

Hai Phong, 21 June, 2025

NOTICE OF PERSONNEL CHANGE

To:

- **Ho Chi Minh City Stock Exchange;**
- **The State Securities Commission of Vietnam**

Pursuant to Resolution No. 01/2025/HHP/NQ-GMS dated June 20, 2025 of the 2025 Annual General Meeting of Shareholders, and Minutes of the Supervisory Board's Meeting No. 02/2025/HHP/BB-SB dated June 20, 2025 of HHP GLOBAL Joint Stock Company (HHP), we respectfully announce the following personnel change at HHP GLOBAL Joint Stock Company:

Appointment:

- Mrs. Trinh Thi Huong
- Position prior to appointment: None
- Appointed position: Head of the Supervisory Board, term 2022-2027
- Term of appointment: Until a replacement decision is made
- Effective date: June 20, 2025.

Dismissal:

1. Mrs. Nguyen Thi Thanh Van
 - No longer holds the positions of: Head and Member of the Supervisory Board, term 2022-2027
 - Reason for dismissal: In accordance with the Company's governance needs
 - Effective date: June 20, 2025.
2. Mr. Nguyen Tien Vinh
 - No longer holds the positions of: Member of the Board of Directors for the 2022-2027 Term
 - Reason for dismissal: In accordance with the Company's governance needs
 - Effective date: June 20, 2025.

This information has been disclosed on the Company's website as of June 21, 2025, at the following link <https://hhpglobaljsc.com/quan-he-co-dong/>.

Attachments:

- Resolution of the 2025 Annual General Meeting of Shareholders;
- Minutes of the Supervisory Board's Meeting regarding the election of the Head of the Supervisory Board of the Company.

AUTHORIZED PERSON FOR DISCLOSURE



Le Van Hoan

Hai Phong, 20 June, 2025

RESOLUTION**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**
HHP GLOBAL JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of HHP GLOBAL Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No. 01/2025/HHP/BB- ĐHĐCĐ dated 20/06/2025 of HHP GLOBAL Joint Stock Company.

HEREBY RESOLVES

Article 1. Approval Report on Business Performance in 2024 and Business Plan for 2025 (Report No. 01-2025/BC-HHP-BĐH attached)

Article 2. Approval of the Board of Directors' Report on Corporate Governance in 2024 and Strategic Development Orientation – 2025 Plan (Report No. 02-2025/BC-HHP-HĐQT attached)

Article 3. Approval of the Independent Board Member's Evaluation Report on the Board's activities in 2024 (Report No. 03-2025/BC-HHP-HĐQTĐL attached)

Article 4. Approval of the Supervisory Board's Report on Monitoring Activities in 2024 and Plan for 2025 (Report No. 04-2025/BC-HHP-BKS attached)

Article 5. Approval of the Audited Financial Statements for 2024 (Proposal No. 01/2025/TTr-HĐQT attached)

Article 6. Approval of the Proposal on Selection of the Independent Auditor for the 2025 Financial Statements (Proposal No. 02/2025/TTr-BKS attached)

Article 7. Approval of the Proposal on Remuneration Payment for 2024 and the Plan for 2025 for the Board of Directors and the Supervisory Board (Proposal No. 03/2025/TTr-HĐQT attached)

Article 8. Approval of the Profit Distribution Plan Accumulated up to 2024 as follows:

No.	Items	Amount (VND)
1	Total net profit after tax in 2024 (Parent Company)	17.107.685.741

No.	Items	Amount (VND)
2	Total proposed profit to be distributed, including: <i>- Appropriations to funds:</i>	3.421.537.148
	+ Appropriation to Development Investment Fund (10%)	1.710.768.574
	+ Appropriation to Bonus Fund (5%)	855.384.287
	+ Appropriation to Welfare Fund (5%)	855.384.287
3	Net profit after tax in 2024 after appropriations to funds	13.686.148.593
4	Undistributed profit from previous years (as of December 31, 2024)	18.040.348.555
5	Accumulated undistributed net profit (= Item 3 + Item 4)	31.726.497.148
6	Profit distributed from subsidiaries	5.428.750.000
7	Total distributable profit after consolidation	37.155.247.148
8	Dividend for 2024 (0%)	0
9	Retained earnings	37.155.247.148

Article 9. Approval of the 2025 Profit Distribution Plan as follows:

- **Dividend payment rate for 2025:** Expected at 6.5%, in cash or shares. The Board of Directors is authorized to decide on the timing and form (cash/share) of interim or final dividend payments based on the Company's business performance and in accordance with the capital balance and financial condition of the Company.
- **Fund appropriation plan for 2025:** The Board of Directors is authorized to implement fund appropriations based on the actual business results in 2025.

Article 10. 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 (Proposal No. 05/2025/TTr-HĐQT attached)

Article 11. Approval of the Proposal on Progress of the Paper Mill Project at Hoang Ha Phu Yen Paper Joint Stock Company (Proposal No. 06/2025/TTr-HĐQT attached)

Article 12. 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 (Proposal No. 07/2025/TTr-HĐQT attached)

Article 13. Approval of the divestment policy from Hoang Ha Ha Nam Paper Joint Stock Company (Proposal No. 07/2025/TTr-HĐQT attached)

Article 14. Approval of the investment policy in paper manufacturing at Hoang Ha Phu Yen Paper Joint Stock Company and other expansion investments (Proposal No. 07/2025/TTr-HĐQT attached)

Article 15. Approval of the Proposal on the Company's Strategy and Roadmap to Achieve Net Zero (Proposal No. 08/2025/TTr-HĐQT attached)

Article 16. Approval of the Policy on Execution of Contracts and Transactions with

Related Parties (*Proposal No. 09/2025/TTr-HĐQT attached*)

Article 17. Approval of the dismissal and change in the number of members of the Board of Directors for the 2022–2027 term (*Proposal No. 10/2025/TTr-HĐQT attached*)

Article 18. Approval of the Amendment to the Company's Charter (*Proposal No. 11/2025/TTr-HĐQT attached*)

Article 19. Approval of the Dismissal of Member of the Supervisory Board for the 2022–2027 term: Ms. Nguyen Thi Thanh Van (*Proposal No. 12/2025/TTr-HĐQT attached*)

Article 20. Approval of the Proposal on Nomination of Personnel to Replace Member of the Supervisory Board for the 2022–2027 term (*Proposal No. 13/2025/TTr-HĐQT attached*).

- Approval of the list of nominated candidates for the Supervisory Board for the 2022–2027 term:
Mrs. Trinh Thi Huong - Candidate for Supervisory Board Member.

Article 21. 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.

Article 22. Implementation Provisions.

The General Meeting of Shareholders authorizes the Board of Directors and Executive Board of the Company to, based on the actual situation, propose targets and solutions to implement this Resolution in the best interest of the Company and its shareholders, in accordance with the Company Charter and applicable laws.

This Resolution No. 01/2025/HHP/NQ-GMS was approved by the 2025 Annual General Meeting of Shareholders and takes effect from the date of signing./.

ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON

Recipients:

- Disclosure as required;
- SSC / Stock Exchange;
- BOD, Supervisory Board, CEO;
- Archived at HR Dept.



Nguyen Thi Thu Thuy

No.: 02/2025/HHP/BB-BKS

Hai Phong, 20 June, 2025



MINUTES OF THE SUPERVISORY BOARD MEETING

I. COMPANY INFORMATION

1. Name of the organization: HHP GLOBAL Joint Stock Company
2. Head office address: No. 194 Kieu Ha Street, Dong Hai 2 Ward, Hai An District, Hai Phong City, Vietnam
3. Telephone: 022 5324 6789

II. TIME AND VENUE OF THE MEETING:

1. Time: 6:15 PM, June 20, 2025
2. Venue: Company Office, No. 194 Kieu Ha Street, Dong Hai 2 Ward, Hai An District, Hai Phong City, Vietnam.

III. ATTENDEES

Members of the Supervisory Board for the 2022–2027 term, including:

- Mrs. Trinh Thi Huong Member of the Supervisory Board
- Mrs. Dinh Thi Hong Member of the Supervisory Board
- Mrs. Dinh Thi Bich Hanh Member of the Supervisory Board

All attending members unanimously agreed to elect:

- Mrs. Trinh Thi Huong: Chairperson of the Meeting
- Mrs. Dinh Thi Bich Hanh: Secretary of the Meeting

The meeting was duly conducted with the attendance of 100% of the total members of the Supervisory Board.

IV. MEETING CONTENT

The Supervisory Board convened, discussed, and voted to approve the following specific matters:

Agenda Item 1: Approval of the election of Mrs. Trinh Thi Huong to the position of Head of the Supervisory Board of HHP GLOBAL Joint Stock Company, effective from June 20, 2025.

Agenda Item 2: Mrs. Trinh Thi Huong shall, in accordance with her responsibilities, perform her duties, exercise her powers, and be entitled to benefits as stipulated in the Company's Charter and internal regulations.

V. VOTING RESULTS

Agenda Item 1: Approval of the election of Mrs. Trinh Thi Huong to the position of Head of the Supervisory Board of HHP GLOBAL Joint Stock Company, effective from June 20, 2025.

Voting Results:



No.	Full name	Position	Vote
1	Mrs. Trinh Thi Huong	Member of the Supervisory Board	In Favor
2	Mrs. Dinh Thi Hong	Member of the Supervisory Board	In Favor
3	Mrs. Dinh Thi Bich Hanh	Member of the Supervisory Board	In Favor

Summary of Voting Results:

- Votes in favor / Total votes cast: 3/3 - 100%
- Votes against / Total votes cast: 0/3 - 0%
- Abstentions / Total votes cast: 0/3 - 0%

Agenda Item 2: Mrs. Trinh Thi Huong shall, in accordance with her responsibilities, perform her duties, exercise her powers, and be entitled to benefits as stipulated in the Company's Charter and internal regulations.

Kết quả biểu quyết:

No.	Full name	Position	Vote
1	Mrs. Trinh Thi Huong	Member of the Supervisory Board	In Favor
2	Mrs. Dinh Thi Hong	Member of the Supervisory Board	In Favor
3	Mrs. Dinh Thi Bich Hanh	Member of the Supervisory Board	In Favor

Summary of Voting Results:

- Votes in favor / Total votes cast: 3/3 - 100%
- Votes against / Total votes cast: 0/3 - 0%
- Abstentions / Total votes cast: 0/3 - 0%

The Supervisory Board meeting was concluded at 6:40 PM on the same day. All attending members unanimously agreed with the contents stated above.

SIGNATURES OF ATTENDING MEMBERS

**SECRETARY / MEMBER OF THE
SUPERVISORY BOARD**



DINH THI BICH HANH

**CHAIRPERSON / MEMBER OF THE
SUPERVISORY BOARD**



TRINH THI HUONG

**MEMBER OF THE
SUPERVISORY BOARD**



DINH THI HONG

