

HHP GLOBAL JOINT STOCK COMPANY

No.: 1605/2026/CBTT-HHP
Re: Disclosure of Information on the
Resolution and Minutes of the 2025
Annual General Meeting of Shareholders

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, May 16th, 2026

DISCLOSURE OF INFORMATION

To:

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

1. Name of the organization: HHP GLOBAL Joint Stock Company
 - Ticker symbol: HHP
 - Head office address: No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City, Vietnam
 - Telephone: (84-225) 324 6789
 - Email: info@hhpglobaljsc.com
2. Disclosed information:
 - HHP GLOBAL Joint Stock Company hereby discloses the Resolution and Minutes of the 2026 Annual General Meeting of Shareholders.
3. This information is simultaneously disclosed on the website of HHP GLOBAL Joint Stock Company on 16 May, 2026 at the following link: <https://hhpglobaljsc.com/quan-he-co-dong/>.

We hereby certify that the information disclosed above is true and we take full legal responsibility for the contents of the disclosed information./.

AUTHORIZED PERSON FOR DISCLOSURE

Attachments:

- Minutes of the 2026 Annual General Meeting of Shareholders;
- Resolution of the 2026 Annual General Meeting of Shareholders
- Attached supporting documents of the Meeting.


Pham Thi Thuy

RESOLUTION

2026 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 2026 Annual General Meeting of Shareholders No. 01/2026/HHP/BB- ĐHĐCĐ dated 15/05/2026 of HHP GLOBAL Joint Stock Company.

RESOLVES:

Article 1. To approve the Report of the Board of Management on the results of production and business operations in 2025 and the production and business plan for 2026 (Attached hereto is Report No. 01-2026/BC-HHP-BĐH)

Article 2. To approve the Report of the Board of Directors on Corporate Governance and Management in 2025 and the Strategic Development Orientation and Plan for 2026 (Attached hereto is Report No. 02-2026/BC-HHP-HĐQT)

Article 3. To approve the Assessment Report of the Independent Member of the Board of Directors on the Performance of the Board of Directors in 2025 - Mrs. Nguyen Thi Ngan (Attached hereto is Report No. 03.1-2026/BC-HHP-HĐQTĐL)

Article 4. To approve the Assessment Report of the Independent Member of the Board of Directors on the Performance of the Board of Directors in 2025 - Mrs. Le Thi Nguyen (Attached hereto is Report No. 03.2-2026/BC-HHP-HĐQTĐL)

Article 5. To approve the Report of the Supervisory Board on the Results of Supervision of the Company's Operating Performance in 2025 and the Plan for 2026 (Attached hereto is Report No. 04-2026/BC-HHP-BKS)

Article 6. To approve the Audited Financial Statements for 2025 (Attached hereto is Proposal No. 01/2026/TTr-HĐQT)

Article 7. To approve the Proposal on the Selection of an Independent Audit Firm for the Audit of the 2026 Financial Statements (Attached hereto is Proposal No. 02/2026/TTr-BKS)

Article 8. To approve the Proposal on the Payment of Remuneration in 2025 and the Remuneration Plan for 2026 for the Board of Directors and the Supervisory Board (Attached hereto is Proposal No. 03/2026/TTr-HĐQT)



Article 9. To approve the Plan for Distribution of Accumulated Profits up to 2025 as follows:

No.	Item	Amount (VND)
1	Total profit after tax for 2025 of the Group after consolidation	48.005.394.999
2	Total profit proposed for distribution, including: - Appropriations to funds:	9.601.079.000
	+ Development investment fund (10%)	4.800.539.500
	+ Bonus fund (5%)	2.400.269.750
	+ Welfare fund (5%)	2.400.269.750
3	Profit after tax for 2025 after appropriations to funds	38.404.315.999
4	Undistributed profits of previous years remaining as of December 31, 2025	47.881.942.424
5	Accumulated undistributed profit after tax (=3+4)	86.286.258.423
6	Total distributable profit after consolidation	86.286.258.423
7	Dividend for 2025 (6,5% in shares)	56.260.320.000
8	Retained earnings	30.025.938.423

Article 10. To approve the Profit Distribution Plan for 2026 as follows:

- Dividend payout ratio for 2026: Expected at 6.5%, in cash or shares. The General Meeting of Shareholders authorizes the Board of Directors to proactively decide on the form, timing of interim payment and/or payment of the 2026 dividend based on the actual business performance, capital requirements, and the need to ensure a balanced financial resource position of the Company.
- Plan for appropriation to funds in 2026: The General Meeting of Shareholders authorizes the Board of Directors to consider and decide based on the actual business results in 2026 and in compliance with applicable laws and the Company's Charter.

Article 11. To approve the Proposal on the Plan for Share Issuance for 2025 Dividend Payment (*Attached hereto is Proposal No. 05/2026/TTr-HDQT*)

Article 12. To approve the Proposal on the Plan for Share Issuance under the Employee Stock Ownership Program (*Attached hereto is Proposal No. 06/2026/TTr-HDQT*)

Article 13. To approve the Proposal on the Adjustment to the Investment Policy Decision for the Relocation and Expansion Project of Hoang Ha Paper Mill (*Attached hereto is Proposal No. 07/2026/TTr-HDQT*)

Article 14. To approve the Proposal on the Adjustment to the Investment Policy for the Social Housing Construction Investment Project at No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City (*Attached hereto is Proposal No. 08/2026/TTr-HDQT*)

Article 15. To approve the Proposal on the Progress Report of the Paper Mill Project of Hoang Ha Phu Yen Paper Joint Stock Company (Subsidiary) and Approval of the Policy to Maintain a 51% Ownership Interest in the Subsidiary (*Attached hereto is Proposal*

Article 16. To approve the Policy for Divestment from Hoang Ha Investment Group Joint Stock Company (Attached hereto is Proposal No. 10/2026/TTr-HĐQT)

Article 17. To approve the Policy for Divestment from 3C Pro Investment Joint Stock Company (Attached hereto is Proposal No. 10/2026/TTr-HĐQT)

Article 18. To approve the Proposal on the Amendment and Supplementation of the Company's Charter (Attached hereto is Proposal No. 11/2026/TTr-HĐQT)

Article 19. To approve the Proposal on the In-principle Approval for the Execution of Contracts and Transactions between the Company and Related Parties (Attached hereto is Proposal No. 12/2026/TTr-HĐQT)

Article 20. To approve the dismissal of Mr. Nguyen Minh Tu from the Board of Directors and the election of a replacement member of the Board of Directors for the 2022–2027 term (Attached hereto is Proposal No. 13/2026/TTr-HĐQT)

Article 21. To approve the Proposal on the Nomination of Candidate(s) for the Election of a Replacement Member of the Board of Directors for the 2022–2027 term (Attached hereto is Proposal No. 14/2026/TTr-HĐQT)

- The General Meeting of Shareholders approved the list of candidates for the election of a replacement member of the Board of Directors for the 2022–2027 term, consisting of Mrs. Nguyen Tran Phuong Linh.

Article 22. To approve the result of the election of a replacement member of the Board of Directors, pursuant to which Mrs. Nguyen Tran Phuong Linh has been elected as a Member of the Board of Directors for the 2022–2027 term.

Article 23. Implementation provisions.

The General Meeting of Shareholders assigns the Board of Directors, the Supervisory Board, the Board of Management, and the relevant individuals and departments to organize and implement this Resolution in accordance with applicable laws, the Company's Charter, and the matters approved by the General Meeting of Shareholders.

Resolution No. 01/2026/HHP/NQ-DHĐCĐ was approved by the 2026 Annual General Meeting of Shareholders and shall take effect from the date of signing./.

Recipients:

- For information disclosure in accordance with regulations;
- State Securities Commission / Stock Exchange;
- Members of the Board of Directors, Supervisory Board, General Director;
- Filed at the Administration and Human Resources Department.

ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS

CHAIRPERSON OF THE MEETING



Tran Thi Thu Phuong

MINUTES OF MEETING
2026 annual general meeting of shareholders

Name of organization: HHP GLOBAL Joint Stock Company.

Head office: No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City, Vietnam.

Enterprise Registration Certificate of Joint Stock Company: No. 0201282851, initially issued by the Department of Planning and Investment of Hai Phong City on November 5, 2012.

Today, at 2:00 PM on May 15, 2026, at the Company's Office, Lot CN2, Tien Lang Town Industrial Cluster, Tien Lang Commune, Hai Phong City, Vietnam, HHP GLOBAL Joint Stock Company convened the 2026 Annual General Meeting of Shareholders, with details as follows:

I. PART ONE - OPENING OF THE MEETING

1. Attendees of the Meeting

- Shareholders of HHP GLOBAL Joint Stock Company ("Company") in accordance with the Invitation to attend the 2026 Annual General Meeting of Shareholders ("Meeting" / "GMS") of the Company;
- Members of the Board of Directors ("BOD");
- Members of the Supervisory Board ("SB").

2. Validity and legality of the Meeting

Mrs. Trinh Thi Huong, Head of the Shareholder Eligibility Verification Committee, reported the results of verification of the eligibility of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders of HHP GLOBAL Joint Stock Company held on May 15, 2026 ("Meeting" / "GMS"), as follows:

The total number of shareholders on the Company's record date list as of April 16, 2026 was 1. shareholders, holding a total of 86.554.343 shares, of which:

- ✓ Total number of shareholders invited to attend the Meeting: 1.841 shareholders, representing 86.554.343 voting shares of the Company.
- ✓ Number of shareholders attending in person and by proxy as of 02:00 PM: 51 shareholders / shareholder representatives, representing 72.483.320 shares, accounting for 83,74314% of the total voting shares of the Company.

Pursuant to the Law on Enterprises and the current Charter on Organization and Operation of HHP GLOBAL Joint Stock Company, the 2026 Annual General Meeting of Shareholders of the Company satisfied all conditions to be convened and conducted in a lawful and valid manner.

3. Approval of the Meeting Agenda and the Working Regulations of the Meeting



On behalf of the Organizing Committee, Mrs. Dao Thi Mai presented the Meeting Agenda and the Working Regulations of the 2026 Annual General Meeting of Shareholders of HHP GLOBAL Joint Stock Company.

The shareholders voted to approve the Meeting Agenda and the Working Regulations of the Meeting.

Voting method: Raising voting cards at the Meeting.

Voting result: 100% of the shareholders attending the Meeting voted in favor.

4. Approval of the list of the Presidium, the Secretariat and the Vote Counting Committee

Pursuant to the Letter of Absence of Mrs. Nguyen Thi Thu Thuy, Chairwoman of the Board of Directors of the Company, from the 2026 Annual General Meeting of Shareholders for health reasons, the remaining members of the Board of Directors unanimously elected Mrs. Tran Thi Thu Phuong – Vice Chairwoman of the Board of Directors cum General Director, to act as Chairperson of the 2026 Annual General Meeting of Shareholders held on May 15, 2026 at the Company's Office, Lot CN2, Tien Lang Town Industrial Cluster, Tien Lang Commune, Hai Phong City, Vietnam, in accordance with Minutes of the Board of Directors' Meeting No. 1505/2026/BB/HHP-HĐQT dated May 15, 2026.

The Chairperson of the Meeting - Mrs. Tran Thi Thu Phuong then nominated the following list of the Presidium, the Secretariat and the Vote Counting Committee:

4.1. Presidium:

1. Mrs. Tran Thi Thu Phuong - Vice Chairwoman of the Board of Directors cum General Director, Chairperson of the Meeting
2. Mr. Bui Minh Duc - Member of the Board of Directors
3. Mrs. Nguyen Tran Phuong Linh - Deputy General Director

4.2. Secretariat of the Meeting:

1. Mrs. Vu Thi Hai Anh - Head
2. Mrs. Dao Thi Mai - Member

4.3. Vote Counting Committee:

1. Mr. Nguyen Vinh Quang - Head
2. Mrs. Nguyen Thu Hien - Member

The shareholders voted to approve the list of the Presidium, the Secretariat and the Vote Counting Committee as set out above:

Voting method: Raising voting cards at the Meeting.

Voting result: 100% of the shareholders attending the Meeting voted in favor.

II. PART TWO - REPORTS AND PROPOSALS ON MATTERS TO BE VOTED ON AND APPROVED AT THE MEETING

1. Mrs. Nguyen Tran Phuong Linh - Deputy General Director, on behalf of the Board of Management, presented to the Meeting Report No. 01-2026/BC-HHP-BĐH on the 2025

Business and Production Results and the 2026 Business and Production Plan.

2. Mrs. Tran Thi Thu Phuong - Vice Chairwoman of the Board of Directors, on behalf of the Board of Directors, presented to the Meeting Report No. 02-2026/BC-HHP-HĐQT on corporate governance and management in 2025 and the strategic development orientation and plan for 2026.
3. Mrs. Nguyen Thi Ngan – Independent Member of the Board of Directors, presented to the Meeting Report No. 03.1-2026/BC-HHP-HĐQTĐL on the assessment of the performance of the Board of Directors in 2025.
4. Mrs. Le Thi Nguyen – Independent Member of the Board of Directors, presented to the Meeting Report No. 03.2-2026/BC-HHP-HĐQTĐL on the assessment of the performance of the Board of Directors in 2025.
5. Mrs. Trinh Thi Huong – Head of the Supervisory Board, on behalf of the Supervisory Board, presented to the Meeting Report No. 04-2026/BC-HHP-BKS on the results of supervision of the Company's operating performance in 2025 and the plan for 2026.
6. Mrs. Trinh Thi Huong – Head of the Supervisory Board, presented to the Meeting Proposal No. 01/2026/TTr-HĐQT regarding the approval of the audited financial statements for 2025.
7. Mrs. Trinh Thi Huong – Head of the Supervisory Board, presented to the Meeting Proposal No. 02/2026/TTr-BKS regarding the selection of an independent audit firm to audit the 2026 financial statements.
8. Mr. Bui Minh Duc – Member of the Board of Directors, presented to the Meeting the following proposals:
 - Proposal No. 03/2026/TTr-HĐQT regarding the payment of remuneration in 2025 and the remuneration plan for 2026 for the Board of Directors and the Supervisory Board.
 - Proposal No. 04/2026/TTr-HĐQT regarding the plan for distribution of accumulated profits up to 2025 and the plan for 2026.
 - Proposal No. 05/2026/TTr-HĐQT regarding the plan for share issuance for 2025 dividend payment.
 - Proposal No. 06/2026/TTr-HĐQT regarding the plan for share issuance under the employee stock ownership program.
9. Mrs. Tran Thi Thu Phuong – Vice Chairwoman of the Board of Directors cum General Director, presented to the Meeting the following proposals:
 - Proposal No. 07/2026/TTr-HĐQT regarding the approval of the adjustment to the investment policy decision for the relocation and expansion project of Hoang Ha Paper Mill.
 - Proposal No. 08/2026/TTr-HĐQT regarding the approval of the adjustment to the investment policy for the social housing construction investment project at No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City.
 - Proposal No. 10/2026/TTr-HĐQT regarding the approval of the policy for divestment from Hoang Ha Investment Group Joint Stock Company and 3C Pro Investment Joint

Stock Company.

10. Mrs. Nguyen Tran Phuong Linh – Deputy General Director, presented to the Meeting the following proposal:

- Proposal No. 09/2026/TTr-HĐQT regarding the progress report of the paper mill project of Hoang Ha Phu Yen Paper Joint Stock Company (Subsidiary) and the approval of the policy to maintain a 51% ownership interest in the Subsidiary.

11. Mr. Bui Minh Duc – Member of the Board of Directors, presented to the Meeting the following proposals:

- Proposal No. 11/2026/TTr-HĐQT regarding the amendment and supplementation of the Company's Charter.
- Proposal No. 12/2026/TTr-HĐQT regarding the policy for the execution of contracts and transactions between the Company and related parties.
- Proposal No. 13/2026/TTr-HĐQT regarding the dismissal and election of a replacement member of the Board of Directors for the 2022–2027 term.

After hearing the presentation of Proposal No. 13/2026/TTr-HĐQT, the Chairperson of the Meeting requested the General Meeting to vote by raising voting cards. As a result, the General Meeting of Shareholders approved the Proposal on the dismissal and election of a replacement member of the Board of Directors for the 2022–2027 term, with 100% of the total voting shares represented at the Meeting voting in favor.

- Proposal No. 14/2026/TTr-HĐQT regarding the nomination of candidate(s) for the election of a replacement member of the Board of Directors for the 2022–2027 term.

12. Mrs. Vu Thi Hai Anh – Head of the Secretariat, read out the Regulation on the Election of a Replacement Member of the Board of Directors for the 2022–2027 term of HHP GLOBAL Joint Stock Company at the Meeting.

The Regulation on the Election of a Replacement Member of the Board of Directors for the 2022–2027 term at the 2026 Annual General Meeting of Shareholders of the Company was unanimously approved with 100% of the total voting shares represented at the Meeting.

III. PART THREE – DISCUSSION, SHAREHOLDERS' COMMENTS AND EXPLANATIONS OF THE PRESIDIUM

Mrs. Tran Thi Thu Phuong - Chairperson of the Meeting, invited the General Meeting of Shareholders to discuss and provide comments on the matters that had just been presented.

During the discussion session, representatives of institutional shareholders and individual shareholders raised several questions for further clarification of the matters presented, and also contributed certain comments and recommendations regarding the Company's operations.

On behalf of the Presidium, Mrs. Tran Thi Thu Phuong directly responded to and clarified all questions raised by the shareholders, and also acknowledged and accepted the comments contributed at the Meeting.

Following the explanations provided by the Presidium, the shareholders had no further comments or questions. The Chairperson of the Meeting then proceeded to the next item on the

agenda.

IV. PART FOUR - VOTING TO APPROVE THE REPORTS, PROPOSALS AND CONDUCT OF ELECTION

- Mr. Nguyen Vinh Quang – Head of the Vote Counting Committee, instructed the shareholders on the voting procedures using voting ballots and election ballots at the Meeting.

- The Meeting proceeded to cast voting ballots to approve the Reports and Proposals presented at the Meeting and to cast election ballots for the member of the Board of Directors.

- After the shareholders completed the submission of voting ballots and election ballots, the ballot boxes were moved to the vote-counting area for counting.

- The Vote Counting Committee conducted the vote counting while the Meeting took a break. The Company arranged for the shareholder delegation to visit the plant.

V. PART FIVE - VOTING RESULTS AND ELECTION RESULTS

❖ Results of vote counting

After the vote-counting process was completed, Mr. Nguyen Vinh Quang – Head of the Vote Counting Committee, announced to the General Meeting the results of the voting ballots as follows:

- Voting method: Voting by ballot.
- Each ordinary share carries one (01) vote.
- At the time of vote counting, at 5:00 PM, the total number of shareholders attending and voting at the Meeting was 51 shareholders / shareholder representatives, representing **72.483.320** votes.

No.	Item	Result	Total votes	Percentage (*)	Result	Total votes	Percentage (*)
1	Report of the Board of Management on the 2025 Business and Production Results and the 2026 Business and Production Plan	Total	72.483.320	100,00%	For	72.483.320	100%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	0	0%
2	Report of the Board of Directors on Corporate Governance and Management in 2025 and the Strategic Development Orientation and Plan for 2026	Total	72.483.320	100,00%	For	72.483.207	99,9998%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	113	0,0002%
3	Report of the Independent Member of the Board of Directors on the Performance of the Board of Directors	Total	72.483.320	100,00%	For	72.483.320	100%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	0	0%

No.	Item	Result	Total votes	Percentage (*)	Result	Total votes	Percentage (*)
	in 2025 – Mrs. Nguyen Thi Ngan						
4	Report of the Independent Member of the Board of Directors on the Performance of the Board of Directors in 2025 – Mrs. Le Thi Nguyen	Total	72.483.320	100,00%	For	72.477.670	99,9922%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	5.650	0,0078%
5	Report of the Supervisory Board on the Results of Supervision of the Company's Operating Performance in 2025 and the Plan for 2026	Total	72.483.320	100,00%	For	69.743.366	96,2199%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	2.739.954	3,7801%
6	Proposal re: Approval of the Audited Financial Statements for 2025	Total	72.483.320	100,00%	For	69.743.366	96,2199%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	2.739.954	3,7801%
7	Proposal re: Selection of an Independent Audit Firm for the Audit of the 2026 Financial Statements	Total	72.483.320	100,00%	For	72.483.320	100%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	0	0%
8	Proposal re: Payment of Remuneration in 2025 and the Remuneration Plan for 2026 for the Board of Directors and the Supervisory Board	Total	72.483.320	100 %	For	72.483.320	100%
		Valid	72.483.320	100,00%	Against	0	0%
		Invalid	0	0%	Abstain	0	0%
9	Plan for Distribution of Accumulated Profits up to 2025	Total	72.483.320	100,00%	For	69.333.492	95,6544%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	3.149.828	4,3456%
10	Profit Distribution Plan for 2026	Total	72.483.320	100,00%	For	69.743.366	96,2199%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	2.739.954	3,7801%
11	Proposal re: Plan for Share Issuance for 2025 Dividend Payment	Total	72.483.320	100,00%	For	72.423.665	99,9177%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	59.655	0,0823%
12	Proposal re: Plan for Share Issuance under the Employee Stock Ownership Program	Total	72.483.320	100,00%	For	71.578.120	98,7512%
		Valid	72.483.320	100%	Against	905.200	1,2488%
		Invalid	0	0%	Abstain	0	0%
13	Proposal re: Approval of the Adjustment to the Investment Policy Decision for the Relocation and	Total	72.483.320	100,00%	For	72.483.320	100%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	0	0%

No.	Item	Result	Total votes	Percentage (*)	Result	Total votes	Percentage (*)
	Expansion Project of Hoang Ha Paper Mill						
14	Proposal re: Approval of the Adjustment to the Investment Policy for the Social Housing Construction Investment Project at No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City	Total	72.483.320	100,00%	For	66.748.556	92,0882%
		Valid	72.483.320	100%	Against	5.734.764	7,9118%
		Invalid	0	0%	Abstain	0	0%
15	Proposal re: Progress Report of the Paper Mill Project of Hoang Ha Phu Yen Paper Joint Stock Company (Subsidiary) and Approval of the Policy to Maintain a 51% Ownership Interest in the Subsidiary	Total	72.483.320	100,00%	For	72.483.320	100%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	0	0%
16	Policy for Divestment from Hoang Ha Investment Group Joint Stock Company	Total	72.483.320	100,00%	For	66.748.443	92,088%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	5.734.877	7,912%
17	Policy for Divestment from 3C Pro Investment Joint Stock Company	Total	72.483.320	100,00%	For	66.748.556	92,0882%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	5.734.764	7,9118%
18	Proposal re: Amendment and Supplementation of the Company's Charter	Total	72.483.320	100,00%	For	64.836.912	89,4508%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	7.646.408	10,5492%
19	Proposal re: Policy for the Execution of Contracts and Transactions between the Company and Related Parties	Total	72.483.320	100,00%	For	69.743.366	96,2199%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	2.739.954	3,7801%
20	Proposal re: Dismissal and Election of a Replacement Member of the Board of Directors for the 2022–2027 Term	Total	72.483.320	100,00%	For	72.483.320	100%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	0	0%
21	Proposal re: Nomination of Candidate(s) for the Election of a Replacement Member of the Board of Directors for the 2022–2027 Term	Total	72.483.320	100,00%	For	72.483.320	100%
		Valid	72.483.320	100%	Against	0	0%
		Invalid	0	0%	Abstain	0	0%

(*) Calculated based on the total number of votes of all shareholders attending and voting at the Meeting

Mr. Nguyen Vinh Quang – Head of the Vote Counting Committee, announced to the General Meeting the results of the election ballot counting for the member of the Board of Directors as follows:

❖ **Results of the election ballot counting for the member of the Board of Directors**

- There was 01 candidate nominated by the Board of Directors for election to replace 01 dismissed member of the Board of Directors for the 2022–2027 term;

- Voting method: cumulative voting;

- Each ordinary share carries one (01) vote for the election of a member of the Board of Directors;

- At the time of vote counting, at 5:00 PM, the total number of shareholders attending and casting votes at the Meeting was 51 shareholders/shareholder representatives, representing 72.483.320 Election ballot for member of the Board of Directors.

+ Number of valid votes: 51 votes.

+ Number of invalid votes: 0 votes.

- The result of the election of a replacement member of the Board of Directors for the 2022–2027 term of HHP GLOBAL Joint Stock Company is as follows:

No.	Full name	Position	Number of votes	Result
1	Nguyen Tran Phuong Linh	Member of the Board of Directors	72.483.320	Elected

VI. PART SIX - MATTERS APPROVED BY THE MEETING

Based on the vote-counting results, the Company's Charter and the Law on Enterprises, the following matters were approved by the **2026 Annual General Meeting of Shareholders**:

- 1. Approval of the Report of the Board of Management on the 2025 Business and Production Results and the 2026 Business and Production Plan** (Pursuant to attached Report No. 01-2026/BC-HHP-BĐH), with 100% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
- 2. Approval of the Report of the Board of Directors on Corporate Governance and Management in 2025 and the Strategic Development Orientation and Plan for 2026** (Pursuant to attached Report No. 02-2026/BC-HHP-HĐQT), with 99,9998% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
- 3. Approval of the Assessment Report of the Independent Member of the Board of Directors on the Performance of the Board of Directors in 2025 – Mrs. Nguyen Thi Ngan** (Pursuant to attached Report No. 03.1-2026/BC-HHP-HĐQTĐL), with 100% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
- 4. Approval of the Assessment Report of the Independent Member of the Board of Directors on the Performance of the Board of Directors in 2025 – Mrs. Le Thi Nguyen**

(Pursuant to attached Report No. 03.2-2026/BC-HHP-HĐQTĐL), with 99,9922% of the total votes of all shareholders attending and voting at the Meeting voting in favor.

5. **Approval of the Report of the Supervisory Board on the Results of Supervision of the Company's Operating Performance in 2025 and the Plan for 2026** (Pursuant to attached Report No. 04-2026/BC-HHP-BKS), with 96,2199% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
6. **Approval of the Proposal re: Audited Financial Statements for 2025** (Pursuant to attached Proposal No. 01/2026/TTr-HĐQT), with 96,2199% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
7. **Approval of the Proposal re: Selection of an Independent Audit Firm for the Audit of the 2026 Financial Statements** (Pursuant to attached Proposal No. 02/2026/TTr-BKS), with 100% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
8. **Approval of the Proposal re: Payment of Remuneration in 2025 and the Remuneration Plan for 2026 for the Board of Directors and the Supervisory Board** (Pursuant to attached Proposal No. 03/2026/TTr-HĐQT), with 100% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
9. **Approval of the Plan for Distribution of Accumulated Profits up to 2025** with 95,6544% of the total votes of all shareholders attending and voting at the Meeting voting in favor:

No.	Item	Amount (VND)
1	Total profit after tax for 2025 of the Group after consolidation	48.005.394.999
2	Total profit proposed for distribution, including:	9.601.079.000
	- <i>Appropriations to funds:</i>	
	+ Development investment fund (10%)	4.800.539.500
	+ Bonus fund (5%)	2.400.269.750
	+ Welfare fund (5%)	2.400.269.750
3	Profit after tax for 2025 after appropriations to funds	38.404.315.999
4	Undistributed profits of previous years remaining as of December 31, 2025	47.881.942.424
5	Accumulated undistributed profit after tax (=3+4)	86.286.258.423
6	Total distributable profit after consolidation	86.286.258.423
7	Dividend for 2025 (6,5% in shares)	56.260.320.000
8	Retained earnings	30.025.938.423

10. **Approval of the Profit Distribution Plan for 2026** with 96,2199% of the total votes of all shareholders attending and voting at the Meeting voting in favor:
 - Dividend payout ratio for 2026: Expected at 6.5%, in cash or shares. The General Meeting of Shareholders authorizes the Board of Directors to proactively decide on the form, timing of interim payment and/or payment of the 2026 dividend based on the actual business performance, capital requirements, and the need to ensure a balanced financial resource position of the Company.

- Plan for appropriation to funds in 2026: The General Meeting of Shareholders authorizes the Board of Directors to consider and decide based on the actual business results in 2026 and in compliance with applicable laws and the Company's Charter.
11. **Approval of the Proposal re: Plan for Share Issuance for 2025 Dividend Payment** (*pursuant to attached Proposal No. 05/2026/TTr-HĐQT*) with 99,9177% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
 12. **Approval of the Proposal re: Plan for Share Issuance under the Employee Stock Ownership Program** (*pursuant to attached Proposal No. 06/2026/TTr-HĐQT*) with 98,7512% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
 13. **Approval of the Proposal re: Adjustment to the Investment Policy Decision for the Relocation and Expansion Project of Hoang Ha Paper Mill** (*pursuant to attached Proposal No. 07/2026/TTr-HĐQT*) with 100% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
 14. **Approval of the Proposal re: Adjustment to the Investment Policy for the Social Housing Construction Investment Project at No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City** (*pursuant to attached Proposal No. 08/2026/TTr-HĐQT*) with 92,0882% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
 15. **Approval of the Proposal re: Progress Report of the Paper Mill Project of Hoang Ha Phu Yen Paper Joint Stock Company (Subsidiary) and Approval of the Policy to Maintain a 51% Ownership Interest in the Subsidiary** (*pursuant to attached Proposal No. 09/2026/TTr-HĐQT*) with 100% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
 16. **Approval of the Policy for Divestment from Hoang Ha Investment Group Joint Stock Company** (*pursuant to attached Proposal No. 10/2026/TTr-HĐQT*) with 92,088% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
 17. **Approval of the Policy for Divestment from 3C Pro Investment Joint Stock Company** (*pursuant to attached Proposal No. 10/2026/TTr-HĐQT*) with 92,0882% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
 18. **Approval of the Proposal re: Amendment and Supplementation of the Company's Charter** (*pursuant to attached Proposal No. 11/2026/TTr-HĐQT*) with 89,4508% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
 19. **Approval of the Proposal re: Policy for the Execution of Contracts and Transactions between the Company and Related Parties** (*pursuant to attached Proposal No. 12/2026/TTr-HĐQT*) with 96,2199% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
 20. **Approval of the Proposal re: Dismissal and Election of a Replacement Member of the Board of Directors for the 2022–2027 Term** (*pursuant to attached Proposal No. 13/2026/TTr-HĐQT*) with 100% of the total votes of all shareholders attending and voting at the Meeting voting in favor:
 - Approval of the dismissal of Mr. Nguyen Minh Tu from his position as Member of the Board of Directors

21. **Approval of the Proposal re: Nomination of Candidate(s) for the Election of a Replacement Member of the Board of Directors for the 2022–2027 Term** (*pursuant to attached Proposal No. 14/2026/TTr-HĐQT*) with 100% of the total votes of all shareholders attending and voting at the Meeting voting in favor.
- Approval of the list of nominated candidate(s) for the election of a replacement member of the Board of Directors for the 2022–2027 term: Mrs. Nguyen Tran Phuong Linh - Candidate for the Board of Directors.
22. **Approval of the result of the election of a replacement member of the Board of Directors, pursuant to which Mrs. Nguyen Tran Phuong Linh was elected as a Member of the Board of Directors for the 2022–2027 term.**

VII. PART SEVEN - CLOSING PROCEDURES OF THE MEETING

1. Mrs. Vu Thi Hai Anh - Head of the Secretariat, read out in full the draft Minutes and the draft Resolution of the 2026 Annual General Meeting of Shareholders.

2. Mrs. Tran Thi Thu Phuong - Chairperson of the Meeting, requested the General Meeting of Shareholders to approve the draft Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders.

Voting method: Raising voting cards at the Meeting.

- The Meeting approved the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/HHP/BB-ĐHĐCĐ with the voting result of 100% of the total votes of all shareholders attending and voting at the Meeting in favor.

- The Meeting approved the Resolution of the 2026 Annual General Meeting of Shareholders No. 01/2026/HHP/NQ-ĐHĐCĐ with the voting result of 100% of the total votes of all shareholders attending and voting at the Meeting in favor.

3. Mrs. Tran Thi Thu Phuong - Chairperson, declared the Meeting closed

These Minutes were prepared at 5:45 PM on May 15, 2026 at the 2026 Annual General Meeting of Shareholders of HHP GLOBAL Joint Stock Company./.

ON BEHALF OF THE SECRETARIAT
HEAD OF THE SECRETARIAT

Vu Thi Hai Anh

CHAIRPERSON OF THE MEETING



Tran Thi Thu Phuong

Recipients:

- Shareholders;
- State Securities Commission / Stock Exchange;
- Members of the Board of Directors, Supervisory Board, General Director;
- Company website;
- Filed at the Administration and Human Resources Department.

HHP GLOBAL JOINT STOCK COMPANY



HHP GLOBAL

MATERIALS

Annual General Meeting of Shareholders 2026

Hai Phong, May 15th, 2026

LIST OF DOCUMENTS

Annual General Meeting of Shareholders 2026 HHP GLOBAL Joint Stock Company

No	List of Documents
1	Agenda of the 2026 Annual General Meeting of Shareholders
2	Regulation on the Organization of the 2026 Annual General Meeting of Shareholders
3	Regulation on the Election of a Replacement Member of the Board of Directors for the 2022–2027 Term
4	Report on the 2025 Business and Production Results and the 2026 Business and Production Plan
5	Report of the Board of Directors on Corporate Governance and Management in 2025 and the Strategic Development Orientation and Plan for 2026
6	Report of the Independent Member of the Board of Directors on the Performance of the Board of Directors in 2025 – Mrs. Nguyen Thi Ngan
7	Report of the Independent Member of the Board of Directors on the Performance of the Board of Directors in 2025 – Mrs. Le Thi Nguyen
8	Report of the Supervisory Board on the Results of Supervision of the Company's Operating Performance in 2025 and the Plan for 2026
9	Proposal on the Approval of the Audited Financial Statements for 2025
10	Proposal on the Selection of an Independent Audit Firm for the Audit of the 2026 Financial Statements
11	Proposal on the Payment of Remuneration in 2025 and the Remuneration Plan for 2026 for the Board of Directors and the Supervisory Board
12	Proposal on the Plan for Distribution of Accumulated Profits up to 2025 and the Plan for 2026
13	Proposal on the Plan for Share Issuance for 2025 Dividend Payment
14	Proposal on the Plan for Share Issuance under the Employee Stock Ownership Program
15	Proposal on the Approval of the Adjustment to the Investment Policy Decision for the Relocation and Expansion Project of Hoang Ha Paper Mill
16	Proposal on the Approval of the Adjustment to the Investment Policy for the Social Housing Construction Investment Project at No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City
17	Proposal on the Progress Report of the Paper Mill Project of Hoang Ha Phu Yen Paper Joint Stock Company (Subsidiary) and Approval of the Policy to Maintain a 51% Ownership Interest in the Subsidiary
18	Proposal on the Approval in Principle of the Divestment from Hoang Ha Investment Group Joint Stock Company and 3C Pro Investment Joint Stock Company
19	Proposal on the Amendment and Supplementation of the Company's Charter
20	Proposal on the In-principle Approval for the Execution of Contracts and Transactions between the Company and Related Parties
21	Proposal on the Dismissal and Election of a Replacement Member of the Board of Directors for the 2022–2027 Term
22	Proposal on the Nomination of Candidate(s) for the Election of a Replacement Member of the Board of Directors for the 2022–2027 Term

Mã số doanh nghiệp/*The Company's Business Registration Certificate No.:* 0201282851

Trụ sở chính: Số 194 đường Kiều Hạ, Phường Đông Hải, Thành phố Hải Phòng, Việt Nam

Head Office: No. 119 Kieu Ha Street, Dong Hai Ward, Hai Phong City, Vietnam

Website: <https://hhpglobaljsc.com/>

Tel: (84-225) 324 6789



CHƯƠNG TRÌNH ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026
CÔNG TY CỔ PHẦN HHP GLOBAL

TENTATIVE AGENDA

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Thời gian: 13 giờ 30 phút, Thứ Sáu, ngày 15 tháng 05 năm 2026.

Time: 13:30 on Friday, May 15, 2026

Địa điểm: Văn phòng Công ty, Lô CN2 Cụm Công nghiệp thị trấn Tiên Lãng, xã Tiên Lãng, Thành phố Hải Phòng, Việt Nam.

Venue: *Company Office, Lot CN2, Tien Lang Town Industrial Cluster, Tien Lang Commune, Hai Phong City, Vietnam*



Thời gian/Time	Nội dung/Contents
13h30- 14h00	<p>Đón tiếp và kiểm tra tư cách cổ đông/Reception and verification of shareholder eligibility:</p> <ul style="list-style-type: none"> - Đón tiếp đại biểu, kiểm tra tư cách cổ đông và phát tài liệu cho cổ đông/<i>Reception of delegates, verification of shareholder eligibility, and distribution of meeting materials to shareholders.</i>
14h00- 14h30	<p>Khai mạc Đại hội/Opening of the General Meeting:</p> <ul style="list-style-type: none"> - Tuyên bố khai mạc/<i>Official Opening Announcement;</i> - Thông qua biên bản kiểm tra tư cách cổ đông/<i>Approval of the minutes on shareholder eligibility verification;</i> - Thông qua Danh sách Đoàn chủ tịch, Ban kiểm phiếu và thư ký Đại hội/<i>Nominate the Presidium, Vote Counting Committee, Board of Secretary;</i> - Thông qua Chương trình họp và Quy chế tổ chức của Đại hội/<i>Approve the agenda and the meeting regulations.</i>
14h30-16h00	<p>Ban TGD, Hội đồng quản trị, Ban Kiểm soát trình bày các nội dung sau/The Board of Management, the Board of Directors, and the Supervisory Board present the following matters:</p> <ol style="list-style-type: none"> 1. Báo cáo của Ban điều hành về Kết quả hoạt động SXKD năm 2025 và Kế hoạch SXKD năm 2026; <i>Report of the Board of Management on the 2025 Business and Production Results and the 2026 Business and Production Plan;</i> 2. Báo cáo của HĐQT về công tác quản trị điều hành năm 2025 và định hướng chiến lược phát triển - kế hoạch năm 2026; <i>Report of the Board of Directors on Corporate Governance and Management in 2025 and the Strategic Development Orientation and Plan for 2026;</i> 3. Báo cáo đánh giá của các thành viên Hội đồng quản trị độc lập về hoạt động của Hội đồng quản trị năm 2025;

Report of the Independent Members of the Board of Directors on the Performance of the Board of Directors in 2025;

4. Báo cáo của Ban Kiểm soát về kết quả giám sát tình hình hoạt động năm 2025 và kế hoạch năm 2026;
Report of the Supervisory Board on the Results of Supervision of the Company's Operating Performance in 2025 and the Plan for 2026;
5. Tờ trình V/v Thông qua Báo cáo tài chính kiểm toán năm 2025;
Proposal on the Approval of the Audited Financial Statements for 2025;
6. Tờ trình V/v Lựa chọn đơn vị kiểm toán độc lập thực hiện kiểm toán BCTC năm 2026;
Proposal on the Selection of an Independent Audit Firm for the Audit of the 2026 Financial Statements;
7. Tờ trình V/v Chi trả thù lao năm 2025 và phương án thù lao năm 2026 đối với HĐQT và BKS;
Proposal on the Payment of Remuneration in 2025 and the Remuneration Plan for 2026 for the Board of Directors and the Supervisory Board;
8. Tờ trình V/v Phương án phân phối lợi nhuận lũy kế đến năm 2025 và kế hoạch năm 2026;
Proposal on the Plan for Distribution of Accumulated Profits up to 2025 and the Plan for 2026;
9. Tờ trình V/v Phương án phát hành cổ phiếu để trả cổ tức năm 2025;
Proposal on the Plan for Share Issuance for 2025 Dividend Payment;
10. Tờ trình V/v Phương án phát hành cổ phiếu theo chương trình lựa chọn cho người lao động trong công ty;
Proposal on the Plan for Share Issuance under the Employee Stock Ownership Program;
11. Tờ trình V/v Thông qua điều chỉnh Quyết định chủ trương đầu tư Dự án di dời, mở rộng Nhà máy giấy Hoàng Hà;
Proposal on the Approval of the Adjustment to the Investment Policy Decision for the Relocation and Expansion Project of Hoang Ha Paper Mill;
12. Tờ trình V/v Thông qua điều chỉnh chủ trương Dự án đầu tư xây dựng nhà ở xã hội tại số 194 Kiều Hạ, phường Đông Hải, thành phố Hải Phòng;
Proposal on the Approval of the Adjustment to the Investment Policy for the Social Housing Investment Project at No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City;
13. Tờ trình V/v Báo cáo tiến độ dự án Nhà máy sản xuất giấy Công ty Cổ phần Giấy Hoàng Hà Phú Yên (Công ty con) và thông qua chủ trương duy trì tỷ lệ sở hữu 51% tại Công ty con;
Proposal on the Progress Report of the Paper Mill Project of Hoang Ha Phu Yen Paper Joint Stock Company (Subsidiary) and Approval of the Policy to Maintain a 51% Ownership Interest in the Subsidiary;
14. Tờ trình V/v Thông qua chủ trương thoái vốn tại Công ty Cổ phần Tập đoàn Đầu tư Hoàng Hà và Công ty Cổ phần Đầu tư 3C Pro;
Proposal on the Approval in Principle of the Divestment from Hoang Ha Investment Group Joint Stock Company and 3C Pro Investment Joint Stock Company;
15. Tờ trình V/v Sửa đổi, bổ sung điều lệ công ty;
Proposal on the Amendment and Supplementation of the Company's Charter;
16. Tờ trình V/v Chủ trương thực hiện các hợp đồng, giao dịch giữa Công ty với các bên liên quan;
Proposal on the approval in principle for contracts and transactions between the Company and related parties;
17. Tờ trình V/v Miễn nhiệm và bầu thay thế thành viên Hội đồng quản trị nhiệm kỳ 2022-2027;
Proposal on the dismissal and election of a replacement member of the Board of Directors for the 2022-2027 term;
18. Tờ trình V/v Giới thiệu nhân sự bầu thay thế thành viên Hội đồng quản trị nhiệm kỳ 2022-2027;
Proposal on the nomination of candidate(s) for the election of a replacement member of

20
NG
PH
GL
HỒ

	<p><i>the Board of Directors for the 2022–2027 term;</i></p> <p>19. Các nội dung khác thuộc thẩm quyền của Đại hội đồng cổ đông. <i>Others issues within the scope of the Genenral shareholders' meeting.</i></p>
16h00- 16h45	Thảo luận và giải đáp ý kiến của cổ đông về các nội dung đã được trình bày/Discussion and response to shareholders' opinions and questions regarding the presented matters
16h45- 17h00	<p>Tổ chức biểu quyết các Báo cáo, Tờ trình và bầu cử thành viên HĐQT của Công ty/ Conduct voting on the Company's Reports, Proposals and the election of members of the Board of Directors:</p> <ul style="list-style-type: none"> - Hướng dẫn biểu quyết, bầu cử/ <i>Voting instructions</i> - Cổ đông thực hiện biểu quyết, bầu cử/ <i>Shareholders cast their votes</i>
<p>Nghỉ Giải lao/Recess period: cổ đông nghỉ giải lao 25 phút. Công ty sắp xếp chương trình tham quan Dây chuyền sản xuất, Quý vị cổ đông có nhu cầu đăng ký tham gia./ <i>Shareholders take a 25-minute break. The company has arranged a tour of the production line. Shareholders who wish to participate are encouraged to register</i></p>	
17h25-17h35	Công bố kết quả kiểm phiếu thông qua các Báo cáo và Tờ trình và kết quả bầu cử/ Announce the vote-counting results for the Reports, Proposals and the election results
17h35- 17h45	<p>Bế mạc Đại hội/Concluding ceremony</p> <ul style="list-style-type: none"> - Thông qua Biên bản họp và Nghị quyết ĐHDCĐ/ <i>Approve the meeting minutes and the General Shareholders' Meeting Resolution;</i> - Tuyên bố bế mạc Đại hội/ <i>Declare the closing of the General Meeting.</i>



Hai Phong, May 15th, 2026

REGULATION
ON ORGANIZATION OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS

CHAPTER I
GENERAL PROVISIONS

Article 1. Purpose

This Regulation on organization of the General Meeting of Shareholders is used for the organization of the 2026 Annual General Meeting of Shareholders of HHP Global Joint Stock Company (“HHP”).

Article 2. Scope of Application

This Regulation specifically provides for the rights and obligations of parties participating in the General Meeting of Shareholders (“Meeting”), and the conditions and procedures for conducting the Meeting.

Article 3. Applicable Subjects

Shareholders and participating parties are responsible for complying with the provisions of this Regulation.

CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE MEETING

Article 4. Rights and Obligations of Shareholders Attending the General Meeting of Shareholders

4.1. Conditions for Attending the General Meeting:

All shareholders owning shares of the Company according to the shareholder list of HHP Global Joint Stock Company finalized on 16 April 2026 (“Record Date”), or persons validly authorized to attend on their behalf.

4.2. Rights and Obligations of Eligible Shareholders Attending the General Meeting

- a. Shareholders or authorized representatives attending the General Meeting are required to bring the following documents:
 - Notice of Invitation to attend the 2026 Annual General Meeting of Shareholders;
 - Citizen Identification Card / Identity Card / Passport / other lawful personal identification documents/data, copy of Enterprise Registration Certificate (for organizations). Note: identification documents must remain valid;
 - Original Power of Attorney (in case of authorized attendance at the General Meeting).



(Where the shareholder is an individual, the power of attorney must be signed by such shareholder. Where the shareholder is a legal entity/organization, it must bear the seal and signature of the legal representative of such legal entity/organization).

After shareholders present the above documents to the Shareholder Eligibility Verification Committee, such Committee shall be responsible for checking and verifying whether the shareholders are duly qualified to attend the Meeting (in the event that a shareholder does not bring the Notice of Invitation to attend the 2026 Annual General Meeting of Shareholders, but presents other supporting documents that are consistent and sufficient, such shareholder shall still be deemed eligible to attend). Shareholders or their authorized representatives attending the General Meeting of Shareholders shall be provided with Voting Cards, Voting Ballots and Election Ballots. The value of the Voting Cards, Voting Ballots and Election Ballots issued to the attending shareholder or authorized representative shall correspond to the ratio of voting shares owned or represented by such shareholder, as registered for attendance at the Meeting, to the total number of voting shares of all shareholders attending the Meeting.

- b. Shareholders may authorize in writing another person to attend and vote on their behalf at the General Meeting of Shareholders. The authorized representative attending the General Meeting may not further authorize another person to attend the General Meeting.
- c. Shareholders attending the General Meeting wishing to express opinions or discuss matters must obtain consent from the Chairperson, speak briefly and focus on key matters requiring discussion, consistent with the agenda approved by the General Meeting. Matters already presented by previous speakers shall not be repeated to avoid duplication. Shareholders attending the General Meeting may also write questions on Question Slips and submit them to the Secretariat.
- d. To vote on all matters within the authority of the General Meeting of Shareholders in accordance with the Charter on organization and operation of the Company.
- e. Shareholders and shareholder representatives attending the General Meeting, after hearing reports on matters requiring approval, shall discuss and approve such matters by voting.
- f. During the General Meeting, shareholders must comply with the instructions of the Presidium, behave in a civilized and courteous manner, and must not cause disorder.
- g. Shareholders or authorized representatives arriving after the General Meeting has commenced, after completing registration procedures, may attend and vote on the remaining matters requiring voting according to the approved agenda of the General Meeting. In such case, the validity of votes previously conducted shall not be affected.
- h. Shareholders must maintain confidentiality, properly use and preserve documents, must not copy, record or provide documents to persons outside the General Meeting without prior written consent of the Chairperson; must not film, photograph or audio-record without consent of the Presidium during the course of the General Meeting; must not transmit information externally in any form until the conclusion of the meeting without consent of the Presidium and must comply with other regulations announced by the Presidium/Organizing Committee during the General Meeting.

- i. Shareholders acknowledge that all communications sent to or from email addresses, telephone numbers, fax numbers or other online means registered or provided by shareholders to the Company or stated in the shareholder list shall be deemed to have been sent to or from such shareholders.

Article 5. Rights and Obligations of the Chairperson and the Presidium

5.1. The Presidium consists of the Chairperson and other members of the Presidium.

5.2. Duties of the Presidium:

- a. To conduct the activities of the General Meeting in accordance with the agenda approved by the General Meeting. To carry out necessary tasks so that the General Meeting is conducted in an orderly manner and reflects the wishes of the majority of attending shareholders and shareholder representatives.
- b. To guide delegates and the General Meeting in discussions.
- c. To submit drafts and necessary matters for voting by the General Meeting.
- d. To answer issues requested by the General Meeting.

5.3. The Chairperson of the Board of Directors shall act as Chairperson of the Meeting or authorize another member of the Board of Directors to act as Chairperson of the General Meeting of Shareholders.

5.4. Rights and Duties of the Chairperson of the General Meeting:

- a. To direct the General Meeting to carry out the working agenda lawfully and orderly;
- b. To preside over the settlement of issues arising throughout the course of the General Meeting;
- c. To have the right to implement necessary measures to conduct the meeting reasonably, orderly, in accordance with the approved agenda and reflecting the wishes of the majority of attendees;
- d. To have the right to postpone the General Meeting where the required quorum is present (for no more than three working days from the scheduled opening date) to another time and place decided by the Chairperson without requiring approval of the General Meeting, if it is considered that:
 - The meeting venue does not have sufficient convenient seating for all attendees;
 - Attendees engage in acts of obstruction or disorder, causing risk that the meeting cannot be conducted fairly and lawfully;
 - Communication facilities at the meeting venue do not ensure that attending shareholders can participate in discussion and voting;
 - Such postponement is necessary so that the affairs of the General Meeting may be conducted lawfully. In this case, the Chairperson may postpone the General Meeting upon agreement or request of the General Meeting of Shareholders where sufficient quorum is present.
- e. Other rights and duties in accordance with the Company Charter and provisions of law.

Article 6. Rights and Obligations of the Shareholder Eligibility Verification Committee Attending the General Meeting

The Shareholder Eligibility Verification Committee for the General Meeting of Shareholders shall be appointed by the Meeting Organizing Committee. The Shareholder Eligibility Verification Committee shall receive the documents of shareholders or authorized representatives attending the Meeting in order to verify their validity and reconcile them against the list of shareholders entitled to attend the Meeting as finalized on the Record Date; provide meeting materials, Voting Cards/Ballots and Election Ballots; and report to the Meeting on the results of the verification of shareholders' eligibility before the Meeting is officially convened.

Article 7. Rights and Obligations of the Secretary of the General Meeting

- 7.1. The Chairperson shall appoint the Secretary at the General Meeting.
- 7.2. The Secretary shall perform supporting tasks as assigned by the Chairperson, including:
 - a. To fully and truthfully record all contents of the General Meeting, prepare and sign the Minutes of the General Meeting.
 - b. To assist the Presidium in announcing the draft Minutes and Resolution of the General Meeting and notices of the Presidium sent to shareholders when requested.
 - c. To receive question slips from shareholders.

Article 8. Rights and Obligations of the Vote Counting Committee

- 8.1. The Chairperson shall introduce the Vote Counting Committee and seek approval thereon at the General Meeting.
- 8.2. The Vote Counting Committee has the following duties:
 - a. To supervise the voting of shareholders or representatives attending the General Meeting.
 - b. To summarize the number of voting shares for each matter and notify the results to the Chairperson and the Secretariat of the General Meeting.
 - c. To receive question slips from shareholders.
 - d. To summarize voting ballots for each matter, prepare minutes of vote counting and announce the results before the General Meeting of Shareholders and the Presidium.

CHAPTER III

CONDUCT OF THE GENERAL MEETING

Article 9. Conditions for Conducting the General Meeting

The General Meeting of Shareholders shall be conducted when the number of attending shareholders represents at least 51% of the total voting shares according to the shareholder list of HHP Global Joint Stock Company finalized on the Record Date.

In the event that the first meeting does not satisfy the quorum requirement, the Company shall organize the second meeting and the third meeting in accordance with the Law on Enterprises and the Company Charter.

Article 10. Order of the General Meeting

- 10.1. All shareholders attending the General Meeting must dress formally and appropriately.
- 10.2. Shareholders entering the meeting room must sit in the correct seats or areas designated by the Organizing Committee of the General Meeting. They must strictly comply with the seating arrangements made by the Organizing Committee.
- 10.3. Smoking is prohibited in the meeting room.
- 10.4. Private conversations and use of mobile phones during the General Meeting are prohibited. Mobile phones must be switched off or set to silent mode.

Article 11. Methods of Voting to Approve Matters at the General Meeting

All items on the agenda of the Meeting must be approved by way of open voting by all shareholders attending the Meeting using VOTING CARDS/BALLOTS, based on the number of voting rights corresponding to the number of shares owned/represented and authorized. Each shareholder shall be provided with 01 VOTING CARD, 01 VOTING BALLOT and 01 ELECTION BALLOT, stating the following particulars: Shareholder's name; Number of voting shares (owned/represented and/or authorized); Number of votes/election votes of the shareholder, and bearing the Company's seal.

11.1. VOTING CARD: printed on **white paper**, used for voting on the following matters:

- a. Approval of the composition of the Presidium of the Meeting;
- b. Approval of the Regulation on the Organization of the 2026 Annual General Meeting of Shareholders;
- c. Approval of the agenda;
- d. Approval of the composition of the Vote Counting Committee;
- e. Approval of the Regulation on the Election of Members of the Board of Directors;
- f. Approval of the Minutes and the Resolution of the General Meeting of Shareholders.

11.2. VOTING BALLOT: printed on **blue paper**, used for voting on matters stated in reports and proposals.

a. Valid Voting Ballot:

- A Voting Ballot issued by the Organizing Committee of the General Meeting and bearing the Company's stamp;
- The Voting Ballot is not torn, erased or amended;
- Bearing the signature of the shareholder/authorized representative participating in voting;
- Marked only once (X/√) for one voting matter.

b. Invalid Voting Ballot:

- Not issued by the Organizing Committee of the General Meeting;
- Erased or amended;
- Without signature confirmation of the shareholder/authorized representative attending the General Meeting;
- Not marked or marked more than once (X/√) for one voting matter.

c. Invalid Voting Ballots shall have no value in vote counting.

- d. Voting Ballots issued to shareholders upon registration of shareholder eligibility shall be deemed as ballots issued. In the event that a shareholder leaves the meeting early and cannot remain until the end of the program, such shareholder must return the Voting Ballot to the Organizing Committee of the General Meeting. If the shareholder does not submit the Voting Ballot when the Vote Counting Committee conducts vote counting procedures, such Voting Ballot shall be deemed as Not Collected.
- e. An invalid vote on one matter shall not affect the validity of votes validly cast on other matters.

11.3. ELECTION BALLOT FOR MEMBERS OF THE BOARD OF DIRECTORS:
printed on yellow paper, used for the election of members of the Board of Directors

11.4. METHODS OF VOTING:

- a. Open voting directly on each matter requiring approval by shareholders raising the Voting Card at the General Meeting. Matters voted on by raising Voting Cards are specified in Clause 11.1 of this Article. Voting results shall be announced immediately after each matter is voted on.

Shareholders shall vote by raising Voting Cards as directed by the Chairperson to express: Approval or Disapproval or No Opinion.

When voting at the General Meeting, shareholders voting in Approval shall raise their Voting Cards high. Members of the Vote Counting Committee shall mark the shareholder code and corresponding votes of each approving shareholder. Similarly, shareholders voting Disapproval or No Opinion shall in turn raise their Voting Cards.

- b. Open voting on other matters requiring approval by submitting Voting Ballots. Vote counting results shall be announced immediately before the closing of the General Meeting.
 - When submitting the Voting Ballot, shareholders shall mark (X) or (√) in one of the three boxes: "Approval"; "Disapproval"; and "No Opinion".
 - In the event of marking incorrectly, the shareholder must cross out the incorrect mark, re-sign next to the crossed-out part (without erasing or amending the incorrect mark), and remark correctly.
 - A voting matter without any mark (X) or (√) in any voting box shall be deemed as No Opinion.

Article 12. Adoption of Resolutions of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders on matters in the agenda shall be adopted as follows:

12.1. Except for the cases specified in Clauses 12.2 and 12.3 of this Article, a Resolution of the General Meeting of Shareholders shall be adopted when approved by shareholders owning more than 50% of the total votes of all shareholders attending and voting at the meeting.

12.2. A Resolution on the following matters shall be adopted if approved by shareholders representing at least 65% of the total votes of all shareholders attending and voting at the meeting:

- Classes of shares and total number of shares of each class;

- Change of business lines, trades and sectors;
- Change of the management organizational structure of the Company;
- Investment projects or sale of assets valued at 35% or more of the total asset value recorded in the latest financial statements of the Company, unless the Company Charter provides another ratio or value;
- Reorganization or dissolution of the Company;
- Other matters as prescribed by the Company Charter.

12.3. A Resolution on matters causing adverse changes to the rights and obligations of shareholders owning preference shares shall only be adopted if approved by shareholders of the same class attending the meeting owning at least 75% of the total number of such preference shares, or approved in writing by shareholders of the same class owning at least 75% of the total number of such preference shares in the case of written resolution adoption.

CHAPTER IV

CLOSING OF THE GENERAL MEETING

Article 13. Minutes and Resolution of the General Meeting of Shareholders

- 13.1. The Minutes and Resolution of the General Meeting of Shareholders must be completed and approved before the closing of the General Meeting.
- 13.2. The Minutes and Resolution of the General Meeting of Shareholders must be kept and archived at HHP Global Joint Stock Company.

Article 14. Effectiveness

This Regulation consists of fourteen (14) Articles, has been publicly read before the General Meeting of Shareholders, and shall take effect immediately upon being approved by the 2026 Annual General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN 



Nguyen Thi Thu Thuy



Hai Phong, May 15th, 2026

REGULATION

ON THE ELECTION OF A REPLACEMENT MEMBER OF THE BOARD OF DIRECTORS FOR THE TERM 2022–2027 AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS HHP GLOBAL JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020;*
- *Pursuant to the Charter of HHP Global Joint Stock Company.*

The 2026 Annual General Meeting of Shareholders of HHP Global Joint Stock Company shall conduct the election of a replacement member of the Board of Directors with the following contents:

Article 1. Subjects Entitled to Vote

Shareholders owning voting shares and authorized representatives of shareholders owning voting shares according to the shareholder list of HHP Global Joint Stock Company finalized on 16 April 2026.

Article 2. Criteria and Conditions for Members of the Board of Directors

Pursuant to Clause 1, Article 155 of the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, Article 275 of Decree No. 155/2020/ND-CP dated 31 December 2020, and relevant amendments, supplements and implementing regulations, members of the Board of Directors must satisfy the following criteria and conditions:

- *Not being subject to prohibition from establishing and managing enterprises in Vietnam in accordance with the Law on Enterprises;*
- *Having professional qualifications and experience in business administration or in the business sectors of the Company, and not necessarily being a shareholder of the Company;*
- *A member of the Board of Directors of a public company may concurrently be a member of the Board of Directors or Members' Council of no more than five (05) other companies.*

For Independent Members of the Board of Directors, additional conditions under Clause 2 Article 155, Clause 2 Article 154 of the Law on Enterprises and relevant guiding regulations must be satisfied, specifically:



- *Not being currently employed by the Company, its parent company or subsidiary; and not having been employed by the Company, its parent company or subsidiary for at least three (03) consecutive years immediately preceding the appointment;*
- *Not receiving salary or remuneration from the Company, except allowances entitled to members of the Board of Directors in accordance with regulations;*
- *Not directly or indirectly owning at least 1% of the total voting shares of the Company;*
- *Not having served as a member of the Board of Directors or Supervisory Board of the Company for at least five (05) consecutive years immediately preceding the appointment, except where appointed for two consecutive terms;*
- *An individual may only be elected as an Independent Member of the Board of Directors of one company for no more than two consecutive terms.*

Article 3. Self-nomination and Nomination of Candidates to the Board of Directors

3.1. The number of replacement members of the Board of Directors of HHP Global Joint Stock Company to be elected is: 01 Member of the Board of Directors

3.2. Self-nomination and Nomination Rights

- *Shareholders holding ordinary shares continuously for at least six (06) months may aggregate their voting rights to nominate candidates to the Board of Directors. Shareholders or groups of shareholders holding from 5% to under 10% of the total voting shares may nominate one (01) candidate; from 10% to under 30% may nominate up to two (02) candidates; from 30% to under 40% may nominate up to three (03) candidates; from 40% to under 50% may nominate up to four (04) candidates; from 50% to under 60% may nominate up to five (05) candidates; from 60% to 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to under 90% may nominate up to eight (08) candidates.*
- *In the event that the number of candidates for the Board of Directors nominated or self-nominated is insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, the Internal Regulation on Corporate Governance, and the Operating Regulation of the Board of Directors. The nomination of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders conducts the vote for the election of members of the Board of Directors in accordance with the law.*

Article 4. Ballots and Completion of Ballots

4.1. List of Candidates

- Candidates shall be arranged in alphabetical order by name, with full names stated on the ballot.

4.2. Ballots and Completion of Ballots

- Ballots shall be uniformly printed and indicate the total number of votes corresponding to each shareholder code;

- Shareholders or authorized representatives shall receive ballots for election of members of the Board of Directors according to shareholder code (owned shares and/or authorized shares);
- In case of incorrect entries, shareholders may request the Vote Counting Committee to replace the ballot;
- Shareholders or authorized representatives must personally write the number of votes cast for each candidate in the blank box corresponding to such candidate on the ballot.

4.3. Invalid Ballots

- Ballots not in the prescribed form of the Company or without the Company's seal;
- Ballots containing erasures, amendments, or additional names not included in the list of candidates approved by the General Meeting of Shareholders before voting;
- Ballots where the total votes cast for candidates exceed the maximum number of votes entitled to that shareholder.

Article 5. Voting Method and Principle of Cumulative Voting

- Election of members of the Board of Directors shall be conducted by secret ballot under the cumulative voting method.
- Each shareholder shall have total votes equal to the total number of voting shares owned (including owned and authorized shares) multiplied by one (01) (being the number of Board members to be elected for the 2022–2027 term).
- Shareholders may allocate all votes to one (01) candidate, divide votes equally among candidates, allocate part or all votes to certain candidates, or abstain (blank ballot), provided that the total votes cast do not exceed the maximum votes entitled.

Example: Shareholder Nguyen Van A holds (including owned and authorized shares) 1.000 shares. Number of members to be elected: 01.

- Total voting shares: 1.000 shares
- Total votes: $1.000 \times 1 = 1.000$ votes
- Shareholder Nguyen Van A may allocate all votes to one candidate, abstain, or distribute votes among different candidates, provided total votes do not exceed 1.000 votes.

Article 6. Vote Counting Committee, Voting Principles and Vote Counting

6.1. Vote Counting Committee

- The Vote Counting Committee shall be nominated by the Chairperson of the Meeting and approved by the General Meeting of Shareholders;
- Responsibilities of the Vote Counting Committee:
 - o Introduce ballot contents and instructions for completion of ballots;
 - o Conduct vote counting;
 - o Announce election results before the Meeting.

- Members of the Vote Counting Committee must not be included in the list of nominees or candidates to the Board of Directors.

6.2. Voting Principles and Vote Counting

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders;
- Voting shall commence after distribution of ballots is completed and end when the last shareholder casts the ballot into the ballot box;
- Vote counting must be conducted immediately after voting ends;
- Vote counting results shall be recorded in writing and announced by the Head of the Vote Counting Committee before the Meeting.

Article 7. Principles for Determining Elected Members of the Board of Directors

The principle for determining elected members of the Board of Directors shall be based on the percentage of votes cast over the total number of voting shares (including shares owned and/or represented under authorization), ranked from highest to lowest, starting with the candidate receiving the highest number of votes until the number of members prescribed in this Regulation is reached. In the event that two or more candidates receive the same number of votes for the final seat on the Board of Directors, the General Meeting shall conduct a re-election among those candidates having an equal number of votes.

Article 8. Preparation and Announcement of Vote Counting Minutes

- After vote counting, the Vote Counting Committee must prepare the Minutes of Vote Counting. Main contents include: members of the Vote Counting Committee; total ballots issued, total ballots collected, total valid ballots, total invalid ballots corresponding to voting shares (including owned and/or authorized shares); and election results.
- The Minutes of Vote Counting must be announced before the Meeting.

Article 9. Other Provisions

Any complaints relating to the election and vote counting shall be resolved by the Chairperson of the Meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 10. Effectiveness

This Regulation consists of ten (10) Articles, was publicly read at the General Meeting of Shareholders, and shall take immediate effect upon approval by the 2026 Annual General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Information Disclosure as prescribed;
- Filed at the Board of Directors, HR & Administration./.

CHAIRWOMAN

 Nguyễn Thị Thu Thủy

Hai Phong, May 15th, 2026

REPORT OF THE BOARD OF MANAGEMENT
On the Results of Production and Business Operations in 2025
and the Production and Business Plan for 2026

**Respectfully submitted to: Annual General Meeting of Shareholders
of HHP GLOBAL Joint Stock Company**

- Pursuant to the Charter on organization and operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the audited Financial Statements for 2025 of the Company;
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders and resolutions/decisions of the Board of Directors;
- Pursuant to the actual production and business performance in 2025 and the business plan for 2026 of the Company;

The Board of Management of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders the Report on the results of production and business operations in 2025 and the production and business plan for 2026 as follows:

I. RESULTS OF PRODUCTION AND BUSINESS OPERATIONS IN 2025

1. Operating Context in 2025

In 2025, the Company's production and business activities were carried out amid continued volatility in the global economy and raw material markets. The packaging paper industry remained affected by logistics costs, exchange rates, input material prices, interest rates, increasingly stringent environmental requirements, emission standards, and green supply chain standards. In addition, industry competition continued to intensify as many enterprises expanded capacity, diversified products, and strengthened market presence.

However, the packaging paper industry still benefited from certain favorable factors as demand for packaging remained high, driven by growth in manufacturing, e-commerce, exports, and the trend of replacing plastic materials with environmentally friendly packaging solutions. In such context, HHP benefited from a relatively stable customer base, a progressively strengthened brand, an experienced management team, and especially the official transition of HHPPaper Hai Phong into commercial operation from 04 February 2025. This was a particularly important factor contributing to revenue growth and expansion of the Company's operating scale in 2025.

2. Assessment of Production and Business Results in 2025

During 2025, the Board of Management organized business operations in line with the direction and orientation of the Board of Directors; proactively implemented solutions to respond to market fluctuations; focused on stabilizing the operation of HHPPaper Hai Phong Plant; controlled quality; secured input supply; expanded markets; and gradually improved governance and management efficiency. As a result, the Company recorded significant growth in both revenue



and profit compared with the previous year, creating a solid foundation for the next stage of development.

2.1. Key Financial Indicators

Unit: VND Billion

No.	Indicators	Unit	Actual in 2025		
			Parent Company	Consolidated	Growth vs. 2024 (%)
1	Net Revenue	VND Billion	2.503,8	3.123,9	67,01
2	Profit Before Tax				
-	Profit After Tax	VND Billion	69	71,23	137,83
-	Equity	VND Billion	47,25	48,01	156,88
3	Charter Capital	VND Billion	959,19	1.132,34	9,69
4	Dividend Payment	VND Billion	865,54	865,54	0
5	Net Revenue	%	-	-	-

(*) Profit after tax of the Parent Company excludes dividends received from subsidiaries for comparison consistency with 2024. Consolidated profit after tax excludes profit attributable to non-controlling interests.

In 2025, consolidated net revenue reached 3.123,86 billion VND, up 67,01% compared with 2024. Consolidated profit before tax reached 71,23 billion VND, up 137,83%, while consolidated profit after tax reached 48,01 billion VND, up 156,88%. At the Parent Company level, net revenue reached 2.503,78 billion VND, profit before tax reached 69 billion VND, and profit after tax reached 47,25 billion VND. These results reflected the positive impact of HHPPaper Hai Phong entering the commercial operation phase and improved management efficiency during the year.

2.2. Consolidated Revenue Structure by Business Segment

Unit: VND Billion

No.	Indicators	2024y		2025y		(%) ±
		Revenue	%/ Net Revenue	Revenue	%/Net Revenue	
1	Revenue from sales and service rendering, of which:	1.870,47	100	3.123,87	100,00	67,01
1	Revenue from trading goods	1.793,42	95,87	1.992,00	63,77	11,07
2	Revenue from sale of finished goods	75,99	4,06	1.126,18	36,05	1.382,01
3	Other revenue	1,19	0,06	5,69	0,18	378,15
II	Revenue deductions	0,125		0,01		-

Net revenue from sales and service rendering	1.870,47	100	3.123,86	100,00	67,01
--	----------	-----	----------	--------	-------

(Source: Audited Consolidated Financial Statements for 2025)

The revenue structure in 2025 showed a clear shift toward increasing the proportion of revenue generated from manufacturing activities. Revenue from sale of finished goods reached 1.126,18 billion VND, accounting for 36,05% of total consolidated net revenue, reflecting the initial effectiveness of the new plant after commencing official operations. Revenue from trading goods continued to account for a large proportion at 63,77%, contributing to maintaining revenue scale and market coverage of the Company.

2.3. Performance Against Plan:

+ At the Parent Company:

Unit: VND Billion

Item	Actual 2024	Plan 2025	Actual 2025	Actual / Plan (%)	Actual / 2024 (%)
Net Revenue	1.402,13	2.520	2.503,78	99,36	178,57
Profit Before Tax	20,48	64	69	107,81	336,91
Profit After Tax*	17,11	51	52,68	103,29	307,89

* Profit after tax includes profit distributed from subsidiaries

At the Parent Company level, net revenue in 2025 achieved 99,36% of the annual plan; profit before tax achieved 107,81% of plan; and profit after tax achieved 103,29% of plan. Compared with 2024, all indicators recorded strong growth, demonstrating the clear effectiveness of HHP GLOBAL Joint Stock Company transitioning from the investment phase to the operational and commercial phase.

+ At the Subsidiaries:

- Hoang Ha Phu Yen Paper Joint Stock Company: revenue reached 120,62 tỷ đồng, profit before tax reached 2,54 Vnd billion, and profit after tax reached 1,98 Vnd billion.
- 3C Pro Investment Joint Stock Company: revenue reached 339,93 Vnd billion, profit before tax reached 1,28 Vnd billion, and profit after tax reached 0,44 Vnd billion.
- HHP Green Energy Joint Stock Company: revenue reached 69,37 Vnd billion, profit before tax reached 1,29 Vnd billion, and profit after tax reached 1,03 Vnd billion.

The subsidiaries continued to maintain stable operations. In particular, Hoang Ha Phu Yen Paper Joint Stock Company and HHP Green Energy Joint Stock Company recorded positive results, while 3C Pro Investment Joint Stock Company continued contributing to the overall operating scale of the Group.

+ At the Consolidated Basis:

Unit: VND Billion

Item	Actual 2024	Plan 2025	Actual 2025	Actual / Plan (%)	Actual / 2024 (%)
Net Revenue	1.870,47	2.790	3.123,86	111,97%	167,01%
Profit Before Tax	29,95	72	71,23	98,93%	237,83%
Profit After Tax*	18,69	56	48,01	85,73%	256,88%

Consolidated revenue in 2025 exceeded the annual plan by 11,97%. Profit before tax substantially fulfilled the plan, while profit after tax achieved 85,73% of the annual target. Although the Company did not fully meet the after-tax profit target, the 2025 results still demonstrated significant improvement compared with 2024, while affirming the operational capability and adaptability of the Company in the new phase.

2.4. Assets and Equity:

+ At the Parent Company, as at 31/12/2025, total assets reached 2.677,92 billion VND, increasing by 10,01% compared with 2024; equity reached 959,19 billion VND, increasing by 5,61%. The increase was mainly attributable to capital requirements serving production and business activities and the profit achieved during the year.

+ At the Company on a consolidated basis, total assets reached 3.685,02 billion VND, increasing by 28,18%; equity reached 1.132,34 billion VND, increasing by 9,69% compared with 2024. The increase in consolidated total assets and equity was mainly due to continued investment by subsidiaries in manufacturing plant projects and the positive business results recorded by the Parent Company in 2025.

2.5. Key Operating Ratios:

+ At the Parent Company:

Item	2024y	2025y
Liquidity Ratios		
Current Ratio	1,009	1,005
Quick Ratio	0,72	0,54
Capital Structure (times)		
Liabilities / Total Assets	0,63	0,64
Liabilities / Equity	1,68	1,79
Operating Efficiency (turns)		
Total Asset Turnover	0,65	0,98
Inventory Turnover	9,27	6,41
Profitability Ratios (%)		
ROS (Profit Margin / Net Revenue)	1,22%	2,10%
ROA (Return on Average Assets)	0,80%	2,06%
ROE (Return on Average Equity)	2,14%	5,64%

+ At the Company on a consolidated basis:

Item	2024y	2025y
Liquidity Ratios		
Current Ratio	1,17	1,05
Quick Ratio	0,81	0,64
Capital Structure (times)		
Liabilities / Total Assets	0,64	0,69
Liabilities / Equity	1,78	2,25
Operating Efficiency (turns)		
Total Asset Turnover	0,76	0,95
Inventory Turnover	6,92	6,85
Profitability Ratios (%)		
ROS (<i>Profit Margin / Net Revenue</i>)	1,27%	1,54%
ROA (<i>Return on Average Assets</i>)	0,75%	1,46%
ROE (<i>Return on Average Equity</i>)	2,08%	4,44%

At the Parent Company and on a consolidated basis, the 2025 operating ratios show that asset utilization efficiency and profitability improved significantly compared with 2024, reflecting the positive impact of HHPPaper Hai Phong entering the commercial operation phase. However, short-term liquidity ratios tended to decline while financial leverage increased, indicating that the Company needs to continue closely controlling cash flow, receivables, inventories and capital structure during the new growth phase.

2.6. Investments in Subsidiaries and Associates

During 2025, the Company continued to maintain investments in subsidiaries and associates in line with its ecosystem development orientation:

- Maintained the investment value in 3C Pro Investment Joint Stock Company at 14,4 billion VND, corresponding to an ownership ratio of 80%;
- Maintained the investment value in HHP Green Energy Joint Stock Company at 5,1 billion VND, corresponding to an ownership ratio of 51%;
- Completed additional capital contribution to Hoang Ha Phu Yen Paper Joint Stock Company to maintain an ownership ratio of 51%, raising the total investment value to 156,57 billion VND;
- Completed the transfer of the entire capital contribution in Hoang Ha Ha Nam Paper Joint Stock Company on 02/08/2025;
- Continued to hold 30% of the charter capital of Hoang Ha Investment Group Joint Stock Company.

Based on the review of investment portfolio efficiency, in 2026 the Company is expected to submit to the General Meeting of Shareholders for approval the policy of divestment from 3C Pro Investment Joint Stock Company and Hoang Ha Investment Group Joint Stock Company in order

to restructure the investment portfolio and concentrate resources on core production and business activities.

3. Human Resources and Employee Policies

The Company continued to identify human resources as the fundamental factor for sustainable development. As at 31/12/2025, the total number of employees of the Parent Company was 184 persons, an increase of 10 persons compared with 31/12/2024. Average income reached 9.335.261 VND/person/month. The Company continued to maintain a stable and professional working environment; fully implemented all policies and benefits for employees; strengthened training in professional expertise, management skills, occupational safety, and corporate culture development programs, thereby contributing to enhancing workforce capability and internal cohesion.

4. Materials Management, Occupational Safety and Fire Prevention

During 2025, the Company continued to strictly manage materials, raw materials and fuels used in production; maintained statistics and monitoring of consumption norms; conducted periodic inventory counts; and at the same time launched improvement and cost-saving programs in order to enhance material utilization efficiency and reduce production costs. The Company also maintained inspection and supervision of occupational safety; provided adequate labor protection equipment; and organized regular training on occupational safety, fire prevention and fighting, and rescue operations.

5. Overall Assessment

2025 was a pivotal year for HHP GLOBAL Joint Stock Company, marking the transition from the investment phase to the operational and growth phase. Despite the paper industry still facing many challenges, the Company maintained strong revenue growth, significantly improved profitability, gradually stabilized the operation of HHPPaper Hai Phong, and continued implementing investments in member companies. These results provide an important foundation for the Company to continue strengthening production capacity, expanding markets and improving operating efficiency in 2026 and the following years.

II. PRODUCTION AND BUSINESS PLAN FOR 2026

1. Basis for Formulating the Plan

The 2026 plan is formulated based on the following grounds:

- Results of implementation of the 2025 production and business plan of the Parent Company and subsidiaries;
- Forecasts of developments in the packaging paper market, input raw materials, financing costs and competitive environment;
- Progress of operations, investments and capital requirements of projects within the Group;
- Strategic orientation of the Board of Directors and the Company's medium and long-term development objectives.

2. Context and Orientation for 2026

Entering 2026, the packaging paper industry is forecast to maintain its growth momentum thanks to demand for packaging serving production, exports, domestic consumption and the trend of replacing plastic packaging with environmentally friendly materials. This creates favorable

conditions for enterprises in the industry, including HHP GLOBAL Joint Stock Company, to continue expanding operational scale and increasing market presence.

However, competitive pressure within the industry is expected to continue intensifying, together with increasingly higher requirements for sustainable development, product quality, operational efficiency and financial capability. In addition, fluctuations in input raw materials, cost of capital and environmental standards remain factors requiring close monitoring in the management of production and business operations.

On that basis, the Company's orientation for 2026 is to continue enhancing the operating efficiency of HHPPaper Hai Phong; accelerate completion progress of the Hoang Ha Phu Yen Paper Plant Project; expand markets, particularly major customers, FDI customers and export markets; control costs, improve capital turnover and financial efficiency; while continuing ESG practices, promoting digital transformation and standardizing the governance system.

3. Key Planned Targets for 2026

No.	Item	Unit	2026 Plan		Growth of Plan vs. 2025 (%)
			Parent Company	Consolidated	
1	Total Net Revenue	billion VND	2.715,65	3.472,58	+ 11,16
2	Profit				
-	Profit Before Tax	billion VND	70,49 (*)	79,37	+ 11,43
-	Profit After Tax	billion VND	52,31 (*)	56,26 (**)	+ 17,19
3	Equity	billion VND	1.108	1.288	+ 13,75
4	Charter Capital	billion VND	961,8	961,8	+ 11,12
5	Expected Dividend Payout	%		6,5	

(*)Profit of the Parent Company excludes dividends received from subsidiaries.

(**)Profit after tax on a consolidated basis excludes profit attributable to non-controlling interests.

4. Investment Plan for 2026:

During 2026, the Company plans to implement the following key investment items:

- Continue completing the necessary conditions to bring the Hoang Ha Phu Yen Paper Plant Project into trial operation stage;
- Submit to the General Meeting of Shareholders for approval the policy of divestment from Hoang Ha Investment Group Joint Stock Company and 3C Pro Investment Joint Stock Company in order to restructure the investment portfolio and concentrate resources on key projects;
- Implement procedures to obtain approval for adjustment of the HHPPaper Hai Phong Project toward increasing capacity to 128.000 tons/year and raising total investment capital to 1.500 billion VND;
- Coordinate with NHS Construction Investment Joint Stock Company to implement investment preparation steps for the social housing project at No. 194 Kieu Ha, Dong Hai Ward, Hai Phong City, in accordance with the approved policy.

5. Solutions for Implementation of the 2026 Plan

5.1. About Finance

- Manage financial activities in a safe, proactive and efficient manner;
- Balance funding sources appropriately and seek financing sources with suitable costs in order to restructure borrowings and reduce financial pressure;
- Integrate financial management with sales, debt collection, inventory control and input supply management to improve cash flow and enhance capital turnover;
- Review the efficiency of the investment portfolio, and consider restructuring or divestment at an appropriate time in order to focus resources on key projects.

5.2. About Procurement and Supply

- Closely monitor fluctuations in prices of key raw materials in order to proactively adjust procurement strategies;
- Expand and regularly evaluate the supplier network;
- Strengthen negotiations on pricing, delivery schedule and payment terms;
- Continue controlling the procurement process on the existing management platform, while proposing improvements to enhance transparency and efficiency.

5.3. About Production Organization

- Continue stabilizing and optimizing the operations of HHPPaper Hai Phong;
- Enhance the capability of the operating workforce and strengthen training to master equipment and processes;
- Closely control quality, minimize incidents, improve technology and reduce costs;
- Maintain Kaizen, 5S and continuous improvement initiatives in order to enhance production and business efficiency.

5.4. About Sales, Marketing and Product Consumption

- Consolidate and expand the customer base, particularly major customers, FDI customers and export markets;
- Continue improving service quality before, during and after sales;
- Closely follow customer demand in order to proactively plan production and sales;
- Develop flexible sales policies suitable for each customer segment;
- Prioritize orders with good efficiency and appropriate profit margins;
- Continue strengthening the HHP brand in line with the orientation of professionalism, stability and sustainable development.

5.5. About Human Resources and Internal Governance

- Continue improving workforce quality through recruitment, training and internal development;
- Build a professional, safe and cohesive working environment;
- Gradually improve the effectiveness of the management reporting system, information technology and operational platforms;

- Implement people development, corporate culture and governance capability enhancement programs suitable to the Company's new stage of development.

5.6. About Environment, Safety and Sustainable Development

- Maintain full compliance with environmental commitments and regulations;
- Strengthen supervision of waste treatment, wastewater treatment and emission treatment systems;
- Enhance awareness of resource conservation, use of recycled raw materials and emission reduction;
- Continue implementing ESG initiatives, greenhouse gas inventory and environmental data standardization in support of the Company's sustainable development roadmap.

5.7. About Shareholder Relations

- Continue fully complying with information disclosure obligations;
- Maintain transparent and timely communication channels with shareholders and investors;
- Enhance the quality of shareholder relations activities, thereby strengthening confidence and long-term support of shareholders toward the Company.

III. CONCLUSION

2025 was a particularly significant year for HHP GLOBAL Joint Stock Company as the Company officially transitioned from the investment phase to the commercial operation phase of HHP Paper Hai Phong, thereby laying the foundation for a new growth cycle.

Although the market remained volatile, the Company maintained revenue growth momentum, significantly improved profitability indicators, and continued strengthening its foundations in governance, investment, market development and sustainable development.

Entering 2026, the Board of Management commits to continue managing production and business operations in a proactive, prudent and efficient manner; focusing on fulfilling the targets approved by the General Meeting of Shareholders; while enhancing governance quality, capital utilization efficiency, competitiveness and the reputation of HHP in the market.

The Board of Management respectfully submits to the General Meeting of Shareholders for consideration and approval this Report on the results of production and business operations in 2025 and the production and business plan for 2026 as presented above.

Respectfully submitted.

Recipients:

- As above;
- BOD, Supervisory Board;
- Filed: Administration Department.

GENERAL DIRECTOR 



Trần Thị Thu Phương

Hai Phong, May 15th, 2026

REPORT OF THE BOARD OF DIRECTORS
on Corporate Governance and Management in 2025
and the Strategic Development Orientation and Plan for 2026

To: The 2026 Annual General Meeting of Shareholders
HHP GLOBAL Joint Stock Company

The Board of Directors of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders the Report on corporate governance and management in 2025 and the strategic development orientation and plan for 2026, as follows.

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**1. Composition of the Board of Directors**

The 2025 Annual General Meeting of Shareholders approved the dismissal of Mr. Nguyen Tien Vinh from the Board of Directors and approved that the Board of Directors shall comprise 06 members, as follows:

No.	Full name	Position
1	Mrs. Nguyen Thi Thu Thuy	Chairwoman of the Board of Directors
2	Mrs. Tran Thi Thu Phuong	Vice Chairwoman of the Board of Directors cum General Director
3	Mrs. Nguyen Thi Ngan	Independent Member of the Board of Directors
4	Mr. Nguyen Minh Tu	Non-executive Member of the Board of Directors
5	Mr. Bui Minh Duc	Non-executive Member of the Board of Directors
6	Mrs. Le Thi Nguyen	Independent Member of the Board of Directors

In 2025, the Board of Directors performed its functions and duties in accordance with applicable laws, the Company's Charter and the Operating Regulation of the Board of Directors; at the same time, it proactively directed, supervised and coordinated with the Board of Management in implementing the Company's key tasks.

2. Summary of the Activities of the Board of Directors**2.1. Direction and management activities**

In 2025, the Board of Directors held 10 meetings and issued 27 Minutes, Resolutions and Decisions. All meetings were organized in accordance with proper order and procedures, with the participation and supervision of the Supervisory Board. Matters were discussed democratically, with a high degree of consensus, and were duly documented in writing within the proper authority. Members of the Board of Directors and the Supervisory Board were

provided by the Board of Management with full and timely information on the Company's operating situation.

The key matters considered and approved by the Board of Directors during the year included:

- Quarterly financial statements and periodic governance matters;
- The 2025 business and production plan;
- Plans for borrowings, credit facilities and asset security;
- Preparation for and organization of the 2025 Annual General Meeting of Shareholders;
- Management personnel matters;
- Selection of an independent audit firm to conduct the review of the semi-annual financial statements and the audit of the 2025 annual financial statements;
- Matters relating to the social housing project at No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City.

A detailed list of the Minutes, Resolutions and Decisions of the Board of Directors issued in 2025 is presented in the table below:

No.	Minutes/Resolutions/Decisions No.	Date (dd/mm/yy)	Contents	Approval Rate
1	2401.1/2025/BB-HHP-HĐQT	24/01/2025	Approved the self-prepared Quarter 4/2024 Financial Statements, changes to contact information, and the 2025 production and business plan.	100%
2	2401.2/2025/BB-HHP-HĐQT	24/01/2025	Approved the loan facility with Woori Bank Vietnam Limited Liability Company - Phu My Hung Branch.	100%
3	2401.3/2025/BB-HHP-HĐQT	24/01/2025	Approved the collateral plan of 3C Pro Investment Joint Stock Company.	100%
4	2401.4/2025/BB-HHP-HĐQT	24/01/2025	Approved 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	Approved the credit facility granted by Shinhan Bank Vietnam Limited Liability Company.	100%
6	2401.6/2025/BB-HHP-HĐQT	24/01/2025	Approved the plan to finalize and complete documentation for the application for an additional credit limit at VietinBank Tien Son Branch.	100%
7	04.28.1-2025/NQ-HHP-HĐQT	28/04/2025	Approved the extension of the timeline for organizing the 2025 Annual General Meeting of Shareholders (AGM) to June 2025. Approved the organization of the 2025 Annual General	100%

			<p>Meeting of Shareholders.</p> <p>Approved the authorization to the Chairman of the Board of Directors to implement subsequent steps related to the preparation and organization of the 2025 AGM in compliance with applicable laws and the Company's Charter.</p>	
8	05.06-2025/NQ-HHP-HĐQT	06/05/2025	<p>Approved the loan and guarantee plan with Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank) – Tien Son Branch, including approval of all contents of the credit facility agreement, mortgage agreement, and other related documents executed between HHP GLOBAL Joint Stock Company and VietinBank – Tien Son Branch.</p> <p>Approved the use of all Company assets, rights and interests attached to or arising from the Project, shares owned by Ms. Tran Thi Thu Phuong, and other eligible assets as security for obligations arising from bank loans.</p> <p>Approved the authorization to Ms. Tran Thi Thu Phuong - General Director, as the Company's representative, to sign and execute all credit facility agreements, security agreements, and/or any necessary documents, agreements, dossiers, and procedures related to obtaining credit facilities from banks.</p> <p>Approved the security arrangements and commitments throughout the credit relationship with banks.</p>	100%
9	05.27.1-2025/NQ-HHP-HĐQT	27/05/2025	<p>Approved the agenda and meeting documents of the 2025 Annual General Meeting of Shareholders.</p>	100%
10	05.27.2-2025/NQ-HHP-HĐQT	27/05/2025	<p>Approved the dismissal of Ms. Bui Thi Giang from the position of Chief Accountant cum Head of the Finance & Accounting Department, effective from 01 June 2025.</p>	100%
11	05.27.3-2025/NQ-HHP-HĐQT	27/05/2025	<p>Approved the appointment of Mr. Le Van Hoan as Chief Accountant cum Head of the Finance & Accounting Department, effective from 01 June 2025.</p>	100%
12	06.10.1-2025/NQ-HHP-HĐQT	10/06/2025	<p>Approved the resignation letter dated 05 June 2025 of Mr. Nguyen Tien Vinh from his position as a member of the Board of Directors; the dismissal took effect upon approval by the 2025 AGM.</p> <p>Approved the supplementation of the agenda and meeting documents of the 2025 AGM.</p> <p>Approved the amendment and update of certain documents of the 2025 AGM.</p>	100%

13	06.10.2- 2025/NQ-HHP- HĐQT	10/06/2025	Approved the dismissal of Mr. Nguyen Tien Vinh from the position of Deputy General Director, effective from 20 June 2025.	100%
14	06.10.3- 2025/NQ-HHP- HĐQT	10/06/2025	Approved the dismissal of Ms. Trinh Thi Huong from the position of Company Secretary, effective from 10 June 2025.	100%
15	1006.2/2025/BB- HHP-HĐQT	10/06/2025	Approved the loan facility with Vietcombank – Thanh Cong Branch.	100%
16	06.30.1- 2025/NQ-HHP- HĐQT	30/06/2025	Approved the selection and execution of an independent audit contract for the review of the semi-annual financial statements and the audit of the 2025 annual financial statements with NVA Auditing Company Limited – Northern Branch	100%
17	07.29-2025/NQ- HHP-HĐQT	29/07/2025	Approved the proposal for implementation of the investment project and the consortium agreement for the Social Housing Construction Investment Project – HHP Homes, located at No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City	100%
18	2907.02/2025/BB -HHP-HĐQT	29/07/2025	Approved the credit facility granted by Shinhan Bank Vietnam Limited Liability Company	100%
19	2907.03/2025/BB -HHP-HĐQT	29/07/2025	Approved the self-prepared Quarter II/2025 Financial Statements	100%
20	2909.01/2025/BB -HHP-HĐQT	29/09/2025	Approved the dismissal and appointment of Company personnel	100%
21	09.29.1- 2025/NQ-HHP- HĐQT	29/09/2025	Approved the dismissal of Mr. Le Van Hoan from the position of Chief Accountant cum Head of the Finance & Accounting Department, effective from 01 October 2025	100%
22	09.29.2- 2025/NQ-HHP- HĐQT	29/09/2025	Approved the appointment of Ms. Pham Thi Thuy as Chief Accountant cum Head of the Finance & Accounting Department, effective from 01 October 2025	100%
23	2909.02/2025/BB -HHP-HĐQT	29/09/2025	Approved the loan facility with First Commercial Bank, Ltd. – Hanoi Branch	100%

24	2909.03/2025/BB-HHP-HĐQT	29/09/2025	Approved the loan agreement / loan facility with Industrial Bank of Korea – Hanoi Branch and the issuance of loan guarantees and asset mortgages at VietinBank – Tien Son Branch	100%
25	2810.01/2025/BB-HHP-HĐQT	28/10/2025	Approved the self-prepared financial statements for Q3 2025 and authorized the General Director to finalize/adjust the dossier for obtaining in-principle approval to implement the investment project for the construction of social housing, in accordance with the appraisal results of the relevant departments and authorities	100%
26	2011.1/2025/BB-HHP-HĐQT	20/11/2025	Approved the loan facility with Woori Bank Vietnam Limited Liability Company – Phu My Hung Branch	100%
27	11.20-2025/NQ-HHP-HĐQT	20/11/2025	Approved the loan facility with Woori Bank Vietnam Limited Liability Company – Phu My Hung Branch	100%

2.2. Business Plan

The Board of Directors approved the 2025 business and production plan and submitted it to the 2025 Annual General Meeting of Shareholders for approval. On that basis, the Board of Directors regularly monitored, supervised and directed the Board of Management in implementing appropriate solutions to achieve the planned targets.

- At the Parent Company:

Unit: VND billion

Items	Actual 2024	2025 Plan	Actual 2025	Actual/Plan (%)	Actual/2024 (%)
Total revenue	1.402,13	2.520	2.503,78	99,36	178,57
Profit before tax	20,48	64	69,01	107,82	336,96
Profit after tax (*)	17,11	51	52,68	103,29	307,89

() Profit after tax includes profit distributed from subsidiaries*

- On a Consolidated Basis:

Unit: VND billion

Items	Actual 2024	2025 Plan	Actual 2025	Actual/Plan (%)	Actual/2024 (%)
Total revenue	1.870,47	2.790	3.123,86	111,97	167,01
Profit before tax	29,95	72	71,23	98,93	237,83
Profit after tax	18,69	56	48,01	85,73	256,88

The above results show that in 2025, the Company recorded positive growth in revenue and profit compared with the previous year, particularly in the context of the HHPPaper Hai

Phong Plant officially entering the commercial operation phase. Although consolidated profit after tax did not fully achieve the planned target, the Board of Directors considers this to remain a positive result in the context of the first year of commercial operation of the new plant and the significantly increased demand for working capital.

2.3. Regarding the implementation of the Resolution of the General Meeting of Shareholders

In 2025, the Board of Directors closely monitored and directed the Board of Management in implementing the matters approved by the 2025 Annual General Meeting of Shareholders, including reports and proposals relating to:

- Business and production plans;
- Audited financial statements;
- Selection of an independent audit firm;
- Remuneration plan for the Board of Directors and the Supervisory Board;
- Profit distribution plan;
- Investment, divestment and project progress matters at subsidiaries;
- Net Zero strategy;
- Contracts and transactions with related parties;
- Personnel matters and amendments to the Company's Charter.

The Board of Directors assesses that the matters under the Resolution of the General Meeting of Shareholders were implemented in accordance with the proper authority, roadmap and the Company's overall orientation.

2.4. Corporate governance

The activities of the Board of Directors in 2025 were carried out in accordance with the Company's Charter, the Operating Regulation of the Board of Directors, and relevant legal regulations. Matters falling within the authority of the Board of Directors were reported by the Board of Management for consideration and decision under the supervision of the Supervisory Board.

The Company duly and timely prepared quarterly financial statements, semi-annual reviewed financial statements, audited annual financial statements for 2025, corporate governance reports, annual reports, and other periodic and ad hoc information disclosures in accordance with applicable regulations. Information disclosure was carried out on the principles of transparency, objectivity and truthful reflection of the Company's operating situation.

2.5. Investment activities

In 2025, the Company continued to maintain its investment in 3C Pro Investment Joint Stock Company with a contributed capital amount of VND 14.4 billion, equivalent to an ownership ratio of 80%, and in HHP Green Energy Joint Stock Company with a contributed capital amount of VND 5.1 billion, equivalent to an ownership ratio of 51%. These investments are in line with HHP's ecosystem development orientation in the paper business and production-supporting energy sector.

With respect to Hoang Ha Phu Yen Paper Joint Stock Company, in 2025 the Company completed an additional capital contribution of VND 54.57 billion in order to maintain its ownership ratio of 51%, thereby increasing the total contributed capital to VND 156.57 billion. This subsidiary is implementing the 100,000 tons/year Paper Mill Project at Dong Bac Song Cau Industrial Park, Phu Yen Province; as of the date of this Report, the project has entered the stage of individual equipment testing and full-line integrated trial operation, and is currently awaiting the issuance of the Environmental Permit in order to officially move to the trial operation phase.

On August 2, 2025, the Company completed the transfer of its entire capital contribution in Hoang Ha Ha Nam Paper Joint Stock Company.

Based on the review of the investment portfolio and the proposal of the Board of Management, the Board of Directors intends to submit to the 2026 Annual General Meeting of Shareholders for approval the policy for divestment from Hoang Ha Investment Group Joint Stock Company and 3C Pro Investment Joint Stock Company in order to restructure the investment portfolio and focus resources on the Company's key projects and core production and business sectors.

2.6. Share Transactions and Related-Party Transactions

In 2025, the Company recorded certain share transactions conducted by internal persons and related persons of internal persons, as well as certain transactions between the Company and its subsidiaries, related companies and internal persons. These transactions were implemented, approved and disclosed in accordance with the proper authority and applicable laws. Details of such transactions are presented in the table attached to this Report.

- **Share transactions of major shareholders, internal persons and related persons in 2025:**

No	Person conducting the transaction	Relationship with internal person	Shares held at the beginning of the period		Shares held at the end of the period		Reason for increase/decrease (purchase, sale, conversion, bonus issue, etc.)
			Number of shares	Ownership ratio	Number of shares	Ownership 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	52.800	0,06%	13.100	0,015%	Sale of shares

- **Transactions between the Company and related persons of the Company; or between the Company and major shareholders, internal persons, or related persons of internal persons:**

No.	Name of organization/individual	Relationship with the	Time of transaction with	Resolution / Decision approving	Content, quantity and total transaction value
-----	---------------------------------	-----------------------	--------------------------	---------------------------------	---

	dual	Company	the Company	transaction	
1	Hoang Ha Ha Nam Paper Joint Stock Company	Subsidiary	2025	BOD Resolution No. 08.26/2022/NQ-HHP-HĐQT dated 26/08/2022	HHP receivable from dividends distributed: VND 3.428.750.000; HHP collected dividends: VND 14.985.193.556; HHP collected loan principal: VND 12.000.000.000; HHP receivable from loan interest: VND 476.383.561; HHP collected loan interest: VND 748.602.738; HHP divested capital contribution: VND 48.000.000.000
2	3C Pro Investment Joint Stock Company	Subsidiary	2025	BOD Resolution No. 1205.1-2023/NQ-HHP-HĐQT dated 05/12/2023	HHP payable for purchases: VND 195.210.400; HHP paid for purchases: VND 65.210.400; HHP receivable from dividends: VND 2.000.000.000; HHP collected dividends: VND 3.280.000.000
3	Hoang Ha Phu Yen Paper Joint Stock Company	Subsidiary	2025	BOD Resolution No. 1205.1-2023/NQ-HHP-HĐQT dated 05/12/2023	HHP transferred capital contribution: VND 60.570.000.000; HHP offset loans against capital contribution: VND 45.000.000.000; HHP receivable from loans: VND 43.400.000.000; HHP receivable from loan interest: VND 384.657.534; HHP collected loan interest: VND 384.657.534
4	HHP Green Energy Joint Stock Company	Subsidiary	2025	BOD Resolution No. 1205.1-2023/NQ-HHP-HĐQT dated 05/12/2023	HHP receivable from service sales: VND 6.690.409.631; HHP collected proceeds: VND 2.260.477.081; HHP payable for purchases: VND 76.800.374.548; HHP paid for purchases: VND 67.806.242.400; HHP offset receivables against payables: VND 4.429.932.550
5	Tran Thi Thu Phuong	Insider	2025	BOD Minutes No. 2909.02/2025/BB-HHP-HĐQT dated 29/09/2025	Use of land use rights and personal guarantee letters to secure the Company's loans at First Commercial Bank – Hanoi Branch, Woori Bank Vietnam – Phu My Hung Branch, and Hua Nan Commercial Bank – Ho Chi Minh City Branch
6	Nguyen Vinh Quang	Insider	2025	-	Signing and issuing personal guarantee letters to secure the Company's loans at First Commercial Bank – Hanoi Branch and Hua Nan Commercial Bank – Ho Chi Minh City Branch

2.7. Personnel matters:

The Board of Directors supervised the human resource management work of the Board of Management; monitored the development of recruitment plans in line with the Company's operational needs; and supervised the implementation of employee policies in compliance with applicable laws and internal regulations.

3. General assessment

In 2025, the Board of Directors maintained close, regular and timely coordination with the Board of Management and the Supervisory Board in implementing the resolutions of the General

Meeting of Shareholders and of the Board of Directors. Matters falling within the authority of the Board of Directors were considered, discussed and decided on the basis of full and timely information. The Board of Directors assesses that the Company has fully complied with the resolutions of the General Meeting of Shareholders, the resolutions of the Board of Directors and relevant legal regulations.

4. Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors.

The Company has paid remuneration, allowances and salaries to the members of the Board of Directors in accordance with the relevant resolutions and regulations. Details are presented in the table below:

No.	Full name	Position	Bonus (VND)	Remuneration and allowances (VND)	Salary (VND)
1	Mrs. Nguyen Thi Thu Thuy	Chairwoman of the Board of Directors	-	120.000.000	-
2	Mrs. Tran Thi Thu Phuong	Vice Chairwoman of the Board of Directors cum General Director	-	96.000.000	426.816.667
3	Mr. Nguyen Minh Tu	Member of the Board of Directors	-	72.000.000	-
4	Mrs. Nguyen Thi Ngan	Member of the Board of Directors	-	72.000.000	-
5	Mr. Nguyen Tien Vinh	Member of the Board of Directors cum Deputy General Director (<i>dismissed from office with effect from June 20, 2025</i>)	-	34.000.000	220.201.333
6	Mr. Bui Minh Duc	Member of the Board of Directors	-	72.000.000	-
7	Mrs. Le Thi Nguyen	Member of the Board of Directors	-	72.000.000	-

Operating expenses and other benefits of the Board of Directors and each member of the Board of Directors: These were implemented in accordance with the Company's rules and regulations.

5. Activities of the Independent Members of the Board of Directors and the Assessment by Each Independent Member of the Performance of the Board of Directors

The Company has 02 independent members of the Board of Directors, namely Mrs. Nguyen Thi Ngan and Mrs. Le Thi Nguyen. In 2025, the independent members of the Board of Directors actively participated in meetings, exercised their rights and responsibilities in accordance with applicable laws, the Company's Charter and the Operating Regulation of the Board of Directors, and contributed independent and objective opinions, thereby helping to

enhance transparency, governance effectiveness, and the protection of the lawful rights and interests of the Company, its shareholders and related parties.

Based on their monitoring of and participation in the activities of the Board of Directors in 2025, each independent member of the Board of Directors prepared a separate assessment report on the performance of the Board of Directors in accordance with prevailing regulations. In particular, Mrs. Nguyen Thi Ngan focused on assessing the organizational structure, operating mechanism, supervisory role and overall governance effectiveness of the Board of Directors; while Mrs. Le Thi Nguyen focused on a more in-depth assessment of matters relating to financial governance, risk control, capital utilization efficiency, information disclosure and the supervisory mechanism over the Board of Management.

The assessment report of each independent member of the Board of Directors is presented as a separate item at the General Meeting of Shareholders in accordance with the meeting agenda

6. Activities of the Subcommittees under the Board of Directors

6.1. Sustainable Development Strategy Subcommittee (“ESG”):

In 2025, the ESG Subcommittee continued to work alongside the Board of Directors and the Board of Management in implementing the Company’s sustainable development orientation, ESG practices, and the gradual enhancement of the governance framework relating to environmental, social and corporate governance matters. In accordance with its established functions, the ESG Subcommittee performed its advisory, consultative and supervisory role for the Board of Directors in the formulation and implementation of the Company’s ESG strategy, while also contributing to the integration of ESG factors into the Company’s production, business and day-to-day governance activities.

During the year, the Subcommittee provided consultation and recommendations to the Board of Directors and the Board of Management with reference to international standards, including the CEPI emissions reporting framework, SASB sustainability accounting standards for the paper industry, and the GRI reporting standards. At the same time, the Subcommittee continued to coordinate with the Board of Management in implementing key ESG-related policies, plans and activities, thereby contributing to making ESG a foundational element supporting the Company’s sustainable development strategy.

On August 8, 2025, the Company published its 2024 ESG Report on the Company’s website. This marked an important milestone in the process of enhancing information disclosure standards, gradually approaching international practices, and reaffirming HHP’s commitment to sustainable development.

6.2. Internal Audit Team:

In 2025, the Internal Audit Team continued to perform its role as a professional unit under the Board of Directors, with the function of advising and assisting the Board of Directors in internal audit matters, thereby contributing to enhancing the Company’s transparency, governance efficiency, risk management and internal control system. In accordance with its established functions and duties, the Internal Audit Team carried out reviews and assessments of the adequacy and effectiveness of governance mechanisms, risk management and internal controls in order to support the Company in achieving its strategic, operational, compliance and financial objectives.

In addition to its review and assessment functions, the Internal Audit Team also performed an independent and objective advisory role by providing in-depth analyses, recommendations and improvement proposals based on reviews of the Company's data, processes and actual operations. Its activities included pre-audits, concurrent audits and post-audits in respect of the projects, programs and operating plans of relevant departments and units; thereby supporting the early identification of risks, detecting deviations and shortcomings during implementation, and recommending timely remedial and corrective measures.

During the year, the Internal Audit Team continued to coordinate with the Board of Directors and the Board of Management in reviewing matters relating to governance, internal control, operational efficiency and the use of independent audit services in a manner that is cost-effective, efficient and aligned with the Company's governance requirements. At the same time, the Team prepared periodic reports on the purpose, authority, responsibilities and performance of the internal audit function in connection with the Company's internal audit plan, thereby contributing to strengthening the corporate governance foundation in a proactive, transparent and sustainable manner.

7. Results of supervision over the General Director and the Board of Management

In 2025, the Board of Directors supervised the Board of Management in the implementation of the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors. The Board of Directors considers that the General Director and the members of the Board of Management performed well their management functions and organized the Company's production and business activities in line with the approved orientations.

The Board of Management implemented production and business activities in accordance with the resolutions of the General Meeting of Shareholders, the resolutions of the Board of Directors, the Company's Charter and the prevailing legal regulations; at the same time, it proactively identified difficulties, exercised flexibility in management, and coordinated resources in order to improve the Company's operating efficiency.

The results of implementation of the basic targets approved by the General Meeting of Shareholders and assigned by the Board of Directors are as follows:

No.	Target	Unit	2025 Plan	2025 Actual	% of Actual/Plan
1	Charter capital	VND billion	865,54	865,54	100%
2	Total revenue	VND billion	2.790	3.123,86	111,97%
3	Profit after tax	VND billion	56	48,01	85,73%
4	Profit margin (PBT/Net revenue)	%	2,57	2,28	88,73%
5	Return on average equity (ROE)	%	5,30	4,44	83,69%
6	Expected dividend ratio	%	-	-	-

II. STRATEGIC DEVELOPMENT ORIENTATION OF THE COMPANY AND OPERATION PLAN FOR 2026

1. Objectives

Based on the 2025 performance results, the market context of the packaging paper industry, and the Company's long-term development orientation, the Board of Directors determines that 2026 and the following period will be the stage in which HHP focuses on transforming investment achievements into operational efficiency, enhancing competitiveness, and strengthening the foundation for sustainable development.

The Company's key objectives for the coming period include:

- Continuing to implement the Sustainable Development Strategy and its commitment to ESG practices; focusing on stabilizing production at the HHPPaper Hai Phong Plant, improving operational efficiency, and further promoting digital transformation in governance and management;

- Building an ecosystem of 20 sustainably developing enterprises within the HHP GLOBAL system before 2030;

- Focusing on expanding production scale through the paper mill project in Phu Yen, with the aim of increasing the total system-wide capacity to over 200,000 tons/year by the end of 2026; at the same time expanding markets, reducing costs, improving profitability, and maintaining a growth rate consistent with the Company's development strategy;

- Gradually reducing dependence on fossil fuels, increasing the use of environmentally friendly energy, optimizing production processes to reduce greenhouse gas emissions, and aiming to achieve Net Zero before 2035;

- Ensuring that 100% of employees participate in emotional intelligence (EQ) training and development, with the objective that before 2030, 90% of employees will achieve a state of joy, satisfaction and happiness in life;

- Striving to raise employees' average income to five times the applicable regional minimum wage before 2030.

2. Strategic Development Orientation

In order to realize the above-mentioned objectives, the Board of Directors has identified the Company's strategic development orientation for the coming period with the following key priorities:

First, optimizing operations and efficiently utilizing the paper production projects within the system:

The Board of Directors is oriented toward focusing on improving the operational efficiency of the HHPPaper Hai Phong Plant, while accelerating the completion of the Hoang Ha Phu Yen Paper Mill Project and bringing it into the trial operation phase, with a view to commercial operation as planned. The objective is to gradually establish a stable production platform with competitive quality, modern technology, and alignment with the orientation of green and energy-efficient manufacturing.

Second, market development and enhancement of the HHP brand position:

The Company will continue to expand its consumption markets and diversify its customer base, particularly large customers, FDI customers and export markets, while at the same time improving service quality and the responsiveness of its operating system. The Board of Directors considers the development of the HHP brand in a professional and reputable manner, associated with green transformation, sustainable development and ESG practices, as one of the key pillars for enhancing the Company's competitiveness in the coming period.

Third, strengthening the foundation of corporate governance, financial management and risk management:

The Board of Directors is oriented toward continuing to improve the corporate governance system in a transparent and efficient manner, consistent with the requirements applicable to a listed company; strengthening risk management, internal control, cash flow management and capital utilization efficiency. At the same time, the Company will continue to review its investment portfolio, restructure resources, and prioritize capital allocation to key projects and core production and business sectors in order to improve investment efficiency throughout the system.

Fourth, promoting digital transformation and enhancing management efficiency:

The Board of Directors identifies digital transformation as a consistent orientation throughout the new stage of development, not only in corporate governance and management, but also in production control, quality management, finance, data management and internal coordination. The objective is to gradually build a modern enterprise management system, standardize processes, improve productivity, quality and decision-making speed, and meet the Company's scale growth requirements.

Fifth, developing human resources and fostering HHP corporate culture:

The Board of Directors continues to orient the development of a workforce with capability, sense of responsibility and adaptability to the new growth stage, while also developing corporate culture on the foundation of HHP's core values, with emphasis on a culture of happiness, professionalism, learning spirit, innovation and companionship. This is considered an important foundation for ensuring the Company's long-term, stable and sustainable development.

Sixth, steadfastly pursuing sustainable development and ESG practices:

The Board of Directors identifies sustainable development not merely as a commitment but as a long-term strategic orientation of HHP. The Company will continue to implement its objectives of reducing emissions, optimizing resource use, increasing environmentally friendly energy use, standardizing ESG disclosure, and gradually approaching international standards, with the aim of achieving Net Zero before 2035. Linking growth with environmental, social and corporate governance responsibility will serve as the basis for HHP to enhance its reputation with shareholders, partners, customers and the community.

3. Operation Plan for 2026

Based on the above objectives and strategic orientations, the Board of Directors has reviewed the report on business and production results for 2025 and approved the business and production plan for 2026 prepared by the General Director; at the same time, it has identified the

key tasks for supervising and directing the Board of Management to implement in 2026, as follows:

- To regularly inspect and supervise the performance of executed contracts and the use of capital so as to ensure efficiency and consistency with the objectives and targets approved by the General Meeting of Shareholders;

- To closely monitor production and business management in order to make timely decisions and give directions appropriate to the Company's actual situation;

- To continue renewing the growth model by combining extensive growth with intensive growth, with emphasis on improving productivity, quality, efficiency and competitiveness;

- To focus on supervising the implementation of key projects, particularly the enhancement of operational efficiency of the HHPaper Hai Phong Plant and the progress of bringing the Hoang Ha Phu Yen Paper Mill Project into the trial operation phase;

- To review and restructure the investment portfolio, and submit to the General Meeting of Shareholders for consideration the policy for divestment from certain investments that are no longer aligned with the orientation of concentrating resources on the Company's core sectors;

- To continue supervising corporate governance, information disclosure, risk management, internal control and shareholder relations in accordance with the requirements applicable to a listed company;

- To closely follow the objectives under the Sustainable Development Strategy and ESG practices; and to improve the quality of human resources through internal training and the implementation of programs on management capability development, emotional intelligence development and corporate culture.

III. CONCLUSION

The above is the Report of the Board of Directors of HHP GLOBAL Joint Stock Company on corporate governance and management in 2025 and the strategic development orientation and plan for 2026. The Board of Directors respectfully submits this Report to the General Meeting of Shareholders for consideration, discussion and approval.

Respectfully submitted!

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- The General Meeting of Shareholders;
- BOD / SB / BOM;
- Filed at the Administration and Human Resources Department.



Nguyen Thi Thu Thuy

Hai Phong, May 15th, 2026

**REPORT OF AN INDEPENDENT
MEMBER OF THE BOARD OF DIRECTORS
ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025**

**To: The 2026 Annual General Meeting of Shareholders
HHP GLOBAL Joint Stock Company**

Pursuant to the applicable laws, the Company's Charter and the Operating Regulation of the Board of Directors, I, Mrs. Nguyen Thi Ngan, an Independent Member of the Board of Directors of HHP GLOBAL Joint Stock Company, respectfully submit to the General Meeting of Shareholders my assessment report on the performance of the Board of Directors in 2025 as follows:

1. Organizational structure of the Board of Directors

As of the date of this Report, the Company's Board of Directors consists of 06 members, including 02 independent members of the Board of Directors. In 2025, the 2025 Annual General Meeting of Shareholders approved the dismissal of Mr. Nguyen Tien Vinh from the Board of Directors at his personal request, and at the same time approved that the number of members of the Board of Directors would be maintained at 06. The organizational structure of the Board of Directors has generally ensured compliance with the law, the Company's Charter and the governance requirements applicable to a listed company.

2. Assessment of the performance of the Board of Directors in 2025

In 2025, the Board of Directors performed its governance, orientation and supervisory functions in respect of the Company's operations in compliance with the law, the Company's Charter and the Operating Regulation of the Board of Directors. Meetings of the Board of Directors were organized in accordance with proper order and procedures; meeting materials were generally provided in a sufficiently complete manner; and matters within its authority were discussed, considered and resolved on the basis of the information necessary for decision-making.

I note that in 2025, the Board of Directors held 10 meetings and issued 27 minutes, resolutions and decisions relating to key matters of the Company. The matters considered during the year focused on the business and production plan, financial and credit matters, investment in subsidiaries, organization of the General Meeting of Shareholders, management personnel matters, selection of an independent audit firm, and the Company's new investment matters.

3. Assessment of the supervisory role of the Board of Directors

In my capacity as an Independent Member of the Board of Directors, I consider that the Board of Directors maintained a relatively effective supervisory role over the Board of Management, particularly in the context of 2025 being a pivotal year when the HHP Paper Hai Phong Plant entered the commercial operation phase. Supervisory activities were carried out through the review of monthly, quarterly and annual reports; monitoring the implementation of



the resolutions of the General Meeting of Shareholders and the Board of Directors; and maintaining regular exchanges with the Board of Management and relevant units in order to promptly update the actual operating situation.

I assess that the Board of Directors demonstrated responsibility, prudence and transparency in the process of considering and deciding matters within its authority, while also ensuring the necessary coordination among the Board of Directors, the Supervisory Board and the Board of Management in the performance of their duties. With respect to information disclosure, no violations were recorded during 2025.

4. General assessment

Based on my monitoring of and participation in the activities of the Board of Directors in 2025, I assess that the Board of Directors properly performed its functions, duties and powers as prescribed; maintained its role in orientation, supervision and support of the Board of Management; and contributed positively to maintaining stable operations, promoting growth and improving the Company's governance quality.

5. Recommendations

In order to further enhance the effectiveness of the Board of Directors in the coming period, I would recommend that the Company:

- Continue improving the quality of supervision over the implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors;
- Strengthen supervision of key investment projects, particularly the implementation progress and efficiency at Hoang Ha Phu Yen Paper Joint Stock Company;
- Continue to enhance the quality of information disclosure, corporate governance and ESG practices in an increasingly transparent and professional manner;
- Further strengthen the mechanism for supervising material risks and improve the coordination among the Board of Directors, the Board of Management, the Supervisory Board and the Internal Audit function.

6. Conclusion

The above is my assessment report on the performance of the Board of Directors of HHP GLOBAL Joint Stock Company in 2025.

I respectfully submit this Report to the General Meeting of Shareholders.

**INDEPENDENT MEMBER OF
THE BOARD OF DIRECTORS**



Nguyen Thi Ngan



Hai Phong, May 15th, 2026

**REPORT OF AN INDEPENDENT
MEMBER OF THE BOARD OF DIRECTORS
ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025**

**To: The 2026 Annual General Meeting of Shareholders
HHP GLOBAL Joint Stock Company**

Pursuant to the applicable laws, the Company's Charter and the Operating Regulation of the Board of Directors, I, Mrs. Le Thi Nguyen, an Independent Member of the Board of Directors of HHP GLOBAL Joint Stock Company, respectfully submit to the General Meeting of Shareholders my assessment report on the performance of the Board of Directors in 2025 as follows:

1. Organizational structure and governance compliance

As of the date of this Report, the Company's Board of Directors consists of 06 members, including 02 independent members of the Board of Directors. This structure is in compliance with the Company's Charter and the governance requirements applicable to a listed company. In 2025, the 2025 Annual General Meeting of Shareholders approved the dismissal of Mr. Nguyen Tien Vinh from the Board of Directors at his personal request and adjusted the number of members of the Board of Directors to 06.

2. Assessment of the operating mechanism and quality of decision-making of the Board of Directors

In 2025, the Board of Directors held 10 meetings and issued 27 minutes, resolutions and decisions. The matters considered focused on the business and production plan, financial statements, borrowing plans, corporate governance, investment in subsidiaries, selection of an independent audit firm, and other key personnel and investment matters. The meetings were organized in accordance with proper order and procedures; meeting materials were prepared in a relatively complete manner; and the discussion and issuance of resolutions were carried out within the proper authority.

From the professional perspective of finance, accounting and control, I assess that the Board of Directors paid appropriate attention to matters relating to financial governance, capital structure, credit control, the use of secured assets, the selection of an independent audit firm, and the supervision of periodic financial statements. These are matters of particular importance in the context of the Company entering the commercial operation phase of the new plant, increasing working capital requirements, and significantly expanding its operating scale.

3. Assessment of supervision over the Board of Management

I note that the Board of Directors maintained a relatively effective supervisory role over the Board of Management through the review of business performance reports, financial statements, implementation progress reports and the status of implementation of approved resolutions. Supervisory activities were not limited to reviewing results but were also linked to



the review of internal rules and regulations, control mechanisms and the reporting system serving corporate governance.

From a prudent financial perspective, I assess that the Board of Directors paid due attention to matters relating to capital utilization efficiency, cash flow management, resource allocation for investment, control of credit obligations, and transactions involving secured assets. At the same time, the Board of Directors also maintained supervision over information disclosure, the selection of an independent audit firm, and coordination with the Supervisory Board and the Internal Audit function in the process of improving governance quality.

4. General assessment

Based on my monitoring of and participation in the activities of the Board of Directors in 2025, I assess that the Board of Directors properly performed its functions, duties and powers as prescribed; maintained the principles of transparency, prudence and responsibility in governance activities; and contributed to supporting the Company in achieving positive growth results in the first year of commercial operation of the HHPPaper Hai Phong Plant.

5. Recommendations

In order to further enhance the effectiveness of the Board of Directors in the coming period, I recommend that the Company:

- Continue improving the quality of supervision over capital utilization efficiency, cash flow management and borrowing structure;
- Closely monitor the progress, investment efficiency and implementation risks at Hoang Ha Phu Yen Paper Joint Stock Company;
- Continue strengthening the internal control system, internal audit function and early warning mechanisms for material risks;
- Further improve the quality of management reporting, the timeliness of data serving decision-making, and the quality of information disclosure;
- Continue linking corporate governance with the requirements of sustainable development, transparency and long-term risk management.

6. Conclusion

The above is my assessment report on the performance of the Board of Directors of HHP GLOBAL Joint Stock Company in 2025.

Respectfully submitted to the General Meeting of Shareholders for consideration.

**INDEPENDENT MEMBER OF
THE BOARD OF DIRECTORS**



Le Thi Nguyen



REPORT OF THE SUPERVISORY BOARD
on the Results of Supervision of the 2025 Operating Performance and the 2026 Plan
of HHP GLOBAL Joint Stock Company

To: The 2026 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 the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Charter on Organization and Operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the Operating Regulation of the Supervisory Board,

In performing its functions and duties in accordance with the Law on Enterprises and the Company's Charter, the Supervisory Board of HHP GLOBAL Joint Stock Company ("HHP") respectfully submits to the 2026 Annual General Meeting of Shareholders the Report on the results of supervision of the Company's operating performance in 2025 and the work plan for 2026, as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025

1. Composition of the Supervisory Board

The 2025 Annual General Meeting of Shareholders approved the dismissal of Mrs. Nguyen Thi Thanh Van as a member of the Supervisory Board and the additional election of Mrs. Trinh Thi Huong. Accordingly, as of the date of this Report, the Company's Supervisory Board consists of 03 members as follows:

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

2. Organization and Performance of Duties



In 2025, the Supervisory Board operated on the basis of assigning specific responsibilities to each of its members, while coordinating the performance of common duties in accordance with the agreed work program.

- **Head of the Supervisory Board:** responsible for organizing and directing the activities of the Supervisory Board; attending meetings of the Board of Directors; supervising the activities of the Board of Directors, the Board of Management and managerial personnel; monitoring the Company's financial condition; reviewing the financial statements; and reporting to the General Meeting of Shareholders.
- **Members of the Supervisory Board:** responsible for supervising the implementation of the business and production plan, the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors, compliance with laws and internal regulations, and performing other duties as assigned by the Head of the Supervisory Board.

3. Performance of the Supervisory Board

In 2025, the Supervisory Board held periodic meetings and carried out supervision in accordance with its assigned functions and duties. The supervision focused on the following key matters:

- Supervision of the governance and management activities of the Board of Directors and the Board of Management;
- Supervision of the implementation of the resolutions of the 2025 Annual General Meeting of Shareholders and the resolutions and decisions of the Board of Directors;
- Supervision of compliance with laws, the Company's Charter, and internal rules and regulations;
- Supervision of the financial situation, accounting work, and the preparation and disclosure of financial statements;
- Review of certain files and documents relating to procurement, sales, investment, cost management and capital utilization;
- Attendance at meetings of the Board of Directors and certain meetings of the Executive Board in order to monitor the implementation of the business and production plan during the year.

The Supervisory Board also coordinated with the independent audit firm during the review and audit of the financial statements; provided comments on the order and procedures for preparing documents for the General Meeting of Shareholders; and formulated its activity plan for the following year.

4. Assessment of Coordination with the Board of Directors and the Board of Management

In 2025, the Supervisory Board received full cooperation from the Board of Directors, the Board of Management and the functional departments in providing files, documents and information for supervision purposes. The Board of Directors, the Board of Management and the Supervisory Board maintained regular information exchange on matters relating to the Company's general operations.

The Supervisory Board attended meetings of the Board of Directors and gave opinions on certain governance and management matters in order to ensure that decisions were issued in compliance with the law, the Company's Charter and the legitimate interests of the Company and its shareholders.

During the year, the Supervisory Board did not receive any petitions from shareholders relating to violations committed by the Board of Directors, the Supervisory Board or the Board of Management in the performance of their duties.

5. Remuneration, Operating Expenses and Other Benefits

The Company has paid remuneration, salaries and other benefits to the members of the Supervisory Board in accordance with relevant regulations and resolutions. Details of the remuneration, salaries and income of each member are presented in the table below:

STT	Full name	Position	Bonus (VND)	Remuneration (VND)	Salary (VND)	Total income (VND)
1	Nguyen Thi Thanh Van	Head of the Supervisory Board <i>(dismissed from office with effect from June 20, 2025)</i>	-	39.666.667	53.947.466	93.614.133
2	Trinh Thi Huong	Head of the Supervisory Board <i>(appointed with effect from June 20, 2025)</i>	-	44.333.333	159.918.319	204.251.652
3	Dinh Thi Hong	Member of the Supervisory Board	-	48.000.000	-	48.000.000
4	Dinh Thi Bich Hanh	Member of the Supervisory Board	-	48.000.000	-	48.000.000

Operating expenses and other benefits of the Supervisory Board: These were implemented in accordance with the Company's rules and regulations.

6. Assessment of Related-Party Transactions

In 2025, the Company entered into transactions with related persons of the Company and related persons of its internal persons. Based on the assessment of the Supervisory Board, such transactions were carried out in accordance with proper authority and procedures and were disclosed in compliance with applicable regulations. These transactions have been disclosed in the Parent Company's financial statements and the audited consolidated financial statements for 2025.

II. RESULTS OF SUPERVISION OF THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT

1. With respect to the Board of Directors

Based on its supervisory activities in 2025, the Supervisory Board found that the Board of Directors performed its governance functions in compliance with the Law on Enterprises, the Law on Securities, the Company's Charter, and other relevant internal regulations. The resolutions and decisions issued by the Board of Directors were within its authority and were consistent with the Company's operating orientation and the resolutions of the General Meeting of Shareholders.

The Supervisory Board concurs with the Report of the Board of Directors on corporate governance and management in 2025 as submitted to the General Meeting of Shareholders.

2. With respect to the Board of Management

In 2025, the Board of Management proactively implemented the business and production plan, organized the official operation of the HHPPaper Hai Phong Plant with a capacity of 100,000 tons per year, and carried out management, financial, market and investment tasks in accordance with the orientations approved by the Board of Directors and the General Meeting of Shareholders.

The Supervisory Board considers that the Board of Management made substantial efforts in administration and management, thereby helping the Company maintain stable production and business operations, achieve revenue growth, and ensure profitable operations in the context of continued difficulties in the paper industry. The Supervisory Board concurs with the Report on the 2025 business and production results and the orientation and target plan for 2026 of the Board of Management as submitted to the General Meeting of Shareholders.

In addition, the Board of Management fully fulfilled the Company's tax obligations to the State, as well as social insurance, health insurance and employee-related policies in accordance with current regulations.

3. General supervisory conclusion

Through its supervisory activities, the Supervisory Board concludes that the activities of the Board of Directors and the Board of Management in 2025 were conducted in accordance with the law, the Company's Charter, and the resolutions of the General Meeting of Shareholders.

The Supervisory Board also made recommendations during the course of its inspections and supervision in relation to certain matters involving procurement, sales, accounting, investment and internal control, with a view to enhancing the safety and efficiency of the Company's operations.

III. REVIEW OF THE 2025 FINANCIAL STATEMENTS

1. Finance and accounting work

The Supervisory Board is of the view that the Company has carried out its finance and accounting work in compliance with current regulations; maintained accounting books, prepared accounting documents, conducted asset inventories, confirmed receivables and payables, and prepared financial statements in accordance with applicable regulations. The Company has also prepared quarterly, semi-annual and annual financial statements in accordance with the accounting regime and information disclosure regulations applicable to listed companies.

2. Opinion on the 2025 financial statements

The Supervisory Board concurs with the figures presented in the 2025 financial statements of the Parent Company and the audited consolidated financial statements. Accordingly:

- The financial statements have relatively fully, truthfully and fairly reflected the Company's financial position as at December 31, 2025;
- The accounting records and bookkeeping have basically complied with accounting standards and current regulations;
- The Company has fulfilled its periodic information disclosure obligations in accordance with the regulations applicable to organizations listed on the Ho Chi Minh City Stock Exchange;
- The 2025 financial statements were audited by NVA Auditing Company Limited – Northern Branch, which is among the audit firms approved by the 2025 Annual General Meeting of Shareholders.

3. Results of implementation of certain key targets in 2025

Based on the audited financial statements and the plan approved by the General Meeting of Shareholders, the Supervisory Board records that:

- Consolidated revenue in 2025 reached **VND 3,123.86 billion**, equivalent to **111.97%** of the plan;
- Consolidated profit after tax reached **VND 48.01 billion**, equivalent to **85.72%** of the plan;
- The Company's charter capital remained unchanged during 2025.

The Supervisory Board considers that, although certain profit targets did not meet the planned level, in the context of 2025 being the first year of commercial operation of the new plant and the paper industry still facing many difficulties, the above results nevertheless reflect the significant efforts of the Management and all employees in maintaining revenue growth and ensuring profitable production and business operations.

IV. WORK PLAN OF THE SUPERVISORY BOARD FOR 2026

In 2026, the Supervisory Board will focus on the following key tasks:

- Continuing to strengthen its organization and assign responsibilities appropriately among members of the Supervisory Board;
- Maintaining periodic and regular inspection and supervision in accordance with the law, the Company's Charter and the Operating Regulation of the Supervisory Board;
- Supervising the implementation of the Resolution of the 2026 Annual General Meeting of Shareholders, the resolutions of the Board of Directors, and the management activities of the Board of Management;
- Examining and supervising quarterly, semi-annual and annual financial statements; coordinating with the independent audit firm during the review and audit of the 2026 semi-annual and annual financial statements;
- Monitoring and supervising investment activities, capital utilization, management of receivables and payables, inventories, procurement, sales, and other matters involving material risks;
- Recommending measures to improve internal control efficiency, risk management and compliance throughout the Company.

V. RECOMMENDATIONS OF THE SUPERVISORY BOARD

In order to contribute to the Company's achievement of its 2026 plan targets, the Supervisory Board recommends that:

1. The Board of Directors and the Board of Management continue to improve the quality of governance and management, ensure efficient use of resources, and create conditions for the management team to maximize its capabilities.
2. Financial management be strengthened, and capital resources be used appropriately in line with each stage of production, business and investment activities.
3. The internal system of procedures and regulations continue to be improved in accordance with legal requirements and the Company's actual operating conditions now that the plant has entered the commercial operation phase.
4. Training and human resource development be further enhanced, and personnel policies be formulated in line with the Company's development requirements.
5. Security, occupational safety and fire prevention and fighting be maintained and strengthened in order to minimize potential risks during operations.
6. Continued attention be paid to the material and spiritual well-being of employees; the coordination role between management and mass organizations be enhanced; social responsibility be effectively fulfilled; and consensus throughout the Company be strengthened.

The above is the Report of the Supervisory Board on the results of supervision of the Company's operating performance in 2025 and its work plan for 2026 of HHP GLOBAL Joint Stock Company. It is respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Board of Management;
- Archived at the Administration and Human Resources Department, Supervisory Board.

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD



Trinh Thi Huong



Hai Phong, 15th May, 2026

PROPOSAL

Re: Approval of the Audited Financial Statements for 2025

To: The 2026 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 on Organization and Operation of HHP GLOBAL Joint Stock Company,

The Board of Directors (BOD) respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) for approval the audited Financial Statements (FS) for the year 2025 of HHP GLOBAL Joint Stock Company as follows:

The Company's separate financial statements and consolidated financial statements for 2025 were audited by NVA Auditing Company Limited - Northern Branch in accordance with applicable auditing standards, with an unqualified opinion, and were reviewed by the Company's Supervisory Board and disclosed on the Company's website at (<https://hhpglobaljsc.com/>), including:

- Report of the Board of Management;
- Independent Auditor's Report;
- Balance Sheet as at December 31, 2025;
- Statement of Profit or Loss for 2025;
- Cash Flow Statement;
- Notes to the Financial Statements.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely!

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Disclosure in accordance with regulations;
- To be archived by the Board of Directors and the HR & Administration Department./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN 


Nguyen Thi Thu Thuy

Hai Phong, May 15th, 2026

PROPOSAL

Re: Selection of an Independent Audit Firm for the Audit of the 2026 Financial Statements

To: The 2026 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 the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Charter on Organization and Operation of HHP GLOBAL Joint Stock Company,

The Supervisory Board of the Company respectfully submits to the General Meeting of Shareholders ("GMS") for approval the plan for selection of an independent audit firm to perform the review of the semi-annual financial statements for 2026 and the audit of the annual financial statements for 2026 of HHP GLOBAL Joint Stock Company, as follows:

1. NVA Auditing Company Limited – Northern Branch;
2. Nhan Tam Viet Auditing Company Limited – Hanoi Branch;
3. AASC Auditing Firm Company Limited.

The GMS is kindly requested to approve the authorization of the Board of Directors ("BOD") to select a specific audit firm from the above list.

In the event that no agreement can be reached with the audit firms listed above, the GMS authorizes the BOD to select another audit firm with reputable standing, audit quality, and an appropriate audit fee, and which satisfies the conditions for providing audit services as approved by the State Securities Commission to audit public-interest entities in the securities sector in 2026.

The Supervisory Board respectfully submits this matter to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

Recipients:

- As above;
- Board of Directors, Board of Management;
- Archived at the Supervisory Board, Administration and Human Resources Department./.

ON BEHALE OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD



Trinh Thi Huong

Hai Phong, May 15th, 2026

PROPOSAL

Re: Payment of remuneration for 2025 and remuneration plan for 2026 for the Board of Directors and the Supervisory Board

Respectfully submitted to: The 2026 Annual General Meeting of
Shareholders
HHP GLOBAL Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and the amendments, supplements and guiding documents thereto;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and the amendments, supplements and guiding documents thereto;
- Pursuant to the Charter on organization and operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the 2025 business performance results and the 2026 business plan.

The Board of Directors (“BOD”) of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders (“GMS”) for approval the remuneration payment for the Board of Directors and the Supervisory Board (“SB”) for 2025, and the remuneration plan for the Board of Directors and the Supervisory Board for 2026, as follows:

No.	Position	2025 Remuneration	2026 Remuneration Plan
1	Chairwoman of the BOD	VND 120 million/year	VND 120 million/year
2	Vice Chairperson of the BOD	VND 96 million/year	VND 96 million/year
3	Member of the BOD	VND 72 million/person/year (First 6 months: 05 members; Last 6 months: 04 members)	VND 72 million/person/year (04 members)
4	Full-time Head of the Supervisory Board	VND 84 million/year	VND 84 million/year
5	Member of the Supervisory Board	VND 96 million/year (02 members)	VND 96 million/year (02 members)

Total remuneration paid to the Board of Directors and the Supervisory Board in 2025: VND 718 million.

Planned remuneration payment for the Board of Directors and the Supervisory Board in 2026: VND 684 million.

The Board respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Information disclosure as prescribed;
- Archived at BOD, HR & Admin./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN
CÔNG TY
CỔ PHẦN
HHP GLOBAL
THÀNH PHỐ HẢI PHÒNG

Nguyen Thi Thu Thuy

Hai Phong, May 15th, 2026**PROPOSAL****Re: Profit Distribution Plan for Accumulated Profits up to 2025 and Plan for 2026****Respectfully submitted to: The 2026 Annual General Meeting of Shareholders
HHP GLOBAL Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and its amendments, supplements and implementing regulations;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its amendments, supplements and implementing regulations;
- Pursuant to the Charter on organization and operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the audited financial statements for 2025 of the Company,

The Board of Directors of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the accumulated profit distribution plan up to 2025 and the plan for 2026 as follows:

1. Profit Distribution Plan for 2025:

According to the Company's 2025 audited consolidated financial statements, profit after tax for 2025 reached **48.005.394.999 VND**. On that basis, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 profit distribution plan as follows:

No.	Items	Amount (VND)
1	Total profit after tax in 2025 of the Company after consolidation	48.005.394.999
2	Total proposed profit for distribution, including:	9.601.079.000
	- Appropriation to funds:	
	+ Development investment fund (10%)	4.800.539.500
	+ Bonus fund (5%)	2.400.269.750
	+ Welfare fund (5%)	2.400.269.750
3	Profit after tax after appropriations to funds in 2025	38.404.315.999
4	Undistributed profits of previous years (as at 31/12/2025)	47.881.942.424
5	Accumulated undistributed profit after tax (=3+4)	86.286.258.423
6	Total distributable profit after consolidation	86.286.258.423
7	2025 dividend (6,5% in shares)	56.260.320.000
8	Retained earnings	30.025.938.423



Based on the above figures, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the following:

- Appropriation to funds for 2025 with a total amount of 9.601.079.000 VND;
- Payment of 2025 dividend at the rate of 6.5% in shares, equivalent to an estimated distribution value of 56.260.320.000 VND;
- Retention of the remaining profit amounting to 30.025.938.423 VND to serve capital needs for the Company's business operations and investments in the coming period.

2. Profit Distribution Plan for 2026:

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2026 profit distribution plan as follows:

- Estimated dividend rate for 2026: 6.5%, in cash or shares;
- Authorization to the Board of Directors to proactively decide the form and timing of interim payment and/or dividend payment for 2026 based on actual business performance, capital requirements, and ensuring the Company's financial resource balance;
- Plan for appropriations to funds in 2026: authorization to the Board of Directors to consider and decide based on actual business results in 2026 and in compliance with applicable laws and the Company Charter.

3. Matters Submitted to the General Meeting of Shareholders for Approval

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of:

- The accumulated profit distribution plan up to 2025 as stated in Section 1 of this Submission;
- The profit distribution plan for 2026 as stated in Section 2 of this Submission;
- Authorization to the Board of Directors to organize and implement the profit distribution plan, fund appropriations and dividend payment in accordance with applicable laws and the Company Charter.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Information disclosure as prescribed;
- Archived at BOD, HR & Admin./.



Nguyen Thi Thu Thuy



Hai Phong, May 15th, 2026**PROPOSAL****Re: Share issuance plan for payment of 2025 dividend****Respectfully submitted to: The 2026 Annual General Meeting of Shareholders
HHP GLOBAL Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and its amendments, supplements and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its amendments, supplements and guiding documents;
- Pursuant to the Charter on organization and operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the audited financial statements for 2025 of HHP GLOBAL Joint Stock Company.

The Board of Directors (“BOD”) of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders (“GMS”) for approval the share issuance plan for payment of 2025 dividend to existing shareholders, with details as follows:

1. Issuance Plan

- Issuer : HHP GLOBAL Joint Stock Company
- Name of shares to be issued : Shares of HHP GLOBAL Joint Stock Company
- Stock code : HHP
- Type of shares : Ordinary shares
- Par value : VND 10,000 (Ten thousand Dong)/share
- Offerees : Existing shareholders whose names appear on the shareholder list as of the record date for entitlement to stock dividend
- Issuance method : Issuance to existing shareholders through exercise of rights
- Number of issued shares : 86.554.343 shares
- Number of outstanding shares : 86.554.343 shares
- Issuance ratio : 6,5% of the Company’s actual outstanding shares at the time of issuance



- Maximum expected number of shares to be issued : 5.626.032 shares
- Maximum total issuance value (at par value) : VND 56.260.320.000
- Entitlement ratio : **1000:65** (At the record date for dividend entitlement, each shareholder holding 01 (one) share shall be entitled to 01 (one) dividend right; for every 1,000 dividend rights, the shareholder shall receive an additional 65 new shares)
- Treatment of fractional shares : The number of shares distributed to each shareholder shall be rounded down to the nearest whole share. Fractional shares arising from such rounding down (if any) shall be cancelled by the Company.
- Funding source : Undistributed after-tax profits as stated in the audited financial statements for 2025
- Transfer restriction : Additional issued shares shall not be subject to transfer restrictions.

Shares currently under transfer restriction status shall still be entitled to receive shares from this issuance. Treasury shares (if any) shall not be entitled to such rights.

Rights to receive shares issued for dividend payment shall not be transferable.
- Expected issuance time : In 2026, after the State Securities Commission of Viet Nam issues a written confirmation that the Company has received complete issuance reporting documents.

The GMS authorizes the BOD to determine the appropriate issuance time in accordance with the resolution approved by the GMS and applicable laws.
- Additional securities registration and listing : The GMS authorizes and assigns the BOD to direct the implementation of all necessary procedures for additional securities registration at the Vietnam Securities Depository and Clearing Corporation and additional listing registration at the Ho Chi Minh City Stock Exchange for all shares issued as 2025 dividend payment, in accordance with the Company Charter and applicable laws

0128
STY
HÂN
LOBI
Ô HÃ

2. AUTHORIZATION

The GMS authorizes the BOD to carry out necessary procedures and implement all works relating to:

- Determining the appropriate timing for issuance of shares for payment of 2025 dividend in accordance with the resolution approved by the GMS, the Company Charter and applicable laws, ensuring shareholders' interests;
- Supplementing, amending, finalizing and/or approving all documents; revising/finalizing the issuance plan to suit the Company's actual operational needs, comply with laws, protect shareholders' interests, follow guidance of competent authorities, and submit to competent authorities for approval and implementation;
- Directing procedures for obtaining approval from the State Securities Commission for issuance of shares for payment of 2025 dividend; disclosing information regarding the issuance and reporting issuance results to the State Securities Commission;
- Amending provisions relating to charter capital and number of shares in the Company Charter in accordance with the actual issuance results;
- Directing implementation of procedures for additional securities registration at the Vietnam Securities Depository and Clearing Corporation and additional listing registration at the Ho Chi Minh City Stock Exchange for all shares issued as 2025 dividend payment in accordance with laws;
- Directing procedures for amendment of the Company's Enterprise Registration Certificate with the Department of Finance relating to changes in number of shares and charter capital after completion of the issuance;
- In addition to the above authorizations, during implementation of the issuance plan, the GMS authorizes the BOD to supplement, amend and finalize the issuance plan (including decisions on matters not yet stated in this capital increase plan) as required by competent authorities so that the Company's capital increase is implemented lawfully, in compliance with regulations and ensuring interests of shareholders and the Company.

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Information disclosure as prescribed;
- Archived at BOD, HR & Admin./.

ON BEHALF OF THE BOARD OF DIRECTORS



Nguyen Thi Thu Thuy

PROPOSAL

Re: Share Issuance Plan under the Employee Stock Ownership Program

To: The 2026 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 the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing a number of articles of the Law on Securities;
- Pursuant to the Charter on Organization and Operation of HHP GLOBAL Joint Stock Company;

The Board of Directors (“BOD”) of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders (“GMS”) for approval the share issuance plan under the employee stock ownership program for employees of the Company (ESOP 2026), with details as follows:

1. Purpose of the issuance:

To recognize the contributions made by employees to the development of the Company;

To create motivation to improve work efficiency and align employees’ interests with the Company’s business performance and long-term development;

To attract, retain and develop a workforce with competence, experience and a long-term commitment to the Company;

To enhance the role, responsibilities and interests of employees within the Company.

2. Issuance method

- | | |
|--------------------------------|--|
| - Name of shares to be issued: | Shares of HHP GLOBAL Joint Stock Company |
| - Type of shares to be issued: | Ordinary shares |
| - Stock code: | HHP |
| - Par value: | 10.000 VND (Ten thousand) per share. |



- Number of outstanding shares: 86.554.343 shares.
- Maximum proposed number of shares to be issued: 4.000.000 shares.
- Maximum total issuance value at par value: 40.000.000.000 VND.
- Issuance ratio: 4.62% of the total number of the Company's outstanding shares at the time the issuance plan is approved by the General Meeting of Shareholders. The General Meeting of Shareholders authorizes the Board of Directors to determine the issuance ratio at the time of implementation.
- Issuance price: **10.000** VND (Ten thousand) per share.
- Issuance method: Issuance of shares to employees under the employee stock ownership program
- Offerees: Employees of the Company, including key personnel and employees who have contributed to the Company's operations and satisfy the criteria set out in Section 1 of Appendix I attached to this Proposal
- Criteria for employees participating in the ESOP and principles for determining the number of shares allocated to each participant: Detailed in Appendix I attached to this Proposal
- List of employees eligible to participate in the program: The GMS authorizes the BOD to approve the list of employees participating in ESOP 2026 and the number of shares allocated to each participant based on the conditions and criteria set out in Appendix I attached to this Proposal
- Plan for handling unsubscribed shares: In the event that employees do not fully exercise their rights to purchase the allocated shares, the General Meeting of Shareholders authorizes the Board of Directors to further distribute the unsubscribed shares to other employees included in the list of employees eligible to participate in the ESOP 2026 in accordance with applicable laws and at the same issuance price. If, upon expiry of the distribution period prescribed by law, there remain shares that have not been fully distributed, such undistributed shares shall be cancelled, and the Board of Directors shall issue a decision to close the issuance, with the Company's charter capital being adjusted

according to the actual number of shares issued.

- Transfer restriction: ESOP shares shall be subject to a transfer restriction for a period of one (01) year from the completion date of the issuance.
- Transfer of purchase rights by employees: Employees entitled to purchase ESOP shares may not transfer such purchase rights to any other person
- Plan to ensure compliance with foreign ownership limits: The GMS authorizes the BOD to approve the plan for ensuring that the share issuance complies with regulations on foreign ownership limits.
- Repurchase of shares from employees and plan for resale of repurchased shares: To be decided by the Board of Directors under authorization from the GMS
- Plan for use of proceeds from the issuance: To supplement working capital for production and business activities. The General Meeting of Shareholders authorizes the Board of Directors to proactively decide on the detailed plan for the use of proceeds from the issuance on the basis of ensuring consistency with capital needs, the actual situation, and the interests of the Company.
- Expected timing and sequence of the issuances: During **2026**, after completion of the share issuance for the 2025 dividend payment and after the State Securities Commission issues written confirmation to the Company and publishes on its website that it has received a complete set of issuance reporting documents.

The GMS authorizes the BOD to determine the issuance timing in accordance with the policy approved by the GMS and applicable laws.
- Securities registration and additional listing: The GMS authorizes and assigns the BOD to direct the implementation of the necessary procedures for additional securities registration with the Vietnam Securities Depository and Clearing Corporation and additional listing registration with the Ho Chi Minh City Stock Exchange for the entire number of additionally issued shares, in accordance with the Company's Charter and applicable laws.

3. Authorization

After the GMS approves the share issuance plan under the employee stock ownership program, the GMS authorizes the BOD to decide on all matters (including but not limited to) relating to the issuance of shares under the employee stock ownership program, specifically as

follows:

1. To issue the regulation on share issuance under the employee stock ownership program for employees for implementation of the plan.
2. To decide on the detailed implementation of the issuance plan, including: determining the issuance ratio at the time of implementation, approving the list of employees eligible to participate in the ESOP, the number of shares allocated to each participant, the implementation timeline, related expenses, and other matters relating to the issuance of shares under the ESOP.
3. To decide on detailed contents, negotiate, sign and organize the implementation of contracts, agreements, undertakings and documents relating to the share issuance under the ESOP
4. To implement the share issuance plan under the employee stock ownership program for employees, including:
 - To proactively determine the appropriate timing for applying for approval to carry out the issuance and for implementing the distribution of the Company's shares in line with market conditions and actual circumstances, so as to ensure the best interests of shareholders, employees and the Company.
 - Approving the plan to ensure that the share issuance complies with regulations on foreign ownership limits.
 - Deciding on the handling of shares not subscribed for, including continuing allocation to other employees on the list of employees eligible to participate in ESOP 2026 at the same issuance price.
 - Deciding on cases where the Company repurchases shares from employees and on the plan for resale of such repurchased shares.
 - Balancing and using capital sources in line with the Company's actual operating situation, ensuring efficient capital utilization and the interests of shareholders.
 - Carrying out necessary procedures for the share issuance in accordance with the approved plan, including supplementing, amending and finalizing dossiers so as to ensure that the application for approval of the share issuance is carried out lawfully and in compliance with regulations.
5. To direct the implementation of the necessary procedures for additional securities registration with the Vietnam Securities Depository and Clearing Corporation and additional listing registration with the Stock Exchange for the entire number of shares issued under ESOP 2026 in accordance with applicable laws.
6. To amend and supplement the Company's Charter in relation to the change in the number of shares and the change in the Company's charter capital upon completion of the share issuance, based on the actual results of the issuance, and to report the same to the General Meeting of Shareholders at the nearest meeting.
7. To direct the implementation of the procedures for registration of amendments to the Company's Enterprise Registration Certificate with the Department of Finance in relation to changes in the number of shares and charter capital, based on the actual results of the

issuance, upon completion of the issuance.

8. In addition to the authorizations set out above, during the implementation of the issuance plan, the General Meeting of Shareholders authorizes the Board of Directors to supplement, amend and finalize the issuance plan as required by competent state authorities and/or as appropriate to the actual circumstances, so as to ensure that the implementation of the share issuance under the employee stock ownership program complies with applicable regulations and safeguards the interests of shareholders, employees and the Company.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Disclosure in accordance with regulations;
- To be archived by the Board of Directors and the HR & Administration Department./.



Nguyen Thi Thu Thuy

APPENDIX I

ELIGIBILITY CRITERIA FOR EMPLOYEES PARTICIPATING IN THE ESOP AND PRINCIPLES FOR DETERMINING THE NUMBER OF SHARES ALLOCATED TO EACH ELIGIBLE PERSON OF HHP

1. Eligibility criteria for employees participating in the ESOP:

Employees eligible for consideration to participate in the ESOP shall be key personnel and employees who have contributed to the Company's operations and who fully satisfy the following conditions:

1.1. At the time the Board of Directors implements the issuance plan, the employee must fall within one of the following groups:

- a) Management, executive personnel, or key personnel of the Company;
- b) Employees currently working for the Company under a valid labor contract.

1.2. Employees shall not fall into any of the following cases:

a) Having submitted a resignation letter; being in the process of termination of the labor contract; being subject to dismissal as a disciplinary measure; or having the labor contract terminated in accordance with law and the Company's internal regulations;

b) Being On unpaid leave for 06 months or more as of the time of implementation of the ESOP;

c) Being under suspension of the labor contract, except for suspension for the performance of military service in accordance with law;

d) Being absent from work without a legitimate reason as confirmed by the Company at the time of finalizing the list of participants in the ESOP.

2. Principles for determining the number of shares allocated to each eligible person:

2.1. The number of ESOP shares allocated to each employee shall be determined according to the following formula:

$$ESOP_i = a \times C_i + b \times T_i$$

The parameters C_i and T_i are determined as follows:

Where:

- $ESOP_i$: Number of ESOP shares that individual i is entitled to purchase;
- a : Working-time coefficient, determined as follows:

No.	Length of service	Working-time coefficient
1	From 6 months or more	3.000
2	From 2 months to under 6 months	.2.000
3	Under 2 months	1.000

- C_i : Position coefficient of individual i ;
- $b = 200$: Standard number of shares based on seniority;
- T_i : Seniority coefficient of individual i ;
- *The parameters C_i and T_i are determined as follows:*
 - a. Position coefficient (C_i):

No.	Position	Position coefficient
I	Board of Directors and Supervisory Board	
1	Chairwoman of the Board of Directors	30
2	Member of the Board of Directors	15
3	Head of the Supervisory Board	20
4	Member of the Supervisory Board	10
II	Board of Management	
1	General Director, Deputy General Director	45
2	Chief Accountant	30
III	Directors; heads/deputy heads of departments/divisions/units and equivalent titles	
1	Plant Director / Deputy Plant Director	25
2	Head / Deputy Head of Department / Unit, Workshop Manager, Internal Control	20
3	Secretary / Assistant to the General Director	15
4	Shift Leader, Foreman, Team Leader	10
5	Section Head / Unit Leader	5
IV	Staff and workers	
1	Staff of office divisions / departments / units	3
2	Workers: Production operation, Warehouse & Logistics, Repair & Maintenance, Technical & Technology	1



(Where an employee concurrently holds multiple positions within the Company, the position with the highest position coefficient shall apply)

b. Seniority coefficient (Ti):

The seniority coefficient corresponds to the number of months the employee has worked for the Company (01 working month corresponds to coefficient 1).

The seniority coefficient of members of the Board of Directors and the Supervisory Board who do not participate in executive management shall be 0.

2.2. The number of ESOP shares allocated to each employee shall be rounded down to the nearest whole share.

2.3. After allocation of shares in accordance with the above criteria and principles, any remaining unallocated shares (if any) shall be subject to authorization by the General Meeting of Shareholders to the Board of Directors for review and decision on additional allocation to the Plant Director, based on actual needs and in a manner consistent with the objectives of the ESOP.

No.: 07/2026/TTr-HĐQT

Hai Phong, May 15th, 2026**PROPOSAL****Re: Approval of the Adjustment to the Investment Policy Decision for the Relocation and Expansion Project of Hoang Ha Paper Mill****To: The 2026 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 the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Charter on Organization and Operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the Resolution of the 2021 Annual General Meeting of Shareholders dated June 11, 2021 of Hoang Ha Hai Phong Paper Joint Stock Company (now HHP GLOBAL Joint Stock Company);
- Pursuant to the Minutes of the Meeting of the Board of Directors No. 2204.1/2026/BB/HHP-HĐQT dated April 22, 2026 and Resolution of the Board of Directors No. 04.22.1-2026/NQ-HHP-HĐQT dated April 22, 2026;
- Pursuant to the Report on the implementation status of the investment project attached to the Written Request for Adjustment of the Investment Project dated April 22, 2026;
- Pursuant to the actual situation of the Company,

The Board of Directors of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the adjustment to the Investment Policy Decision in respect of the Relocation and Expansion Project of Hoang Ha Paper Mill, which is now proposed to be renamed the HHP Paper Hai Phong Plant, with the principal contents as follows:

1. Necessity for adjusting the investment policy

The Relocation and Expansion Project of Hoang Ha Paper Mill was approved in principle by the People's Committee of Hai Phong City under Investment Policy Decision No. 2062/QĐ-UBND dated July 17, 2020, and certain contents thereof were amended under Decision No. 3356/QĐ-UBND dated November 22, 2021. After completing the necessary legal procedures, the Company commenced construction of the project on May 24, 2022 and completed bringing the project into operation on December 23, 2023, approximately 09 months earlier than the previously approved overall schedule.

Based on the course of investment, actual operation and review of project efficiency, the Company considers it necessary to adjust certain contents of the Investment Policy



Decision in order to:

- Update the legal information of the investor in accordance with the current Enterprise Registration Certificate;

- Align the project name with the Company's and the Plant's name and brand identity;

- Update the project location in accordance with the new administrative boundaries;

- Adjust the production capacity scale, product mix and the scale of certain construction items so as to better align with actual operation, market demand and investment efficiency;

- Update the total investment capital, capital structure and implementation schedule of the project in line with the actual implementation status and the investment plan for the next phase.

2. Matters proposed to be approved by the General Meeting of Shareholders

2.1. Adjustment of investor information

To update the investor information from Hoang Ha Hai Phong Paper Joint Stock Company to HHP GLOBAL Joint Stock Company, in accordance with the current Enterprise Registration Certificate, including the enterprise name, head office address and information on the legal representative.

2.2. Adjustment of project name

To change the project name from:

“Relocation and Expansion Project of Hoang Ha Paper Mill”

to:

“HHP Paper Hai Phong Plant”

This adjustment is intended to ensure consistency with the current name and brand identity of the Company and the Plant.

2.3. Adjustment of project location

To update the project location from:

Lot CN2, Tien Lang Town Industrial Cluster, Tien Lang District

to:

Lot CN2, Tien Lang Town Industrial Cluster, Tien Lang Commune

This adjustment is made to update the project location in line with the new administrative boundaries.

2.4. Adjustment of project scale

To adjust the project scale as follows:

Designed capacity: from 100,000 tons of products/year to 128,000 tons of packaging paper products/year;

Product mix: including Medium, Testliner and Kraftliner paper; the specific output of each product type shall be flexibly determined from time to time in accordance with production and business needs, market conditions and customer demand;

Products/services provided: Medium, Testliner and Kraftliner paper used as input materials for the production of carton boxes, packaging paper, paper bags and other industrial products.

This adjustment arises from the actual operation of the production line after a period of operation. According to the Company's assessment, with an optimal basis weight range of approximately 150–170 g/m², the current production line is capable of increasing effective capacity to around 128,000 tons/year if the appropriate product segment is selected. At the same time, the need to increase capacity also gives rise to the need for additional factory space, warehouses for supplies, raw materials and finished products, and adjustment of certain related construction items.

2.5. Adjustment of total investment capital and investment capital sources

To adjust the total investment capital from VND 1,240 billion to VND 1,500 billion, of which:

- Capital already invested: approximately VND 1,423.7 billion;
- Additional investment capital: approximately VND 76.3 billion.
- Proposed adjusted capital structure:
 - + Equity capital and other mobilized capital: VND 755 billion;
 - + Loans from commercial banks: VND 745 billion.

According to the audit report on the completed project settlement dated March 31, 2025, prepared by Nhan Tam Viet Auditing Company Limited, the total actual investment capital of the project amounted to VND 1,423,663,454,383, which is higher than the previously approved total investment capital. After reviewing and recalculating the additional investment needs for the adjustment phase, the Company proposes the adjusted total investment capital of VND 1,500 billion.

2.6. Adjustment of project implementation schedule

To adjust the project implementation schedule by dividing the investment into 02 phases:

Phase 1: Capacity scale of 100,000 tons of packaging products/year

Preparation for investment and completion of the project's legal procedures: up to Q2/2022;

Site preparation and construction of project items: from Q2/2022 to Q3/2023;

Installation of machinery and equipment, labor training and trial production: from Q3/2023 to Q4/2023;

Completion and commencement of operation of the project: Q1/2024.

11-1
11-1
11-1
11-1
11-1

Phase 2: Increase of capacity scale to 128,000 tons of packaging products/year

Completion of legal procedures relating to investment, environment and construction: from Q2/2026 to the end of Q3/2026;

Construction of additional works and project items: from Q4/2026 to the end of Q3/2027;

Installation and addition of the production line, machinery and equipment, and commencement of operation: in Q4/2027.

This adjustment of the schedule is intended to accurately reflect the actual implementation status of Phase 1, while supplementing the investment phasing for Phase 2 corresponding to the demand for capacity expansion and adjustment of the project's construction scale.

3. Matters proposed to be approved by the General Meeting of Shareholders

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following:

The policy for adjustment of the Investment Policy Decision for the Relocation and Expansion Project of Hoang Ha Paper Mill in accordance with the contents set out in Section 2 of this Proposal;

The authorization of the General Director of the Company to proactively organize the implementation, complete the dossiers and documents, work with the competent state authorities, and carry out the necessary procedures for the adjustment of the Investment Policy Decision for the project in accordance with applicable laws.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully./.



ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Disclosure in accordance with regulations;
- To be archived by the Board of Directors and the HR & Administration Department./.

CHAIRWOMAN 


Nguyen Thi Thu Thuy

No: 08/2026/TTr-HĐQT

Hai Phong, May 15th, 2026

PROPOSAL

Re: Approval of the Adjustment to the Investment Policy for the Social Housing Construction Investment Project at No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City

To: The 2026 Annual General Meeting of Shareholders
HHP GLOBAL Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, and the documents amending, supplementing, and guiding the implementation thereof;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019, and the documents amending, supplementing, and guiding the implementation thereof;
- Pursuant to the Charter on Organization and Operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the investment policy and the investment cooperation plan for the social housing project as approved by the Annual General Meeting of Shareholders in 2024 and 2025;
- Pursuant to Minutes No. 2603/2026/BB/HHP-HĐQT of the Board of Directors dated 26 March 2026;
- Pursuant to Decision No. 1071/QĐ-UBND dated 24 March 2026 of the People's Committee of Hai Phong City regarding the approval of the investment policy and the appointment of the project developer for the social housing construction project at No. 194 Kieu Ha, Dong Hai Ward, Hai Phong City;
- Pursuant to the Company's actual situation,



The Board of Directors of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders for its consideration and approval the adjustment to the investment policy for the social housing construction project at No. 194 Kieu Ha, Dong Hai Ward, Hai Phong City, in accordance with the contents approved by the competent state authority, as follows:

1. Necessity for the adjustment to the investment policy

The Annual General Meeting of Shareholders in 2024 and 2025 approved the investment policy and the investment cooperation plan for the social housing project, and authorized the Board of Directors to continue handling related matters, including completion of legal procedures and implementation of the investment cooperation plan. On that basis, the Company has proactively coordinated with the relevant authorities and related partners to complete the required documentation in accordance with regulations.

On 24 March 2026, the People's Committee of Hai Phong City issued Decision No. 1071/QĐ-UBND approving the investment policy and concurrently appointing the project developer for the social housing construction project at No. 194 Kieu Ha, Dong Hai Ward, Hai Phong City. Accordingly, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the adjustment to the project's investment policy in order to ensure consistency with the contents approved

by the competent state authority.

2. Contents of the adjustment to the investment policy

2.1. Project name

Social housing construction investment project at No. 194 Kieu Ha, Dong Hai Ward, Hai Phong City.

2.2. Project location and land area

Project location: No. 194 Kieu Ha, Dong Hai Ward, Hai Phong City;

Land area for implementation of the project: approximately 8,189.2 m².

2.3. Investors and project developer

Consortium of investors implementing the project: HHP GLOBAL Joint Stock Company and NHS Construction Investment Joint Stock Company;

Project developer: HHP GLOBAL Joint Stock Company.

2.4. Project objectives

To invest in the construction of a new social housing complex with synchronized technical and social infrastructure, including: social housing apartments; a commercial and service area; green spaces, flower gardens, playgrounds, and technical infrastructure and transport works. The project also contributes to ensuring social welfare and creating momentum for the socio-economic development of Hai Phong City.

2.5. Investment scale

Construction of one 30-storey social housing apartment building (30 above-ground storeys and 01 basement), with a building footprint of approximately 3,450 m², total gross floor area of approximately 90,663.5 m², and around 810 apartments;

Construction of a synchronized technical infrastructure system on a total land area of 8,189.2 m², including ancillary facilities such as a transformer station, backup generator, green spaces, flower gardens, playgrounds, roads, parking areas, and other related items.

The number of apartments, total construction area, total gross floor area, building density, and other detailed parameters shall be specifically determined at the stages of preparation, appraisal, and approval of the detailed planning, basic design, and construction design in accordance with applicable regulations.

2.6. Preliminary total investment capital and funding sources for project implementation

Preliminary total investment capital: VND 1,158,624,070,000;

Of which:

+ Investor's equity capital: VND 316,000,000,000;

+ Mobilized capital: VND 842,624,070,000.

The schedule for capital contribution and capital mobilization shall be implemented in line with the construction progress of the project's works.

2.7. Project implementation schedule

Completion of the investment and construction of the project's works within 36 months from 24 March 2026.

3. Matters submitted to the General Meeting of Shareholders for approval

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following:

The adjustment to the investment policy for the social housing construction investment project at No. 194 Kieu Ha, Dong Hai Ward, Hai Phong City, in accordance with the contents approved by the People's Committee of Hai Phong City under Decision No. 1071/QĐ-UBND dated 24 March 2026;

The continued authorization of the Board of Directors to proactively direct and implement the project in accordance with the approved contents, including carrying out legal procedures, balancing and arranging funding sources, directing the execution of relevant documents and dossiers, and undertaking other necessary tasks on the principles of ensuring feasibility, efficiency, and compliance with applicable laws;

The authorization of the Company's General Director to proactively organize and implement specific tasks during the investment preparation stage and subsequent phases, including: negotiating and entering into a consortium agreement with the partner; formulating a capital contribution plan; proactively seeking, negotiating, mobilizing, and arranging lawful funding sources to ensure the investor's capital contribution and the financial feasibility of the project; working with relevant partners, organizations, and individuals to propose appropriate plans for investment cooperation, capital contribution, or funding support; arranging key personnel; organizing the preparation, appraisal, and approval of the project; carrying out procedures for change of land use purpose; applying for the construction permit; and implementing other necessary tasks to ensure that the project is carried out in accordance with the schedule approved by the competent authority. The General Director shall be responsible for reporting to the Board of Directors at its nearest meetings; for matters beyond his/her authority under the Company's Charter, the General Director must report to the Board of Directors for consideration and decision prior to implementation.

The Board of Directors respectfully submits this matter to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Disclosure in accordance with regulations;
- To be archived by the Board of Directors and the HR & Administration Department./.

ON BEHALF OF THE BOARD OF DIRECTORS



Nguyen Thi Thu Thuy

*Hai Phong, May 15th, 2026***PROPOSAL**

Re: Report on the Progress of the Paper Mill Project of Hoang Ha Phu Yen Paper Joint Stock Company (Subsidiary) and Approval of the Policy to Maintain a 51% Ownership Interest in the Subsidiary

To: The 2026 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 the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Charter on Organization and Operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the actual implementation status of the Paper Mill Project of Hoang Ha Phu Yen Paper Joint Stock Company.

The Board of Directors of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders the report on the implementation progress of the 100,000 tons/year paper mill project of Hoang Ha Phu Yen Paper Joint Stock Company (the Subsidiary) and seeks approval of the policy to maintain the Parent Company's 51% ownership interest in this Subsidiary, specifically as follows:

1. General information on the project

The Paper Mill Project of Hoang Ha Phu Yen Paper Joint Stock Company is being implemented at Lot E8, Dong Bac Song Cau Industrial Park. As of the date of this proposal, the project is being carried out in line with the approved investment orientation, with the objective of establishing a paper mill with a capacity of 100,000 tons/year for the production of packaging paper products. Under the current design, the mill is capable of producing two product lines, namely corrugating medium (medium) and linerboard (testliner).

2. Status of legal procedures

As of the reporting date, the project has carried out the necessary legal procedures for investment, construction and equipment installation. In particular, the Company has implemented adjustments relating to the total investment capital and project schedule, fire prevention and fighting plan, construction permit, and environmental dossiers as required by the competent authorities.

With respect to the Environmental Permit, on March 14, 2026, the Ministry of Agriculture and Environment dispatched an inspection team to conduct an on-site inspection of the project pursuant to Decision No. 736/QĐ-BNNMT dated March 4, 2026 for the purpose of processing the issuance of the Environmental Permit for the project. Following the inspection, the Ministry of Agriculture and Environment issued Notice No. 2575/BNNMT-MT dated



March 19, 2026 regarding the completion of the application dossier for the Environmental Permit. The Company completed the dossier and reports as required by the regulatory authority and submitted them to the Ministry of Agriculture and Environment on May 6, 2026, and is currently awaiting the official issuance of the Environmental Permit.

3. Progress of construction, installation and equipment trial run

Up to now, the project has completed the majority of the main works, auxiliary works, technical infrastructure and equipment packages. Many items have reached **100% completion**, including most of the main workshop, pulp house, pulp silo, fire prevention and fighting water tanks, wastewater treatment tanks, machinery installation, production line equipment, medium-voltage electrical system, and the main installation packages. Several remaining finishing items are still being implemented, such as rooftop steel access stairs, rolling doors, boundary walls, gates, signage, flagpoles, M&E packages, and fire prevention and fighting acceptance procedures.

Regarding the progress of equipment trial run and commissioning, the project has substantially completed the technical preparation for the operation phase, including power supply, trial operation, adjustment and calibration of equipment from individual no-load testing to full integrated commissioning. The works, equipment and necessary conditions for plant operation are now substantially ready. At present, the project is awaiting the issuance of the Environmental Permit in order to officially enter the trial operation phase and bring products to the market in accordance with regulations.

4. General assessment and next plan

Based on the implementation progress to date, the Board of Directors assesses that the project is being actively carried out in line with the overall schedule and that the majority of construction works, equipment installation and technical preparation for the trial operation phase have been completed.

- In the coming period, Hoang Ha Phu Yen Paper Joint Stock Company will continue to:
- Complete the remaining construction, installation and acceptance items;
 - Continue adjustment and synchronization of the equipment line;
 - Finalize the dossiers as required by the competent state authorities in order to obtain the Environmental Permit;
 - Continue preparing the necessary conditions to move the mill into the trial operation phase immediately after the Environmental Permit is granted in accordance with regulations.

5. Approval of the policy to maintain a 51% ownership interest in Hoang Ha Phu Yen Paper Joint Stock Company:

Pursuant to Proposal No. 07/2005/TTr-HĐQT dated June 20, 2025 regarding the investment policy in Hoang Ha Phu Yen Paper Joint Stock Company, the 2025 Annual General Meeting of Shareholders approved the policy for HHP GLOBAL Joint Stock Company to hold 51% of the charter capital of this subsidiary, based on the projected charter capital of VND 307 billion. As of December 31, 2025, the Parent Company had fully contributed VND 156.57 billion, corresponding to an ownership interest of 51% in Hoang Ha Phu Yen Paper Joint Stock Company.

According to the Amendment and Supplement to the Investment Project Loan Agreement No. 01/2024-HĐCVĐAĐT-SĐBS.01/NHCT284-HHPY dated November 11, 2025

320
NG
PH
GL
451

signed between Hoang Ha Phu Yen Paper Joint Stock Company and Vietnam Joint Stock Commercial Bank for Industry and Trade – Tien Son Branch, the Subsidiary is required to ensure the owner's equity contribution to the project at the minimum ratio and value as stipulated in the credit agreement. On that basis, Hoang Ha Phu Yen Paper Joint Stock Company is expected to increase its charter capital to VND 393 billion in order to meet the counterpart capital requirement for implementation of the project.

In order to ensure consistent implementation of the policy already approved by the General Meeting of Shareholders of the Parent Company, and at the same time to maintain the controlling interest of the Parent Company in the Subsidiary, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the policy to continue maintaining HHP GLOBAL Joint Stock Company's 51% ownership interest in Hoang Ha Phu Yen Paper Joint Stock Company.

At the same time, the Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors, based on actual capital requirements, the Subsidiary's capital increase plan, the Parent Company's ability to balance resources, and applicable laws, to decide on arranging capital sources and exercising the right to purchase newly issued shares/capital contributions or making additional capital contributions in Hoang Ha Phu Yen Paper Joint Stock Company, in order to ensure that the Parent Company continues to maintain its 51% ownership interest in this Subsidiary.

6. Matters submitted to the General Meeting of Shareholders for approval

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following:

1. The report on the implementation progress of the Paper Mill Project of Hoang Ha Phu Yen Paper Joint Stock Company;
2. The policy for HHP GLOBAL Joint Stock Company to continue maintaining a 51% ownership interest in Hoang Ha Phu Yen Paper Joint Stock Company;
3. The authorization for the Board of Directors to arrange capital sources and carry out necessary procedures to ensure that the Parent Company maintains a 51% ownership interest in this Subsidiary in accordance with applicable laws, the Company's Charter, and actual circumstances.

The Board of Directors respectfully submits the above to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Disclosure in accordance with regulations;
- To be archived by the Board of Directors and the HR & Administration Department./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



Nguyen Thi Thu Thuy



Hai Phong, May 15th, 2026

PROPOSAL

V/e: Approval of the divestment policy in Hoang Ha Investment Group Joint Stock Company and 3C Pro Investment Joint Stock Company

**To: The 2026 Annual General Meeting of Shareholders
HHP GLOBAL Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, and the documents amending, supplementing, and guiding the implementation thereof;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019, and the documents amending, supplementing, and guiding the implementation thereof;
- Pursuant to the Charter on Organization and Operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the Company's actual operational situation and its orientation to restructure its investment portfolio,

The Board of Directors of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders for its consideration and approval the policy for divestment from Hoang Ha Investment Group Joint Stock Company and 3C Pro Investment Joint Stock Company, specifically as follows:

1. Purpose of divestment

The divestment is proposed following a review of the Company's investment portfolio, with a view to restructuring resources, concentrating capital on key projects and core business sectors, while enhancing capital use efficiency and safeguarding the overall interests of the Company and its shareholders.

2. Matters proposed for approval

2.1. Divestment from Hoang Ha Investment Group Joint Stock Company

- Proposed number of shares to be divested: 3,000,000 shares;
- Book value of the capital contribution: VND 30,000,000,000;
- Divestment ratio: equivalent to 100% of HHP GLOBAL Joint Stock Company's equity interest in Hoang Ha Investment Group Joint Stock Company;
- Expected implementation time: during 2026.

2.2. Divestment from 3C Pro Investment Joint Stock Company

- Proposed number of shares to be divested: 1,440,000 shares;
- Book value of the capital contribution: VND 14,400,000,000;



PROPOSAL**Re: The Amendment and supplementation to the Company's Charter****Respectfully submitted to: The 2026 Annual General Meeting of Shareholders
HHP GLOBAL Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and the amendments, supplements and guiding documents thereto;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and the amendments, supplements and guiding documents thereto;
- Pursuant to the Charter on organization and operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the need to review, update and align the contents of the Company Charter with the actual situation and current legal dossier.

Based on the Company's actual operating situation, the Board of Directors has reviewed and considered certain amendments and supplements to the Company's Charter as follows:

No.	Amended Article	Current Charter Content	Proposed Amended Content	Basis for Amendment / Supplement
1	Article 2. Name, legal form, head office, branches, representative offices and duration of operation of the Company (Clause 3)	Head office address: No. 194 Kieu Ha Street, Dong Hai 2 Ward, Hai An District, Hai Phong City	Head office address: No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City	Pursuant to the new administrative boundary regulations
	Article 2. Name, legal form, headquarters, branches, representative offices and duration of operation of the Company (Clause 5)	Unless terminated prior to expiry pursuant to Clause 2, Article 59 or unless its duration is extended pursuant to Article 60 of this Charter, the duration of operation of the Company shall commence from the date of its establishment and shall be indefinite	Unless terminated prior to expiry pursuant to Clause 2, Article 56 or unless its duration is extended pursuant to Article 57 of this Charter, the duration of operation of the Company shall commence from the date of its establishment and shall be indefinite	To update the cross-references so that they are consistent with the current structure of the Charter
2	Article 6. Charter capital, shares, and founding shareholders (Clause 5)	The names, addresses, number of shares and other information of the founding shareholders in accordance with the Law on Enterprises are set out in Appendix No. 15-06/2024/PLĐL-HHP attached hereto. This Appendix forms an integral part of the Charter	Delete this clause	To align with the actual situation



3	Article 61. Effective Date	<p>Article 61. Effective Date</p> <p>1. This Charter, comprising 21 Chapters and 61 Articles, was initially approved by the General Meeting of Shareholders of HHP GLOBAL Joint Stock Company on April 13, 2018 at the 2018 Annual General Meeting of Shareholders, amended and approved at the 2025 Annual General Meeting of Shareholders on June 20, 2025, and the full text of this Charter was unanimously approved to take effect.</p> <p>2. The Charter is made in ten (10) originals of equal validity, of which:</p> <p>a. One (01) original shall be filed with the local State Notary Office;</p> <p>b. Five (05) originals shall be registered with the competent authority in accordance with the regulations of the Provincial/Municipal People's Committee;</p> <p>c. Four (04) originals shall be kept at the Company's head office.</p> <p>3. This Charter is the sole and official Charter of the Company.</p> <p>4. Copies or extracts of the Company's Charter shall be valid only if signed by the Chairperson of the Board of Directors or by at least one-half (1/2) of the total number of members of the Board of Directors.</p>	<p>Article 61. Effective Date</p> <p>1. The Charter of HHP GLOBAL Joint Stock Company was initially approved at the 2018 Annual General Meeting of Shareholders on April 13, 2018, and was amended and supplemented in accordance with the Resolution of the 2026 Annual General Meeting of Shareholders on May 15, 2026.</p> <p>2. This amended and supplemented Charter consists of 21 Chapters and 61 Articles and shall take effect from the date it is approved by the 2026 Annual General Meeting of Shareholders.</p> <p>3. This Charter supersedes the corresponding provisions of the previous Charter and all prior amendments and supplements inconsistent with this Charter.</p> <p>4. The Charter is made in four (04) originals of equal legal validity and shall be kept at the Company's head office.</p> <p>5. This Charter is the sole and official Charter of the Company.</p> <p>6. Copies or extracts of the Company's Charter shall be valid only if signed by the Chairperson of the Board of Directors or by at least one-half (1/2) of the total number of members of the Board of Directors</p>	<p>To reflect the actual situation and standardize the effective-date provisions of the Charter</p>
---	----------------------------	--	--	---



The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the new Charter of the Company. The new Charter shall take effect from the date the Resolution of the 2026 Annual General Meeting of Shareholders is approved and shall replace the current Charter.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



Nguyen Thi Thu Thuy

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Information disclosure as prescribed;
- Archived at BOD, HR & Admin./.

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



HHP GLOBAL

CHARTER

ORGANIZATION AND OPERATION OF HHP GLOBAL JOINT STOCK COMPANY

Hai Phong, May 15th, 2026

CHARTER
HHP GLOBAL JOINT STOCK COMPANY

CONTENTS

PREAMBLE	4
I. DEFINITIONS OF TERMS IN THE CHARTER	4
Article 1. Interpretation of Terms	4
II. NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY	5
Điều 2. Name, form, head office, branches, representative offices, and term of operation of the Company	5
Article 3. Legal Representative of the Company	5
III. OBJECTIVES, LINES OF BUSINESS AND OPERATING SCOPE OF THE COMPANY	6
Article 4. Objectives of the Company	6
Article 5. Scope of Business and Operations of the Company	6
IV. CHARTER CAPITAL, SHARES, AND FOUNDING SHAREHOLDERS	6
Article 6. Charter Capital, Shares, and Founding Shareholders	6
Article 7. Share Certificates	7
Article 8. Other Securities Certificates	7
Article 9. Share Transfer	7
Article 10. Share Redemption (Applicable upon Company Registration)	7
V. ORGANIZATIONAL STRUCTURE, MANAGEMENT, AND CONTROL	8
Article 11. Organizational Structure, Management, and Control	8
VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS	8
Article 12. Rights of Shareholders	8
Article 13. Obligations of Shareholders	10
Article 14. The General Meeting of Shareholders	10
Article 15. Rights and Responsibilities of the General Meeting of Shareholders	12
Article 16. Authorization to Attend the General Meeting of Shareholders	13
Article 17. Change of Rights	14
Article 18. Convening Meetings, Meeting Agenda, and Notice of the General Meeting of Shareholders	15
Article 19. Conditions for Holding the General Meeting of Shareholders	16
Article 20. Procedures for Conducting the Meeting and Voting at the General Meeting of Shareholders	16
Article 21. Approval of Decisions of the General Meeting of Shareholders	18
Article 22. Authority and Procedures for Collecting Shareholders' Written Opinions to Approve Resolutions of the General Meeting of Shareholders	18

Article 23. Resolutions and Minutes of the General Meeting of Shareholders	20
Article 24. Request for Annulment of Resolution of the General Meeting of Shareholders	21
VII. BOARD OF DIRECTORS	21
Article 25. Nomination and Candidacy of Members of the Board of Directors	21
Article 26. Composition and Term of the Members of the Board of Directors	22
Article 27. Powers and Duties of the Board of Directors	23
Article 28. Remuneration, Salaries and Other Benefits of the Members of the Board of Directors	25
Article 29. Chairman of the Board of Directors	25
Article 30. Meetings of the Board of Directors	26
Article 31. Committees of the Board of Directors	28
Article 32. Corporate Governance Officer	28
VIII. GENERAL DIRECTOR AND OTHER EXECUTIVE OFFICERS	29
Article 33. Organizational Structure of Management	29
Article 34. Executive Officers of the Enterprise	29
Article 35. Appointment, Dismissal, Responsibilities, and Powers of the General Director	29
IX. SUPERVISORY BOARD	30
Article 36. Nomination and Candidacy for Supervisors	30
Article 37. Composition of the Supervisory Board	31
Article 38. Head of the Supervisory Board	31
Article 39. Rights and Duties of the Supervisory Board	32
Article 40. Meetings of the Supervisory Board	33
Article 41. Salaries, Remuneration, Bonuses, and Other Benefits of Members of the Supervisory Board	33
X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORS, GENERAL DIRECTOR, AND OTHER EXECUTIVES	33
Article 42. Duty of Care	33
Article 43. Duty of Honesty and Avoidance of Conflicts of Interest	33
Article 44. Liability and Indemnification	34
XI. RIGHT TO INSPECT COMPANY BOOKS AND RECORDS	35
Article 45. Right to Inspect Books and Records	35
XII. EMPLOYEES AND TRADE UNION	36
Article 46. Employees and Trade Unions	36
XIII. PROFIT DISTRIBUTION	36
Article 47. Profit Distribution	36
XIV. BANK ACCOUNTS, RESERVES, FINANCIAL YEAR, AND ACCOUNTING REGIME	36
Article 48. Bank Accounts	36
Article 49. Financial Year	37

Article 50. Accounting Regime	37
Article 51. Establishment of Funds	37
XV. ANNUAL REPORTS, FINANCIAL STATEMENTS, AND INFORMATION	
DISCLOSURE OBLIGATIONS	37
Article 52. Annual, Semi-Annual, and Quarterly Financial Statements	37
Article 53. Annual Reports.....	37
XVI. AUDIT OF THE COMPANY	38
Article 54. Audit.....	38
XVII. COMPANY SEAL	38
Article 55. Company Seal.....	38
XVIII. DISSOLUTION OF THE COMPANY	38
Article 56. Dissolution.....	38
Article 57. Extension of Operation	38
Article 58. Liquidation.....	39
XIX. INTERNAL DISPUTE RESOLUTION.....	39
Article 59. Internal Dispute Resolution	39
XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER.....	40
Article 60. Company Charter	40
XXI. EFFECTIVE DATE	40
Article 61. Effective Date.....	40

PREAMBLE

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its guiding documents;
- Pursuant to the Model Charter applicable to public companies issued together with Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance;
- Pursuant to the legal documents on securities, the securities market, and other relevant regulations;

This Charter has been amended and adopted in accordance with Resolution No. .../2026/HHP/NQ-ĐHĐCD of the General Meeting of Shareholders at the meeting held on May 15, 2026.

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of Terms

1. In this Charter, the following terms shall be construed as follows:

a. "Charter capital" means the total par value of shares that have been sold or registered for subscription upon the establishment of the enterprise and as specified in Article 6 of this Charter;

b. "Voting capital" means share capital on which the holder is entitled to vote on matters falling within the authority of the General Meeting of Shareholders;

c. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

d. "Law on Securities" means the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

d. "Vietnam" means the Socialist Republic of Vietnam;

e. "Date of establishment" refers to the date the Company was first issued its Enterprise Registration Certificate (Business Registration Certificate or equivalent);

g. "Executives" refers to the General Director, Deputy General Directors, Chief Accountant, and other executive officers as stipulated in the Company's Charter;

h. "Related persons" are individuals or organizations as defined in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;

i. "Shareholder" means any individual or organization owning at least one share in the joint stock company;

k. "Founding shareholders" are those holding at least one ordinary share and who signed the list of founding shareholders of the joint stock company;

l. "Major shareholder" is defined in Clause 18, Article 4 of the Law on Securities;

m. "Term of operation" refers to the duration of the Company's operations as provided in Article 2 of this Charter, including any extensions as approved by the General Meeting of Shareholders through a resolution;

o. "Stock exchange" refers to the Vietnam Stock Exchange and its subsidiaries.

2. In this Charter, references to one or more regulations or documents shall include any amendments or replacements thereof.

3. Headings (chapters and articles of this Charter) are for convenience only and shall not affect the interpretation of the Charter.

II. NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY

Điều 2. Name, form, head office, branches, representative offices, and term of operation of the Company

1. Company name:

- Full name in Vietnamese: **CÔNG TY CỔ PHẦN HHP GLOBAL**

- Full name in English: **HHP GLOBAL JOINT STOCK COMPANY**

- Abbreviated name: **HHP GLOBAL**

2. The Company is a joint stock company with legal person status in accordance with the prevailing laws of Vietnam.

3. Registered head office of the Company:

- Address: No. 194 Kieu Ha Street, Dong Hai Ward, Hai Phong City

- Telephone: (84-225) 324 6789

- E-mail: info@hhpglobaljcs.com

- Website: <https://hhpglobaljsc.com/>

4. The Company may establish branches and representative offices in business locations to implement its objectives in accordance with the decisions of the Board of Directors and within the limits permitted by law.

Current information on the Company's representative offices has been disclosed on the National Business Registration Portal, in accordance with this Charter and current laws.

5. Unless otherwise terminated early as prescribed in Clause 2, Article 59 or extended in accordance with Article 60 of this Charter, the Company's term of operation shall commence from the date of establishment and shall be indefinite.

Article 3. Legal Representative of the Company

Company shall have one legal representative:

Name: Ms. Tran Thi Thu Phuong

Title: Vice Chairwoman of the Board of Directors, General Director

Powers and duties of the legal representative:

The legal representative shall act on behalf of the Company to exercise rights and obligations arising from the Company's transactions, represent the Company as plaintiff, defendant, or related party before arbitration or court, and fulfill other rights and obligations in accordance with the law.

III. OBJECTIVES, LINES OF BUSINESS AND OPERATING SCOPE OF THE COMPANY

Article 4. Objectives of the Company

1. The Company's business lines have been publicly disclosed on the National Business Registration Portal, in accordance with the prevailing legal regulations and the Company's Charter.

2. The Company's operational objectives are: To mobilize and utilize capital in the most efficient manner, continuously organize and expand business activities in various fields in order to maximize profits, ensure benefits for shareholders, create stable employment and improve income and living standards for employees, fulfill tax obligations to the State Budget, and develop the Company sustainably.

Article 5. Scope of Business and Operations of the Company

1. The Company is permitted to formulate plans and carry out all business activities in accordance with the business lines disclosed on the National Business Registration Portal and this Charter, in compliance with prevailing laws, and to implement appropriate measures to achieve the Company's objectives.

2. The Company may engage in other business lines permitted by law and approved by the General Meeting of Shareholders.

IV. CHARTER CAPITAL, SHARES, AND FOUNDING SHAREHOLDERS

Article 6. Charter Capital, Shares, and Founding Shareholders

1. The charter capital of the Company is VND 865.543.430.000 (*in words: Eight hundred sixty-five billion, five hundred forty-three million, four hundred thirty thousand Vietnamese Dong*).

The total charter capital is divided into 86.554.343 shares (*in words: Eighty-six million, five hundred fifty-four thousand, three hundred forty-three shares*), with a par value of VND 10.000 (*ten thousand Vietnamese Dong*) per share.

2. The Company may alter its charter capital upon approval by the General Meeting of Shareholders and in accordance with applicable laws.

3. The Company's shares as of the date of adoption of this Charter include common shares and preferred shares (if any). The rights and obligations of shareholders holding each type of share are stipulated in Articles 12 and 13 of this Charter.

4. The Company may issue other classes of preferred shares upon the approval of the General Meeting of Shareholders and in accordance with applicable laws.

5. Common shares must be offered preferentially to existing shareholders in proportion to their ownership of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders. Any unsubscribed shares shall be decided upon by the Board of Directors. The Board of Directors may allocate such shares to other persons under conditions and in the manner it deems appropriate, provided that those conditions are not more favorable than those offered to the existing shareholders unless otherwise approved by the General Meeting of Shareholders.

6. The Company may repurchase its issued shares in accordance with the methods prescribed in this Charter and applicable laws.

7. The Company may issue other types of securities as provided by law.

Article 7. Share Certificates

1. Shareholders of the Company shall be issued share certificates corresponding to the number and type of shares they own.

2. A share certificate is a type of security evidencing the legal rights and interests of its holder in a portion of the charter capital of the issuing organization. Share certificates must contain all the information as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. Within a reasonable period from the date of submitting a full application for transfer of share ownership as prescribed by the Company or from the date of full payment for the shares in accordance with the Company's share issuance plan, the shareholder shall be issued a share certificate. Shareholders are not required to pay the Company any printing costs related to the issuance of the share certificate.

4. In the event that a share certificate is lost, destroyed, or damaged, the shareholder may request a re-issuance of the share certificate, provided that evidence of ownership is submitted and all related costs are paid to the Company. The shareholder's request must include the following information:

- a) Information about the share certificate that was lost, damaged, or destroyed in another form;
- b) A commitment to be liable for any disputes arising from the reissuance of the new share certificate.

Article 8. Other Securities Certificates

Bond certificates or other securities certificates issued by the Company must bear the signature of the legal representative and the Company's seal.

Article 9. Share Transfer

1. All shares are freely transferable unless otherwise provided in this Charter or by law. Listed shares or shares registered for trading on the Stock Exchange shall be transferred in accordance with securities laws and stock market regulations.

2. Unpaid shares may not be transferred and are not entitled to related benefits such as dividends, rights to receive bonus shares, rights to purchase newly issued shares, and other entitlements under the law.

Article 10. Share Redemption (Applicable upon Company Registration)

1. In case a shareholder fails to fully and punctually pay the amount due for share subscription, the Board of Directors shall notify and may require that shareholder to pay the outstanding amount and assume liability corresponding to the total par value of the registered shares for the Company's financial obligations arising from the non-payment.

2. The payment notice shall specify the new payment deadline (at least seven (07) days from the date of notice), payment location, and must clearly state that failure to pay will result in the unpaid shares being redeemed.

3. The Board of Directors shall have the right to redeem the unpaid shares if the requirements stated in the notice are not met.

4. Redeemed shares shall be deemed unsold shares under Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly sell or redistribute such shares or authorize others to do so under conditions and in the manner it deems appropriate.

5. Shareholders whose shares are redeemed shall forfeit their shareholder status with respect to those shares but must still pay all related amounts and accrued interest at the prevailing bank rate as of the redemption date as decided by the Board of Directors. The Board of Directors has full authority to enforce collection of the full value of the shares at the time of redemption.

6. Redemption notices must be sent to the holders of the shares being redeemed prior to the redemption. The redemption remains effective notwithstanding any errors or negligence in the delivery of such notice.

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT, AND CONTROL

Article 11. Organizational Structure, Management, and Control

The Company's organizational, managerial, and supervisory structure includes:

1. The General Meeting of Shareholders;
2. The Board of Directors;
3. The Supervisory Board;
4. The General Director.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. A shareholder is an owner of the Company and shall have rights and obligations corresponding to the number and class of shares they hold. Shareholders shall only be liable for the Company's debts and other property obligations to the extent of the capital they have contributed to the Company.

Ordinary shareholders shall have the following rights:

- a. To attend and express opinions at meetings of the General Meeting of Shareholders and exercise the right to vote directly at such meetings or through an authorized representative or by remote voting. Each ordinary share carries one vote;
- b. To receive dividends at the rate determined by the General Meeting of Shareholders;
- c. To have priority in purchasing new shares offered for sale in proportion to their shareholding of ordinary shares;
- d. To freely transfer their shares to other persons, except in the cases provided in Clause 3, Article 120 and Clause 1, Article 127 of the Law on Enterprises and other relevant legal provisions;
- d. To inspect, search, and extract information about the names and contact addresses in the list of shareholders entitled to vote; and to request correction of any incorrect information;
- e. To inspect, search, extract, or make copies of the Company's Charter, minutes of meetings and resolutions of the General Meeting of Shareholders;
- g. In the event of the Company's dissolution or bankruptcy, to receive a portion of the remaining assets in proportion to their shareholding after the Company has paid all debts (including obligations to the State, taxes, and fees) and made payments to shareholders holding other classes of shares as prescribed by law;

h. To request the Company to repurchase their shares in the cases stipulated in Article 132 of the Law on Enterprises;

i. To be treated equally. Each share of the same class shall give the shareholder the same rights, obligations, and interests. Where the Company has preferred shares, the rights and obligations associated with such shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders;

k. To access full periodic and extraordinary information disclosed by the Company as prescribed by law;

l. To have their lawful rights and interests protected; to request suspension or annulment of resolutions or decisions of the General Meeting of Shareholders and the Board of Directors as stipulated by the Law on Enterprises;

m. Other rights as prescribed by law and this Charter.

(Other rights regarding different classes of shares)

2. A shareholder or group of shareholders holding 5% or more of the total ordinary shares shall have the following rights:

a. To request the Board of Directors to convene the General Meeting of Shareholders according to Clause 3, Article 115 and Article 140 of the Law on Enterprises;

b. To inspect, search, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts, and transactions required to be approved by the Board of Directors, and other documents, excluding those related to business secrets or confidential information of the Company;

c. To request the Supervisory Board to examine specific issues related to the management and administration of the Company's operations when deemed necessary. Such request must be in writing and include the following details: full name, contact address, nationality, and legal document number of individuals (for individual shareholders); name, enterprise code or legal document number, and headquarters address (for institutional shareholders); number of shares and date of share registration of each shareholder, total number of shares held by the group, and their ownership percentage in the Company; issue(s) to be examined and purpose of the examination;

d. To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and submitted to the Company at least 3 working days before the opening date. It must specify the shareholder's name, number of each class of shares held, and the issue proposed to be included in the meeting agenda;

d. Other rights as prescribed by law and this Charter.

3. A shareholder or group of shareholders holding 10% or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors and the Supervisory Board. The nomination shall be made as follows:

a) Shareholders forming a group to nominate candidates to the Board of Directors and Supervisory Board must notify the other attending shareholders about the group formation before the General Meeting of Shareholders commences;

b) Based on the number of members of the Board of Directors and Supervisory Board, shareholders or groups of shareholders as specified in this Clause shall be entitled to nominate one or more candidates to the Board of Directors and Supervisory Board in accordance with the

decision of the General Meeting of Shareholders. If the number of nominees nominated by such shareholders or groups is less than the number of nominees they are entitled to nominate under the General Meeting's decision, the remaining nominees shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

Article 13. Obligations of Shareholders

Ordinary shareholders shall have the following obligations:

1. To comply with the Company Charter and internal regulations of the Company, and abide by decisions of the General Meeting of Shareholders and the Board of Directors.
2. To attend meetings of the General Meeting of Shareholders and exercise the right to vote via the following methods:
 - a. Attending and voting directly at the meeting;
 - b. Authorizing another person to attend and vote at the meeting;
 - c. Attending and voting via online meetings, electronic voting, or other electronic methods;
 - d. Sending voting ballots to the meeting via mail, fax, or email;
 - d. Sending voting ballots via [other means] as prescribed in the Company Charter.
3. To pay for the shares registered for purchase as prescribed.
4. To provide accurate addresses when registering to purchase shares.
5. To fulfill other obligations as prescribed by prevailing laws.
6. To bear personal liability when acting on behalf of the Company in any form to perform the following acts:
 - a. Violation of laws;
 - b. Conducting business or transactions for personal gain or for the benefit of another organization or individual;
 - c. Making early payments of debts in the face of financial risks for the Company.
7. To keep confidential the information provided by the Company in accordance with this Charter and the law; to use such information solely for exercising and protecting their lawful rights and interests; the dissemination or duplication, transmission of such information to other organizations or individuals is strictly prohibited.
8. Not to withdraw contributed capital in the form of ordinary shares from the Company in any form, except in cases where the Company or other persons repurchase their shares. If a shareholder withdraws part or all of their share capital in contravention of this Clause, that shareholder and any related beneficiary within the Company shall be jointly liable for the Company's debts and other property obligations up to the value of the shares withdrawn and any resulting damages.

(Other obligations regarding different classes of shares)

Article 14. The General Meeting of Shareholders

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making authority of the Company. The General Meeting of Shareholders shall convene an annual meeting once a year and within four (04) months from the end of the

fiscal year. Unless otherwise stipulated in the Company's Charter, the Board of Directors may decide to extend the holding of the annual General Meeting of Shareholders if deemed necessary, but the extension shall not exceed six (06) months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may convene extraordinary meetings. The location of the General Meeting of Shareholders shall be determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select a suitable venue. The annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Charter of the Company, particularly the approval of the annual financial statements and the budget for the subsequent fiscal year. In case the auditor's report on the Company's annual financial statements contains material exceptions, adverse opinion, or disclaimer of opinion, the Company must invite a representative of the approved auditing organization that conducted the audit of the Company's financial statements to attend the annual General Meeting of Shareholders, and such representative shall be responsible for attending the meeting.

3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

a. When deemed necessary in the interest of the Company by the Board of Directors;

b. The number of members of the Board of Directors, independent members of the Board of Directors, or Controllers falls below the statutory minimum or is reduced by more than one-third (1/3) of the number of members as stipulated in this Charter;

c. Upon the request of shareholders or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; such request must be made in writing, clearly stating the reasons and purpose of the meeting, and signed by the relevant shareholders, or compiled from multiple documents bearing the signatures of the relevant shareholders;

d. Upon the request of the Supervisory Board;

d. Other cases as prescribed by law and this Charter.

4. Convening of an Extraordinary General Meeting of Shareholders:

a. The Board of Directors must convene the General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or Controllers falls as stated in Point b, Clause 3 of this Article, or upon receipt of a request under Point c or d, Clause 3 of this Article;

b. If the Board of Directors fails to convene the General Meeting of Shareholders as provided in Point a, Clause 4 of this Article, then within the next thirty (30) days, the Supervisory Board shall convene the General Meeting of Shareholders in lieu of the Board of Directors in accordance with Clause 3, Article 140 of the Law on Enterprises;

c. If the Supervisory Board fails to convene the General Meeting of Shareholders as stipulated in Point b, Clause 4 of this Article, the shareholders or group of shareholders referred to in Point c, Clause 3 of this Article shall have the right to request the legal representative of the Company to convene the General Meeting of Shareholders in accordance with the Law on Enterprises.

In this case, the shareholders or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the process, procedures of convening, conducting the meeting, and decision-making of the General Meeting

of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. Such costs do not include expenses incurred by shareholders attending the meeting, including accommodation and travel expenses.

Article 15. Rights and Responsibilities of the General Meeting of Shareholders

1. The General Meeting of Shareholders has the right to discuss and approve the following matters:

- a. Approve the Company's development orientation;
- b. Decide the types of shares and the total number of shares of each type that are entitled to be offered for sale; decide the annual dividend rate for each type of share;
- c. Elect, dismiss, or remove members of the Board of Directors and the Supervisory Board;
- d. Decide on investment or sale of assets with a value equal to or greater than 35% of the total assets recorded in the Company's latest financial statements, [except for cases where the Company's Charter stipulates a different ratio or value];
- d. Decide on amendments and supplements to the Company's Charter;
- e. Approve the annual financial statements;
- g. Decide to repurchase more than 10% of the total number of shares sold of each type;
- h. Review and handle violations committed by members of the Board of Directors or the Supervisory Board that cause damage to the Company and its shareholders;
- i. Decide on the reorganization or dissolution of the Company;
- k. Decide the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
- l. Approve the Internal Governance Regulations; operational regulations of the Board of Directors and the Supervisory Board;
- m. Approve the list of approved auditing firms; decide on approved auditing firms to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;
- n. Other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders shall discuss and approve the following matters:

- a. The Company's annual business plan;
- b. The audited annual financial statements;
- c. The report of the Board of Directors on governance and the performance of the Board and each member; [In case the Company operates under the model prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises, independent members of the Board of Directors are responsible for reporting at the annual General Meeting of Shareholders in accordance with Article 284 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Securities Law];
- d. The report of the Supervisory Board on the Company's business results, activities of the Board of Directors, and the Director (General Director);
- d. The self-assessment report on the activities of the Supervisory Board and its members;

- e. The dividend rate for each type of share;
- g. The number of members of the Board of Directors and the Supervisory Board;
- h. Elect, dismiss, or remove members of the Board of Directors and the Supervisory Board;
- i. Decide the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
- k. Approve the list of approved auditing firms; decide on the approved auditing firm to audit the Company's operations when deemed necessary;
- l. Amend and supplement the Company's Charter;
- m. The types and quantities of newly issued shares of each type and the transfer of shares of founding members within the first three years from the date of establishment;
- n. Division, separation, merger, consolidation, or conversion of the Company;
- o. Reorganization and dissolution (liquidation) of the Company and appointment of the liquidator;
- p. Decide on investment or sale of assets with a value equal to or greater than [35%] of the total assets recorded in the Company's latest financial statements [except for cases where the Company's Charter stipulates a different ratio or value];
- q. Decide to repurchase more than 10% of the total number of shares sold of each type;
- r. The Company's execution of contracts or transactions with subjects prescribed in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the Company's total assets recorded in the latest financial statements;
- s. Approve transactions prescribed in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Securities Law;
- t. Approve the Internal Corporate Governance Regulations, operational regulations of the Board of Directors, and the Supervisory Board;
- u. Other matters as prescribed by law and this Charter.

3. Shareholders are not entitled to vote in the following cases:

- a. Approving contracts prescribed in Clause 2 of this Article when such shareholder or related persons of such shareholder are a party to the contract;
- b. Repurchasing shares of such shareholder or related persons of such shareholder, except when the repurchase is carried out proportionally to the ownership ratio of all shareholders or repurchase is carried out through matched transactions on the Stock Exchange or public tender offers as prescribed by law.

4. All resolutions and matters included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 16. Authorization to Attend the General Meeting of Shareholders

1. Shareholders or authorized representatives of shareholders who are organizations may attend the meeting directly or authorize one or more other individuals or organizations to attend the meeting or attend via one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises.

2. The authorization for attendance at the General Meeting of Shareholders must be made in writing using the Company's form and must bear signatures as follows:

a. If the authorizing shareholder is an individual, the authorization letter must be signed by such shareholder and the individual or legal representative of the authorized organization;

b. If the authorizing shareholder is an organization, the authorization letter must be signed by the authorized representative, the legal representative of the authorizing organization, and the individual or legal representative of the authorized organization;

c. In other cases, the authorization letter must be signed by the legal representative of the shareholder and the authorized attendee.

The authorized person attending the General Meeting of Shareholders must submit the authorization document when registering to attend before entering the meeting room.

3. In case a lawyer signs on behalf of the authorizing party to appoint the authorized representative, such appointment is only effective if the power of attorney to the lawyer is presented together with the appointment letter of the authorized representative (if not previously registered with the Company).

4. Except as prescribed in Clause 3 of this Article, the voting ballot of the authorized person remains valid in the following cases:

a. The authorizing person dies, is restricted or loses civil act capacity;

b. The authorizing person cancels the authorization;

c. The authorizing person revokes the powers of the authorized person.

This clause does not apply if the Company receives notification of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Change of Rights

1. Any amendment or cancellation of special rights attached to a class of preferred shares shall take effect when approved by shareholders representing at least 65% of the total voting shares of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders that adversely changes the rights and obligations of holders of preferred shares shall only be passed if approved by preferred shareholders of the same class holding at least 75% of the total preferred shares of that class attending the meeting, or by preferred shareholders of the same class holding at least 75% of the total preferred shares of that class in case of approval by written consent.

2. The organization of a meeting of shareholders holding a class of preferred shares to approve the change of rights as stated above shall only be valid if there are at least two (02) shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of issued shares of that class. If the required number of delegates is not met, a subsequent meeting shall be held within thirty (30) days, and all holders of that class of shares present in person or by authorized representative, regardless of number, shall be considered a quorum. At such meetings of preferred shareholders, those present in person or by proxy may request a secret ballot. Each share of the same class shall have equal voting rights at these meetings.

3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 19, 20, and 21 of these Articles of Association.

4. Unless otherwise provided in the terms of share issuance, special rights attached to classes of preferred shares regarding some or all matters related to the distribution of profits or company assets shall not be altered by the Company's issuance of additional shares of the same class.

Article 18. Convening Meetings, Meeting Agenda, and Notice of the General Meeting of Shareholders

1. The Board of Directors shall convene the General Meeting of Shareholders or the General Meeting shall be convened in the cases prescribed in Clause 3, Article 14 of these Articles of Association.

2. The convener of the General Meeting of Shareholders shall undertake the following tasks:

a. Prepare the list of shareholders entitled to attend and vote at the GMS. The list of shareholders entitled to attend the GMS shall be made no more than [10 days] before sending the notice of the GMS [unless a shorter period is prescribed by the Company's Charter]. The Company must disclose information on the preparation of the list of shareholders entitled to attend the GMS at least 20 days before the record date;

b. Prepare the agenda and content of the meeting;

c. Prepare documents for the meeting;

d. Draft resolutions of the GMS according to the proposed meeting contents;

d. Determine the time and venue of the meeting;

e. Notify and send the notice of the GMS to all shareholders entitled to attend;

g. Other tasks serving the meeting.

3. The notice of the GMS must be sent to all shareholders by a method ensuring delivery to the shareholders' contact addresses and simultaneously published on the Company's website and the State Securities Commission's website, as well as the stock exchange where the Company's shares are listed or registered for trading. The convener must send the notice to all shareholders on the list of entitled shareholders no later than 21 days before the meeting date (counted from the date the notice is sent or properly dispatched). The meeting agenda and related documents for matters to be voted on must be sent to shareholders and/or published on the Company's website. If documents are not sent with the meeting notice, the notice must specify the link to access all meeting documents, including:

a. Meeting agenda and documents used at the meeting;

b. List and detailed information of candidates in the case of electing members of the Board of Directors or Supervisory Board;

c. Voting ballots;

d. Proxy appointment forms for attending the meeting;

d. Draft resolutions on each issue in the meeting agenda.

4. Shareholders or groups of shareholders as prescribed in Clause 2, Article 12 of this Charter have the right to propose issues to be included in the GMS agenda. Proposals must be made in writing and sent to the Company at least three (03) working days before the GMS meeting date. Proposals must include the full name, permanent address, nationality,

identification card number, citizen identification number, passport, or other valid personal identification of individual shareholders; or name, enterprise code or establishment decision number, and headquarters address of organizational shareholders; the number and class of shares held; and the content of the proposal for inclusion in the agenda.

5. The convener has the right to refuse proposals under Clause 4 of this Article if:

a. The proposal is not submitted in accordance with Clause 4 of this Article;

b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of common shares continuously for at least six (06) months as prescribed in Clause 2, Article 12 of this Charter;

c. The proposed issue is not within the authority of the General Meeting of Shareholders;

d. Other cases as prescribed by law and this Charter.

6. The convener must accept and include the proposals under Clause 4 of this Article in the draft agenda and content of the meeting, except in cases prescribed in Clause 5 of this Article; the proposals shall be officially added to the meeting agenda and content if approved by the GMS.

Article 19. Conditions for Holding the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents at least 51% of the total voting shares.

2. In the event that the required number of delegates is not present within thirty (30) minutes from the scheduled time of the meeting's commencement, the convener shall cancel the meeting. The General Meeting of Shareholders must be re-convened within thirty (30) days from the originally planned date of the first meeting. The second General Meeting of Shareholders shall only be held if the number of attending shareholders represents at least 33% of the total voting shares.

3. If the second meeting cannot be held due to insufficient delegates within thirty (30) minutes from the scheduled commencement time, the third General Meeting of Shareholders may be convened within twenty (20) days from the planned date of the second meeting. In this case, the meeting shall proceed regardless of the total number of voting shares represented by the attending shareholders, be considered valid, and have the authority to decide on all matters planned for approval at the first General Meeting of Shareholders.

Article 20. Procedures for Conducting the Meeting and Voting at the General Meeting of Shareholders

1. The Company must conduct shareholder registration procedures and must register all shareholders entitled to attend the meeting in the following order:

a. During shareholder registration, the Company shall issue a voting card to each shareholder or authorized representative with voting rights, which records the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting shares of that shareholder. The General Meeting of Shareholders shall discuss and vote on each agenda item. Voting shall be conducted by voting in favor, against, or abstaining. At the Meeting, voting cards approving the resolution shall be collected first, cards opposing the resolution collected afterward, and finally, the total votes in favor or against shall be counted to decide. The vote counting results shall be announced by the Chairperson immediately before the meeting is adjourned [except where otherwise provided in the Company's Charter]. The General Meeting shall elect persons responsible for vote counting or supervising the vote counting upon

the Chairperson's proposal. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the Chairperson's proposal;

b. Shareholders or authorized representatives arriving after the meeting has commenced have the right to register immediately and subsequently participate and vote at the meeting after registration. The Chairperson is not responsible for stopping the meeting for late arrivals to register, and the validity of matters voted on prior shall not be affected.

2. Election of the Chairperson, Secretary, and Vote Counting Committee shall be conducted as follows:

a. The Chairman of the Board of Directors shall chair meetings convened by the Board of Directors. In case the Chairman is absent or temporarily incapable of working, the remaining members of the Board shall elect one of them to chair the meeting by majority vote. If no Chairperson is elected, the Head of the Supervisory Board shall preside until the General Meeting elects a Chairperson from among the attendees; the person receiving the highest votes shall be the Chairperson;

b. Except as provided in point (a), the person who signs the meeting convocation shall preside over the General Meeting to elect the Chairperson, and the person receiving the highest votes shall be the Chairperson;

c. The Chairperson shall appoint one or more persons as meeting secretary;

d. The General Meeting shall elect one or more persons to the vote counting committee upon the Chairperson's proposal.

3. The meeting agenda and content must be approved by the General Meeting at the opening session. The agenda shall clearly and specifically specify the time for each agenda item.

4. The Chairperson of the meeting may carry out necessary activities to ensure the General Meeting is conducted legally, orderly, according to the approved agenda, and reflects the wishes of the majority of attending delegates, including:

a) Arranging seating at the meeting venue;

b) Ensuring safety for all persons present;

c) Facilitating shareholders' attendance (or continued attendance). The convener has full authority to change the above measures and apply all necessary measures, which may include issuing entry passes or other selection forms.

5. The General Meeting shall discuss and vote on each agenda item. Voting shall be conducted by voting in favor, against, or abstaining. The vote counting results shall be announced by the Chairperson immediately before the meeting is adjourned.

6. Shareholders or authorized representatives arriving after the meeting has commenced are still entitled to register and vote immediately after registration; the validity of prior voted matters shall remain unchanged.

7. The convener or Chairperson of the General Meeting has the following rights:

a. Request all attendees to undergo lawful and reasonable security checks or other measures;

b. Request competent authorities to maintain order during the meeting; expel persons who do not comply with the Chairperson's directions, intentionally disrupt order, obstruct the normal progress of the meeting, or fail to comply with security checks from the General Meeting.

8. The Chairperson may postpone the meeting, which has enough registered attendees, for no more than three (03) working days from the scheduled opening date and may only postpone or change the venue under the following circumstances:

- a. The meeting venue does not have sufficient convenient seating for all attendees;
- b. The communication facilities at the venue do not ensure shareholders can participate, discuss, and vote;
- c. Attendees disrupt order or threaten to prevent the meeting from being conducted fairly and legally.

9. If the Chairperson postpones or suspends the General Meeting contrary to the provisions of Clause 8 of this Article, the General Meeting shall elect another person from the attendees to replace the Chairperson to conduct the meeting until it ends; all resolutions passed at that meeting shall be valid and enforceable.

10. If the Company applies modern technology to organize the General Meeting through online meetings, the Company is responsible for ensuring shareholders participate and vote by electronic voting or other electronic forms as stipulated in Article 144 of the Enterprise Law and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law.

Article 21. Approval of Decisions of the General Meeting of Shareholders

1. The General Meeting shall approve resolutions within its authority by voting at the meeting or by collecting written opinions.

2. Resolutions on the following matters shall be approved if at least 65% of the total voting shares of all attending shareholders voting at the meeting vote in favor (for in-person meetings) or at least 65% of the total voting shares of all shareholders with voting rights vote in favor (for written opinion collection):

- a. Types of shares and total shares of each type;
- b. Change of business sectors, trades, and fields;
- c. Change of the Company's organizational management structure;
- d. Investment projects or sale of assets valued at 35% or more of the total asset value recorded in the most recent audited financial statements;
- d. Reorganization or dissolution of the Company;
- e. Amendment and supplementation of the Charter.

3. Resolutions shall be approved if more than 50% of the total voting shares of all attending shareholders voting at the meeting vote in favor (for in-person meetings) or more than 50% of the total voting shares of all shareholders with voting rights vote in favor (for written opinion collection), except as otherwise provided in Clause 2 of this Article.

4. Resolutions approved by 100% of total voting shares shall be legal and effective even if the procedure of convening and approval violates the Enterprise Law or the Company's Charter.

Article 22. Authority and Procedures for Collecting Shareholders' Written Opinions to Approve Resolutions of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' written opinions to approve resolutions of the General Meeting of Shareholders shall be conducted as follows:

1. The Board of Directors has the right to collect shareholders' written opinions to approve resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company.

2. The Board of Directors must prepare the opinion collection ballot, draft resolutions of the General Meeting of Shareholders, and explanatory documents of the draft resolutions. The Board of Directors must ensure the delivery and publication of the documents to shareholders within a reasonable period for review and voting, and must send them no later than ten (10) days prior to the deadline for receiving the completed opinion ballots. The requirements and methods of sending the opinion ballots and accompanying documents shall comply with the provisions specified in Clause 3, Article 18 of these Articles of Association.

3. The opinion ballot must include the following principal contents:

a. Name, address of the head office, and enterprise code;

b. Purpose of collecting opinions;

c. Full name, permanent address, nationality, citizen identification card number, identity card number, passport, or other lawful personal identification of individual shareholders; name, enterprise code or establishment decision number, head office address of organizational shareholders; or full name, permanent address, nationality, citizen identification card number, identity card number, passport, or other lawful personal identification of the authorized representative of the organizational shareholder; the number of shares of each type and the number of voting ballots of the shareholder;

d. The issue(s) for which opinions are being collected to approve the decision;

d. Voting options including approval, disapproval, and no opinion on each issue for which opinions are collected;

e. Deadline for sending the completed opinion ballots back to the Company;

g. Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may send the completed opinion ballots to the Company by post, fax, or email according to the following provisions:

a) In the case of postal delivery, the completed opinion ballot must bear the signature of the individual shareholder or the authorized representative or legal representative of the organizational shareholder. The opinion ballots sent to the Company must be enclosed in a sealed envelope, which must not be opened prior to vote counting;

b) In the case of fax or email delivery, the opinion ballots sent to the Company must be kept confidential until the vote counting time;

c) Opinion ballots sent to the Company after the deadline specified in the ballot or those opened prematurely in postal delivery or disclosed during fax/email delivery shall be invalid. Opinion ballots not sent shall be regarded as abstentions.

5. The Board of Directors shall count the votes and prepare the vote counting minutes in the presence of the Supervisory Board or shareholders who are not members of the company's management. The vote counting minutes must include the following principal contents:

a. Name, address of the head office, and enterprise code;

b. Purpose and issues for which opinions were collected to approve the resolution;

c. Number of shareholders and total number of voting ballots participating in the vote, distinguishing valid and invalid ballots and the methods of delivery, accompanied by a list of shareholders who participated in voting;

d. Total number of votes approving, disapproving, and abstaining on each issue;

d. Issues approved;

e. Full names and signatures of the Chairman of the Board of Directors, the legal representative of the Company, the vote counters, and the vote supervisors.

Members of the Board of Directors, vote counters, and vote supervisors shall be jointly responsible for the truthfulness and accuracy of the vote counting minutes; they shall be jointly liable for damages arising from decisions approved based on untruthful or inaccurate vote counting.

6. The vote counting minutes shall be sent to shareholders within fifteen (15) days from the vote counting completion date. In the case the Company has an electronic information portal, posting the vote counting minutes on the Company's electronic information portal within twenty-four (24) hours from the vote counting completion time may replace sending the minutes.

7. Completed opinion ballots, vote counting minutes, approved resolutions, and related documents sent together with the opinion ballots must be kept at the Company's head office.

8. Resolutions approved by written opinion collection must be agreed upon by shareholders representing at least 51% of the total voting shares and shall have the same validity as resolutions approved at the General Meeting of Shareholders.

Article 23. Resolutions and Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must have minutes recorded and may be audio recorded or recorded and kept under other electronic forms. The minutes must be prepared in Vietnamese and may be additionally prepared in English, including the following principal contents:

a. Name, address of the head office, and enterprise code;

b. Time and venue of the General Meeting of Shareholders;

c. Agenda and content of the meeting;

d. Names of the chairperson and secretary;

d. Summary of the meeting's proceedings and shareholders' statements on each agenda item;

e. Number of shareholders and total number of voting ballots of attending shareholders, accompanied by the appendix of registered shareholders and shareholder representatives attending the meeting with corresponding shareholding and number of votes;

g. Total votes on each agenda item, specifying voting methods, total valid and invalid votes, approvals, disapprovals, and abstentions; corresponding rates over the total votes of attending shareholders;

h. Issues approved and corresponding approval rates;

i. Full names and signatures of the chairperson and secretary.

2. The minutes of the General Meeting of Shareholders must be completed and adopted before the conclusion of the meeting. The chairperson and the secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the accuracy and truthfulness of the contents of the minutes.

3. The minutes shall be prepared in both Vietnamese and English, and both versions shall have equal legal validity. In case of any discrepancy between the Vietnamese and English versions, the Vietnamese version shall prevail.

4. The resolution, the minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered to attend the meeting with shareholders' signatures, proxies to attend the meeting, all documents attached to the minutes (if any), and any relevant materials accompanying the notice of invitation must be disclosed in accordance with the regulations on information disclosure in the securities market and must be retained at the Company's head office.

Article 24. Request for Annulment of Resolution of the General Meeting of Shareholders

Within 90 days from the date of receipt of the resolution or the minutes of the General Meeting of Shareholders or the minutes of vote counting by written consultation, shareholders or groups of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises shall have the right to request a Court or Arbitration to review and annul the resolution or part of the contents of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting or collecting shareholders' written opinions and issuing decisions of the General Meeting of Shareholders were not carried out in accordance with the provisions of the Law on Enterprises and the Company's Charter, except for the case specified in Clause 3, Article 21 of this Charter.
2. The contents of the resolution violate the law or this Charter.

In the event that a resolution of the General Meeting of Shareholders is annulled pursuant to a decision of a Court or Arbitration, the person who convened the annulled meeting may consider organizing a new General Meeting of Shareholders within thirty (30) days in accordance with the order and procedures prescribed by the Law on Enterprises and this Charter.

VII. BOARD OF DIRECTORS

Article 25. Nomination and Candidacy of Members of the Board of Directors

1. In case the candidates have been identified in advance, information regarding the candidates for the Board of Directors shall be included in the General Meeting of Shareholders' documents and published at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders may review the candidates before voting. Candidates for the Board of Directors must provide a written commitment as to the truthfulness, accuracy, and reasonableness of their disclosed personal information and must commit to perform their duties with integrity if elected as members of the Board of Directors. The information disclosed regarding candidates for the Board of Directors must include at least the following:

- a. Full name, date of birth;
- b. Educational background;
- c. Professional qualifications;
- d. Employment history;

- d. Companies in which the candidate holds the position of member of the Board of Directors or other managerial positions;
- e. Related interests in the Company and its related parties (if any);
- g. Full name of the shareholder or group of shareholders nominating the candidate (if any);
- h. Other information (if any);
- i. Public companies must disclose information regarding companies in which the candidate is a member of the Board of Directors, holds other managerial positions, and any related interests of the candidate in those companies (if any).

2. Shareholders holding ordinary shares continuously for at least six (06) months shall have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total number of voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

3. In the event that the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient according to Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company Charter, the internal corporate governance regulations, and the Rules of Operation of the Board of Directors. The nomination of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors as prescribed by law.

4. Members of the Board of Directors must meet the standards and conditions as prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises.

Article 26. Composition and Term of the Members of the Board of Directors

1. The number of members of the Board of Directors shall be six (06) persons.

2. The term of office of a member of the Board of Directors shall not exceed five (05) years and he/she may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than two (02) consecutive terms. In case all members of the Board of Directors simultaneously end their term of office, they shall continue to act as members of the Board of Directors until new members are elected to replace and take over their duties.

3. The structure of the Board of Directors is as follows:

The Board of Directors includes 01 Chairman of the Board of Directors, 01 Vice Chairman of the Board of Directors, and 05 members of the Board of Directors.

The total number of independent members of the Board of Directors must comply with the following provisions:

a) At least 01 independent member if the company has 03 to 05 members on the Board of Directors;

b) At least 02 independent members if the company has 06 to 08 members on the Board of Directors;

c) At least 03 independent members if the company has 09 to 11 members on the Board of Directors.

4. A member of the Board of Directors shall no longer be a member in the following cases:

a. Failing to meet the qualifications to be a member of the Board of Directors or being dismissed or removed by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises;

b. Submission of a resignation letter;

c. Mental disorder with professional evidence from other Board members indicating the loss of legal capacity;

d. Failure to attend meetings of the Board of Directors for six (06) consecutive months, except in cases of force majeure;

d. As decided by the General Meeting of Shareholders;

e. Providing false personal information to the Company as a candidate for the Board of Directors;

g. Other cases as prescribed by law and this Charter.

5. The appointment of members to the Board of Directors must be disclosed in accordance with the provisions of the law on securities and the securities market.

6. A member of the Board of Directors may not necessarily be a shareholder of the Company.

Article 27. Powers and Duties of the Board of Directors

1. The business operations and affairs of the Company shall be subject to the supervision and direction of the Board of Directors. The Board of Directors is the body with full authority to exercise the rights and obligations of the Company not falling under the jurisdiction of the General Meeting of Shareholders.

2. The rights and duties of the Board of Directors are prescribed by law, the Company Charter, and resolutions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:

a. Decide on the strategy, medium-term development plan, and annual business plan of the Company;

b. Propose the types of shares to be issued and the total number of shares authorized for offering and issuance by type;

c. Decide on the sale of unsold shares within the scope of authorized offering by type; decide on additional capital mobilization by other means;

d. Decide on the offering price of shares, bonds in cases authorized by the General Meeting of Shareholders;

d. Decide on the repurchase of shares in accordance with Clauses 1 and 2, Article 133 of the Law on Enterprises;

e. Decide on investment plans and investment projects within its authority and legal limits;

g) Decide on solutions for market development, marketing, and technology;

h) Approve contracts for purchase, sale, borrowing, lending, and other transactions with a value of 35% or more of the Company's total assets based on the latest financial statements, except for contracts and transactions under the authority of the General Meeting of Shareholders as prescribed in point d Clause 2 Article 138 and Clauses 1 and 3 Article 167 of the Law on Enterprises;

i) Elect, dismiss, remove the Chairman of the Board of Directors; appoint, dismiss, sign and terminate contracts with the Director (General Director) and other key managers as prescribed by the Company Charter; decide their salaries, remuneration, bonuses, and other benefits; appoint authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, decide on their remuneration and other benefits;

k. Supervise and direct the General Director and other executives;

l. Decide on the organizational structure of the Company, establishment of subsidiaries, branches, representative offices, and contribution of capital or acquisition of shares in other enterprises;

m. Approve the agenda, documents for the General Meeting of Shareholders, convene the General Meeting of Shareholders or collect opinions from shareholders to pass resolutions;

n. Submit the audited annual financial statements and corporate governance reports to the General Meeting of Shareholders;

o. Propose the annual dividend rate; decide on the time and procedures for dividend payment or handling of business losses;

p. Propose the reorganization or dissolution of the Company; request bankruptcy of the Company;

q. Decide on the promulgation of the Regulation on the Operation of the Board of Directors and the Internal Corporate Governance Regulations after being approved by the General Meeting of Shareholders; promulgate regulations on the operation of the Audit Committee under the Board of Directors, and on information disclosure of the Company;

r. Propose the issuance of convertible bonds and bonds with warrants;

s. Other rights and obligations in accordance with the Law on Enterprises, the Law on Securities, other legal provisions, and the Company Charter.

3. The Board of Directors must report to the General Meeting of Shareholders on the results of its activities in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities. If the Board of Directors fails to present such a report, the Company's annual financial statements shall be considered invalid and not approved by the Board of Directors.

4. Unless otherwise provided by law and this Charter, the Board of Directors may delegate authority to subordinates and other executives to represent and handle affairs on behalf of the Company.

Article 28. Remuneration, Salaries and Other Benefits of the Members of the Board of Directors

1. Members of the Board of Directors (excluding authorized representatives) shall receive remuneration for their work as members of the Board of Directors. The total remuneration of the Board of Directors shall be determined by the General Meeting of Shareholders. This remuneration shall be divided among the members as agreed within the Board of Directors or equally in case no agreement is reached.

2. The total amount paid to each member of the Board of Directors including remuneration, expenses, commissions, share purchase rights, and other benefits received from the Company, its subsidiaries, affiliates, and other companies where the member is a representative of the Company's contributed capital must be disclosed in detail in the Company's Annual Report. The remuneration of Board members must be shown as a separate item in the Company's annual financial statements.

3. A member of the Board of Directors holding an executive position or working on committees of the Board of Directors or performing tasks that, in the opinion of the Board of Directors, are beyond the normal duties of a member, may be paid additional remuneration in the form of a lump sum payment, salary, commission, profit percentage, or in other forms as decided by the Board of Directors.

4. Members of the Board of Directors shall be entitled to reimbursement of all travel, accommodation, and other reasonable expenses incurred in the course of performing their duties as members of the Board, including expenses incurred for attending meetings of the General Meeting of Shareholders, the Board of Directors, or its committees.

5. Members of the Board of Directors may be covered by liability insurance purchased by the Company upon approval of the General Meeting of Shareholders. This insurance shall not cover liabilities related to violations of law or this Charter.

Article 29. Chairman of the Board of Directors

1. The Chairman of the Board of Directors shall be elected, dismissed, and removed by the Board of Directors from among its members.

2. The Chairman of the Board of Directors shall not concurrently hold the position of Director (General Director).

3. The Chairman of the Board of Directors has the following rights and obligations:

a. Prepare the activity program and plan of the Board of Directors;

b. Prepare the agenda, documents, convene and preside over meetings of the Board of Directors; preside over meetings of the General Meeting of Shareholders; and exercise other rights and obligations as prescribed by the Law on Enterprises and this Charter;

c. Organize the passing of resolutions and decisions of the Board of Directors;

d. Supervise the implementation of resolutions and decisions of the Board of Directors;

d. Preside over meetings of the General Meeting of Shareholders;

e. Other rights and obligations as prescribed by the Law on Enterprises.

4. The Chairman of the Board of Directors is responsible for ensuring that the Board submits the annual financial statements, business operation report, audit report, and Board's inspection report to shareholders at the General Meeting of Shareholders.

5. The Chairman of the Board of Directors may be removed by a resolution of the Board of Directors. In case of resignation or removal, the Board of Directors must elect a replacement within ten (10) days from the date of receipt of the resignation or removal decision.

6. If the Chairman is absent or unable to perform his/her duties, he/she shall authorize the Vice Chairman in writing to exercise the Chairman's rights and obligations. If there is no authorized person or the Chairman is deceased, missing, under detention, serving a prison sentence, undergoing administrative measures at a compulsory rehab or education center, absconding, legally incapacitated, or prohibited by court from holding positions or practicing certain professions, the remaining members shall elect one among them to act as Chairman on a majority basis until a new decision is made by the Board.

Duties and Powers of the Vice Chairman of the Board of Directors: Represent the Chairman in performing the Chairman's duties when authorized or in case of absence. Carry out the tasks of the Vice Chairman as assigned by the Board of Directors and in accordance with Article 27 of this Charter.

Article 30. Meetings of the Board of Directors

1. In case the Board of Directors elects a Chairperson, the Chairperson shall be elected at the first meeting of the term of the Board of Directors within seven (07) working days from the date the Board of Directors for that term is elected. This meeting shall be convened by the member receiving the highest number or the highest percentage of votes. In case there is more than one (01) member receiving the highest number or the highest percentage of votes, the members shall elect one (01) among them by majority vote to convene the meeting of the Board of Directors.

2. The Board of Directors must meet at least once per quarter and may convene extraordinary meetings.

3. The Chairperson of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

a. At the request of the Supervisory Board or an independent member of the Board of Directors;

b. At the request of the General Director (CEO) or at least five other managers;

c. At the request of at least two members of the Board of Directors;

d. Other cases (if any).

4. The requests specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, matters to be discussed and decided under the authority of the Board of Directors.

5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. If the Chairperson fails to convene the meeting as requested, he/she shall be liable for any damages caused to the Company; the requester shall have the right to convene the meeting of the Board of Directors in lieu of the Chairperson.

6. The Chairperson of the Board of Directors or the person convening the meeting must send a notice of meeting no later than [03 working days] prior to the meeting date. The notice must specify the time and place of the meeting, the agenda, and the issues to be discussed and

decided. The notice must be accompanied by materials for the meeting and voting ballots of the members.

7. The Chairperson or the person convening the meeting must also send the notice of meeting and accompanying materials to members of the Supervisory Board in the same manner as to members of the Board of Directors.

8. A meeting of the Board of Directors shall be valid when at least three-fourths (3/4) of the total members are present in person or through a representative (authorized person) if approved by the majority of the Board of Directors.

If the quorum is not met, the meeting shall be reconvened within seven (07) days from the scheduled date of the first meeting. The second meeting shall be valid if more than half (1/2) of the members of the Board of Directors attend.

9. A member of the Board of Directors is considered to be attending and voting at the meeting in the following cases:

- a. Attending and voting in person at the meeting;
- b. Authorizing another person to attend and vote according to Clause 11 of this Article;
- c. Attending and voting via teleconference, electronic voting, or other electronic forms;
- d. Sending the voting ballot to the meeting via mail, fax, or email;
- d. Sending the voting ballot via other means.

10. Meetings of the Board of Directors may be held by teleconference when all or some members are located in different places, provided that each participating member can:

- a. Hear each of the other participating members speak at the meeting;
- b. Speak to all other participating members simultaneously.

Discussions among members may be conducted directly via phone or other communication means, or by a combination thereof. A member participating in such a meeting shall be deemed "present" at the meeting. The meeting location under this provision shall be the place with the greatest number of Board members present or the place where the Chairperson is present.

Decisions made at a teleconference meeting shall be valid immediately upon conclusion of the meeting but must be confirmed by signatures of all participating Board members in the minutes.

11. A member of the Board of Directors may send a voting ballot to the meeting by mail, fax, or email. In case of voting by mail, the ballot must be sealed in an envelope and delivered to the Chairperson no later than one (01) hour before the meeting starts. The ballot shall only be opened in the presence of all attendees.

12. Members must attend all meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by the majority of the Board of Directors.

13. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction already signed or intended to be signed with the Company and is aware of his/her interest therein must disclose such interest at the first Board meeting discussing the contract or transaction. If the member was unaware at the time the contract or transaction was

entered into, he/she must disclose such interest at the first Board meeting held after learning of such interest.

14. The Board of Directors adopts decisions and issues resolutions based on a majority vote of the attending members. In case of a tie, the vote of the Chairperson shall be decisive.

15. Resolutions adopted by way of written consultation shall be passed with the approval of the majority of voting members of the Board of Directors. Such resolution shall have the same validity and effect as if passed at a meeting.

Article 31. Committees of the Board of Directors

1. The Board of Directors may establish committees responsible for development policies, human resources, remuneration, and internal audit. The number of committee members shall be decided by the Board of Directors, but should include at least three (03) members, including both Board members and external members. Independent/non-executive Board members should constitute a majority of the committee, and one of them shall be appointed as the Head of the committee by the Board of Directors. The activities of the committee must comply with regulations issued by the Board. A resolution of the committee shall only be valid if the majority of the attending and voting members are members of the Board of Directors.

2. The implementation of decisions by the Board of Directors, its committees, or individuals acting as committee members must comply with applicable laws and the Company's Charter.

Article 32. Corporate Governance Officer

1. The Board of Directors shall appoint at least one (01) person as the Corporate Governance Officer to support effective corporate governance. The term of the Corporate Governance Officer shall be decided by the Board of Directors, with a maximum of five (05) years.

The Corporate Governance Officer may concurrently serve as the Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

2. The Corporate Governance Officer must meet the following criteria:

a. Have knowledge of the law;

b. Not concurrently work for the independent audit firm auditing the Company's financial statements;

c. Meet other criteria as prescribed by law, this Charter, and decisions of the Board of Directors.

3. The Board of Directors may dismiss the Corporate Governance Officer as necessary but not in contravention of current labor laws. The Board may also appoint an Assistant to the Corporate Governance Officer as needed.

4. The Corporate Governance Officer shall have the following rights and obligations:

a. Advise the Board of Directors in organizing the General Meeting of Shareholders and in dealings between the Company and shareholders;

b. Prepare meetings of the Board of Directors, Supervisory Board, and General Meeting of Shareholders as requested by the Board or Supervisory Board;

c. Advise on meeting procedures;

d. Attend meetings;

- d. Advise on the drafting of Board resolutions in accordance with the law;
- e. Provide financial information, copies of Board minutes, and other information to Board members and Supervisors;
- g. Monitor and report to the Board on the Company's information disclosure activities;
- h. Serve as the contact point for related parties;
- i. Keep information confidential as required by law and the Company Charter;
- k. Other rights and obligations in accordance with the law and this Charter.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVE OFFICERS

Article 33. Organizational Structure of Management

The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the Company's day-to-day business operations. The Company shall have a General Director, Deputy General Directors, a Chief Accountant, and other managerial positions appointed by the Board of Directors. The appointment, dismissal, or removal of these positions must be approved by a resolution of the Board of Directors.

Article 34. Executive Officers of the Enterprise

1. Executive officers of the Company include the Director (General Director), Deputy Directors (Deputy General Directors), Chief Accountant, and other executive officers as stipulated in the Company's Charter.

2. At the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other executive officers in quantity and qualification appropriate to the organizational structure and management regulations as determined by the Board of Directors. Executive officers of the enterprise must diligently perform their duties to support the Company in achieving its operational and organizational goals.

3. The Director (General Director) shall be paid a salary and bonus. The salary and bonus of the Director (General Director) shall be decided by the Board of Directors.

4. The salary of executive officers shall be accounted for as a business expense of the Company in accordance with the regulations on corporate income tax, shall be disclosed as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, Dismissal, Responsibilities, and Powers of the General Director

1. The Board of Directors shall appoint one (01) member of the Board of Directors or another individual as the General Director and enter into a contract specifying remuneration, salary, and other benefits. The remuneration, salary, and other benefits of the General Director must be reported at the annual General Meeting of Shareholders, presented as a separate item in the annual Financial Statements, and disclosed in the Company's Annual Report.

2. The term of the General Director shall not exceed five (05) years and may be reappointed. The appointment may be terminated pursuant to the terms of the labor contract. The General Director shall not be prohibited by law from holding this position and must meet the standards and conditions prescribed by law and the Company's Charter.

3. The General Director shall have the following rights and obligations:

a. Implement the resolutions of the Board of Directors and the General Meeting of Shareholders, and the business and investment plans approved by the Board of Directors and the General Meeting of Shareholders;

b. Decide on matters not requiring the Board of Directors' resolution, including representing the Company in signing financial and commercial contracts, organizing and operating the Company's daily business activities in accordance with best management practices;

c. Propose to the Board of Directors the organizational structure plan and internal management regulations of the Company;

d. Propose measures to enhance the Company's operations and management;

e. Recommend the number and candidates for executive positions the Company needs to recruit for the Board of Directors to appoint or dismiss according to internal regulations, and recommend remuneration, salary, and other benefits for executive officers for the Board of Directors to decide;

f. Consult with the Board of Directors when deciding on the number of employees, appointments, dismissals, salaries, allowances, benefits, and other terms of their labor contracts;

g. Within 30 days from the end of the fiscal year, submit to the Board of Directors for approval a detailed business plan for the next fiscal year, based on the requirements of the approved budget and five-year financial plan;

h. Prepare the Company's long-term, annual, and quarterly budgets (hereinafter referred to as "budgets") for long-term, annual, and quarterly management according to the business plan. The annual budget (including the projected balance sheet, income statement, and cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval and must include the information stipulated in the Company's internal regulations;

i. Other rights and obligations as prescribed by law, this Charter, the Company's internal regulations, resolutions of the Board of Directors, and the labor contract signed with the Company.

4. The General Director shall be accountable to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers and must report to these bodies upon request.

5. The Board of Directors may dismiss the General Director when the majority of voting members attending the meeting approve, and appoint a new General Director as a replacement.

IX. SUPERVISORY BOARD

Article 36. Nomination and Candidacy for Supervisors

1. The nomination and candidacy of Supervisors shall be carried out in accordance with Clause 1 and Clause 2, Article 25 of this Charter.

2. In case the number of candidates for the Supervisory Board through nomination and candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the mechanism provided in the Company's Charter and the Internal Corporate Governance Regulations. The mechanism for the incumbent Supervisory Board to nominate candidates must be clearly disclosed and approved by the General Meeting of Shareholders prior to implementation.

Article 37. Composition of the Supervisory Board

1. The number of Supervisors of the Company shall be three (03). The term of a Supervisor shall not exceed five (05) years and may be re-elected for an unlimited number of terms.

2. Supervisors must meet the standards and conditions prescribed in Clause 1, Article 164 of the Law on Enterprises, the Company's Charter, and must not fall into any of the following categories:

a. Working in the Company's accounting or finance department;

b. Being a member or employee of the independent auditing firm that audited the Company's financial statements in the past three (03) consecutive years.

3. The Supervisors shall elect one (01) person among them as the Head of the Supervisory Board by majority vote. The Head of the Supervisory Board must be a certified auditor or professional accountant and must work full-time at the Company. The Head of the Supervisory Board shall have the following rights and responsibilities:

a. Convene meetings of the Supervisory Board;

b. Request the Board of Directors, the General Director, and other executive officers to provide relevant information for the Supervisory Board's reporting purposes;

c. Prepare and sign the Supervisory Board's report after consulting with the Board of Directors to present to the General Meeting of Shareholders.

4. A Supervisor shall be dismissed in the following cases:

a. No longer meeting the standards and conditions to be a Supervisor as specified in Clause 2 of this Article;

b. Failing to perform rights and obligations for six (06) consecutive months, except in cases of force majeure;

c. Resignation is submitted and accepted;

d. Other cases as prescribed by law and this Charter.

5. A Supervisor shall be removed in the following cases:

a. Failing to fulfill assigned duties and responsibilities;

b. Committing serious or repeated violations of the obligations of a Supervisor as prescribed by the Law on Enterprises and the Company's Charter;

c. As decided by the General Meeting of Shareholders;

d. Other cases as prescribed by law and this Charter.

Article 38. Head of the Supervisory Board

1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; the election, dismissal, and removal shall be decided by majority rule. More than half of the Supervisory Board members must reside in Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a field related to the Company's business activities.

2. Rights and duties of the Head of the Supervisory Board:

- a. To convene meetings of the Supervisory Board;
- b. To request the Board of Directors, the General Director (Director), and other executives to provide relevant information for reporting to the Supervisory Board;
- c. To prepare and sign the Supervisory Board's report after consulting the Board of Directors, for submission to the General Meeting of Shareholders.

Article 39. Rights and Duties of the Supervisory Board

1. The Supervisory Board shall have the rights and duties in accordance with Article 170 of the Law on Enterprises, and the following rights and duties:

- a. To propose and recommend that the General Meeting of Shareholders approve an independent audit firm to audit the Company's financial statements;
- b. To be accountable to shareholders for its supervisory activities;
- c. To supervise the Company's financial status and the lawfulness of the activities of members of the Board of Directors, the General Director, other managers, and the coordination among the Supervisory Board, the Board of Directors, the General Director, and shareholders;
- d. If any violations of laws or the Company's Charter by a member of the Board of Directors, the General Director, or other executives are discovered, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48) hours, request the violator to cease the violations and implement remedial measures;
- đ. To develop the Supervisory Board's operational regulations and submit them to the General Meeting of Shareholders for approval;
- e. To report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020, issued by the Government detailing the implementation of several provisions of the Law on Securities;
- g. To have the right to access documents and records of the Company kept at the head office, branches, and other locations; to visit the workplace of the Company's managers and employees during working hours;
- h. To request the Board of Directors, members of the Board of Directors, the General Director (Director), and other managers to fully, accurately, and promptly provide information and documents on the management, administration, and business activities of the Company;
- i. Other rights and duties in accordance with laws and this Charter.

2. Members of the Board of Directors, the General Director, and other executives must fully, accurately, and promptly provide information and documents on the management, administration, and activities of the Company as requested by the Supervisory Board. The person in charge of corporate governance must ensure that all copies of resolutions, meeting minutes of the General Meeting of Shareholders and the Board of Directors, financial information, and other documents provided to shareholders and members of the Board of Directors are simultaneously and in the same manner provided to the Supervisors.

3. The Supervisory Board may issue regulations on its meetings and operation methods. The Supervisory Board must meet at least two (02) times per year and a meeting is valid when at least two-thirds (2/3) of its members are present.

4. Salaries, remuneration, bonuses, and other benefits of Supervisory Board members shall be determined by the General Meeting of Shareholders. Supervisory Board members shall

be reimbursed for reasonable accommodation, travel, and other expenses incurred when attending meetings or performing other tasks of the Supervisory Board.

Article 40. Meetings of the Supervisory Board

1. The Supervisory Board shall meet at least twice a year. A meeting is valid when at least two-thirds (2/3) of the members are present. Detailed and clear minutes of each meeting must be prepared. The recorder and the attending members must sign the minutes. These minutes must be kept to determine the responsibility of each Supervisory Board member.

2. The Supervisory Board has the right to request members of the Board of Directors, the General Director (Director), and representatives of the approved audit organization to attend the meetings and clarify matters as necessary.

Article 41. Salaries, Remuneration, Bonuses, and Other Benefits of Members of the Supervisory Board

1. Members of the Supervisory Board shall be entitled to salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.

2. Members of the Supervisory Board shall be reimbursed for reasonable expenses for meals, accommodation, travel, and use of independent consulting services. The total amount of remuneration and expenses must not exceed the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating expenses of the Supervisory Board shall be recorded as business expenses of the Company in accordance with the Law on Corporate Income Tax, other relevant laws, and shall be itemized in the Company's annual financial statements.

X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORS, GENERAL DIRECTOR, AND OTHER EXECUTIVES

Article 42. Duty of Care

Members of the Board of Directors, Supervisors, the General Director, and other executives are responsible for performing their duties, including those as members of committees under the Board of Directors, with honesty and care for the benefit of the Company.

Article 43. Duty of Honesty and Avoidance of Conflicts of Interest

1. Members of the Board of Directors, Supervisors, the General Director, and other executives must disclose their related interests in accordance with Article 159 of the Law on Enterprises and other relevant legal regulations.

2. These individuals shall not use business opportunities that may bring benefits to the Company for personal purposes; nor may they use information obtained through their positions for personal gain or for the benefit of another organization or individual.

3. They are obligated to report to the Board of Directors all interests that may conflict with those of the Company that they may receive through legal entities, transactions, or other individuals.

4. Except where otherwise decided by the General Meeting of Shareholders, the Company may not grant loans or guarantees to members of the Board of Directors, Supervisors,

the General Director, other executives, and individuals or organizations related to such members or legal entities in which such persons have financial interests, except in the case of public companies and related organizations that are part of the same group, or companies operating under a group structure, including parent-subsidiary companies, economic groups, and where otherwise stipulated by specialized laws.

5. Members of the Board of Directors, Supervisory Board members, the Director, and other managers must submit a written notice to the Board of Directors and the Supervisory Board regarding any transactions between the Company, its subsidiaries, or other companies in which the public company holds over 50% of the charter capital, and such individual or their related persons, as prescribed by law. For transactions requiring approval by the General Meeting of Shareholders or the Board of Directors, the Company must disclose such resolutions in accordance with securities laws on information disclosure.

6. A member of the Board of Directors may not vote on any transaction in which they or their related persons have an interest, as prescribed by the Law on Enterprises and the Company's Charter.

7. Members of the Board of Directors, Supervisory Board, Director, other managers, and related persons may not use or disclose internal information for the purpose of executing related transactions.

8. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the Director, other executives, and individuals or organizations related to such persons shall not be invalid in the following cases:

a) For transactions with a value equal to or less than 35% of the total assets recorded in the latest financial statements, where the essential terms of the contract or transaction and the relationships and interests of involved individuals have been reported to and approved by the Board of Directors through a majority vote of non-interested members;

b) For transactions exceeding 35% in value, or transactions that result in a cumulative value within 12 months from the first transaction reaching 35% or more of the total assets recorded in the latest financial statements, the key terms of the transaction and the related relationships and interests must be disclosed to shareholders and approved by the General Meeting of Shareholders through a vote by disinterested shareholders.

Article 44. Liability and Indemnification

1. Members of the Board of Directors, Supervisors, the General Director, and other executives who violate their duty of honesty and care, or fail to perform their duties with due diligence and professional competence, shall be liable for any damages caused by their violations.

2. The Company shall indemnify any individual who is, has been, or may become a party in any claim, lawsuit, or legal proceeding (including civil, administrative cases, but excluding cases initiated by the Company), if such individual is or was a member of the Board of Directors, Supervisor, General Director, executive, employee, or authorized representative of the Company, and acted in good faith, with due care and diligence, in a manner they reasonably believed to be in, or not opposed to, the best interests of the Company, and where there is no evidence of violation of their duties.

3. When performing duties or acting under the Company's authorization, a member of the Board of Directors, Supervisor, other executive, employee, or authorized representative shall

be indemnified by the Company in cases where they are involved in claims, lawsuits, or proceedings (excluding cases initiated by the Company), if:

a. They acted in good faith, with due care, diligence, and in a manner not contrary to the best interests of the Company;

b. They complied with the law and there is no evidence of failure to fulfill their duties.

4. Indemnification costs include incurred expenses (including legal fees), judgments, fines, and any actual or reasonably incurred payments in connection with such matters, within the legal limits. The Company may purchase insurance for such persons to avoid liability for the aforementioned compensations.

XI. RIGHT TO INSPECT COMPANY BOOKS AND RECORDS

Article 45. Right to Inspect Books and Records

1. Ordinary shareholders are entitled to access books and records as follows:

a. Ordinary shareholders have the right to review, inspect, and extract information regarding names and contact addresses in the list of shareholders entitled to vote; request correction of inaccurate information; review, inspect, extract, or make copies of the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b. A shareholder or group of shareholders owning [05%] or more of the total number of ordinary shares or [another smaller percentage as specified in the Company Charter] has the right to review, inspect, and extract minutes and resolutions/decisions of the Board of Directors, semi-annual and annual financial reports, Supervisory Board reports, contracts, and transactions requiring approval by the Board of Directors and other documents, except those related to trade secrets and business secrets of the Company.

2. In case an authorized representative of the shareholder or shareholder group requests to access the books and records, the request must be accompanied by a power of attorney or a notarized copy thereof.

3. Members of the Board of Directors, Supervisors, the General Director, and other executives have the right to inspect the shareholder register, list of shareholders, and other books and records of the Company for purposes related to their positions, provided the information is kept confidential.

4. The Company must retain this Charter and its amendments, the Certificate of Business Registration, internal regulations, documents evidencing asset ownership, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors and the Supervisory Board, annual financial statements, accounting books, and other documents in accordance with the law at its head office or another location, provided that shareholders and the Business Registration Authority are notified of such location.

5. The Company Charter must be published on the Company's official website.

XII. EMPLOYEES AND TRADE UNION

Article 46. Employees and Trade Unions

1. The General Director must develop a plan for the Board of Directors to approve matters related to the recruitment, dismissal, salaries, social insurance, welfare, rewards, and discipline of employees and company executives.

2. The General Director must develop a plan for the Board of Directors to approve matters relating to the Company's relationship with trade union organizations in accordance with best standards, practices, and governance policies, as well as the practices and policies stipulated in this Charter, the Company's regulations, and prevailing laws.

XIII. PROFIT DISTRIBUTION

Article 47. Profit Distribution

1. The General Meeting of Shareholders shall decide the dividend payout rate and form of annual dividend distribution from the Company's retained earnings.

2. The Company shall not pay interest on dividends or any amounts paid in relation to any class of shares.

3. The Board of Directors may propose the General Meeting of Shareholders to approve the payment of dividends in whole or in part in the form of shares, and the Board of Directors shall be the body responsible for implementing such decision.

4. In the event that dividends or other payments relating to any class of shares are paid in cash, the Company must pay in Vietnamese Dong. Such payments may be made directly or through banks based on the banking account details provided by shareholders. In case the Company has transferred the payment based on the banking information provided by the shareholder but the shareholder does not receive the funds, the Company shall not be held liable for the amount already transferred. The payment of dividends for shares listed/registered for trading on the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository.

5. Based on the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution determining a specific date to finalize the list of shareholders. According to such date, persons registered as shareholders or holders of other securities shall be entitled to receive dividends, interest, profit distributions, shares, notifications, or other documents.

6. Other matters related to profit distribution shall comply with the provisions of law.

XIV. BANK ACCOUNTS, RESERVES, FINANCIAL YEAR, AND ACCOUNTING REGIME

Article 48. Bank Accounts

1. The Company shall open accounts at Vietnamese banks or at foreign banks licensed to operate in Vietnam.

2. Subject to prior approval from competent authorities, if necessary, the Company may open bank accounts overseas in accordance with legal regulations.

3. The Company shall make all payments and accounting transactions through its Vietnamese Dong or foreign currency accounts opened at banks.

Article 49. Financial Year

The Company's financial year shall commence on the first day of January each year and end on the last day of December. The first financial year shall commence on the date of issuance of the Enterprise Registration Certificate and end on the last day of December immediately following such issuance date.

Article 50. Accounting Regime

1. The accounting regime applied by the Company shall be the Vietnamese Accounting Standards (VAS), the corporate accounting regime, or other special accounting regimes issued by competent authorities and approved by the Ministry of Finance.

2. The Company shall maintain accounting records in Vietnamese and preserve accounting documents in accordance with the provisions of the law on accounting and relevant regulations. These documents must be accurate, updated, systematic, and sufficient to justify and explain the Company's transactions.

3. The currency used for accounting shall be Vietnamese Dong. In case the Company conducts business transactions primarily in a foreign currency, it may choose that foreign currency as its accounting currency, shall bear responsibility before the law for such selection, and must notify the tax authority directly managing it.

Article 51. Establishment of Funds

The establishment of funds as prescribed by law shall be decided by the founding General Meeting of Shareholders. Annually, after fulfilling financial obligations to the State, profits shall be distributed as follows:

- a. Collective welfare fund: 5%
- b. Business development fund: 10%
- c. Reward fund: 5%

XV. ANNUAL REPORTS, FINANCIAL STATEMENTS, AND INFORMATION DISCLOSURE OBLIGATIONS

Article 52. Annual, Semi-Annual, and Quarterly Financial Statements

1. The Company must prepare annual financial statements, which must be audited in accordance with the law. The audited annual financial statements must be disclosed in accordance with the law on information disclosure in the securities market and submitted to competent state authorities.

2. The annual financial statements must include all reports, appendices, and notes as required by the law on corporate accounting. The annual financial statements must truthfully and objectively reflect the Company's operations.

3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to competent state authorities.

Article 53. Annual Reports

The Company must prepare and disclose its Annual Report in accordance with the law on securities and the securities market.

XVI. AUDIT OF THE COMPANY

Article 54. Audit

1. The Annual General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to select one from such list to audit the Company's financial statements for the following financial year under terms and conditions agreed upon with the Board of Directors. The Company shall prepare and send the annual financial statements to the independent auditing firm after the end of the financial year.

2. A copy of the audit report shall be attached to the Company's annual financial statements.

3. The independent auditor conducting the Company's audit may attend the General Meeting of Shareholders and has the right to receive notifications and other information related to the General Meeting of Shareholders that shareholders are entitled to, and may express opinions at the meeting regarding matters related to the auditing of the Company's financial statements.

XVII. COMPANY SEAL

Article 55. Company Seal

1. The seal includes seals made by engraving establishments or seals in the form of digital signatures as prescribed by the law on electronic transactions.

2. The Board of Directors shall decide on the official seal of the Company, which shall be engraved in accordance with the law and this Charter.

3. The Board of Directors and the General Director shall use and manage the seal in accordance with current laws.

XVIII. DISSOLUTION OF THE COMPANY

Article 56. Dissolution

1. The Company may be dissolved in the following cases:

- a. Expiration of the Company's operation term, including after extension;
- b. Early dissolution by decision of the General Meeting of Shareholders;
- c. Revocation of the Enterprise Registration Certificate;
- d. Other cases as prescribed by law.

2. The early dissolution of the Company (including after extension of its operation term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. Such dissolution decision must be notified to or approved by competent authorities (if required) in accordance with legal regulations.

Article 57. Extension of Operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least seven (07) months before the expiry of the operation term for shareholders to vote on the extension of the Company's operation as proposed by the Board of Directors.

2. The operation term shall be extended if approved by at least 65% of the total voting shares held by shareholders present in person or via proxy at the General Meeting of Shareholders.

Article 58. Liquidation

1. At least six (06) months prior to the expiry of the Company's operating term or after a resolution on dissolution is passed, the Board of Directors must establish a Liquidation Committee comprising three (03) members. Two (02) members shall be appointed by the General Meeting of Shareholders, and one (01) member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its own operational regulations. The members of the Liquidation Committee may be selected from among the Company's employees or external independent experts. All costs related to the liquidation shall be given priority payment by the Company before other debts.

2. The Liquidation Committee shall report to the Business Registration Authority on the date of its establishment and commencement of operations. From that point forward, the Liquidation Committee shall act on behalf of the Company in all matters relating to the Company's liquidation before the courts and administrative authorities.

3. Proceeds from the liquidation shall be settled in the following order of priority:

- a. Liquidation expenses;
- b. Outstanding salaries, severance allowances, social insurance, and other benefits of employees in accordance with collective labor agreements and signed labor contracts;
- c. Tax liabilities;
- d. Other debts of the Company;
- e. The remaining amount, after full payment of the obligations listed from (a) to (d) above, shall be distributed to the shareholders. Preferred shares shall be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Article 59. Internal Dispute Resolution

1. In the event of any dispute or complaint arising in connection with the operations of the Company or the rights and obligations of shareholders as provided under the Law on Enterprises, other applicable laws, this Charter, and the Company's regulations, between:

- a. A shareholder and the Company;
- b. A shareholder and the Board of Directors, the Supervisory Board, the General Director or other management personnel;

The parties concerned shall endeavor to resolve such disputes through negotiation and mediation. Unless the dispute involves the Board of Directors or the Chairman of the Board of Directors, the Chairman shall preside over the dispute resolution process and shall require each party to provide information related to the dispute within 30 working days from the date of occurrence of the dispute. In cases where the dispute involves the Board of Directors or the Chairman, either party may request the appointment of an independent expert to act as a mediator.

2. If no resolution is achieved through mediation within six (06) weeks from the commencement of the mediation process, or if the mediator's decision is not accepted by the parties, either party may refer the dispute to Economic Arbitration or the Economic Court.

3. Each party shall bear its own costs related to the negotiation and mediation procedures. The court fees shall be paid as decided by the court.

XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Article 60. Company Charter

1. Any amendments or supplements to this Charter must be considered and approved by the General Meeting of Shareholders.

2. In the event that any legal provisions relevant to the Company's operations are not addressed in this Charter, or in case new legal provisions differ from those stated in this Charter, such legal provisions shall automatically apply and govern the Company's activities.

XXI. EFFECTIVE DATE

Article 61. Effective Date

1. The Charter of HHP GLOBAL Joint Stock Company was initially approved at the 2018 Annual General Meeting of Shareholders on April 13, 2018, and was amended and supplemented in accordance with the Resolution of the 2026 Annual General Meeting of Shareholders dated May 15, 2026.

2. This amended and supplemented Charter consists of 21 Chapters and 61 Articles and shall take effect from the date it is approved by the 2026 Annual General Meeting of Shareholders.

3. This Charter supersedes the corresponding provisions of the previous Charter and all prior amendments and supplements inconsistent with this Charter.

4. The Charter is made in four (04) originals of equal legal validity and shall be kept at the Company's head office.

5. This Charter is the sole and official Charter of the Company.

6. Copies or extracts of the Company's Charter shall be valid only if signed by the Chairperson of the Board of Directors or by at least one-half (1/2) of the total number of members of the Board of Directors.

LEGAL REPRESENTATIVE
GENERAL DIRECTOR *TR*
CÔNG TY
CỔ PHẦN
HHP GLOBAL
THÀNH PHỐ HẢI PHÒNG



Tran Thi Thu Phuong

PROPOSAL

**Re: In-principle Approval for the Execution of Contracts and Transactions between
the Company and Related Parties**

**To: The 2026 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 on Organization and Operation of HHP GLOBAL Joint Stock Company,

In order to ensure proactive operation in the course of its production and business activities and to secure the achievement of the proposed plan, the Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders ("GMS") for approval the transactions between the Company and its related parties during the 2025–2026 period, as follows:

- **Transaction contents** include, but are not limited to, recurrent transactions relating to the provision of services, purchase and sale of goods and raw materials, receipt of dividends, borrowings, loans, guarantees, investment cooperation, and other transactions serving the Company's production and business activities;
- **Specific value of each transaction:** the General Director of the Company shall be authorized to determine the specific value of each contract or transaction from time to time, on the basis of ensuring the interests of the Company.
- **Transaction counterparties:** the Company's related parties as set out in the attached Appendix.
- **Implementation period:** from the effective date of the Resolution of the 2026 Annual General Meeting of Shareholders until the date of issuance of the Resolution of the 2027 Annual General Meeting of Shareholders.
- Authorization granted to the General Director of the Company:
 - a. To decide on the specific terms and conditions of the above-mentioned contracts and transactions, and to decide on agreements and documents related to such contracts and transactions, including amendments, supplements, termination or replacement thereof.
 - b. To sign and implement such contracts, transactions and related documents, including amendments, supplements, termination or replacement thereof (if any).
 - c. To carry out disclosure of information in relation to such transactions in accordance with applicable laws.

The Board of Directors respectfully submits this matter to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Disclosure in accordance with regulations;
- To be archived by the Board of Directors and the HR & Administration Department./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



Nguyen Thi Thu Thuy

APPENDIX OF RELATED PARTIES ENTERING INTO TRANSACTIONS

No.	Transaction Counterparty	Total Transaction Value During the Year
1	Hoang Ha Investment Group Joint Stock Company	Up to VND 100 billion
2	3C Pro Investment Joint Stock Company	Up to VND 100 billion
3	HHP Green Energy Joint Stock Company	Up to VND 200 billion
4	Hoang Ha Phu Yen Paper Joint Stock Company	Up to VND 300 billion



No: 13/2026/TTr-HĐQT

Hai Phong, May15th, 2026

PROPOSAL

Re: Dismissal and Election of a Replacement Member of the Board of Directors for the 2022–2027 Term

**Submitted to: the 2026 Annual General Meeting of Shareholders
HHP GLOBAL Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, and the documents amending, supplementing, and guiding the implementation thereof;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019, and the documents amending, supplementing, and guiding the implementation thereof;
- Pursuant to the Charter on Organization and Operation of HHP GLOBAL Joint Stock Company;
- Pursuant to the resignation letter of Mr. Nguyen Minh Tu from the position of Member of the Board of Directors,



The Board of Directors of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the consolidation of the Board of Directors for the 2022–2027 term, with the following contents:

1. Approval of the dismissal of a member of the Board of Directors

On 22 April 2026, the Company received the resignation letter of Mr. Nguyen Minh Tu from the position of Member of the Board of Directors. On that basis, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the dismissal of Mr. Nguyen Minh Tu from the position of Member of the Board of Directors in accordance with his personal request.

2. Approval of the election of a replacement member of the Board of Directors

Pursuant to the Company's Charter, the Board of Directors of the Company consists of 06 members. In order to ensure that the number of members of the Board of Directors remains in line with the approved structure and meets governance requirements for the remaining period of the 2022–2027 term, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following:

- Number of replacement member(s) of the Board of Directors to be elected: 01 member;
- Term of office of the replacement member of the Board of Directors: the remaining period of the 2022–2027 term.

3. Matters submitted to the General Meeting of Shareholders for approval

- The dismissal of Mr. Nguyen Minh Tu from the position of Member of the Board of Directors;
- The election of 01 replacement member of the Board of Directors for the 2022–2027 term.

The Board of Directors respectfully submits this matter to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Disclosure in accordance with regulations;
- To be archived by the Board of Directors and the HR & Administration Department./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

Nguyen Thi Thu Thuy



*Hai Phong, May 15th, 2026***PROPOSAL****Re: Nomination of candidate(s) for the election of a replacement member of the Board of Directors for the 2022–2027 term****Submitted to: the 2026 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 the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and the documents amending, supplementing and guiding the implementation thereof;
- Pursuant to the Charter on Organization and Operation of HHP GLOBAL Joint Stock Company;

HHP GLOBAL Joint Stock Company has received the resignation letter of Mr. Nguyen Minh Tu from his position as a member of the Board of Directors. In accordance with the law and the Company's Charter, the Board of Directors has notified shareholders of the criteria, conditions, procedures and timeline for nomination and self-nomination of candidates for election to the Board of Directors of HHP GLOBAL Joint Stock Company.

However, upon expiry of the prescribed period, the Organizing Committee of the General Meeting of Shareholders did not receive any nomination or self-nomination documents from shareholders or groups of shareholders for candidates to the Board of Directors. Accordingly, the Board of Directors of HHP GLOBAL Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the election of a replacement member of the Board of Directors from the following list of candidate(s):

No.	Full name	Date of birth	Professional qualifications	Proposed position	Conditions / qualifications
1	Mrs. Nguyen Tran Phuong Linh	29/09/1993	Bachelor of Actuarial Science	Member of the Board of Directors	Satisfies all prescribed conditions and qualifications



The candidate's curriculum vitae is attached to this Proposal.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above;
- Supervisory Board, Executive Board;
- Disclosure in accordance with regulations;
- To be archived by the Board of Directors and the HR & Administration Department./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN 

CÔNG TY
CỔ PHẦN
HHP GLOBAL
THÀNH PHỐ HẢI PHÒNG

Nguyen Thi Thu Thuy


1202851
TY
IÂN
OBAL
HẢI PHÒNG

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

CURRICULUM VITAE

1. Full name: Nguyen Tran Phuong Linh
2. Gender: Female
3. Date of birth: 29/09/1993
4. Place of birth: Hanoi
5. Nationality: Vietnamese
6. Ethnicity: Kinh
7. D Card / Citizen Identity Card / Passport No.: 001193047136; Date of issue: 25/09/2025;
Place of issue: Bộ Công an
8. Permanent residential address: Tieu Tra 1, Hung Dao Ward, Hai Phong City
9. Professional qualifications: Bachelor of Actuarial Science
10. Telephone number: 0775309800
11. Email address: phuonglinh@hhpglobaljsc.com
12. Current position at the Company: Deputy General Director of Business Development
13. Current positions held at other organizations:
14. Number of shares held in the Company: None, representing 0% of the charter capital, of which:
 - + Shares held on behalf of another person: 0 shares, representing 0% of the charter capital
 - + Personally held shares: 0 shares, representing 0% of the charter capital
15. Number of shares and holding ratio at other securities companies:
16. Employment history:

No.	Period	Organization	Position/Title
1	2015 - 2018	TRANSAMERICA LIFE INSURANCE COMPANY	Actuarial Analyst
2	2018 - 2020	LEWIS & ELLIS, INC.	Vice President & Actuary
3	2020 - 02/2026	MCKINSEY & COMPANY	Expert Engagement Manager
4	03/2026	HHP GLOBAL Joint Stock Company	Head of Executive Assistance Division
5	01/04/2026 to present	HHP GLOBAL Joint Stock Company	Deputy General Director of Business Development



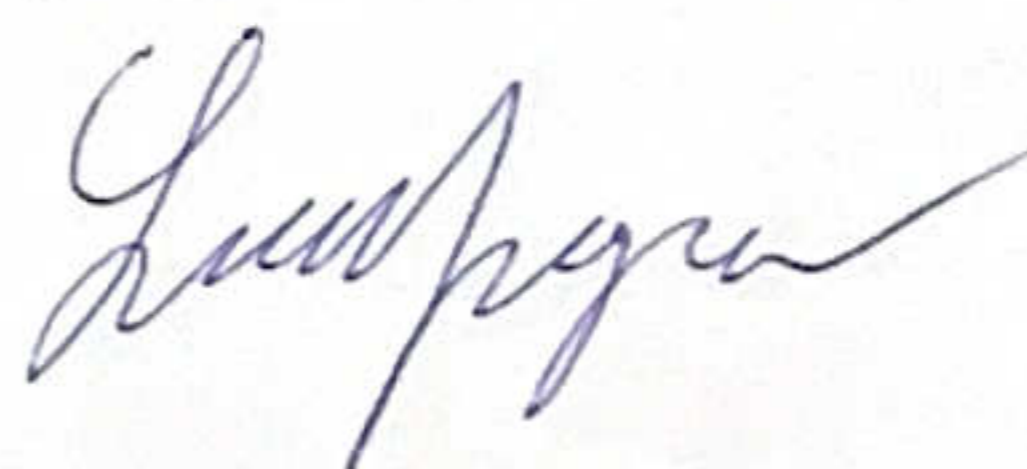
17. List of related persons of the declarant: Please refer to the attached appendix (Related persons as defined in Clause 46, Article 4 of the Law on Securities dated Nov 26, 2019)
18. Commitments to holding shares (if any):
19. Related interests with the Company:
20. Conflicting interests with the Company:

I hereby declare that the above information is true and correct. I take full legal responsibility for any false declaration.

Hai Phong, May 04, 2026

DECLARANT

(Signature and full name)



Nguyễn Trần Phương Linh

APPENDIX: LIST OF RELATED PERSONS OF THE DECLARANT

No.	Full Name	Relationship with the Company / Insider	Business Registration Certificate No. (for organization) / ID/Citizen ID/Passport No., Date of Issue, Place of Issue	Registered Office / Contact Address	Number of Shares Held at the Company	Ownership Ratio at the Company (%)
1	Tran Thi Thu Phuong	Biological mother	Citizen Identity Card No.: 037166000021; Date of issue: 04/02/2023; Place of issue: Police Department for Administrative Management of Social Order	Unit N6-18, Hoang Ha Riverside Project, Hung Dao Ward, Hai Phong City	8.614.827	9,95%
2	Ethan David Sutton	Husband	Passport No.: A80253079; Date of issue: 18/04/2025; Place of issue: US Department of state	Unit N6-18, Hoang Ha Riverside Project, Hung Dao Ward, Hai Phong City	0	0
3	Shelley Lynn Sutton	Mother-in-law	-	816 Ravine Street, Decorah, Iowa 52101, USA	0	0
4	Nguyen Tran Nhat Duc	Younger brother	Citizen Identity Card No.: 001098033083; Date of issue: 10/07/2023; Place of issue: Police Department for Administrative Management of Social Order	Unit N6-18, Hoang Ha Riverside Project, Hung Dao Ward, Hai Phong City	0	0
5	Archer Dean Sutton	Biological child	-	Unit N6-18, Hoang Ha Riverside Project, Hung Dao Ward, Hai Phong City	0	0

Luyen