



CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC

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No.: 08 /2026/BC-HIPC-HĐQT

Ho Chi Minh City, July 20., 2026

REPORT CORPORATE GOVERNANCE FOR THE FIRST SIX MONTHS OF 2026 (Summary)

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

Company name	Hiep Phuoc Industrial Park Joint Stock Company
Head office address	Zone B, Road No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City
Telephone	028 378 00 350
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Email	hiepphuocco@hiepphuoc.com
Charter capital	600.000.000.000 VND
Stock code	HPI
Corporate governance model	The General Meeting of Shareholders (GMS), the Board of Directors (BOD), the Board of Supervisors (BOS) and the Board of General Directors
Implementation of the internal audit function	Not yet implemented (the Company is not subject to the requirements under 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:

- The Company held the 2026 Annual General Meeting of Shareholders. The General Meeting issued Resolution No. 13/2026/NQ-HIPC-ĐHĐCĐTN dated April 24, 2026.

The General Meeting approved the following matters:

1. Approval of the audited 2025 Financial Statements of the Company in accordance with Proposal No. 01/2026/TTr-HIPC-HĐQT dated March 11, 2026, with an affirmative voting share ratio of 56,9529%.
2. Approval of the audited Report on the progress of using proceeds from the additional share issuance from November 7, 2016 to December 31, 2025, in accordance with Proposal No. 01/2026/TTr-HIPC-HĐQT dated March 11, 2026, with an affirmative voting share ratio of 99,9998%.
3. Approval of Report No. 08/2026/BC-HIPC-TGD dated March 5, 2026 of the General Director on the 2025 business performance and the 2026 business plan, in accordance with Proposal No. 02/2026/TTr-HIPC-HĐQT dated March 11, 2026, with an affirmative voting share ratio of 99,9998%.
4. Approval of Report No. 01/2026/BC-HIPC-HĐQT dated March 5, 2026 of the Board of Directors on the 2025 operating results, in accordance with Proposal No. 02/2026/TTr-HIPC-HĐQT dated March 11, 2026, with an affirmative voting share ratio of 99,9998%.
5. Approval of Report No. 01/2026/BC-HIPC-BKS dated March 2, 2026 of the Board of Supervisors on the 2025 operating results, in accordance with Proposal No. 02/2026/TTr-HIPC-HĐQT dated March 11, 2026, with an affirmative voting share ratio of 99,9998%.
6. Approval of the 2025 profit distribution plan in accordance with Proposal No. 03/2026/TTr-HIPC-HĐQT dated March 11, 2026, with an affirmative voting share ratio of 99,9998%.
7. Approval of the Report on the payment of remuneration to the Board of Directors, the Board of Supervisors and the Company Secretary in 2025, and the plan for payment of remuneration to the Board of Directors, the Board of Supervisors and the Company Secretary in 2026, in accordance with Proposal No. 04/2026/TTr-HIPC-HĐQT dated March 11, 2026, with an affirmative voting share ratio of 99,9995%.
8. Approval of the 2026 business plan in accordance with Proposal No. 05/2026/TTr-HIPC-HĐQT dated March 11, 2026, with an affirmative voting share ratio of 99,9998%.
9. Approval of the selection of the audit firm for the 2026 Financial Statements in accordance with Proposal No. 01/2026/TTr-HIPC-BKS dated February 25, 2026, with an affirmative voting share ratio of 99,9998%.
10. Approval of the contents of Proposal No. 08/2026/TTr-HIPC-HĐQT dated April 21, 2026 on the dismissal and additional election of a member of the Board of Directors for Term IV (2022–2027), with an affirmative voting share ratio of 99,9998%.
11. Approval of the results of the additional election of a member of the Board of Directors for Term IV (2022–2027), with the specific details as follows:

No.	Full name	Number of votes	Election rate
1	Nguyen Trong Duc	56.510.954	100%

The General Meeting did not approve the following matters:

1. Non-approval of the Charter on organization and operation (7th amendment) in accordance with Proposal No. 07/2026/TTr-HIPC-HĐQT dated March 11, 2026, because the affirmative voting share ratio reached only 56,9523%.

II. BOARD OF DIRECTORS

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

No.	Full name	Position	Date of commencement/cessation as a BOD member/independent BOD member	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Van Thinh	Chairman (non-executive)	24/02/2023	
2	Mr. Huynh Bao Duc	Member	15/8/2022	
3	Ms. Nguyen Thi Binh	Member	15/8/2022	
4	Mr. Vu Dinh Thi	Member (non-executive)	15/8/2022	24/4/2026
5	Mr. Truong Cong Nghia	Member (non-executive)	15/8/2022	
6	Mr. Pham Trung Kien	Member (non-executive)	15/8/2022	
7	Ms. Tran Thi Hanh Tien	Member (non-executive)	15/8/2022	
8	Mr. Nguyen Trong Duc	Member (non-executive)	24/4/2026	

2. Meetings of the Board of Directors during the first six months of 2026

No.	BOD member	Number of BOD meetings attended	Meeting attendance rate	Reason for absence
1	Mr. Nguyen Van Thinh	2/2	100%	
2	Mr. Huynh Bao Duc	2/2	100%	
3	Mr. Vu Dinh Thi	1/1	100%	Dismissed from 24/4/2026
4	Ms. Nguyen Thi Binh	2/2	100%	
5	Mr. Truong Cong Nghia	2/2	100%	
6	Mr. Pham Trung Kien	2/2	100%	
7	Ms. Tran Thi Hanh Tien	2/2	100%	
8	Mr. Nguyen Trong Duc	1/1	100%	Appointed from 24/4/2026

- During the first six months of 2026, the BOD held 02 in-person meetings, conducted 12 rounds of obtaining written opinions from BOD members and issued a total of 15 Resolutions.
- The BOD approved the selection of AFC Vietnam Auditing Company Limited as the auditor of the Company's 2026 Financial Statements.

- The BOD issued a Resolution approving the policy on changing the land lease payment method from a one-off payment to annual payments for 02 land plots, with a total area of 191.454,9 m², under the Hiep Phuoc Industrial Park – Phase 1 project.
- The BOD approved the adjustment to the contractor selection plan for the construction of Ca Chot Bridge and approved the contractor selection plan for the “Site grading of Lot F4” package under Component Project 11 (DATP11), “Site grading of the remaining lots,” under the “Investment in construction and operation of infrastructure of Hiep Phuoc Industrial Park – Phase 2” project.
- At the meetings and during the rounds of obtaining written opinions, the BOD members duly authorized representatives/fully attended the meetings.

3. Supervisory activities of the Board of Directors over the Board of General Directors

During the first six months of 2026, the Board of General Directors focused on implementing the policies and resolutions of the BOD and the 2026 Annual General Meeting of Shareholders, while ensuring the stable maintenance of the Company’s regular operations. Specifically:

- Submission to and consultation with the BOD: The Board of General Directors advised and submitted matters to the BOD for consideration and issuance of Resolutions relating to the Company’s business operations; the change in the land lease payment method from a one-off payment to annual payments for 02 land plots under the Hiep Phuoc Industrial Park – Phase 1 project; and the selection of the auditor for the reviewed 2026 interim Financial Statements, the 2026 Financial Statements and the 2026 Report on the progress of the use of proceeds, etc.
- Implementation of BOD resolutions: The contents of the resolutions were implemented by the Board of General Directors in a timely and serious manner, contributing to ensuring that the Company’s production, business, governance and management activities were conducted stably and in accordance with the established direction.
- Customer relations: The Board of General Directors worked directly with customers to address issues arising during the cooperation process, while proactively supporting and accompanying customers to improve service quality and maintain the Company’s reputation.

4. Activities of committees under the Board of Directors: None.

5. Resolutions of the Board of Directors in 2026

No.	Resolution No.	Date	Contents	Approval rate
1	01/2026/NQ-HIPC-HĐQT	14/01/2026	Policy on changing the land lease payment method from a one-off payment to annual payments for 02 land plots, with a total area of 191,454.9 m ² , under the Hiep	4/7

			Phuoc Industrial Park – Phase 1 project	
2	02/2026/NQ-HIPC-HĐQT	14/01/2026	Adjustment to the contractor selection plan for the Phase 2 Ca Chot Bridge construction project	7/7
3	03/2026/NQ-HIPC-HĐQT	09/02/2026	Plan for organizing the 2026 Annual General Meeting of Shareholders	7/7
4	04/2026/NQ-HIPC-HĐQT	09/02/2026	Acknowledgement of the 2024 business results and approval of the 2025 business plan of Vietnam Japan Industrial Park Company Limited	7/7
5	05/2026/NQ-HIPC-HĐQT	02/03/2026	Contractor selection plan for the “Site grading of Lot F4” package under Component Project 11 (DATP11), “Site grading of the remaining lots,” under the “Investment in construction and operation of infrastructure of Hiep Phuoc Industrial Park – Phase 2” project	4/7
6	06/2026/NQ-HIPC-HĐQT	11/03/2026	Policy on the provision of services to Vietnam Japan Industrial Park Company Limited in 2026	7/7
7	07/2026/NQ-HIPC-HĐQT	11/03/2026	Approval of the list of personnel and documents to be submitted to the 2026 Annual General Meeting of Shareholders	4/7
8	08/2026/NQ-HIPC-HĐQT	11/03/2026	Approval of the contractor selection plan for Component Project 9	4/7
9	09/2026/NQ-HIPC-HĐQT	24/03/2026	Agreement on the adjustment to the date of the 2026 Annual General Meeting of Shareholders	7/7
10	10/2026/NQ-HIPC-HĐQT	14/04/2026	Dismissal and additional election of a BOD member for Term IV (2022–2027)	7/7
11	11/2026/NQ-HIPC-HĐQT	14/04/2026	Attendance and voting at the 2026 Annual General Meeting of Shareholders of Long Hau Corporation	4/7
12	12/2026/NQ-HIPC-HĐQT	21/04/2026	Agreement on the approval of Proposal No. 08/2026 for submission to the 2026 Annual General Meeting of Shareholders	7/7
13	14/2026/NQ-HIPC-HĐQT	05/05/2026		4/7

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			Approval of the plan to adjust the salary policy applicable to groups of positions under the authority of the BOD	
14	15/2026/NQ-HIPC-HĐQT	11/06/2026	Approval of the selection of the auditor for the “reviewed 2026 interim Financial Statements, the 2026 Financial Statements and the 2026 Report on the progress of the use of proceeds”	7/7
15	16/2026/NQ-HIPC-HĐQT	24/06/2026	Adjustment to the investment and construction project DATP 9: Site grading of Lots D1–D9, E1a, E2–E8CA, F3, F5-1, F6, F7, F9, F11CA and F14, and filling of the 30-metre-wide corridor along North–South Road, from Ca Chot Bridge to Road No. 22, under the Investment in construction and operation of technical infrastructure of Hiep Phuoc Industrial Park – Phase 2 project	4/7

III. BOARD OF SUPERVISORS (BOS)

1. Information on members of the Board of Supervisors

No.	BOS member	Position	Date of appointment	Professional qualifications
1	Mr. Nguyen Kien Tan	Head of the BOS	From 24/2/2023 to present	Master of Business Administration
2	Mr. Le Van Cong	BOS Member	15/8/2022	Construction Economics Engineer
3	Ms. Le Nguyen Khanh Ngoc	BOS Member	15/8/2022	Bachelor of International Economics

2. Meetings of the Board of Supervisors

During the first six months of 2026, the BOS held 02 in-person meetings on 25/02/2026 and 02/03/2026 in accordance with the Regulations on the Operation of the Board of Supervisors, with the full participation of all BOS members:

No.	BOS member	Number of meetings attended	Meeting attendance rate	Voting rate	Reason for absence
1	Mr. Nguyen Kien Tan	2	100%	100%	

2	Mr. Le Van Cong	2	100%	100%	
3	Ms. Le Nguyen Khanh Ngoc	2	100%	100%	

Documents issued by the BOS in 2026 included:

No.	Contents of document	Date of issuance
1	Proposal No. 01/2026/TTr-HIPC-BKS on the selection of the audit firm for the 2026 Financial Statements for submission to the General Meeting of Shareholders	25/02/2026
2	Report of the BOS at the 2026 Annual General Meeting of Shareholders on the 2025 operating results	02/03/2026

3. Supervisory activities of the Board of Supervisors over the Board of Directors and the Board of General Directors

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

In 2026, the BOD held 02 in-person meetings and conducted 12 rounds of obtaining written opinions from BOD members, with 15 Resolutions issued.

On 24/4/2026, the Company held the 2026 Annual General Meeting of Shareholders. The BOD has implemented and continues to implement the policies and resolutions of the BOD and the 2026 Annual General Meeting of Shareholders, as well as carrying out tasks to ensure the Company's daily operations.

3.2 Results of supervision over the activities of the Board of General Directors:

In 2026, the Board of General Directors prepared various reports and proposals to seek opinions, as well as provided updates on the business operations during the period to members of the BOD and the BOS.

In addition, the Board of General Directors presented outstanding issues and proposed solutions to provide a basis for the BOD to consider, discuss and approve the implementation policies.

Information disclosure was fully carried out.

4. Coordination between the Board of Supervisors and the Board of Directors, the Board of General Directors and other managerial officers:

The coordination between the BOS, the BOD and the Board of General Directors complied with the provisions of the Law on Enterprises, the Company's Charter and the Company's Internal Regulations on Corporate Governance. The activities of the BOS always received active cooperation from the BOD, the Executive Board and the Company's departments, facilitating the BOS's access to information and the full and prompt provision of the Company's operating data, thereby enabling the BOS to fulfil its duties.

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

IV. BOARD OF GENERAL DIRECTORS

No.	Member of the Board of Management	Year of birth	Professional qualifications	Date of appointment/reappointment
1	Mr. Huynh Bao Duc – General Director	1981	Civil Engineer	02/3/2023
2	Ms. Nguyen Thi Binh – Deputy General Director	1982	Bachelor of Economics	25/6/2025
3	Mr. Giang Ngoc Phuong – Deputy General Director	1975	Master of Economics	24/02/2023

V. Chief Accountant

Full name	Year of birth	Professional qualifications	Date of appointment/reappointment
Ms. Lu Thi Thu Van	1975	Bachelor of Economics	24/02/2023

VI. Training in Corporate Governance

Members of the BOD, members of the BOS, the Chief Executive Officer, other managerial officers and the Company Secretary participate in corporate governance training courses as prescribed.

VII. List of affiliated persons of the public company and transactions between the company's affiliated persons and the company

1. List of related persons of the Company: Attached as Appendix 1.
2. Transactions between the Company and its affiliated persons; or between the Company and major shareholders, internal persons or affiliated persons of internal persons: Attached as Appendix 3.
3. Transactions between the Company's internal persons or affiliated persons of internal persons and subsidiaries or companies controlled by the Company: None.
4. Transactions between the Company and other parties: None.
 - 4.1. Transactions between the Company and companies in which members of the BOD, members of the Board of Supervisors, the General Director and other managers have been or are founding members, BOD members or Chief Executive Officers during the last three (03) years, calculated as at the reporting date: None.
 - 4.2. Transactions between the Company and companies in which affiliated persons of members of the BOD, members of the Board of Supervisors, the General

Director and other managers are BOD members or Chief Executive Officers: None.

- 4.3. Other transactions of the Company, if any, that may provide material or non-material benefits to members of the BOD, members of the Board of Supervisors, the General Director and other managers: None.

VIII. Share transactions of internal persons and related persons of internal persons: None.

1. List of internal persons and affiliated persons of internal persons: Attached as Appendix 2.
2. Transactions by internal persons and affiliated persons involving the Company's shares: None.

IX. Other matters requiring attention: None.

Recipients:

- As stated above;
- Information Disclosure;
- Filed: Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS



Nguyen Van Thinh

Appendix 1: LIST OF RELATED PERSONS OF THE COMPANY
(Attached to the Report on Corporate Governance for the First Six Months of 2026)

Name of company: Hiep Phuoc Industrial Park Joint Stock Company
Stock symbol: HPI
Date of update: 30/6/2026

No.	Name of organization/individual	Securities trading account	Position at the Company	Identification document No.	Date of issue	Place of issue	Head office address/Contact address	Date of commencement as a related person	Date of cessation as a related person	Reason	Relationship with the Company
I	INTERNAL PERSONS OF THE COMPANY										
1	Nguyen Van Thinh		Chairman of the BOD					30/09/2019			Internal person
2	Nguyen Trong Duc		BOD Member					24/4/2026			Internal person
3	Tran Thi Hanh Tien		BOD Member					15/08/2022			Internal person
4	Huynh Bao Duc		BOD Member – General Director					29/04/2017			Internal person
5	Nguyen Thi Binh		BOD Member – Deputy General Director					29/04/2017			Internal person
6	Pham Trung Kien		BOD Member					15/08/2022			Internal person
7	Truong Cong Nghia		BOD Member					15/08/2022			Internal person
8	Nguyen Kien Tan		Head of the BOS					15/08/2022			Internal person

No.	Name of organization/individual	Securities trading account	Position at the Company	Identification document No.	Date of issue	Place of issue	Head office address/Contact address	Date of commencement as a related person	Date of cessation as a related person	Reason	Relationship with the Company
9	Le Van Cong		Member of the BOS					15/08/2022			Internal person
10	Le Nguyen Khanh Ngoc		BOS Member					15/08/2022			Internal person
11	Giang Ngoc Phuong	058C613600, 081C042949, 105C297079	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	05/02/2026	Ho Chi Minh City Department of Planning and investment	1489 Nguyen Van Linh, Tan Hung Ward. HCMC	14/6/2007			Shareholders owning over 10%
2	Tuan Loc Construction Investment Joint Stock Company (TL)			0303898093	27/10/2025	Ho Chi Minh City Department of Planning and investment	362/14 Ung Van Khiem, Thanh My Tay Ward. HCMC	10/6/2016			Shareholders owning over 10%
IV	JOINT VENTURE COMPANY										

No.	Name of organization/individual	Securities trading account	Position at the Company	Identification document No.	Date of issue	Place of issue	Head office address/Contact address	Date of commencement as a related person	Date of cessation as a related person	Reason	Relationship with the 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, Nba Be Commune, HCMC	16/12/2013			Joint venture company
V	OTHER RELATED PARTY										
1	Long Hau Corporation			1100727545	23/5/2006	Long An Department of Planning and Investment	Long Hau 3 Hamlet, Can Giuoc Commune, Tay Ninh Province	19/5/2016			Other related party

Appendix 2: LIST OF INTERNAL PERSONS AND RELATED PERSONS/ORGANIZATIONS
(Attached to the Report on Corporate Governance for the First Six Months of 2026)

Name of company: Hiep Phuoc Industrial Park Joint Stock Company

Stock symbol: HPI

Date of update: 30/6/2026

No.	Name	Sec uri ties tra din g acc ou nt	Positi on at the comp any	Type of NSH No.	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentag e of share ownership at the end of the period	Note
1	NGUYEN VAN THINH		1						8,514,162	14.19%	Capital representative
1.1	Le Thi Dan An								0	0%	Related person of Nguyen Van Thinh – Wife
1.2	Nguyen Hoang Hong An								0	0%	Related person of Nguyen Van Thinh – Child
1.3	Nguyen Le Hoang								0	0%	Related person of Nguyen Van Thinh – Child
1.4	Nguyen Thanh Van								0	0%	Related person of Nguyen Van Thinh – Father
1.5	Tran Thi Ngoc Mai								0	0%	Related person of Nguyen Van Thinh – Mother
1.6	Le Kim Phuc								0	0%	Related person of Nguyen Van Thinh – Mother-in-law
1.7	Nguyen Thai Hoa								0	0%	Related person of Nguyen Van Thinh – Brother
1.8	Vo Kim Yen								0	0%	Related person of Nguyen Van Thinh – Sister-in-law

1.9	Nguyen Bich Thuan								0	0%	Related person of Nguyen Van Thinh – Brother
1.10	Le Thi Nho								0	0%	Related person of Nguyen Van Thinh – Sister-in-law
1.11	Nguyen Thanh Phong								0	0%	Related person of Nguyen Van Thinh – Brother
1.12	Tran Thi Ngoc Thuy								0	0%	Related person of Nguyen Van Thinh – Sister-in-law
1.13	Nguyen The Bao								0	0%	Related person of Nguyen Van Thinh – Brother
1.14	Phan Thi Hong Nhung								0	0%	Related person of Nguyen Van Thinh – Sister-in-law
1.15	Nguyen Thanh Hoai Tan								0	0%	Related person of Nguyen Van Thinh – Brother
1.16	Tran Thi Ngoc Vui								0	0%	Related person of Nguyen Van Thinh – Sister-in-law
1.17	Nguyen Thanh Tay Nam								0	0%	Related person of Nguyen Van Thinh – Brother
1.18	Le Thi Thuy Hang								0	0%	Related person of Nguyen Van Thinh – Sister-in-law
1.19	Nguyen Chi Cuong								0	0%	Related person of Nguyen Van Thinh – Brother
1.20	Duong Ngoc Phuong								0	0%	Related person of Nguyen Van Thinh – Sister-in-law
1.21	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registrati on Certificate	0301052146	05/02/2026	Departme nt of Planning and Investme nt of Ho Chi Minh City	1489 Nguyen Van Linh, Tan Hung Ward, HCMC	24,326,178	40.54%	Related Organization to Nguyen Van Thinh - Mr. Thinh is Capital Representative, Deputy Head of Investment Management Department

2	HUYNH BAO DUC		2,3,4						7,000,000	11.67%	Capital representative
2.1	Vo Viet Kieu								0	0%	Related person of Huynh Bao Duc – Wife
2.2	Huynh Nguyen Bao								0	0%	Related person of Huynh Bao Duc – Child
2.3	Huynh Ngoc Bao Anh								0	0%	Related person of Huynh Bao Duc – Child Reason for not having an identification document: Minor
2.4	Huynh Ngoc Mai Anh								0	0%	Related person of Huynh Bao Duc – Child Reason for not having an identification document: Minor
2.5	Huynh Van Vien								0	0%	Related person of Huynh Bao Duc – Father
2.6	Truong Thi Thoi								0	0%	Related person of Huynh Bao Duc – Mother
2.7	Huynh Bao Ngoc								0	0%	Related person of Huynh Bao Duc – Younger sibling
2.8	Nguyen Viet Luan								0	0%	Related person of Huynh Bao Duc – Brother-in-law
2.9	Huynh Bao Long								0	0%	Related person of Huynh Bao Duc – Brother
2.10	Trinh Thi Thanh Tuyen								0	0%	Related person of Huynh Bao Duc – Sister-in-law
2.11	Vo Trung Nhu								0	0%	Related person of Huynh Bao Duc – Father-in-law
2.12	Nguyen Thi Dung								0	0%	Related person of Huynh Bao Duc – Mother-in-law

2.13	Tuan Loc Construction Investment Joint Stock Company			Business Registration Certificate	0303898093	27/10/2025	Department of Planning and Investment of Ho Chi Minh City	362/14 Ung Van Khiem Street, Thanh My Tay Ward, Ho Chi Minh City	20,000,000	33.33%	Organization related to Huynh Bao Duc – Capital representative
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, Ho Chi Minh City	0	0%	Organization related to Huynh Bao Duc – Capital representative
3	NGUYEN THI BINH		2,5						6,500,000	10.83%	Capital representative
3.1	Nguyen Kim Nghi								0	0%	Related person of Nguyen Thi Binh – Father
3.2	Vo Thi Tam								0	0%	Related person of Nguyen Thi Binh – Mother
3.3	Banh Van Linh								0	0%	Related person of Nguyen Thi Binh – Father-in-law
3.4	Tran Thi Tan								0	0%	Related person of Nguyen Thi Binh – Mother-in-law
3.5	Banh Xuan Hoai								0	0%	Related person of Nguyen Thi Binh – Husband
3.6	Banh Nguyen Quoc Bao								0	0%	Related person of Nguyen Thi Binh – Child Reason for not having an identification document: Minor
3.7	Banh Nguyen Bao Tram								0	0%	Related person of Nguyen Thi Binh – Child Reason for not having an identification document: Minor

3.8	Banh Nguyen Bao Anh								0	0%	Related person of Nguyen Thi Binh – Child Reason for not having an identification document: Minor
3.9	Nguyen Thi Minh								0	0%	Related person of Nguyen Thi Binh – Younger sibling
3.10	Dang Anh Tuan								0	0%	Related person of Nguyen Thi Binh – Brother-in-law
3.11	Nguyen Cong Truong								0	0%	Related person of Nguyen Thi Binh – Younger sibling
3.12	Nguyen Hai Tu								2,400,000	4%	Related person of Nguyen Thi Binh – Younger sibling
3.13	Nguyen Thi Ham Ninh								0	0%	Related person of Nguyen Thi Binh – Sister-in-law
3.14	Tuan Loc Construction Investment Joint Stock Company			Business Registrati on Certificate	0303898093	27/10/2025	Departme nt of Planning and Investme nt of Ho Chi Minh City	362/14 Ung Van Khiem Street, Thanh My Tay Ward, Ho Chi Minh City	20,000,000	33.33%	Organization related to Nguyen Thi Binh – Capital representative
4	PHAM TRUNG KIEN		2						6,500,000	10.83%	Capital representative
4.1	Bui Thi Hien								0	0%	Related person of Pham Trung Kien – Wife
4.2	Pham Phuong Thao								0	0%	Related person of Pham Trung Kien – Child
4.3	Pham Anh Thu								0	0%	Related person of Pham Trung Kien – Child Reason for not having an identification document: Minor

4.4	Pham Ngoc Chi								0	0%	Related person of Pham Trung Kien – Father
4.5	Luu Thi Dung								0	0%	Related person of Pham Trung Kien – Mother
4.6	Pham Thi Thuy								0	0%	Related person of Pham Trung Kien – Sister
4.7	Tran Van Tuan								0	0%	Related person of Pham Trung Kien – Brother-in-law
4.8	Pham Mai Huong								0	0%	Related person of Pham Trung Kien – Sister
4.9	Nguyen Van Thuong								0	0%	Related person of Pham Trung Kien – Brother-in-law
4.10	Pham Ngoc Bach								0	0%	Related person of Pham Trung Kien – Brother
4.11	Nguyen Kim Thanh								0	0%	Related person of Pham Trung Kien – Sister-in-law
4.12	Bui The Binh								0	0%	Related person of Pham Trung Kien – Father-in-law
4.13	Tran Thi Lua								0	0%	Related person of Pham Trung Kien – Mother-in-law
4.14	Tuan Loc Construction Investment Joint Stock Company			Business Registrati on Certificate	0303898093	27/10/2025	Departme nt of Planning and Investme nt of Ho Chi Minh City	362/14 Ung Van Khiem Street, Thanh My Tay Ward, 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 Registrati on Certificate	3603570397	04/07/2018	Departme nt of Finance of Dong Nai Province	No. 27, N1 Street, Tran Bien Ward, Dong Nai Province	0	0%	Organization related to Pham Trung Kien – Chairman of the Members' Council
4.16	Tuan Loc Water Resources Joint Stock Company			Business Registrati on Certificate	0314924940	15/03/2018	Departme nt of Planning and Investme	362/14 Ung Van Khiem Street, Thanh My Tay Ward, Ho Chi Minh City	0	0%	Organization related to Pham Trung Kien – Member of the Board of Directors

							nt of Ho Chi Minh City				
5	TRUONG CONG NGHIA		2						0	0%	
5.1	Hoang Thi Mui								0	0%	Related person of Truong Cong Nghia – Wife
5.2	Truong Hoang Ha Anh								0	0%	Related person of Truong Cong Nghia – Child
5.3	Truong Hoang Bao Anh								0	0%	Related person of Truong Cong Nghia – Child Reason for not having an identification document: Minor
5.4	Truong Hoang Nhat Anh								0	0%	Related person of Truong Cong Nghia – Child Reason for not having an identification document: Minor
5.5	Truong Cong Ly								0	0%	Related person of Truong Cong Nghia – Father
5.6	Truong Thi Lan								0	0%	Related person of Truong Cong Nghia – Mother
5.7	Truong Cong Bang								0	0%	Related person of Truong Cong Nghia – Younger sibling
5.8	Truong Cong Hoa								0	0%	Related person of Truong Cong Nghia – Younger sibling
5.9	Truong Cong Binh								0	0%	Related person of Truong Cong Nghia – Younger sibling
5.10	Phan Thi Hai Ly								0	0%	Related person of Truong Cong Nghia – Sister-in-law
5.11	Huynh Thi Mai								0	0%	Related person of Truong Cong Nghia – Sister-in-law

5.12	Ngo Thi Giang								0	0%	Related person of Truong Cong Nghia – Sister-in-law
5.13	Thai Thi Kinh								0	0%	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 of Ho Chi Minh City	No. 61, Street 5A, Phuoc Thien Residential Area, Long Binh Ward, Ho Chi Minh City	0	0%	Organization related to Truong Cong Nghia – Director
6	NGUYEN TRONG DUC		2						6,081,545	10.14%	
6.1	Tchen Sung Lam								0	0%	Related person of Nguyen Trong Duc – Wife
6.2	Nguyen Lam Phuong Nghi								0	0%	Related person of Nguyen Trong Duc – Biological child
6.3	Nguyen Lam Song Nghi								0	0%	Related person of Nguyen Trong Duc – Biological child
6.4	Nguyen Trong Hanh								0	0%	Related person of Nguyen Trong Duc – Father
6.5	Nguyen Thi Thu								0	0%	Related person of Nguyen Trong Duc – Mother
6.6	Tchen Nhieu Cuu								0	0%	Related person of Nguyen Trong Duc – Father-in-law
6.7	Phan Thi Ngoc Lan								0	0%	Related person of Nguyen Trong Duc – Mother-in-law
6.8	Nguyen Trong Phuc								0	0%	Related person of Nguyen Trong Duc – Brother
6.9	Nguyen Thi Cam Van								0	0%	Related person of Nguyen Trong Duc – Younger sibling
6.10	Hoang Thi Phuong Linh								0	0%	Related person of Nguyen Trong Duc – Sister-in-law

6.11	Huynh Chanh Tin								0	0%	Related person of Nguyen Trong Duc – Brother-in-law
6.12	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registrati on Certificate	0301052146	05/02/2026	Departme nt of Planning and Investme nt of Ho Chi Minh City	1489 Nguyen Van Linh, Tan Hung Ward, HCMC	24,326,178	40.54%	Organization related to Nguyen Trong Duc – Head of Investment Promotion Department, Capital Representative
7	TRAN THI HANH TIEN		2						6,081,545	10.14%	Capital representative
7.1	Tran Mong Sanh								0	0%	Related person of Tran Thi Hanh Tien – Father
7.2	Doan Thi Thu Ha								0	0%	Related person of Tran Thi Hanh Tien – Mother
7.3	Tran Van Tu								0	0%	Related person of Tran Thi Hanh Tien – Younger sibling
7.4	Nguyen Van Thang								0	0%	Related person of Tran Thi Hanh Tien – Husband
7.5	Nguyen Cong Tri Kien								0	0%	Related person of Tran Thi Hanh Tien – Biological child Reason for not having an identification document: Minor
7.6	Nguyen Cong Minh Triet								0	0%	Related person of Tran Thi Hanh Tien – Biological child Reason for not having an identification document: Minor
7.7	Do Thi Thanh Ngoc								0	0%	Related person of Tran Thi Hanh Tien – Sister-in-law
7.8	Thoi Kim Quyen								0	0%	Related person of Tran Thi Hanh Tien – Sister-in-law

											identification document: Minor
8.7	Nguyen Khac Nhu								0	0%	Related person of Nguyen Kien Tan – Father-in-law
8.8	Nguyen Thi Lua								0	0%	Related person of Nguyen Kien Tan – Mother-in-law
8.9	Nguyen Khac Duy								0	0%	Related person of Nguyen Kien Tan – Sister-in-law
8.10	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registrati on Certificate	0301052146	05/02/2026	Departme nt of Planning and Investme nt of Ho Chi Minh City	1489 Nguyen Van Linh, Tan Hung Ward, HCMC	24,326,178	40.54%	Organization related to Nguyen Kien Tan – Deputy Head of Planning and Investment Department, Appointed Representative
9	LE VAN CONG		8						0	0%	
9.1	Tran Ngoc Quyen								0	0%	Related person of Le Van Cong – Wife
9.2	Le Hao Nhlen								0	0%	Related person of Le Van Cong – Biological child Reason for not having an identification document: Minor
9.3	Le Ngoc Ha May								0	0%	Related person of Le Van Cong – Biological child
9.4	Le Van Giup								0	0%	Related person of Le Van Cong – Father
9.5	Nguyen Thi Kim Long								0	0%	Related person of Le Van Cong – Mother
9.6	Nguyen Thi Tuyet Mai								0	0%	Related person of Le Van Cong – Mother-in-law
9.7	Le Thi Lanh								0	0%	Related person of Le Van Cong – Elder sister

9.8	Nguyen Van Chinh								0	0%	Related person of Le Van Cong – Brother-in-law
9.9	Le Thi Viet								0	0%	Related person of Le Van Cong – Younger sibling
9.10	Pham Thai Oanh								0	0%	Related person of Le Van Cong – Brother-in-law
9.11	Tuan Loc Construction Investment Joint Stock Company			Business Registration Certificate	0303898093	27/10/2025	Department of Planning and Investment of Ho Chi Minh City	362/14 Ung Van Khiem Street, Thanh My Tay Ward, Ho Chi Minh City	20,000,000	33.33%	Organization related to Le Van Cong – Deputy Head of Business Department
9.12	Tin Nghia Corporation			Business Registration Certificate	3600283394	11/05/2026	Department of Finance of Dong Nai City	No. 96, Ha Huy Giap Street, Tran Bien Ward, Dong Nai City, Vietnam	0	0%	Organization related to Le Van Cong – Deputy Head of the Board of Supervisors
10	LE NGUYEN KHANH NGOC		8						0	0%	
10.1	Le Van Bien								0	0%	Related person of Le Nguyen Khanh Ngoc – Father
10.2	Nguyen Thi Thu Bon								0	0%	Related person of Le Nguyen Khanh Ngoc – Mother
10.3	Le Thi Tuyen Nga								0	0%	Related person of Le Nguyen Khanh Ngoc – Elder sister
10.4	Le Duc Manh								0	0%	Related person of Le Nguyen Khanh Ngoc – Mother – Younger sibling Minor
10.5	Nguyen Huu Thanh								0	0%	Related person of Le Nguyen Khanh Ngoc – Brother-in-law
11	GIANG NGOC PHUONG	081 C04 294 9 và	5						2,432,818	4.055%	Shareholder's Representative: 2,432,485 shares, representing

		105 C29 707 9									4.055% Individual ownership: shares, representing 0.00055%	22 333
11.1	Giang Van Tai								0	0%	Related person of Giang Ngoc Phuong – Father	
11.2	Giang Ngoc Phuong								0	0%	Related person of Giang Ngoc Phuong – Younger sibling	
11.3	Giang Ngoc Phi								0	0%	Related person of Giang Ngoc Phuong – Younger sibling	
11.4	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registrati on Certificate	0301052146	05/02/2026	Departme nt of Planning and Investme nt of Ho Chi Minh City	1489 Nguyen Van Linh, Tan Hung Ward, HCMC	24,326,178	40.54%	Organization related to Giang Ngoc Phuong – Capital Representative	
12	PHAN THI THANH VAN		9,12						0	0%		
12.1	Trinh Quang Anh								0	0%	Related person of Phan Thi Thanh Van – Husband	
12.2	Trinh Son Ca								0	0%	Related person of Phan Thi Thanh Van – Father-in-law	
12.3	Huynh Thi Kim Lam								0	0%	Related person of Phan Thi Thanh Van – Mother-in-law	
12.4	Trinh Ha Phuong								0	0%	Related person of Phan Thi Thanh Van – Biological child	
12.5	Phan Van Liet								0	0%	Related person of Phan Thi Thanh Van – Father	
12.6	Dao Thi Be								0	0%	Related person of Phan Thi Thanh Van – Mother	
12.7	Phan Thi Quoc Khanh								133	0.00022%	Related person of Phan Thi Thanh Van – Elder sister	

12.8	Do Duy Tuan								0	0%	Related person of Phan Thi Thanh Van – Brother-in-law
12.9	Phan Thanh Liem								0	0%	Related person of Phan Thi Thanh Van – Elder brother
12.10	Mai Ngoc Thao								0	0%	Related person of Phan Thi Thanh Van – Sister-in-law
13	LU THI THU VÂN		6,13						1,217,507	2.03%	Shareholder's Representative: 1,216,308 shares, representing 2.03% Individual ownership: 1,199 shares, representing 0.002%
13.1	Lu Trieu Nam								0	0%	Related person of Lu Thi Thu Van – Father
13.2	Tran Kim Huyen								0	0%	Related person of Lu Thi Thu Van – Mother
13.3	Vo Hong Minh								0	0%	Related person of Lu Thi Thu Van – Child
13.4	Lu Thi Ai Thu								0	0%	Related person of Lu Thi Thu Van – Elder sister
13.5	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registrati on Certificate	0301052146	05/02/2026	Departme nt of Planning and Investme nt of Ho Chi Minh City	1489 Nguyen Van Linh, Tan Hung Ward, HCMC	24,326,178	40.54%	Organization related to Lu Thi Thu Van – Capital Representative
13.6	VietNam Japan Technology Park Company Limited			Business Registrati on Certificate	0312476757	05/9/2013	Departme nt of Planning and Investme nt of Ho Chi Minh City	Lot D6, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City	0	0%	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 the First Six Months of 2026)

Name of company: Hiep Phuoc Industrial Park Joint Stock Company

Stock symbol: HPI

Update Date: 30/6/2026

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 and total transaction value excluding VAT (VND)	Notes
1	VietNam Japan Technology Park Company Limited	Joint venture company	0312476757	Lot D6, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City	From 01/01/2026 to 30/6/2026	Resolution No. 06/2026/NQ-HIPC- HĐQT	Sale of goods and provision of services: 148,793,877	

