



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  
Điện thoại: (84 28) 37800345; 37800350; 37800351 - Fax: (84 28) 37800341  
E-mail: hiepphuocco@hiepphuoc.com Website: www.hiepphuoc.com

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November 16, 2020 of the Minister of Finance)*

No.: 02 /2026/BC-HIPC-HĐQT

Ho Chi Minh City, January 22, 2026

### REPORT ON CORPORATE GOVERNANCE FOR 2025

*(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, Ho Chi Minh City
Telephone	028 378 00 350
Fax	028 378 00 341
Email	hiepphuocco@hiepphuoc.com
Charter capital	600,000,000,000 VND
Stock symbol	HPI
Governance model	General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS), and Board of Management
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 25, 2025, the Company held the 2025 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 2024 of the Company as presented in Proposal No. 01/2025/TTr-HIPC-HĐQT dated April 3, 2025, with an approval voting ratio of 56.9919%.
2. Approval of the audited Report on the Progress of Capital Utilization from the additional share issuance from November 7, 2016, to December 31, 2024, as presented in Proposal No. 01/2025/TTr-HIPC-HĐQT dated April 3, 2025, with an approval voting ratio of 99.9912%.
3. Approval of Report No. 18/2025/BC-HIPC-TGD dated April 01, 2025, by the General Director on the Business Performance for 2024 and Business Plan for 2025, as presented in Proposal No. 02/2025/TTr-HIPC-HĐQT dated April 3, 2025, with an approval voting ratio of 99.9912%.
4. Approval of Report No. 01/2025/BC-HIPC-HĐQT dated April 1, 2025, by the Board of Directors on the Results of Operations for 2024, as presented in Proposal No. 02/2025/TTr-HIPC-HĐQT dated April 3, 2025, with an approval voting ratio of 99.9912%.
5. Approval of Report No. 01/2025/BC-HIPC-BKS dated March 28, 2025, by the Board of Supervisors on the Results of Operations for 2024, as presented in Proposal No. 02/2025/TTr-HIPC-HĐQT dated April 3, 2025, with an approval voting ratio of 99.9912%.
6. Approval of the Profit Distribution Plan for 2024, as presented in Proposal No. 03/2025/TTr-HIPC-HĐQT dated April 3, 2025, with an approval voting ratio of 99.9912%.
7. Approval of the Report on Remuneration Payments for the Board of Directors, the Board of Supervisors, and the Company Secretary for 2024, and the Remuneration Payment Plan for 2025, as presented in Proposal No. 04/2025/TTr-HIPC-HĐQT dated April 3, 2025, with an approval voting ratio of 99.9912%.
8. Approval of the Business Plan for 2025, as presented in Proposal No. 05/2025/TTr-HIPC-HĐQT dated April 3, 2025, with an approval voting ratio of 56.9919%.
9. Approval of the selection of the audit company for the Financial Statements for 2025, as presented in Proposal No. 01/2025/TTr-HIPC-BKS dated March 21, 2025, with an approval voting ratio of 99.9912%.

**The General Meeting did not approve the following:**

1. The Charter on Organization and Operation (7th Amendment) as presented in Proposal No. 07/2025/TTr-HIPC-HĐQT dated April 3, 2025, due to the approval voting ratio reaching only 56.9913%.

## **II. BOARD OF DIRECTORS**

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

<b>No.</b>	<b>Full name</b>	<b>Position</b>	<b>Date of appointment</b>
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



No.	Full name	Position	Date of appointment
3	Ms. Nguyen Thi Binh	Member of the BoD	15/8/2022
4	Mr. Vu Dinh Thi	Member of the BoD (Non-executive)	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 Board of Directors in 2025

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	3/4	75%	Official business
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	3/4	75%	Official business

- In 2025, the BoD held 04 centralized meetings, 12 rounds of collecting BoD member's written comments, and issued 17 Resolutions.
- The BoD approved the selection of AFC Viet Nam Auditing Co., Ltd. as the auditor of the Company's Financial Statements for the year 2025.
- The BoD issued a Resolution on the restructuring of the Company's operational apparatus.
- The BoD approved the sales policy for the Hiep Phuoc Industrial Park Phase 2 project.
- The BoD hereby approved the policy on the adjustment of the 1/2000-scale zoning master plan for the construction of Hiep Phuoc Industrial Park, Phase 1.
- At meetings and during written opinion solicitations, members of the BoD, duly authorized representatives and/or attended all meetings in full.

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

In 2025, the Board of Management focused on implementing the resolutions and directives of the Board of Directors and the 2025 Annual General Meeting of Shareholders,

while ensuring the stable maintenance of the Company's regular operations. Details are as follows:

- Submitting and seeking approval from the BoD: The Board of Management completed the consultation and submission for the BoD to review and issue Resolutions related to business policies for the Hiep Phuoc Industrial Park Phase 2 project, reappointment of the Deputy General Director position, and the organizational restructuring plan for the Company's operational apparatus, and the adjustment of the 1/2000-scale zoning master plan for Hiep Phuoc Industrial Park – Phase 1, etc.
- Implementation of the Resolutions of BoD: The Resolutions were promptly and seriously implemented by the Board of Management, contributing to the stable and properly oriented operation of the Company's business and management activities.
- Customer relations: The Board of Management directly engaged with customers to resolve issues arising during cooperation, while proactively providing support and companionship to enhance service quality and maintain the Company's reputation.

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

**5. Resolutions of the Board of Directors in 2025**

No.	Resolution No.	Date	Content
1	01/2025/NQ-HIPC-HĐQT	20/02/2025	Agreed on the policy to apply the Law on Bidding to projects and work items using maintenance and infrastructure regeneration funds at Hiep Phuoc Industrial Park.
2	02/2025/NQ-HIPC-HĐQT	28/02/2025	Agreed on the plan to organize the Annual General Meeting of Shareholders 2025.
3	03/2025/NQ-HIPC-HĐQT	03/4/2025	Agreed on the assignment of personnel and the list of documents to be submitted to the Annual General Meeting of Shareholders 2025.
4	05/2025/NQ-HIPC-HĐQT	25/4/2025	Approved Component Project No. 11 "Ground leveling for the remaining land lots" under the project "Investment, construction, and infrastructure business of Hiep Phuoc Industrial Park Phase 2".
5	06/2025/NQ-HIPC-HĐQT	25/4/2025	Agreed on the policy to restructure the Company's operational apparatus.
6	07/2025/NQ-HIPC-HĐQT	25/4/2025	Approved the sales policy for Hiep Phuoc Industrial Park – Phase 2.
7	08/2025/NQ-HIPC-HĐQT	04/6/2025	Approved the selection of AFC Vietnam Audit Company Limited as the audit firm for 2025.
8	09/2025/NQ-HIPC-HĐQT	05/6/2025	Approved the Regulation on contractor selection for bidding packages under construction investment projects in which the



			Company is the investor, using enterprise capital and/or loans.
9	10/2025/NQ-HIPC-HĐQT	25/6/2025	Agreed on the reappointment of Ms. Nguyen Thi Binh as Deputy General Director of Hiep Phuoc Industrial Park Joint Stock Company.
10	11/2025/NQ-HIPC-HĐQT	25/6/2025	Approved the policy to provide water supply and treatment services for Viet Nhat Industrial Park Co., Ltd. in 2025.
11	12/2025/NQ-HIPC-HĐQT	07/07/2025	Approved the policy on purchasing water from Long Hau Corporation in 2025
12	14/2025/NQ-HIPC-HĐQT	01/08/2025	Approved the termination of the Multi-storey Factory Project at Lot C27, Hiep Phuoc Industrial Park, Phase 1
13	15/2025/NQ-HIPC-HĐQT	01/08/2025	Approved the establishment of the Liquidation Council of Hiep Phuoc Industrial Park Joint Stock Company
14	16/2025/NQ-HIPC-HĐQT	01/08/2025	Approved Sub-project No. 9 entitled “Land leveling for Lots D1–D9, E1A, E2–E8CA, F3, F5-1, F6, F7, F9, F11CA, F14 and land filling of the 30-meter corridor along the North–South Road (section from Ca Chot Bridge to Road No. 22)” under the project “Investment in Construction and Business of Infrastructure of Hiep Phuoc Industrial Park, Phase 2”
15	17/2025/NQ-HIPC-HĐQT	16/09/2025	Approved the adjustment of the 1/2000-scale zoning master plan for Hiep Phuoc Industrial Park, Phase 1
16	18/2025/NQ-HIPC-HĐQT	20/10/2025	Approved the funding allocation plan for the next payment phase, based on the proposal of the Nha Be District Compensation and Site Clearance Board under Document No. 175/BBT-NV2 dated 28/3/2025
17	19/2025/NQ-HIPC-HĐQT	31/10/2025	Approved the policy on converting the land lease payment method from one-off payment to annual payment for an area of 67,481.1 m <sup>2</sup> (being part of the 13.2-hectare land area of the Hiep Phuoc Industrial Park Project, Phase 1)

### 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 2025, the Board of Supervisors held 02 meetings on March 21, 2025, and December 24, 2025, in accordance with the provisions of the Regulations on Operation of the Board of Supervisors 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	2	100%	100%	
2	Mr. Le Van Cong	2	100%	100%	
3	Ms. Le Nguyen Khanh Ngoc	2	100%	100%	

- Documents issued by the Board of Supervisors in the first six months of 2025 include:

No.	Content	Date
1	Proposal No. 01/2025/TTr-HIPC-BKS on selecting an audit company for the 2025 Financial Statements to submit to the General Meeting of Shareholders	21/03/2025
2	Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders on the operating results of 2024	28/03/2025

## 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 2025, the BoD held 04 centralized meetings, 12 rounds of collecting BoD members' written comments, and issued 17 Resolutions.

On April 25, 2025, the Company held the 2025 Annual General Meeting of Shareholders. The BoD has been implementing the policies and resolutions of the BoD and the 2025 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 2025, 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 Board of Supervisors, 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	25/06/2025
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



Nguyễn Văn Thịnh



**Appendix 1: THE LIST OF AFFILIATED PERSONS OF THE COMPANY**  
*(Attached to the Report on Corporate Governance for 2025)*

**Name of company:** Hiep Phuoc Industrial Park Joint Stock Company  
**Stock symbol:** HPI  
**Date of update:** 31/12/2025

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
<b>I</b>	<b>INTERNAL PERSONS OF THE COMPANY</b>										
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
7	Truong Cong Nghia		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
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	058C6136 00, 081C0429 49, 105C2970 79	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
<b>II</b>	<b>Affiliated persons of internal persons: As per Appendix 2.</b>										
<b>III</b>	<b>Shareholders owning over 10%</b>										
1	Tan Thuan Industrial Promotion Company Limited (IPC)			0301052146	06/02/2021	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	08/05/2008	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%



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
<b>IV</b>	<b>Joint Venture Company</b>										
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, Nha Be Commune, HCMC	16/12/2013			Joint venture company
<b>V</b>	<b>Other related party</b>										
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 2025)*

**Name of company:** Hiep Phuoc Industrial Park Joint Stock Company  
**Stock symbol:** HPI  
**Date of update:** 31/12/2025

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						8,514,162	14.19%	Shareholder's 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 - Older 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 - Older 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 – Older 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 – Older 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 – Older 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 – Older 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 – Older 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	06/02/2021	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	<b>HUYNH BAO DUC</b>		2,3,4						7,000,000	11.67%	<b>Shareholder's Representative</b>
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 Reasons for not having identification: Minor
2.4	Huynh Ngoc Mai Anh								0	0%	Related Person of Huynh Bao Duc - Child Reasons for not having identification: 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 Brother
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 - Older 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	08/05/2008	Department of Planning and Investment of Ho Chi Minh City	362/14 Ung Van Khiem, Thanh My Tay Ward, HCMC	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, Nha Be 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%	Shareholder's 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 Reasons for not having identification: Minor
3.7	Banh Nguyen Bao Tram								0	0%	Related Person of Nguyen Thi Binh - Child Reasons for not having identification: Minor
3.8	Banh Nguyen Bao Anh								0	0%	Related Person of Nguyen Thi Binh - Child Reasons for not having identification: 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	08/05/2008	Departme nt of Planning and Investme nt of Ho Chi Minh City	362/14 Ung Van Khiem, Thanh My Tay Ward, Ho Chi Minh City.	20,000,000	33.33%	Organization related to Nguyen Thi Binh - Capital Representative
4	<b>PHAM TRUNG KIEN</b>		2						<b>6,500,000</b>	<b>10.83%</b>	<b>Shareholder's Representative</b>
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 Reasons for not having identification: 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 – Older 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 – Older 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 - Older 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 Registration Certificate	0303898093	08/05/2008	Ho Chi Minh City Department of Planning and Investment	362/14 Ung Van Khiem, 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 Registration Certificate	3603570397	04/07/2018	Dong Nai Department of Planning and Investment	27 Street N1, 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 Registration Certificate	0314924940	15/03/2018	Ho Chi Minh City Department of Planning and Investment	362/14 Ung Van Khiem, Thanh My Tay Ward, Ho Chi Minh City.	0	0%	Organization related to Pham Trung Kien - Board of Directors' members
5	<b>TRUONG CONG NGHIA</b>		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 Reasons for not having identification: Minor
5.4	Truong Hoang Nhat Anh								0	0%	Related person of Truong Cong Nghia - Child Reasons for no identification: 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, Ho Chi Minh City	No. 61, Road 5A, Phuoc Thien Residential Area, Phuoc Long Ward, Ho Chi Minh City	0	0%	Related organization - Truong Cong Nghia is the Director

6	VU DINH THI		2						6,081,545	10.14%	Shareholder's Representative
6.1	Vu Dinh Chau								0	0%	Related person of Vu Dinh Thi- Father
6.2	Dinh Thi Ngoc Nu								0	0%	Related person of Vu Dinh Thi - Mother
6.3	Luong Tuan Khanh								0	0%	Related person of Vu Dinh Thi - Father-in-law
6.4	Cao Thi Bich Hanh								0	0%	Related person of Vu Dinh Thi - Mother-in-law
6.5	Luong Thanh Quynh								0	0%	Related person of Vu Dinh Thi - Wife
6.6	Vu Minh Khang								0	0%	Related person of Vu Dinh Thi - Child
6.7	Vu Khanh Linh								0	0%	Related person of Vu Dinh Thi - Child Reasons for not having identification: Minor
6.8	Vu Dinh Quan								0	0%	Related person of Vu Dinh Thi - Older Sibling
6.9	Cao Thi Hong Hau								0	0%	Related person of Vu Dinh Thi - Sister-in-law
6.10	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registration Certificate	0301052146	06/02/2021	Department of Planning and Investment of Ho Chi Minh City	1489 Nguyen Van Linh Street, Tan Hung Ward, Ho Chi Minh City	24,326,178	40.54%	Organization related to Vu Dinh Thi - Deputy General Director's Assistant, Capital Representative
7	TRAN THI HANH TIEN		2						6,081,545	10.14%	Shareholder's 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 - Child Reasons for not having identification: Minor
7.6	Nguyen Cong Minh Triet								0	0%	Related person of Tran Thi Hanh Tien - Child Reasons for not having identification: 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
7.9	Tran Van Tuan								0	0%	Related person of Tran Thi Hanh Tien - Order Brother
7.10	Nguyen Van Cuong								0	0%	Related person of Tran Thi Hanh Tien - Father-in-law
7.11	Do Thi Huong								0	0%	Related person of Tran Thi Hanh Tien - Mother-in-law
7.12	Nguyen Thi Hiep								0	0%	Related person of Tran Thi Hanh Tien - Sister-in-law
7.13	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registration Certificate	0301052146	06/02/2021	Ho Chi Minh City Department of Planning and Investment	1489 Nguyen Van Linh, Tan Hung Ward, HCMC	24,326,178	40.54%	Organization related to Tran Thi Hanh Tien - Deputy Head of Internal Audit Department, Capital Representative
8	<b>NGUYEN KIEN TAN</b>		7						0	0%	
8.1	Nguyen Kien Quoc								0	0%	Related person of Nguyen Kien Tan - Father
8.2	Nguyen Thi Hong Ngoc								0	0%	Related person of Nguyen Kien Tan - Mother



8.3	Nguyen Thi Thanh Tam								0	0%	Related person of Nguyen Kien Tan – Older Sister
8.4	Nguyen Hong Nhung								0	0%	Related person of Nguyen Kien Tan - Wife
8.5	Nguyen Mai An								0	0%	Related person of Nguyen Kien Tan - Child Reasons for not having identification: Minor
8.6	Nguyen Mai Anh								0	0%	Related person of Nguyen Kien Tan - Child Reasons for not having identification: 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 - Brother-in-law
8.10	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registration Certificate	0301052146	06/02/2021	Ho Chi Minh City Department of Planning and Investment	1489 Nguyen Van Linh, Tan Hung Ward, Ho Chi Minh City	24,326,178	40.54%	Organization related to Nguyen Kien Tan - Deputy Head of Investment and Development, Appointed Representative
9	<b>LE VAN CONG</b>		8						0	0%	
9.1	Tran Ngoc Quyen								0	0%	Related person of Le Van Cong - Wife
9.2	Le Hao Nhien								0	0%	Related person of Le Van Cong - Child Reasons for not having identification: Minor
9.3	Le Ngoc Ha May								0	0%	Related person of Le Van Cong - 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	Tran Ngoc Dung								0	0%	Related person of Le Van Cong - Father-in-law
9.7	Nguyen Thi Tuyet Mai								0	0%	Related person of Le Van Cong - Mother-in-law
9.8	Le Thi Lanh								0	0%	Related person of Le Van Cong - Order Sibling
9.9	Nguyen Van Chinh								0	0%	Related person of Le Van Cong - Brother-in-law
9.10	Le Thi Viet								0	0%	Related person of Le Van Cong - Younger Sibling
9.11	Pham Thai Oanh								0	0%	Related person of Le Van Cong - Brother-in-law
9.12	Tuan Loc Construction Investment Joint Stock Company								20,000,000	33.33%	Organization related to Le Van Cong - Deputy Sales Manager
10	<b>LE NGUYEN KHANH NGOC</b>		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 Tuyet Nga								0	0%	Related person of Le Nguyen Khanh Ngoc – Mother – Older 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	<b>GIANG NGOC PHUONG</b>	<b>081C04294 .9 and 105C29707 9</b>	5						2,432,818	4.055%	<b>Shareholder's Representative: 2,432,485 shares, representing 4.055%</b>

											<b>Individual ownership: 333 shares, representing 0.00055%</b>
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 Registration Certificate	0301052146	06/02/2021	Department of Planning and Investment of Ho Chi Minh City	1489 Nguyen Van Linh, Tan Hung Ward, Ho Chi Minh City	24,326,178	40.54%	Related organization to Giang Ngoc Phuong - Capital Representative
<b>12</b>	<b>Phan Thi Thanh Van</b>		<b>9,12</b>						<b>0</b>	<b>0%</b>	
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	Phan Van Liet								0	0%	Related person of Phan Thi Thanh Van - Father
12.5	Dao Thi Be								0	0%	Related person of Phan Thi Thanh Van - Mother
12.6	Phan Thi Quoc Khanh								133	0.00022%	Related person of Phan Thi Thanh Van – Order Sister
12.7	Do Duy Tuan								0	0%	Related person of Phan Thi Thanh Van – Brother-in-law
12.8	Phan Thanh Liem								0	0%	Related person of Phan Thi Thanh Van – Older Brother



12.9	Mai Ngoc Thao								0	0%	Related person of Phan Thi Thanh Van – Sister-in-law
13	<b>Lu Thi Thu Van</b>		<b>6,13</b>						<b>1,217,507</b>	<b>2.03%</b>	<b>Shareholder's Representative: 1,216,308 shares, representing 2.03% Individual ownership: 1,199 shares, representing 0.002%</b>
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 - Order Sibling
13.5	Tan Thuan Industrial Promotion Company Limited (IPC)			Business Registration Certificate	0301052146	06/02/2021	Department of Planning and Investment 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 Registration Certificate	0312476757	05/9/2013	Department of Planning and Investment of Ho Chi Minh City	Lot D6, Hiep Phuoc Industrial Park, Nha Be 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 2025)*

**Name of company: Hiep Phuoc Industrial Park Joint Stock Company**

**Stock symbol: HPI**

**Update Date: 31/12/2025**

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, Nha Be Commune, HCMC	From 01/01/2025 to 31/12/2025	Resolution No. 11/2025/NQ-HIPC-HĐQT	Sales of goods and provisions of services: 273,673,656	
2	Long Hau Corporation	Other related party	1100727545	Long Hau 3 Hamlet, Can Giuoc Commune, Tay Ninh Province	From 01/01/2025 to 31/12/2025	Resolution No. 12/2025/NQ-HIPC-HĐQT	8,607,407	

