
4. Transactions between PDMR of the listed company, affiliated persons of PDMR and subsidiaries or companies controlled by the listed company: None
5. Transactions between the Company and other entities: None
6. Share transactions of PDMR and affiliated persons of PDMR

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Name of organization/individual | Securities trading account | Position at the Company | NSH No., Date of issuance, Place of issuance | Contract address: | Number of shares owned at the end of the period | Share ownership rate at the end of the period | Note |
| 1 | Nguyen Thi Kim Chi |  | Chair of the Board of Directors | 001172003647 dated May 18, 2015 at Registration for residency management and national data on population. | No. 22a/538 Lang Ha Street - Lang Ha Ward - Dong Da District - Hanoi | 0 | 0 |  |
|  | Tran Tuan Anh |  |  | 0200690000059  September 11, 2018  Registration for residency management and national data on population. | No. 22a/538 Lang Ha Street - Lang Ha Ward - Dong Da District - Hanoi |  |  |  |
|  | Tran Thi Thu Nga |  |  | 001199013054 dated August 31, 2020 at Registration for residency management and national data on population. | No. 22a/538 Lang Ha Street - Lang Ha Ward - Dong Da District - Hanoi |  |  |  |
|  | Tran Thu Thuy |  |  | 001301014450 dated April 20, 2016 at Registration for residency management and national data on population. | No. 22a/538 Lang Ha Street - Lang Ha Ward - Dong Da District - Hanoi |  |  |  |
|  | Nguyen Thanh Chinh |  |  | 031045000319 dated March 4, 2016 at Registration for residency management and national data on population. | No. 104 Nguyen Chi Thanh Street, Dong Da District, Hanoi |  |  |  |
|  | Nguyen Dinh Vinh |  |  | 031075002041 dated April 21, 2021 at Registration for residency management and national data on population. | No. 104 Nguyen Chi Thanh Street, Dong Da District, Hanoi |  |  |  |
|  | Nguyen Thi Ngoc Diep |  |  | 031176002016 dated April 10, 2021 at Registration for residency management and national data on population. | 507 - G2 Hao Nam - Dong Da - Hanoi |  |  |  |
| 2 | Nguyen Van Hanh | 005C2866596 | Member of the Board of Directors | 036063005867  Dated December 08, 2021 at Department of Police for Administrative Management and Social Order | 13/25 Trieu Viet Vuong Street, Hai Ba Trung District, Hanoi | 74,400 | 2.470 |  |
|  | Nguyen Thi Quynh Trâm |  |  | 042178014311  Dated February 02, 2023 at Registration for residency management and national data on population. | 13/25 Trieu Viet Vuong Street, Hai Ba Trung District, Ha Noi | 0 | 0 |  |
|  | Nguyen Thai Hanh Linh |  |  | 042040003969 dated December 13, 2006, Hai Phong | 13/25 Trieu Viet Vuong Street, Hai Ba Trung District, Hanoi |  |  |  |
|  | Nguyen Thai Van Trang | 018C203995 |  | 031827228 dated March 20, 2010, Hai Phong | 13/25 Trieu Viet Vuong Street, Hai Ba Trung District, Ha Noi | 2,000 | 0.066 |  |
|  | Nguyen Thi Thanh |  |  | 036156005027  Dated December 17, 2021  At Registration for residency management and national data on population. | 23 My Quang Pagoda Alley, Trung Phung Ward, Dong Da District Ha Noi |  |  |  |
|  | Nguyen Thi Hai |  |  | 080320230  Dated March 28, 2003, Lang Son | 66 Lane 306, Tay Son Ward, Hanoi City |  |  |  |
|  | Nguyen Van Thanh |  |  | 036060003921  Dated June 24, 2021 at Registration for residency management and national data on population. | 38 Lane 160 Hao Nam, O Cho Dua, Dong Da Ha Noi |  |  |  |
|  | Nguyen Van He |  |  | 036066001292  Dated May 25, 2016 at Registration for residency management and national data on population. | 18 Bac Ninh, Nam Dinh |  |  |  |
|  | Nguyen Cong Doanh |  |  | 036069000070  Dated July 10, 2021 at Registration for residency management and national data on population. | 621 Minh Khai Street, Hai Ba Trung District Ha Noi |  |  |  |
|  | Nguyen Van Dau |  |  | 036072000051  Dated October 8, 2021  at Registration for residency management and national data on population. | 4/8 To Tien, Trung Phung, Dong Da, HN |  |  |  |
| 3 | Hong Anh Viet | 012C003322 | Member of the Board of Directors-cum-Manager | 031075008546  Dated April 25, 2021 at Department of Police for Administrative Management and Social Order | Cai Tat village, An Dong An Duong, Hai Phong | 9,050 | 0.3 |  |
|  | Luu Xuan Anh |  |  | 031173006911 | Cai Tat village, An Duong, Hai Phong |  |  |  |
|  |  |  |  | Dated April 25, 2021  at Department of Police for Administrative Management and Social Order |  |  |  |  |
|  | Hong Le Gia Bao |  |  | 031200004035  Dated April 26, 2016 at Department of Police for Administrative Management and Social Order | Cai Tat village, An Duong, Hai Phong |  |  |  |
|  | Hong Le Bao Vy |  |  | 031304000687  Dated January 4, 2019 at Department of Police for Administrative Management and Social Order | Cai Tat village, An Duong, Hai Phong |  |  |  |
|  | Tran Thi Van |  |  | 031146001248  Dated April 25, 2021 at Department of Police for Administrative Management and Social Order | Cai Tat village, An Duong, Hai Phong |  |  |  |
|  | Hong Thi Mai Huyen |  |  | 031172005249  Dated November 22, 2021 at Department of Police for Administrative Management and Social Order | Thanh Xuan District, Hanoi |  |  |  |
|  | Hong Thi Huyen Anh |  |  | 0311173002048 dated June 23, 2022 at Department of Police for Administrative Management and Social Order | 27/10-Phan Chu Chinh - Hong Bang District - Hai Phong |  |  |  |
| 4 | Dang Thi Thanh Huu |  | Member of the Board of Directors | 031171013382 dated September 1, 2021 at Department of Police for Administrative Management and Social Order | 15/3/22 Hai Xa Temple Le Chan Hai Phong | 0 | 0 |  |
|  | Le Huy Hai |  |  | 038065000067  Dated August 31, 2021 at Department of Police for Administrative Management and Social Order | Vinh Khe, An Duong District, Hai Phong City |  |  |  |
|  | Nguyen Canh Dung |  |  | 031096016451 dated September 26, 2022 at Department of Police for Administrative Management and Social Order | 15/3/22 Hai Xa Temple Le Chan Hai Phong |  |  |  |
|  | Nguyen Canh Toan |  |  | 031203011861  Dated October 15, 2020 at Department of Police for Administrative Management and Social Order | 15/3/22 Hai Xa Temple, Le Chan, Hai Phong |  |  |  |
|  | Nguyen Thi Kim Xuyen |  |  | 034141000831  Dated June 9, 2017 at Registration for residency management and national data on population. | 43/125 To Hieu, Le Chan, Hai Phong |  |  |  |
|  | Dang Thi Kim Oanh |  |  |  | Immigration in the USA |  |  |  |
|  | Dang Anh Tuan |  |  |  | Immigration in France |  |  |  |
|  | Dang Thanh Le |  |  | 031069003599 dated June 6, 2017 at Registration for residency management and national data on population. | 43/125 To Hieu, Le Chan, Hai Phong |  |  |  |
| 5 | Truong Thanh Hoan |  | Member of the Board of Directors | 031068011162  Dated December 23, 2021 at Department of Police for Administrative Management and Social Order | No. 4, Lane 39 Nguyen Trung Thanh, Hung Vuong Ward, Hong Bang District, Hai Phong | 0 | 0 |  |
|  | Le Minh Nguyet |  |  | 031171008980 dated April 27, 2021 at Department of Police for Administrative Management and Social Order | No. 4, Lane 39 Nguyen Trung Thanh, Hung Vuong Ward, Hong Bang District.  Hai Phong |  |  |  |
|  | Truong Ngoc Anh |  |  | 031092000910 dated August 31, 2021 at Department of Police for Administrative Management and Social Order | No. 4, Lane 39 Nguyen Trung Thanh, Hung Vuong Ward, Hong Bang District. Hai Phong |  |  |  |
|  | Truong Ngoc Lan |  |  | 031300005392 dated August 31, 2021 at Department of Police for Administrative Management and Social Order | No. 4, Lane 39 Nguyen Trung Thanh.  Hung Vuong Ward  Hong Bang District Hai Phong |  |  |  |
|  | Truong Thi Toan |  |  | 031152002409  Dated August 20, 2021 at Department of Police for Administrative Management and Social Order | An Bien Ward, Le Chan District, Hai Phong |  |  |  |
|  | Truong Thi Tuan |  |  | 031154002723  Dated August 31, 2021 at Department of Police for Administrative Management and Social Order | Lam Son Ward, Le Chan District, Hai Phong |  |  |  |
|  | Truong Cong Thanh |  |  | 031056000870  Dated November 2, 2015 at Department of Police for Administrative Management and Social Order | Quang Trung Ward, Hong Bang District Hai Phong |  |  |  |
|  | Truong Thi Lieu |  |  | 031161016026 | Lam Son Ward, Le Chan District, Hai Phong |  |  |  |
|  |  |  |  | Dated July 5, 2021  at Department of Police for Administrative Management and Social Order |  |  |  |  |
|  | Truong Hong Lam |  |  | 031161006909 dated April 29, 2021 at Department of Police for Administrative Management and Social Order | Hung Vuong Ward, Hong Bang District, Hai Phong City. |  |  |  |
|  | Truong Thi Tham |  |  | 031163012972 dated August 31, 2021 at Department of Police for Administrative Management and Social Order | Hung Vuong Ward, Hong Bang District, Hai Phong City. |  |  |  |
| 6 | Nguyen Thi Thu | 018C203497 | Deputy Manager of the Company | 022175000697 dated June 06, 2016 at Department of Police for Administrative Management and Social Order | No. 176 Hai Xa Temple, Du Hang Canal, Le Chan, Hai Phong | 3,950 | 0.131% |  |
|  | Nguyen Thi Than |  |  | 240144000002 dated June 28, 2021 at Department of Police for Administrative Management and Social Order | No. 176 Hai Xa Temple, Du Hang Canal, Le Chan, Hai Phong |  |  |  |
|  | Nguyen Thi Cuc |  |  | 036132000477  Dated January 16, 2019 at Department of Police for Administrative Management and Social Order | Hong Bang District, Hai Phong City |  |  |  |
|  | Hoang Thanh Son |  |  | 031070002152 dated June 6, 2016 at Department of Police for Administrative Management and Social Order | No. 176 Hai Xa Temple, Du Hang Canal, Le Chan, Hai Phong |  |  |  |
|  | Hoang Thi Huong |  |  | 031301001337  Dated May 19, 2019 at Department of Police for Administrative Management and Social Order | No. 176 Hai Xa Temple, Du Hang Canal, Le Chan, Hai Phong |  |  |  |
|  | Hoang Huy Hung |  |  | Underage | No. 176 Hai Xa Temple, Du Hang Canal, Le Chan, Hai Phong |  |  |  |
|  | Nguyen Ngoc Thuy |  |  | 022064001930  Dated August 17, 2021 at Department of Police for Administrative Management and Social Order | 5C/441 Thien Loi, Vinh Niem, Le Chan, Hai Phong. |  |  |  |
|  | Nguyen Van Tien |  |  | 031072006757 Dated May 29, 2021 at Department of Police for Administrative Management and Social Order | No. 176 Hai Xa Temple, Du Hang Canal, Le Chan, Hai Phong |  |  |  |
|  |  |  |  |  |  |  |  |  |
| 7 | Nguyen Bich Hue |  | Chief of the Supervisory Board | 033174013708  Dated March 21, 2022 at Department of Police for Administrative Management and Social Order | 13/1 Box 3, New Urban Area, So Dau, Hong Bang | 0 | 0 |  |
|  | Vu Van Duong |  |  | 030066013783 dated June 16, 2021 at Department of Police for Administrative Management and Social Order | 13/1 Box 3, New Urban Area, So Dau, Hong Bang |  |  |  |
|  | Vu Thi Que Lam |  |  | 031303001902 dated April 3, 2018 at Department of Police for Administrative Management and Social Order | 13/1 Box 3, New Urban Area, So Dau, Hong Bang |  |  |  |
|  | Vu Phuc Vu |  |  | Underage | 13/1 Box 3, New Urban Area, So Dau, Hong Bang |  |  |  |
|  | Nguyen Van Hien |  |  | 033059007468 dated September 28, 2021 at Department of Police for Administrative Management and Social Order | 12/C2 cement collective area Lam Son, Le Chan, Hai Phong |  |  |  |
|  | Nguyen Van Ha |  |  | 033061000472  Dated April 14, 2021 at Department of Police for Administrative Management and Social Order | Group 3, Zone 4B. Cam Trung, Cam Binh, Quang Ninh |  |  |  |
| 8 | Nguyen Thi Kim Anh |  | Member of the Supervisory Board | 037173000045 dated May 22, 2015 at Department of Police for Administrative Management and Social Order | Room 15.09 - T2B Building - TSQ Apartment - Mo Lao - Ha Dong Urban Area - HN | 0 | 0 |  |
|  | Dang Minh Anh |  |  | 032015471  Dated April 11, 2014  Hai Phong | Taipei - Taiwan |  |  |  |
|  | Pham Thanh Dat |  |  | 031201002205  Dated July 7, 2016 at Department of Police for Administrative Management and Social Order | Room 15.09 - T2B Building - TSQ Apartment - Mo Lao - Ha Dong Urban Area - HN |  |  |  |
|  | Nguyen Chinh Toan |  |  | 013028601 Dated January 4, 2007 at Department of Police for Administrative Management and Social Order | TSQ Apartment - Mo Lao - Ha Dong - HN |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  | Nguyen Thi Lich |  |  | 036145002749  Dated May 10, 2021 at Department of Police for Administrative Management and Social Order | TSQ Apartment - Mo Lao - Ha Dong - HN |  |  |  |
|  | Mr. Nguyen Chinh Nam |  |  | 037078001640 dated March 1, 2017 at Department of Police for Administrative Management and Social Order | No. 1/320/5 Khuong Dinh Street - Thanh Xuan - Hanoi |  |  |  |
|  | Nguyen Thị Lan Anh |  |  | 037181008050 dated September 22, 2021 at Department of Police for Administrative Management and Social Order | 18/26/138 Kham Thien Market - Hanoi |  |  |  |
| 9 | Pham Thi Thuy | 018C203775 | Member of the Supervisory Board | 031173000872  Dated August 20, 2021 at Department of Police for Administrative Management and Social Order | No. 5, Alley 170 Hai Ba Trung, Le Chan, Hai Phong | 1,700 | 0.056 |  |
|  | Tran Duy Chung |  |  | 031062004280  Dated February 14, 2022 at Department of Police for Administrative Management and Social Order | No. 5, Alley 170 Hai Ba Trung, Le Chan, Hai Phong |  |  |  |
|  | Tran Ngoc Chung Anh |  |  | 031300001045  Dated August 23, 2022 at Department of Police for Administrative Management and Social Order | No.5, Alley 170 Hai Ba Trung, Le Chan, Hai Phong |  |  |  |
|  | Tran Duy Anh |  |  | 031204000270 dated August 16, 2022 at Department of Police for Administrative Management and Social Order | No. 5, Alley 170 Hai Ba Trung, Le Chan, Hai Phong |  |  |  |
|  | Pham Van Thuy |  |  | 031076001226 dated September 16, 2021 at Department of Police for Administrative Management and Social Order | No. 6/9 Mat Bang, So Dau, Hong Bang, Hai Phong |  |  |  |
| 10 | Ha Thuy Mai | 068C10059 | Chief Accountant | 031183027164 dated June 28, 2021 at Department of Police for Administrative Management and Social Order | No. 12, Lot 9-Residential Area - Department of Dau - Hong Bang - Hai Phong | 3,400 | 0.112 |  |
|  | Ha Thi Mai Huong |  |  | 031178001066 dated June 4, 2018 at Department of Police for Administrative Management and Social Order | No. 3/286, Le Lai Street, Ngo Quyen District, Hai Phong |  |  |  |
|  | Ha Minh Nguyet |  |  | 031180005507 Dated April 13, 2022 at Department of Police for Administrative Management and Social Order | 19/94 Trai Chuoi, Hong Bang, Hai Phong |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  | Nguyen The Manh | 068C603764 |  | 031082013471  Dated October 18, 2022 at Department of Police for Administrative Management and Social Order | No. 12, Lot 9 - Residential Area - So Dau - Hong Bang - Hai Phong | 200 | 0.0066 |  |
|  | Nguyen Nhat Minh |  |  | Underage | No. 12, Lot 9 - Residential Area - So Dau - Hong Bang - Hai Phong |  |  |  |
|  | Nguyen Ha Anh |  |  | Underage | No. 12, Lot 9 - Residential Area - So Dau - Hong Bang - Hai Phong |  |  |  |

1. Transactions of PDMR and affiliated persons of PDMR for shares of listed companies
2. Other significant issues: None