



CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC

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Ho Chi Minh City, April 24th, 2026

MINUTES

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Today, at 09:00 AM, Friday, 2026-04-24, at the Hall of Hiep Phuoc Industrial Park Joint Stock Company – Business registration code: 0305046979 – Address: Zone B, Street No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City, Hiep Phuoc Industrial Park Joint Stock Company held the 2026 Annual General Meeting of Shareholders (2026 AGM).

A. PROCEDURES BEFORE THE MEETING

1. Shareholder structure of the company on the record date for exercising the right to attend the 2026 AGM

- As of the record date of finalizing the list of shareholders to exercise the right to attend the General Meeting (2026-03-02): The total number of shareholders with the right to attend the meeting is 279 shareholders, owning 60,000,000 voting shares. Including:
 - 05 legal entities, owning: 44,366,078 voting shares, accounting for 73.94%.
 - 274 individuals, owning: 15,633,922 voting shares, accounting for 26.06%.

2. Attendees:

- Shareholders/authorized representatives of shareholders;
- Members of the Board of Directors, Members of the Board of Supervisors, Members of the Board of Management;
- Guests:
 - Mr. Vo Cao Son, a full-time member of the Board of Directors of Tan Thuan Industrial Development Company Limited (IPC)
 - Mr Lê Huỳnh Bảo auditor, representative of AFC Vietnam Auditing Co., Ltd.
- In charge of departments, teams, and stations of the Company.

3. Report on check of delegate eligibility:

Mr. Huong Xuan Tan, on behalf of the Delegate Eligibility Check Committee, reported to the General Meeting on the verification results of delegate eligibility to attend the 2026 AGM of Hiep Phuoc Industrial Park Joint Stock Company. Accordingly:

- By the opening time of the General Meeting (09:00 AM on 2026-04-24)
 - + Total number of shareholders attending and authorizing: 38 shareholders.
 - + Representing : 56.510.954 voting shares

- + Corresponding to : 94,185% of the total number of voting shares
- Based on the provisions of current laws and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Hiep Phuoc Industrial Park Joint Stock Company with the above attendees is valid and fully qualified to conduct the General Meeting.
- The Delegate Eligibility Check Report was prepared at 09:00 AM on 2026-04-24 and was publicly reported to the General Meeting.

B. MEETING OPERATING PERSONNEL, WORKING REGULATIONS AND ADGENDA

I. Meeting operating personnel

1. The Chairperson nominated and 100% of the total votes of all shareholders attending and voting at the General Meeting approved the quantity and personnel of the Presidium, including:
 - 1) Mr. Nguyen Van Thinh – Chairman of the Board of Directors
 - 2) Mr. Huynh Bao Duc – Member of the Board of Directors, General Director
 - 3) Mr. Nguyen Kien Tan – Head of the Board of Supervisors
2. The Presidium nominates personnel for the Secretariat, including:
 - 1) Mr. Luu Quang Hung – Deputy Director of Sales Department
 - 2) Ms. Nguyen Thi Le Uyen – Staff of Sales Department
3. The Presidium nominated and 100% of the total votes of all shareholders attending and voting at the General Meeting approved the quantity and personnel of the Vote Counting Committee, including:
 - 1) Mr. Nguyen Vo Ngoc Huy – Staff of Construction Management Department
 - 2) Mr. Ho Long Dang – Director of Environmental Management Department
 - 3) Mr. Truong Thanh Tu – Staff of Construction Management Department
 - 4) Ms. Pham Thi Ha Linh – Staff of Sales Department.
 - 5) Ms. Truong Thi Phuc Diem – Staff of Environmental Management Department.

II. Working Regulation and Agenda

- Mr. Nguyen Van Thinh – Chairperson, requested shareholders' opinions on the Working Regulation:
 - There were . 32.184.776 shares of attending and voting shareholders approving, accounting for 56,95 %.
 - There were 24.326.178 shares of attending and voting shareholders disapproving, accounting for 43,05 %.

Thus, the Meeting is eligible to approve the Working Regulation.
- Mr. Nguyen Van Thinh - Chairperson, requested shareholders' opinions on the agenda:
 - There were 56.510.954 shares of attending and voting shareholders approving, accounting for 100%.
 - There were 0 shares of attending and voting shareholders disapproving, accounting for 0 %.

Thus, the Meeting is eligible to approve the the agenda.

(The working regulation and agenda have been posted on the company's website and printed in the Meeting documents).

C. CONTENTS OF REPORTS AND PROPOSALS OF BOD, BOS TO THE MEETING

I. Contents of reports proposed to the 2026 AGM

1. Report of the General Director at the 2026 AGM

Mr. Huynh Bao Duc - Member of the Board of Directors, General Director presented the report on business results in 2025 and the business plan for 2026.

(Report No. 08/2026/BC-HIPC-TGD dated 2026-03-05 of the General Director is attached).

2. Audited financial statements for 2025 and Audit report on the progress of using capital raised from the additional share issuance from 2016-11-07 to 2025-12-31.

Mr. Lê Huỳnh Bảo, Auditor – Representative of AFC Vietnam Auditing Co., Ltd., presented on behalf of the independent audit firm:

- Audit report of the 2025 financial statements;
- Audit report on the progress of using capital raised from the additional share issuance from 2016-11-07 to 2025-12-31.

(Audited financial report for 2025 and audit report on the progress of capital utilization in 2025 are attached).

3. Report on the activities in 2025 of the Board of Directors

Mr. Nguyen Van Thinh - Chairman of the Board of Directors, presented the report on the operating results in 2025 of the Board of Directors.

(Report No. 01/2026/BC-HIPC-HDQT dated 2026-03-05 of the Board of Directors is attached).

4. Report on the activities in 2025 of the Board of Supervisors

Mr. Nguyen Kien Tan - Head of the Board of Supervisors, presented the report on the operating results in 2025 of the Board of Supervisors.

(Report No. 01/2026/BC-HIPC-BKS dated 2026-03-02 of the Board of Supervisors is attached).

II. Proposals of the Board of Directors and Board of Supervisors to the 2026 AGM:

1. Mr. Huynh Bao Duc - Member of the Board of Directors, General Director presented the contents of the following Proposals:

- Proposal No. 1: Approving the 2025 audited financial statements; Audit report on the progress of using capital raised from the additional share issuance from 2016-11-07 to 2025-12-31.
- Proposal No. 2: Approving the contents of the General Director's Reports; the Board of Directors' Report and the Board of Supervisors's Report in 2025;
- Proposal No. 3: Approving the profit distribution plan for 2025;

- Proposal No. 5: Approving the business operation plan for 2026.

2. Mr. Nguyen Van Thinh – Chairman of the Board of Directors, Chairperson - presented the contents of the following Proposals:

- Proposal No. 4: Approving the payment of remuneration to the Board of Directors, the Board of Supervisors, and the Company Secretary in 2025 and the plan to pay remuneration to the Board of Directors, the Board of Supervisors, and the Company Secretary in 2026;
- Proposal No. 7: Approving the Charter on organization and operation (VII revision).

3. Mr. Nguyen Kien Tan – Head of the Board of Supervisors - presented the contents of the following Proposals:

- Proposal No. 6: Approving the selection of an audit firm for the 2026 financial statements.

4. Mr. Nguyen Van Thinh – Chairman of the Board of Directors, Chairperson - presented the contents of the following Proposals:

- Proposal No. 8: Approving the dismissal and election of additional members of the Board of Directors for the fourth term (2022 - 2027).

III. Shareholder forum:

- Mr. Huynh Bao Duc invited shareholders/shareholder representatives to comment on the reporting contents and Proposals of the Meeting.
- The shareholders attending the Meeting had no comments.

IV. Instructions for voting on the contents of the Proposals

1. Mr. Ho Long Dang – member of the Vote Counting Committee, instructed on the voting rules to approve the contents of the Proposals of the Board of Directors and the Board of Supervisors proposed to the 2026 AGM.
 - Proposals No. 1: Approval of the Audit Report of the 2025 Financial Statements; Audit report Report on the progress of using capital in 2025.
 - Proposals No. 2: Approval of the Reports of the General Director; Report of the Board of Directors and Report of the Supervisory Board in 2025;
 - Proposals No. 3: Approving the profit distribution plan in 2025;
 - Proposals No. 4: Approving the payment of remuneration to the Board of Directors, Supervisory Board and Company Secretary in 2025 and the plan to pay remuneration to the Board of Directors, Supervisory Board and Company Secretary in 2026;
 - Proposals No. 5: Approval of the business operation plan in 2026;
 - Report No. 6: Approving the selection of an auditor for the 2026 financial statements; Proposals No. 7: Approval of the Charter of organization and operation (amended for the seventh time).

- Proposals No. 8: Dismissal and election of additional members of the Board of Directors for the fourth term (2022 - 2027)
2. Shareholders proceeded to vote on the contents of 08 Proposals.
3. Mr. Ho Long Dang announced the voting results on the contents of the Proposals. The specific results are as follows:
- Total number of ballots issued: 29 ballots, representing 56.510.954 voting shares, accounting for 100% of the total number of voting shares of shareholders attending the meeting.
 - Total number of ballots collected: 28ballots, representing 56.510.821 voting shares, accounting for 99,9998% of the total number of voting shares of shareholders attending the meeting. Of which:
 - Total number of valid ballots: 28 ballots, representing 56.510.821 voting shares, accounting for 99,9998% of the total number of voting shares of shareholders attending the meeting.
 - Total number of invalid ballots: 0 ballot, representing 0 voting shares, accounting for 0% of the total number of voting shares of shareholders attending the meeting.
 - Total number of uncollected ballots: 1 ballot, representing 133 voting shares, accounting for 0.0002% of the total number of voting shares of shareholders attending the meeting.

4. Voting results:

No.	Content	Number of voting shares in agreement	Number of voting shares in disagreement	Number of voting shares with abstentions
1	Content 01: 2025 Audited financial statements.	32.184.643	24.326.178	-
		56,9529%	43,0468%	
2	Content 02: Audit report on the progress of using capital raised from the additional share issuance from 2016-11-07 to 2025-12-31.	56.510.821	-	-
		99,9998%	-	-
3	Content 03: Report of the General Director regarding the 2025 Business Performance Results and the 2026 Business. Operation Plan.	56.510.821	-	-
		99,9998%	-	-

No.	Content	Number of voting shares in agreement	Number of voting shares in disagreement	Number of voting shares with abstentions
4	Content 04: Report of the Board of Directors on the 2025 Operational Results.	56.510.821	-	-
		99,9998%	-	-
5	Content 05: Report of the Board of Supervisors on the 2025 Operational Results.	56.510.821	-	-
		99,9998%	-	-
6	Content 06: The 2025 Profit Distribution Plan.	56.510.821	-	-
		99,9998%	-	-
7	Content 07: Implementation of remuneration payment to the Board of Directors, Board of Supervisors, and Company Secretary in 2025 and the Plan for remuneration payment to the Board of Directors, Board of Supervisors, and Company Secretary in 2026	56.510.688	-	133
		99,9995%	-	0,0002%
8	Content 08: The 2026 Business Operation Plan.	56.510.821	-	-
		99,9998%	-	-
9	Content 09: Selection of an auditing company for the 2026 Financial Statements .	56.510.821	-	-
		99,9998%	-	-
10	Content 10: Charter on organization and operation (7th amendment)	32.184.310	24.326.511	-
		56,9523%	43,0474%	-
11	Content 11: Dismissal and election of additional members of the Board of Directors for the fourth term (2022 - 2027)	56.510.821	-	-
		99,9998%	-	-

Note: The percentage is calculated on the total number of voting shares (agree/disagree/abstain)/total number of voting shares of shareholders attending and voting at the Meeting.

V. Election of additional members of the Board of Directors for the fourth term (2022 - 2027)

- The number of members of the Board of Directors for the fourth term (2022-2027) that need to be additionally elected at the 2026 Annual General Meeting of Shareholders is: 01 member.
- The Regulation on the election of additional members of the Board of Directors for the fourth term (2022-2027) has been approved (Attached Regulation).
- The list of candidates participating in the election of additional members of the Board of Directors for the fourth term (2022-2027) includes the following names: (Attach the candidate's Curriculum Vitae).

No.	Candidate's name	Information about Nominating Shareholders		
		Shareholders	Number of shares	Ratio/charter capital
1	Nguyễn Trọng Đức	Tan Thuan Industrial Development Company Limited (IPC)	24.326.178	40,544%

- The results of the election of additional members of the Board of Directors for the fourth term (2022 - 2027):

No.	Full name	Number of votes	Election Rate
1	Nguyễn Trọng Đức	56.510.954	100%

VI. Approving the Minutes and Resolution of the Meeting:

- Mr. Luu Quang Hung – Secretary of the Meeting read the draft Minutes and draft Resolution of the 2026 Annual General Meeting of Shareholders.
- 100% of the total number of voting shares of all shareholders attending and voting at the Meeting approved the draft Minutes and the draft Resolution of the 2026 Annual General Meeting of Shareholders;
- Attached to the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders are the Reports, Proposals, vote counting records, and the Verification Minutes of Delegate Eligibility.




VII. Mr. Nguyen Van Thinh - Chairperson - announced the closing of the 2026 Annual General Meeting of Shareholders of Hiep Phuoc Industrial Park Joint Stock Company.

The Meeting adjourned at 11:20 PM on the same day.

The Minutes of the 2026 Annual General Meeting of Shareholders are made in three (03) copies, each consisting of 08 pages, having the same legal validity, and are handed over to:

- Presidium : 01 (one) copy
- Company's record storage : 01 (one) copy
- Company Secretary's record storage : 01 (one) copy

SIGNATURE OF PRESIDIUM AND SECRETARIAT

PRESIDIUM	Sign
Mr. NGUYEN VAN THINH	
Mr. HUYNH BAO DUC	
Mr. NGUYEN KIEN TAN	
SECRETARIAT	
Mr. LUU QUANG HUNG	
Ms. NGUYEN THI LE UYEN	