

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc Lập - Tự Do - Hạnh Phúc



CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC

Khu B, đường số 1, Khu công nghiệp Hiệp Phước, Xã Hiệp Phước, Huyện Nhà Bè, TP. HCM, Việt Nam

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No. 12/2025/BC-HIPC-HĐQT

Ho Chi Minh City, January 24, 2025

REPORT ON CORPORATE GOVERNANCE FOR 2024

(Summary)

To: - The State Securities Commission
- The Hanoi Stock Exchange

Name of company	Hiep Phuoc Industrial Park Joint Stock Company
Address of head office	Zone B, Road No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Nha Be District, Ho Chi Minh City
Telephone	028 378 00 350
Fax	028 378 00 341
Email	hiepphuocco@hiepphuoc.com
Charter capital	Six hundred billion VND
Stock symbol	HPI
Governance model	General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director
The implementation of internal audit	Not yet implemented (The Company is not subject to implementation according to Decree No. 05/2019/NĐ-CP dated January 22, 2019)

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders:

- On April 26, 2024, the Company held the 2024 Annual General Meeting of Shareholders. The General Meeting issued 01 Resolution.

The General Meeting approved the following contents:

1. Approval of the audited Financial Statements for 2023 of the Company as presented in Proposal No. 01/2024/TTr-HIPC-HĐQT dated April 3, 2024, with an approval voting ratio of 57.7055%.



2. Approval of the audited Report on the Progress of Capital Utilization from the additional share issuance from November 7, 2016, to December 31, 2023, as presented in Proposal No. 01/2024/TTr-HIPC-HĐQT dated April 3, 2024, with an approval voting ratio of 100%.
3. Approval of Report No. 11/2024/BC-HIPC-TGD dated March 14, 2024, by the General Director on the Business Performance for 2023, as presented in Proposal No. 02/2024/TTr-HIPC-HĐQT dated April 3, 2024, with an approval voting ratio of 100%.
4. Approval of Report No. 14/2024/BC-HIPC-HĐQT dated April 1, 2024, by the Board of Directors on the Results of Operations for 2023, as presented in Proposal No. 02/2024/TTr-HIPC-HĐQT dated April 3, 2024, with an approval voting ratio of 100%.
5. Approval of Report No. 01/2024/BC-HIPC-BKS dated March 20, 2024, by the Board of Supervisors on the Results of Operations for 2023, as presented in Proposal No. 02/2024/TTr-HIPC-HĐQT dated April 3, 2024, with an approval voting ratio of 100%.
6. Approval of the Profit Distribution Plan for 2023, as presented in Proposal No. 03/2024/TTr-HIPC-HĐQT dated April 3, 2024, with an approval voting ratio of 57.7055%.
7. Approval of the Report on Remuneration Payments for the Board of Directors, the Board of Supervisors, and the Company Secretary for 2023, and the Remuneration Payment Plan for 2024, as presented in Proposal No. 04/2024/TTr-HIPC-HĐQT dated April 3, 2024, with an approval voting ratio of 100%.
8. Approval of the Business Plan for 2024, as presented in Proposal No. 05/2024/TTr-HIPC-HĐQT dated April 3, 2024, with an approval voting ratio of 100%.
9. Approval of the selection of the audit company for the Financial Statements for 2024, as presented in Proposal No. 06/2024/TTr-HIPC-BKS dated March 12, 2024, with an approval voting ratio of 100%.

The General Meeting did not approve the following:

1. The Charter on Organization and Operation (7th Amendment) as presented in Proposal No. 07/2024/TTr-HIPC-HĐQT dated April 3, 2024, due to the approval voting ratio reaching only 57.7055%.

II. BOARD OF DIRECTORS

1. Information on members of the Board of Directors (BoD)

No.	Full name	Position	Date of appointment
1	Mr. Nguyen Van Thinh	Chairman of the BoD (non-executive)	From 24/2/2023 to present
2	Mr. Huynh Bao Duc	Member of the BoD	15/8/2022
3	Mr. Vu Dinh Thi	Member of the BoD (Non-executive)	15/8/2022
4	Ms. Nguyen Thi Binh	Member of the BoD	15/8/2022
5	Mr. Truong Cong Nghia	Member of the BoD (Non-executive)	15/8/2022
6	Mr. Pham Trung Kien	Member of the BoD (Non-executive)	15/8/2022
7	Ms. Tran Thi Hanh Tien	Member of the BoD (Non-executive)	15/8/2022

2. Meetings of the BoD in 2024

No.	Member of the BoD	Number of meetings attended by the BoD	Attendance rate	Reasons for absence
1	Mr. Nguyen Van Thinh	4/4	100%	
2	Mr. Huynh Bao Duc	4/4	100%	
3	Mr. Vu Dinh Thi	4/4	100%	
4	Ms. Nguyen Thi Binh	4/4	100%	
5	Mr. Truong Cong Nghia	4/4	100%	
6	Mr. Pham Trung Kien	4/4	100%	
7	Ms. Tran Thi Hanh Tien	4/4	100%	

- In 2024, the BoD held 04 centralized meetings, 08 rounds of collecting BoD member's written comments, and issued 19 Resolutions.
- The BoD issued a Resolution on the Company's Financial Management Regulations;
- The BoD appointed the person in charge of corporate governance cum company secretary for term IV (2022-2027);
- The BoD also approved the selection of AFC Vietnam Auditing Company Limited as the auditing unit for the Company's 2024 Financial Statements;
- The BoD members fully attended the meetings and submitted written comments.

3. Board of Directors' supervision activities of the Board of Management

In 2024, the Board of Management has been implementing the policies and resolutions of the BoD and the 2024 Annual General Meeting of Shareholders, as well as conducting daily business operations. Specifically:

- Submitted and sought opinions from the BoD for the BoD to issue resolutions related to investment, construction, and sales.
- The Board of Management implemented the BoD's resolutions and carried out tasks to ensure the Company's normal operations.
- Worked with customers to answer questions and provide support.

4. Activities of the Board of Directors' subcommittees: None.

5. Resolutions of the Board of Directors in 2024

No.	Resolution No.	Date	Content
1	01/2024/NQ-HIPC-HĐQT	28/02/2024	Plan for organizing the 2024 Annual General Meeting of Shareholders.
2	02/2024/NQ-HIPC-HĐQT	01/04/2024	Contents proposed to the 2024 Annual General Meeting of Shareholders.
3	03/2024/NQ-HIPC-HĐQT	01/04/2024	Regarding the discontinuation of investment and construction of the "High-rise Factory" project.

			Regarding the termination of sublease contracts with enterprises that have not/delayed putting land into use at Hiep Phuoc Industrial Park.
			Regarding the adjustment of the land sublease contract of Honda Logicom VN (Lot D7a-4) and other land sublease contracts at Hiep Phuoc Industrial Park Phase 2 from 2018 and earlier.
4	04/2024/NQ-HIPC-HĐQT	09/04/2024	Adjust the approved content of the policy to install a new automatic wastewater monitoring system in Resolution No. 11/2023/NQ-HIPC-HĐQT dated 05/04/2023.
5	05/2024/NQ-HIPC-HĐQT	09/04/2024	Approve the Technical Economic Report of the Automatic Monitoring System.
6	07/2024/NQ-HIPC-HĐQT	24/05/2024	Approve the contractor selection plan for the Automatic Monitoring System.
7	08/2024/NQ-HIPC-HĐQT	24/05/2024	Agree to select AFC Vietnam Auditing Company as the auditor for the 2024 financial statements.
8	09/2024/NQ-HIPC-HĐQT	24/05/2024	Approve the sales policy for 2 vacant land lots with completed legal procedures at Hiep Phuoc Industrial Park - Phase 1.
9	10/2024/NQ-HIPC-HĐQT	24/05/2024	Agreement on the amendment and supplementation of clauses in the Joint Venture Contract between HIPC & Viepan Industrial Park Co., LTD.
10	11/2024/NQ-HIPC-HĐQT	24/05/2024	Propose to the City People's Committee to review and adjust the detailed planning of the 1/2000 scale construction subdivision of Hiep Phuoc Industrial Park - Phase 2.
11	12/2024/NQ-HIPC-HĐQT	02/07/2024	Authorize the General Director for personnel-related matters.
12	14/2024/NQ-HIPC-HĐQT	29/07/2024	Agree to dismiss Ms. Nguyen Thi Thanh Ngoc from the position of Person in charge of corporate governance cum Company Secretary for term IV (2022-2027).
13	15/2024/NQ-HIPC-HĐQT	29/07/2024	Appoint Ms. Phan Thi Thanh Van as Person in charge of corporate governance

			cum Company Secretary for term IV (2022-2027).
14	17/2024/NQ-HIPC-HĐQT	23/10/2024	Approve the policy to develop a project to transform Hiep Phuoc Industrial Park into an eco-industrial park.
15	18/2024/NQ-HIPC-HĐQT	04/11/2024	Adjust the "Investment Project for Construction and Business Infrastructure of Hiep Phuoc Industrial Park Phase 2".
16	19/2024/NQ-HIPC-HĐQT	04/11/2024	Appoint Ms. Lu Thi Thu Van as a member of the Appraisal Committee.
17	20/2024/NQ-HIPC-HĐQT	26/11/2024	Issue the Company's Financial Management Regulations.
18	21/2024/NQ-HIPC-HĐQT	10/12/2024	Approve the policy to hire consultants to prepare a report on reviewing and adjusting the planning scheme.
19	22/2024/NQ-HIPC-HĐQT	10/12/2024	Approve the 2023 Business Performance Report and the 2024 Business Plan of Viepan.

III. Board of Supervisors (BoS)

1. Information on Members of the Board of Supervisors

No.	Member of the Board of Supervisors	Position	Date of appointment
1	Mr. Nguyen Kien Tan	Head of the BoS	From 24/2/2023 to present
2	Mr. Le Van Cong	Members of the BoS	15/8/2022
3	Ms. Le Nguyen Khanh Ngoc	Members of the BoS	15/8/2022

2. Meetings of the Board of Supervisors

- In 2024, the Board of Supervisors held 03 centralized meetings, with the full participation of its members.

No.	Member of the Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Nguyen Kien Tan	3	100%	100%	
2	Mr. Le Van Cong	3	100%	100%	

3	Ms. Le Nguyen Khanh Ngoc	3	100%	100%	
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- Documents issued by the Board of Supervisors in 2024 include:

No.	Content	Date
1	Notice No. 01/2024/TB-HIPC-BKS of the Board of Supervisors on reviewing outstanding issues related to the business operations of Hiep Phuoc Industrial Park Joint Stock Company	09/01/2024
2	Proposal No. 01/2024/TTr-HIPC-BKS on selecting an audit company for the 2024 Financial Statements to submit to the General Meeting of Shareholders	12/03/2024
3	Notice No. 02/2024/TB-HIPC-BKS of the Board of Supervisors on outstanding issues related to the business operations of Hiep Phuoc Industrial Park Joint Stock Company	15/03/2024
4	Report of the Member of the Board of Supervisors at the 2024 Annual General Meeting of Shareholders on the operating results of 2023	20/03/2024
5	Notice No. 03/2024/TB-HIPC-BKS of the Member of the Board of Supervisors on outstanding issues related to the business operations of Hiep Phuoc Industrial Park Joint Stock Company	13/05/2024
6	Notice No. 04/2024/TB-HIPC-BKS of the Member of the Board of Supervisors on outstanding issues related to the business operations of Hiep Phuoc Industrial Park Joint Stock Company	29/11/2024

3. Supervisory Activities of the Board of Supervisors over the Board of Directors and Board of Management

3.1 Results of the Board of Supervisors' supervision of the Board of Directors activities:

In 2024, the BoD held 04 centralized meetings, 08 rounds of collecting BoD members' written comments, and issued 19 Resolutions.

On April 26, 2024, the Company held the 2024 Annual General Meeting of Shareholders. The BoD has been implementing the policies and resolutions of the BoD and the 2024 Annual General Meeting of Shareholders, as well as conducting daily business operations.

3.2 Results of supervising the activities of the Board of Management:

In 2024, the Board of Management submitted numerous reports and proposals and updated the BoD and BoS members on business performance during the period.

In addition, the Board of Management presented existing issues and proposed solutions for the BoD to consider, discuss, and approve implementation policies.

Information disclosure was fully implemented.

4. Coordination of activities between the BoS, the Board of Directors, the Board of Management, and other managers:

The coordination between the BoS, the BoD, and the Board of Management complies with the Law on Enterprises, the Company Charter, and the Internal Governance Regulations. The BoS' activities always receive active cooperation from the BoD, the Board of Management, and other departments, facilitating access to information and providing complete and timely operational data, enabling the BoS to fulfill its duties.

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

IV. Board of Management

No.	Member of the Board of Directors	Year of birth	Qualification	Date of appointment/re-appointment
1	Mr. Huynh Bao Duc - General Director	1981	Construction Engineer	02/03/2023
2	Ms. Nguyen Thi Binh – Deputy General Director	1982	Bachelor of Economics	15/07/2020
3.	Mr. Giang Ngoc Phuong – Deputy General Director	1975	Master of Economics	24/02/2023

V. Chief Accountant

Name	Year of birth	Qualification	Date of appointment/re-appointment
Ms. Lu Thi Thu Van	1975	Bachelor of Economics	24/02/2023

VI. Training courses on corporate governance:

BoD members, BoS members, the General Director, other managers, and the Company Secretary participated in training courses on corporate governance as regulated.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company: Attached in Appendix 1.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: Attached in Appendix 3.
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None.
4. Transactions between the Company and other objects: None.

- 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None.
- 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None.
- 4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons: None.

1. The list of internal persons and their affiliated persons: Attached in Appendix 2.
2. Transactions of internal persons and affiliated persons with shares of the company: None.

IX. Other significant issues: None.

Recipients:

- As above;
- Disclosure of Information;
- File: Admin.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Nguyen Van Thinh

Appendix 1: THE LIST OF AFFILIATED PERSONS OF THE COMPANY
(Attached to the Report on Corporate Governance for 2024)

Name of company: Hiep Phuoc Industrial Park Joint Stock Company
Stock symbol: HPI
Date of update: 31/12/2024

No.	Name of organization/ individual	Securities trading account	Position at the company	NSH No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
I	INTERNAL PERSONS OF THE COMPANY										
1	Nguyen Van Thinh		Chairman of the Board of Directors					30/09/2019			Internal person
2	Vu Dinh Thi		Member of the Board of Directors					11/02/2020			Internal person
3	Tran Thi Hanh Tien		Member of the Board of Directors					15/08/2022			Internal person
4	Huynh Bao Duc		Member of the Board of Directors - General Director					29/04/2017			Internal person
5	Nguyen Thi Binh		Member of the Board of Directors - Deputy General Director					29/04/2017			Internal person
6	Pham Trung Kien		Member of the Board of Directors					15/08/2022			Internal person



No.	Name of organization/ individual	Securities trading account	Position at the company	NSH No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
7	Truong Cong Nghia		Member of the Board of Directors					15/08/2022			Internal person
8	Nguyen Kien Tan		Head of the Board of Supervisors					15/08/2022			Internal person
9	Le Van Cong		Member of the Board of Supervisors					15/08/2022			Internal person
10	Le Nguyen Khanh Ngoc		Member of the Board of Supervisors					15/08/2022			Internal person
11	Giang Ngoc Phuong		Deputy General Director					02/11/2015			Internal person
12	Lu Thi Thu Van		Chief Accountant					01/06/2013			Internal person
13	Phan Thi Thanh Van		Person in charge of Corporate Governance					01/8/2024			Internal person
II	Affiliated persons of internal persons: As per Appendix 2.										
III	Shareholders owning over 10%										
1	Tan Thuan Industrial Promotion Company Limited (IPC)			0301052146	09/01/2013	Ho Chi Minh City Department	1489 Nguyen Van Linh, Tan Phong Ward, District 7, HCMC				Shareholders owning over 10%

No.	Name of organization/ individual	Securities trading account	Position at the company	NSH No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
						of Planning and Investment					
2	Tuan Loc Construction Investment Joint Stock Company (TL)			0303898093	08/05/2008	Ho Chi Minh City Department of Planning and Investment	362/14 Ung Van Khiem, Ward 25, Binh Thanh District, HCMC				Shareholders owning over 10%
IV	Joint Venture Company										
1	VietNam Japan Technology Park Company Limited			0312476757	05/9/2013	Ho Chi Minh City Department of Planning and Investment	Lot D6, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Nha Be District, Ho Chi Minh City				Joint venture company



Appendix 2: LIST OF INTERNAL PERSONS AND RELATED PERSONS/ORGANIZATIONS

(Attached to the Report on Corporate Governance for 2024)

Name of company: **Hiep Phuoc Industrial Park Joint Stock Company**
 Stock symbol: **HPI**
 Date of update: **31/12/2024**

No.	Name	Securities trading account	Position at the company	Type of NSH No.	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	NGUYEN VAN THINH		1	Citizen Identification Card					8,514,162	14.19%	
1.1	Le Thi Dan An			Citizen Identification Card							Related Person of Nguyen Van Thinh - Wife
1.2	Nguyen Hoang Hong An			Citizen Identification Card							Related Person of Nguyen Van Thinh - Child
1.3	Nguyen Le Hoang			Citizen Identification Card							Related Person of Nguyen Van Thinh - Child
1.4	Nguyen Thanh Van			Citizen Identification Card							Related Person of Nguyen Van Thinh - Father
1.5	Tran Thi Ngoc Mai			Citizen Identification Card							Related Person of Nguyen Van Thinh - Mother
1.6	Le Kim Phuc			Citizen Identification Card							Related Person of Nguyen Van Thinh - Mother-in-law
1.7	Nguyen Thai Hoa			Citizen Identification Card							Related Person of Nguyen Van Thinh - Older Brother
1.8	Vo Kim Yen			Citizen Identification Card							Related Person of Nguyen Van Thinh - Sister-in-law
1.9	Nguyen Bich Thuan			Citizen Identification Card							Related Person of Nguyen Van Thinh - Older Brother

1.10	Le Thi Nho			Citizen Identification Card							Related Person of Nguyen Van Thinh - Sister-in-law
1.11	Nguyen Thanh Phong			Citizen Identification Card							Related Person of Nguyen Van Thinh - Older Brother
1.12	Tran Thi Ngoc Thuy			Citizen Identification Card							Related Person of Nguyen Van Thinh - Sister-in-law
1.13	Nguyen The Bao			Citizen Identification Card							Related Person of Nguyen Van Thinh - Older Brother
1.14	Phan Thi Hong Nhung			Citizen Identification Card							Related Person of Nguyen Van Thinh - Sister-in-law
1.15	Nguyen Thanh Hoai Tan			Citizen Identification Card							Related Person of Nguyen Van Thinh - Older Brother
1.16	Tran Thi Ngoc Vui			Citizen Identification Card							Related Person of Nguyen Van Thinh - Sister-in-law
1.17	Nguyen Thanh Tay Nam			Citizen Identification Card							Related Person of Nguyen Van Thinh - Older Brother
1.18	Le Thi Thuy Hang			Citizen Identification Card							Related Person of Nguyen Van Thinh - Sister-in-law
1.19	Nguyen Chi Cuong			Citizen Identification Card							Related Person of Nguyen Van Thinh - Older Brother
1.20	Duong Ngoc Phuong			Citizen Identification Card							Related Person of Nguyen Van Thinh - Sister-in-law
1.21	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registration Certificate	0301052146	21/09/2010	Department of Planning and Investment of Ho Chi Minh City	1489 Nguyen Van Linh, Tan Phong Ward, District 7, HCMC			Related Organization to Nguyen Van Thinh - Mr. Thinh is Capital Representative, Deputy Head of Investment Management Department
2	HUYNH BAO DUC		2,3,4	Citizen Identification Card					7,000,000	11.67%	

2.1	Vo Viet Kieu			Citizen Identification Card					0		Related Person of Huynh Bao Duc - Wife
2.2	Huynh Nguyen Bao			Citizen Identification Card					0		Related Person of Huynh Bao Duc - Child
2.3	Huynh Ngoc Bao Anh			Not applicable					0		Related Person of Huynh Bao Duc - Child Reasons for not having identification: Minor
2.4	Huynh Ngoc Mai Anh			Not applicable					0		Related Person of Huynh Bao Duc - Child Reasons for not having identification: Minor
2.5	Huynh Van Vien			Citizen Identification Card					0		Related Person of Huynh Bao Duc - Father
2.6	Truong Thi Thoi			Citizen Identification Card					0		Related Person of Huynh Bao Duc - Mother
2.7	Huynh Bao Ngoc			Citizen Identification Card					0		Related Person of Huynh Bao Duc - Younger Brother
2.8	Nguyen Viet Luan			Citizen Identification Card					0		Related Person of Huynh Bao Duc - Brother-in-law
2.9	Huynh Bao Long			Citizen Identification Card					0		Related Person of Huynh Bao Duc - Older Brother
2.10	Trinh Thi Thanh Tuyen			Citizen Identification Card					0		Related Person of Huynh Bao Duc - Sister-in-law
2.11	Vo Trung Nhu			Citizen Identification Card					0		Related Person of Huynh Bao Duc - Father-in-law
2.12	Nguyen Thi Dung			Citizen Identification Card					0		Related Person of Huynh Bao Duc - Mother-in-law
2.13	Tuan Loc Construction Investment Joint Stock Company			Business Registration Certificate	0303898093	08/05/2008	Department of Planning and Investme	362/14 Ung Van Khiem, Ward 25, Binh Thanh District, Ho Chi Minh City.	20,000,000	33.33%	Organization related to Huynh Bao Duc - Capital Representative

							nt of Ho Chi Minh City				
2.14	VietNam Japan Technology Park Company Limited			Business Registration Certificate	0312476757	05/9/2013	Department of Planning and Investment of Ho Chi Minh City	Lot D6, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Nha Be District, Ho Chi Minh City			Organization related to Huynh Bao Duc - Capital Representative
3	NGUYEN THI BINH		2,5	Citizen Identification Card					6,500,000	10.83%	
3.1	Nguyen Kim Nghi			Citizen Identification Card					0		Related Person of Nguyen Thi Binh - Father
3.2	Vo Thi Tam			Citizen Identification Card					0		Related Person of Nguyen Thi Binh - Mother
3.3	Banh Van Linh			Citizen Identification Card					0		Related Person of Nguyen Thi Binh - Father-in-law
3.4	Tran Thi Tan			Citizen Identification Card							Related Person of Nguyen Thi Binh - Mother-in-law
3.5	Banh Xuan Hoai			Citizen Identification Card					0		Related Person of Nguyen Thi Binh - Husband
3.6	Banh Nguyen Quoc Bao			Not applicable					0		Related Person of Nguyen Thi Binh - Child Reasons for not having identification: Minor
3.7	Banh Nguyen Bao Tram			None					0		Related Person of Nguyen Thi Binh - Child Reasons for not having identification: Minor
3.8	Banh Nguyen Bao Anh			None					0		Related Person of Nguyen Thi Binh - Child Reasons for not having identification: Minor
3.9	Nguyen Thi Minh			Citizen Identification Card					0		Related Person of Nguyen Thi Binh - Younger sibling

3.10	Dang Anh Tuan			Citizen Identification Card					0		Related Person of Nguyen Thi Binh - Brother-in-law
3.11	Nguyen Cong Truong			Citizen Identification Card					0		Related Person of Nguyen Thi Binh - Younger sibling
3.12	Nguyen Hai Tu			Citizen Identification Card					2,400,000	4%	Related Person of Nguyen Thi Binh - Younger sibling
3.13	Nguyen Thi Ham Ninh			Citizen Identification Card					0		Related Person of Nguyen Thi Binh - Sister-in-law
3.14	Tuan Loc Construction Investment Joint Stock Company			Business Registration Certificate	0303898093	08/05/2008	Department of Planning and Investment of Ho Chi Minh City	362/14 Ung Van Khiem, Ward 25, Binh Thanh District, Ho Chi Minh City.	20,000,000	33.33%	Organization related to Nguyen Thi Binh - Capital Representative
4	PHAM TRUNG KIEN		2	Citizen Identification Card					6,500,000	10.83%	
4.1	Bui Thi Hien			Citizen Identification Card					0		Related Person of Pham Trung Kien - Wife
4.2	Pham Phuong Thao			Citizen Identification Card					0		Related Person of Pham Trung Kien - Child
4.3	Pham Anh Thu			None					0		Related Person of Pham Trung Kien - Child Reasons for not having identification: Minor
4.4	Pham Ngoc Chi			Citizen Identification Card					0		Related Person of Pham Trung Kien - Father
4.5	Luu Thi Dung			Citizen Identification Card					0		Related Person of Pham Trung Kien - Mother

4.6	Pham Thi Thuy			Citizen Identification Card					0		Related Person of Pham Trung Kien – Older Sister
4.7	Tran Van Tuan			Citizen Identification Card					0		Related Person of Pham Trung Kien - Brother-in-law
4.8	Pham Mai Huong			Citizen Identification Card					0		Related Person of Pham Trung Kien – Older Sister
4.9	Nguyen Van Thuong			Citizen Identification Card					0		Related Person of Pham Trung Kien - Brother-in-law
4.10	Pham Ngoc Bach			Citizen Identification Card					0		Related Person of Pham Trung Kien - Older Brother
4.11	Nguyen Kim Thanh			Citizen Identification Card					0		Related Person of Pham Trung Kien - Sister-in-law
4.12	Bui The Binh			Citizen Identification Card					0		Related Person of Pham Trung Kien - Father-in-law
4.13	Tran Thi Lua			Citizen Identification Card					0		Related Person of Pham Trung Kien - Mother-in-law
4.14	Tuan Loc Construction Investment Joint Stock Company			Business Registration Certificate	303898093	08/05/2008	Ho Chi Minh City Department of Planning and Investment	362/14 Ung Van Khiem, Ward 25, Binh Thanh District, Ho Chi Minh City.	20,000,000	33.33%	Organization related to Pham Trung Kien - Deputy General Director, capital representative
4.15	Buu Hoa Investment Company Limited			Business Registration Certificate	3603570397	04/07/2018	Dong Nai Department of Planning		0		Organization related to Pham Trung Kien - Chairman of the Members' Council

							and Investment				
4.16	Tuan Loc Water Resources Joint Stock Company			Business Registration Certificate	0314924940	15/03/2018	Ho Chi Minh City Department of Planning and Investment	362/14 Ung Van Khiem, Ward 25, Binh Thanh District, Ho Chi Minh City.	0		Organization related to Pham Trung Kien - Board of Directors' members
5	TRUONG CONG NGHIA		2	Citizen Identification Card							
5.1	Hoang Thi Mui			Citizen Identification Card							Related person of Truong Cong Nghia - Wife
5.2	Truong Hoang Ha Anh			Citizen Identification Card							Related person of Truong Cong Nghia - Child
5.3	Truong Hoang Bao Anh			Not applicable							Related person of Truong Cong Nghia - Child Reasons for not having identification: Minor
5.4	Truong Hoang Nhat Anh			None							Related person of Truong Cong Nghia - Child Reasons for no identification: Minor
5.5	Truong Cong Ly			Citizen Identification Card							Related person of Truong Cong Nghia - Father
5.6	Truong Thi Lan			Citizen Identification Card							Related person of Truong Cong Nghia - Mother
5.7	Truong Cong Bang			Citizen Identification Card							Related person of Truong Cong Nghia - Younger Sibling
5.8	Truong Cong Hoa			Citizen Identification Card							Related person of Truong Cong Nghia - Younger Sibling

5.9	Truong Cong Binh			Citizen Identification Card							Related person of Truong Cong Nghia - Younger Sibling
5.10	Phan Thi Hai Ly			Citizen Identification Card							Related person of Truong Cong Nghia - Sister-in-law
5.11	Huynh Thi Mai			Citizen Identification Card							Related person of Truong Cong Nghia - Sister-in-law
5.12	Ngo Thi Giang			Citizen Identification Card							Related person of Truong Cong Nghia - Sister-in-law
5.13	Thai Thi Kinh			Citizen Identification Card							Related person of Truong Cong Nghia - Mother-in-law
5.14	Chinh Nghia Transportation Construction Consulting Joint Stock Company			Business Registration Certificate	0313876388	06/02/2018	Department of Planning and Investment, Ho Chi Minh City	No. 61, Road 54, Phuoc Thien Residential Area, Phuoc Long Ward, District 9, Ho Chi Minh City			Related organization - Truong Cong Nghia is the Director
6	VU DINH THI		2	Citizen Identification Card					6,081,545	10.14%	
6.1	Vu Dinh Chau			Identity Card							Related person of Vu Dinh Thi- Father
6.2	Dinh Thi Ngoc Nu			Citizen Identification Card							Related person of Vu Dinh Thi - Mother
6.3	Luong Tuan Khanh			Citizen Identification Card							Related person of Vu Dinh Thi - Father-in-law
6.4	Cao Thi Bich Hanh			Identity Card							Related person of Vu Dinh Thi - Mother-in-law
6.5	Luong Thanh Quynh			Citizen Identification Card							Related person of Vu Dinh Thi - Wife
6.6	Vu Minh Khang			Not applicable							Related person of Vu Dinh Thi - Child Reasons for not having identification: Minor

6.7	Vu Khanh Linh			Not applicable							Related person of Vu Dinh Thi - Child Reasons for not having identification: Minor
6.8	Vu Dinh Quan			Citizen Identification Card							Related person of Vu Dinh Thi - Older Sibling
6.9	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registration Certificate	0301052148	21/09/2010	Department of Planning and Investment of Ho Chi Minh City	1489 Nguyen Van Linh Street, Tan Phong Ward, District 7, Ho Chi Minh City			Organization related to Vu Dinh Thi - Deputy General Director's Assistant, Capital Representative
7	TRAN THI HANH TIEN		2	Citizen Identification Card					6,081,545	10.14%	
7.1	Tran Mong Sanh			Citizen Identification Card							Related person of Tran Thi Hanh Tien - Father
7.2	Doan Thi Thu Ha			Citizen Identification Card							Related person of Tran Thi Hanh Tien - Mother
7.3	Tran Van Tu			Citizen Identification Card							Related person of Tran Thi Hanh Tien - Younger Sibling
7.4	Nguyen Van Thang			Citizen Identification Card							Related person of Tran Thi Hanh Tien - Husband
7.5	Nguyen Cong Tri Kien			Not applicable							Related person of Tran Thi Hanh Tien - Child Reasons for not having identification: Minor
7.6	Nguyen Cong Minh Triet			Not applicable							Related person of Tran Thi Hanh Tien - Child Reasons for not having identification: Minor
7.7	Do Thi Thanh Ngoc			Citizen Identification Card							Related person of Tran Thi Hanh Tien - Sister-in-law
7.8	Thoi Kim Quyen			Citizen Identification Card							Related person of Tran Thi Hanh Tien - Sister-in-law

7.9	Tran Van Tuan			Citizen Identification Card							Related person of Tran Thi Hanh Tien - Order Brother
7.10	Nguyen Van Cuong			Citizen Identification Card							Related person of Tran Thi Hanh Tien - Father-in-law
7.11	Do Thi Huong			Citizen Identification Card							Related person of Tran Thi Hanh Tien - Mother-in-law
7.12	Nguyen Thi Hiep			Citizen Identification Card							Related person of Tran Thi Hanh Tien - Sister-in-law
7.13	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registration Certificate	0301052146	21/9/2010	Ho Chi Minh City Department of Planning and Investment	1489 Nguyen Van Linh, Tan Phong Ward, District 7, HCMC			Organization related to Tran Thi Hanh Tien - Deputy Head of Internal Audit Department, Capital Representative
8	NGUYEN KIEN TAN		7	Citizen Identification Card							
8.1	Nguyen Kien Quoc			Citizen Identification Card							Related person of Nguyen Kien Tan - Father
8.2	Nguyen Thi Hong Ngoc			Citizen Identification Card							Related person of Nguyen Kien Tan - Mother
8.3	Nguyen Thi Thanh Tam			Citizen Identification Card							Related person of Nguyen Kien Tan - Older Sister
8.4	Nguyen Hong Nhung			Citizen Identification Card							Related person of Nguyen Kien Tan - Wife
8.5	Nguyen Mai An			Not applicable							Related person of Nguyen Kien Tan - Child Reasons for not having identification: Minor
8.6	Nguyen Mai Anh			Not applicable							Related person of Nguyen Kien Tan - Child Reasons for not having identification: Minor
8.7	Nguyen Khac Nhu			Citizen Identification Card							Related person of Nguyen Kien Tan - Father-in-law

8.8	Nguyen Thi Lua			Citizen Identification Card							Related person of Nguyen Kien Tan - Mother-in-law
8.9	Nguyen Khac Duy			Citizen Identification Card							Related person of Nguyen Kien Tan - Brother-in-law
8.10	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registration Certificate	0301052148	21/09/2010	Ho Chi Minh City Department of Planning and Investment	1489 Nguyen Van Linh, Tan Phong Ward, District 7, Ho Chi Minh City			Organization related to Nguyen Kien Tan - Deputy Head of Investment and Development, Appointed Representative
9	LE VAN CONG		8	Citizen Identification Card							
9.1	Tran Ngoc Quyen			Citizen Identification Card					-	-	Related person of Le Van Cong - Wife
9.2	Le Hao Nhien			None					-	-	Related person of Le Van Cong - Child Reasons for not having identification: Minor
9.3	Le Ngoc Ha May			Citizen Identification Card					-	-	Related person of Le Van Cong - Child
9.4	Le Van Giup			Citizen Identification Card					-	-	Related person of Le Van Cong - Father
9.5	Nguyen Thi Kim Long			Citizen Identification Card					-	-	Related person of Le Van Cong - Mother
9.6	Tran Ngoc Dung			Citizen Identification Card					-	-	Related person of Le Van Cong - Father-in-law
9.7	Nguyen Thi Tuyet Mai			National Identity Card					-	-	Related person of Le Van Cong - Mother-in-law
9.8	Le Thi Lanh			Citizen Identification Card					-	-	Related person of Le Van Cong - Order Sibling

9.9	Nguyen Van Chinh			Citizen Identification Card					-	-	Related person of Le Van Cong - Brother-in-law
9.10	Le Thi Viet			Citizen Identification Card					-	-	Related person of Le Van Cong - Younger Sibling
9.11	Pham Thai Oanh			Citizen Identification Card					-	-	Related person of Le Van Cong - Brother-in-law
9.12	Tuan Loc Construction Investment Joint Stock Company			Business Registration Certificate	0303898093	08/05/2008	Department of Planning and Investment of Ho Chi Minh City	362/14 Ung Van Khiem Street, Ward 25, Binh Thanh District, Ho Chi Minh City	20,000,000	33.33%	Organization related to Le Van Cong - Deputy Sales Manager
10	LE NGUYEN KHANH NGOC		8	Citizen Identification Card							
10.1	Le Van Bien			Citizen Identification Card							Related person of Le Nguyen Khanh Ngoc - Father
10.2	Nguyen Thi Thu Bon			Citizen Identification Card							Related person of Le Nguyen Khanh Ngoc - Mother
10.3	Le Thi Tuyet Nga			Citizen Identification Card							Related person of Le Nguyen Khanh Ngoc - Mother - Older Sister
10.4	Le Duc Manh			Citizen Identification Card							Related person of Le Nguyen Khanh Ngoc - Mother - Younger sibling Minor
10.5	Nguyen Huu Thanh			Citizen Identification Card							Related person of Le Nguyen Khanh Ngoc - Brother-in-law
11	GIANG NGOC PHUONG		5	Citizen Identification Card					2,432,818	4.055%	
11.1	Giang Van Tai			Citizen Identification Card							Related person of Giang Ngoc Phuong - Father

11.2	Bui Thu Huong			Citizen Identification Card							Related person of Giang Ngoc Phuong - Mother
11.3	Giang Ngoc Phuong			Citizen Identification Card							Related person of Giang Ngoc Phuong – Younger sibling
11.4	Giang Ngoc Phi			Citizen Identification Card							Related person of Giang Ngoc Phuong – Younger sibling
11.5	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registration Certificate	0301052148	21/09/2010	Department of Planning and Investment of Ho Chi Minh City	1489 Nguyen Van Linh, Tan Phong Ward, District 7, Ho Chi Minh City			Related organization to Giang Ngoc Phuong - Capital Representative
12	Phan Thi Thanh Van		9,12	Citizen Identification Card							
12.1	Trinh Quang Anh			Citizen Identification Card						-	Related person of Phan Thi Thanh Van - Husband
12.2	Trinh Son Ca			Citizen Identification Card						-	Related person of Phan Thi Thanh Van - Father-in-law
12.3	Huynh Thi Kim Lam			Citizen Identification Card						-	Related person of Phan Thi Thanh Van - Mother-in-law
12.4	Phan Van Liet			Citizen Identification Card						-	Related person of Phan Thi Thanh Van - Father
12.5	Dao Thi Be			Not applicable						-	Related person of Phan Thi Thanh Van - Mother
12.6	Phan Thi Quoc Khanh			Citizen Identification Card					133	0.00022%	Related person of Phan Thi Thanh Van – Order Sister
12.7	Do Duy Tuan			Citizen Identification Card						-	Related person of Phan Thi Thanh Van – Brother-in-law
12.8	Phan Thanh Liem			Citizen Identification Card						-	Related person of Phan Thi Thanh Van – Older Brother

12.9	Mai Ngoc Thao			Citizen Identification Card						-	Related person of Phan Thi Thanh Van – Sister-in-law
13	Lu Thi Thu Van		6,13	Citizen Identification Card					1,217,507	2.03%	
13.1	Lu Trieu Nam			Citizen Identification Card							Related person of Lu Thi Thu Van - Father
13.2	Tran Kim Huyen			Citizen Identification Card							Related person of Lu Thi Thu Van - Mother
13.3	Vo Hong Minh			Citizen Identification Card							Related person of Lu Thi Thu Van - Child
13.4	Lu Thi Ai Thu			Not applicable							Related person of Lu Thi Thu Van - Order Sibling
13.5	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registration Certificate	0301052148	21/09/2010	Department of Planning and Investment of Ho Chi Minh City	1489 Nguyen Van Linh, Tan Phong Ward, District 7, HCMC			Organization related to Lu Thi Thu Van - Capital representative
13.6	VietNam Japan Technology Park Company Limited			Business Registration Certificate	0312476757	05/9/2013	Department of Planning and Investment of Ho Chi Minh City	Lot D6, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Nha Be District, Ho Chi Minh City			Organization related to Lu Thi Thu Van - Capital representative

Note: Position at the Company (column 3).

1	Chairman of the Board of Directors	8	Board of Supervisors' members
2	Board of Directors' members	9	Person in charge of corporate governance
3	Legal representative	10	Authorized information disclosure person
4	General Director/Director	11	Member of Internal Audit Department
5	Deputy General Director/Deputy Director	12	Company Secretary
6	Chief Accountant	13	Chief Financial Officer
7	Head of the Board of Supervisors	14	Equivalent management positions appointed by the General Meeting of Shareholders/Board of Directors



Appendix 3: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS
(Attached to the Report on Corporate Governance for 2024)

Name of company: Hiep Phuoc Industrial Park Joint Stock Company

Stock symbol: HPI

Update Date: 31/12/2024

No.	Name of organization/individual	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution/Decision No. of the General Meeting of Shareholders/Board of Directors	Content, quantity, total value of transaction (VND)	Note
1	VietNam Japan Technology Park Company Limited	Joint venture company	0312476757	Lot D6, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Nha Be District, Ho Chi Minh City	2024	-	Sales of goods and provisions of services: 312,927,442	