

Hanoi, July 22, 2025

No. 01/2025/BC. HĐQT

**REPORT ON THE GOVERNANCE OF LISTED COMPANIES
IN THE FIRST 6 MONTHS OF 2025**

Address: Quang Minh, Hanoi

Business Registration Certificate No. 010218588 issued by Hanoi Department of Planning and Investment

To:

- *State Securities Commission*
- *Hanoi Stock Exchange*

- Company name: HANOI MILK JOINT STOCK COMPANY

- Head office address: Km9 Bac Thang Long - Noi Bai, Quang Minh, Hanoi

- Phone: 0243.8866567 Fax: 02438866564 Email: info@hanoimilk.com

- Charter capital : 444,000,000,000 VND (Two hundred billion VND)

- Stock code: HNM

- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director/Director.

- Regarding the implementation of the internal audit function: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written opinions):

Stt	Number of Resolutions/Decisions	Day	Content
1	01/2025/NQ-DHĐCD	29/04/2025	<ul style="list-style-type: none">- Approved the Report of the Board of Directors on the Company's activities in 2024 and development orientation for the following years (2025-2030)- Approved the Report of the Board of Directors on the results of production and business activities in 2024 and the audited financial statements of International Auditing and Valuation Co., Ltd.- Approved the Company's 2025 Production and Business Plan- Approved the Supervisory Board's Report on the Company's management in 2024 by the Board of Directors and the Board of Directors- Approving the Resolution on dividend distribution in

			2024
			Approved and authorized the Board of Directors to re-select the auditor of the 2025 financial statements for the Company.

II. Board of Directors (Report for the first 6 months of 2025):

1. Board Member Information (HĐQT):

Stt	Member of the Board of Directors	Duty	Start/no longer a member of the Board of Directors/ Independent Board of Directors	
			Date of Appointment	Date of dismissal
1	Mr. Ha Quang Tuan	Chairman of the Board of Directors	31/12/2021	
2	Mr. Le Huy Phuc	Member of the Board of Directors, independent	24/04/2022	29/04/2025
3	Mr. Ngo Kim Son	Member of the Board of Directors Factory Director	31/12/2021	
4	Mr. Nguyen Duy Len	Member of the Board of Directors, Quality Director	31/12/2021	
5	Ms. Vu Thi Huong Thuy	Member of the Board of Directors, Supply Chain Director	31/12/2021	

2. Board of Directors Meetings:

Stt	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting attendance rate	Reasons for not attending the meeting
1	Mr. Ha Quang Tuan	06	100%	
2	Mr. Le Huy Phuc	03	50%	Business travel
3	Mr. Ngo Kim Son	06	100%	
4	Mr. Nguyen Duy Len	06	100%	
5	Ms. Vu Thi Huong Thuy	06	100%	

3. Supervisory activities of the Board of Directors:

Pursuant to the powers and tasks prescribed by Law and the Company's Charter, in the first 06 months năm 2025 The Board of Directors held 04 direct meetings. Members of the Board of Directors have performed the task of directing, supervising and promptly urging the activities of the Board of Directors through quarterly work assignments, attending and giving directing opinions in important meetings of the Board of Directors on the implementation of resolutions, Resolution of the Board of Directors.

The Board of Directors regularly closely supervises, provides timely support and ensures the efficiency of the Board of Directors' operating activities. The Board of Directors monitors and captures the process of operating production and business activities in 2025 through the written reports of the Board of Directors to the Board of Directors.

4. Activities of subcommittees of the Board of Directors (if any): None.

5. Resolutions/Decisions of the Board of Directors (Report for the first 6 months of 2025):

Stt	Number of Resolutions/ Decisions.	Day	Content	Adoption Rate
1	01/2025/ NQ.HĐQT	02/01/2025	- Approval of business results in 2024 - Discussion on the Company's production and business plan in 2025	100%
2	03/2025/ NQ.HĐQT	05/03/2025	- Decision to organize the XXIV Annual General Meeting of Shareholders on 29/04/2025 - Unanimously approve the last registration date to finalize the list of shareholders to attend the XXIV Annual General Meeting of Shareholders is 28/03/2025	100%
3	04/2025/ NQ.HĐQT	09/06/2025	- Through a loan at the Joint Stock Commercial Bank for Industry and Trade of Vietnam – Lang Son Branch.	100%

III. Supervisory Board:

1. Information about members of the Supervisory Board (Supervisory Board):

STT	Members of the Supervisory Board	Duty	Start/no longer a member of the Supervisory Board	Qualifications
1	Ms . Dao Bich Thuy	Head of the Supervisory Board	31/12/2021	Accounting
2	Ms. Nguyen Thi Hai Ly	Members of the Supervisory Board	31/12/2021	Bachelor
3	Mr. Phan Van Nam	Members of the Supervisory Board	24/04/2022	Engineer

2. Meetings of the Board of Trustees

STT	Members of the Supervisory Board	Number of Meetings Attended	Meeting attendance rate	Voting Rate	Reasons for not attending the meeting
1	Ms . Dao Bich Thuy	01	100%	1/1	
2	Ms. Nguyen Thi Hai Ly	01	100%	1/1	
3	Mr. Phan Van Nam	01	100%	1/1	

3. Supervisory Board activities of the Board of Directors over the activities of the Board of Directors, the Board of Directors and shareholders:

In the first 6 months of 2025, the Company's Supervisory Board conducted 01 direct meeting to evaluate the implementation of the Company's legal provisions and Charter in the operation of the Board of Directors; the implementation of Resolutions issued by the General Meeting of Shareholders, the Board of Directors and the Board of Directors of the Company. The Supervisory Board has contributed many practical opinions in the Company's governance.

The inspection and supervision of the Supervisory Board is centralized: Inspection and supervision of the financial situation, capital preservation, production and business efficiency of the Company in 2025, supervision of the observance of the Charter, Resolution of the General Meeting of Shareholders, Resolution of the Board of Directors.

4. Coordination of activities between the Supervisory Board for the activities of the Board of Directors, the Board of Directors and other managers: The Supervisory Board has closely coordinated with the Board of Directors and the Board of Directors in performing the assigned functions and tasks, coordinating in inspection activities, supervision according to regulations. The Board of Directors and the Board of Directors have created favorable conditions for the Supervisory Board to perform its duties such as providing information and documents, participating in meetings of the Company.

5. Other activities of the Supervisory Board (if any): None.

IV. Executive Board

STT	Executive Board Members	Date of birth	Qualifications	Date of appointment/dismissal of members of the Executive Board/
1	Mr. Ngo Kim Son	06/11/1980	Food Technology Engineer	01/12/2014
2	Ms. Vu Thi Huong Thuy	10/05/1980	Food Technology Engineer	01/02/2017

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
Pham Tung Lam	18/09/1983	Master of Business Administration, Bachelor of Corporate Finance	01/06/2011

VI. Corporate Governance Training

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, Directors (General Director) have participated in, other managers and the company secretary have participated in according to the regulations on corporate governance: None.

VII. List of related persons of the public company (Annual Report) and transactions of related persons of the company with the Company itself:

1. List of related persons of the company: Appendix 01 attached.
2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related persons of insiders: No transactions occurred in the period.
3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries and companies controlled by the company : No transactions arise in the period.
4. Transactions between the company and other subjects.
 - 4.1. Transactions between the company and the company that members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) have been operating in the past three (03) years (calculated at the time of making reports. Appendix 02 attached.
 - 4.2. Company-to-company transactions operated by related persons of members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers who are members of the Board of Directors, Directors (General Directors): No transactions arise in the period.
 - 4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers: No transactions arise during the period.

VIII. Stock trading of insiders and related persons of insiders (Report for the first 6 months of 2025)

1. A list of insiders and related persons of the insider. Appendix 03 attached.
2. Insider and related person's transactions in respect of the company's shares:

Mr. Ha Quang Tuan – Chairman of the Board of Directors of the Company transferred 10 million HNM shares to his daughter Ms. Ha Phuong Thao on 06/05/2025.

IX. Other issues to note: None.

Where to receive:

- Dear;
- Members of the Board of Directors;
- Company Supervisory Board;
- Website Hanoimilk;
- Save VP.

**TM. BOARD
PRESIDENT**



TS. Ha Quang Tuan

Appendix 01

List of related persons of the company

STT	Name of organization/individual	Securities trading account (if applicable))	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue	Head Office Address/ Contact Address	The starting time is NCLQ	The time is no longer NCLQ	Reason	Related relationship with the company/
1	Mr. Ha Quang Tuan		Chairman of the Board of Directors			27/06/2015			
	Ha Van Duong					27/06/2015			
	Nguyen Thi Tuyet					27/06/2015			
	Ha Tuan Tu					27/06/2015			
	Ha Phuong Thao					27/06/2015			
	Ha Tuyet Lan					27/06/2015			
	Ha Thi Ngoc					27/06/2015			
	Ha Ngoc Anh					27/06/2015			
2	Mr. Nguyen Duy Len		Member of the Board of Directors			31/12/2021			
3	Mr. Ngo Kim Son		Director of the Factory, Member of the Board of Directors			14/06/2021			
4	Ms. Vu Thi Huong Thuy		Executive Director, Member of the Board of Directors			19/04/2021			
	Mai Van Sao		ISO			10/07/2021			
5	Mr. Pham Tung Lam		Chief Accountant			25/06/2016			
	Pham Truong Thanh					25/06/2016			
6	Mr. Le Huy Phuc		Independent Member of the Board of Directors			24/04/2022	29/04/2025	Resignation of Board Member	
7	Ms. Dao Bich Thuy		Head of the Supervisory Board			12/12/2021			
8	Ms. Nguyen Thi Hai Ly		Members of the Supervisory Board			31/12/2021			
9	Mr. Phan Van Nam		Members of the Supervisory Board			24/04/2022			

Appendix 02

Transactions between companies and companies that members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers have been founding members or members of the Board of Directors, Directors (General Directors) have been operating in the past three (03) years.

STT	Name of organization/individual	Related relationship with the company	NSH Certificate Number*, date of issue, place of issue	Head Office Address/ Contact Address	When to deal with the company	Number of Resolutions/Decisions of the General Meeting of Shareholders/Board of Directors... approval (if any, clearly stating the date of issuance)	Content, quantity, total value of transactions/	Notes
1	Hoang Mai Xanh Joint Stock Company	Together with the Board of Directors	0103009618	Building A, People's Committee of Linh Nam Ward, Hoang Mai, Hanoi	2019		Contract for distribution of dairy products	



Appendix 03

List of insiders and related persons of insiders

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
1	Mr. Ha Quang Tuan		Chairman of the Board of Directors			4,075,000	9,18%	
	Ha Van Duong					0	0%	Father
	Nguyen Thi Tuyet					0	0%	Native
	Ha Tuan Tu					0	0%	Offspring
	Ha Phuong Thao					10,000,000	22,52%	Offspring
	Ha Tuyet Lan					0	0%	Siblings
	Ha Thi Ngoc					0	0%	Siblings
	Ha Ngoc Anh					0	0%	Younger siblings
2	Mr. Le Huy Phuc		Member of the Board of Directors			0	0%	
3	Mr. Nguyen Duy Len		Deputy Director of the Factory, Member of the Board of Directors			2,300	0,005%	
4	Mr. Ngo Kim Son		Director of the Factory, Member of the Board of Directors			1,400	0,003%	
5	Ms. Vu Thi Huong Thuy		Executive Director, Board of Directors			15,000	0,0338%	
	Mai Van Sao		ISO			0	0%	Husband
6	Mr. Pham Tung Lam		Chief Accountant			425,000	0,957%	
	Pham Truong Thanh					0	0%	Father
7	Ms. Dao Bich Thuy		Head of the Supervisory Board			0	0%	
8	Ms. Nguyen Thi Hai Ly		Control Board Member			0	0%	
9	Mr. Phan Van Nam		Control Board Member			14,500	0,0326%	