

**CÔNG TY CP ĐẦU TƯ HẢI PHÁT/
HAI PHAT INVESTMENT JOINT
STOCK COMPANY**
Số/Số: **30**./CBTT-HPX

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
THE SOCIALIST REPUBLIC OF VIETNAM**
**Độc lập - Tự do - Hạnh phúc
Independence - Freedom - Happiness**

Hà Nội, ngày **21** tháng **01** năm 2025
Hanoi, day **21** month **01** year 2025

**CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC DISCLOSURE OF INFORMATION**

Kính gửi/To: - Ủy ban Chứng khoán Nhà nước/ The State Securities Commission;
- Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh/ The Ho Chi Minh City Stock Exchange.

1. Tên tổ chức/ Name of company: **Công ty Cổ phần Đầu tư Hải Phát/ Hai Phat Investment Joint Stock Company.**

- Mã chứng khoán/ Stock symbol: **HPX**

- Địa chỉ/Address of head office: **Tầng 5, Tòa CT3, The Pride, Khu ĐTM An Hưng, Phường La Khê, Quận Hà Đông, Thành phố Hà Nội, Việt Nam/Floor 5, Building CT3, The Pride, An Hung New Urban Area, La Khe Ward, Ha Dong District, Hanoi.**

- Điện thoại/Telephone: **024-32.080.666** Fax: **024-32.080.566**

- Email: **info@haiphat.com.vn**

2. Nội dung thông tin công bố/Content of disclosed information:

- Báo cáo tình hình quản trị Công ty năm 2024/Corporate Governance Report for the year 2024.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 21/01/2025 tại đường dẫn: <http://www.haiphat.com.vn> mục Quan hệ cổ đông.

Chúng tôi cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố./.

This information was disclosed on the Company's website on January 21, 2025 at the following link: <http://www.haiphat.com.vn>, under the Shareholder Relations section.



We hereby commit that the disclosed information is accurate and take full legal responsibility for the content of the disclosed information./.

Tài liệu đính kèm:

- Báo cáo tình hình quản trị Công ty năm 2024.

Attached documents:

- Corporate Governance Report for the year 2024.

**NGƯỜI ĐƯỢC UQ
CÔNG BỐ THÔNG TIN/AUTHORIZED PERSON
FOR INFORMATION DISCLOSURE**



PHAN THỊ XUYỀN



**HAI PHAT INVESTMENT JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: *32* /2025/BC-HPX

Ha Noi, day 21 month 01 year 2025

REPORT ON CORPORATE GOVERNANCE
(2024 Annual Report)

To: - The State Securities Commission;
- The Ho Chi Minh City Stock Exchange.

- Nam of company: **HAI PHAT INVESTMENT JOINT STOCK COMPANY**
- Address of headoffice: **Floor 5, Building CT3, The Pride, An Hung New Urban Area, La Khe Ward, Ha Dong District, Hanoi.**
- Telephone: **024.3208.0666** Fax: **024.3208.0566**
- Email: **Info@haiphat.com.vn**
- Charter capital: **3.041.685.810.000 VND.**
- Stock symbol: **HPX.**
- Governance model: **General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.**
- The implementation of internal audit: **Implemented**

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments).

No	Resolution/Decision No	Date	Content
1	01/2024/NQ-ĐHĐCĐ	26/4/2024	<p>The resolution of the 2024 Annual General Meeting of Shareholders approves the following matters:</p> <ol style="list-style-type: none"> 1. Approval of the Report on the Activities of the Board of Directors for 2023 and the Plan for 2024. 2. Approval of the CEO's Report on the implementation of the 2023 business plan and the 2024 business plan. 3. Approval of the audited consolidated and parent company financial statements for 2023. 4. Approval of the Supervisory Board's Report on activities in 2023 and the plan for 2024. 5. Approval of the profit distribution, fund allocations, and dividend payments for 2023. 6. Approval of the remuneration settlement for members of the Board of Directors (BOD), members of the Supervisory Committee under the BOD, and members of the Supervisory Board for 2023, as well as the remuneration plan for the BOD and Supervisory Board for 2024.

No	Resolution/Decision No	Date	Content
			<p>7. Approval of the selection of the auditing firm for the 2024 financial statements.</p> <p>8. Approval of the results of transactions conducted between Hai Phat Investment Joint Stock Company and related parties in 2023; and approval of the policy for transactions between Hai Phat Investment Joint Stock Company and related parties in 2024.</p> <p>9. Approval of the increase in the company's charter capital.</p> <p>10. Approval of the dismissal of Mr. Vu Hong Son and Mr. La Quoc Dat from their positions as members of the Board of Directors.</p> <p>11. Approval of the dismissal of Mr. Bui Duc Tue from his position as a member of the Supervisory Board.</p> <p>12. Approval of the results of the additional election of members to the Board of Directors for the 2023–2028 term.</p> <p>13. Approval of the results of the additional election of members to the Supervisory Board for the 2023–2028 term.</p>

II. Board of Directors (2024 Annual Report)

1. Information about the members of the Board of Directors

No	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1.	Mr Do Quy Hai	Chairman of the Board of Directors	15/12/2003, the start date of the new term 2023–2028 is 21/10/2023	
2.	Mr Nguyen Van Phuong	Vice Chairman of the Board of Directors	24/11/2017, the start date of the new term 2023–2028 is 21/10/2023	
3.	Mr Nguyen Van Dung	Vice Chairman of the Board of Directors	21/10/2023	
4.	Mr Vu Hong Son	Member of the Board of Directors	21/10/2023	26/04/2024
5.	Mr La Quoc Dat	Independent Member of the Board of Directors	21/10/2023	26/04/2024
6.	Mr Le Thanh Hai	Member of the Board of Directors	26/04/2024	
7.	Mr Le Quang Vinh	Independent Member of the	26/04/2024	

No	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
		Board of Directors		

2. Meetings of the Board of Directors

In 2024, the Board of Directors held 53 meetings.

All Board meetings were conducted in compliance with the Company's Charter and legal regulations.

No	Board of Directors' members	Number of Board of Directors meetings attended	Attendance rate	Reason for not attending meetings
1	Mr Do Quy Hai	53/53	100%	
2	Mr Nguyen Van Phuong	53/53	100%	
3	Mr Nguyen Van Dung	53/53	100%	
4	Mr Vu Hong Son	11/11	100%	The General Meeting of Shareholders dismissed the position of Board Member from April 26, 2024
5	Mr La Quoc Dat	11/11	100%	The General Meeting of Shareholders

No	Board of Directors' members	Number of Board of Directors meetings attended	Attendance rate	Reason for not attending meetings
				dismissed the position of Board Member from April 26, 2024
6	Mr Le Thanh Hai	42/53	100%	The General Meeting of Shareholders elected a Board Member from April 26, 2024
7	Mr Le Quang Vinh	42/53	100%	The General Meeting of Shareholders elected a Board Member from April 26, 2024

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

Carried out in accordance with the Company's Charter, Governance Regulations, internal management regulations, and applicable laws, specifically:

- Chaired, directed, and organized the 2024 Annual General Meeting of Shareholders.
- Supervised the implementation of Resolutions and Decisions issued by the Board of Directors and the General Meeting of Shareholders, and monitored the operational activities of Board of General Directors in business operations.
- Oversaw the adherence to the Company's internal management regulations and policies.
- Monitored Board of General Directors's management activities to enhance operational efficiency and achieve planned targets.
- Supervised the execution of projects where the Company is the investor.

- Directed and monitored the disclosure of information to ensure transparency and timeliness as required.
- Oversaw the Company's compliance with the Enterprise Law, Securities Law, the Company's Charter, and other current legal regulations.

4. Activities of the Subcommittees under the Board of Directors

None.

5. Resolutions/Decisions of the Board of Directors (2024 Annual Report)

No	Number of Resolutions/Decisions	Date	Content	Approval rate
1.	01A/NQ-HĐQT	18/01/2024	The company borrows assets from An Thinh Investment Joint Stock Company.	100%
2.	01/NQ-HĐQT	19/01/2024	Approved the policy to terminate the transfer of land use rights and assets on land at the Km3, Km4 Urban Residential Area Project, Hai Yen Ward, Mong Cai City, Quang Ninh Province, with An Thinh Investment Joint Stock Company, in order to transfer them to another organization.	100%
3.	01/QĐ-HĐQT	19/01/2024	Terminate the transfer of land use rights and assets on land at the Km3, Km4 Urban Residential Area Project, Hai Yen Ward, Mong Cai City, Quang Ninh Province, with An Thinh Investment Joint Stock Company.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
4.	02/QĐ-HĐQT	19/01/2024	Transfer of land use rights and assets on land of several plots at the Km3, Km4 Urban Residential Area Project, Hai Yen Ward, Mong Cai City, Quang Ninh Province.	100%
5.	02/NQ-HĐQT	27/02/2024	Approval of the plan to organize the 2024 Annual General Meeting of Shareholders.	100%
6.	02A/NQ-HĐQT	01/03/2024	Approval of the audited 2023 financial statements of the subsidiary.	100%
7.	02A/QĐ-HĐQT	01/03/2024	Approval of the audited separate financial statements for 2023 of Ruby Real Estate Investment and Development One Member LLC.	100%
8.	02B/QĐ-HĐQT	01/03/2024	Approval of the audited separate financial statements for 2023 of Topaz PM Vietnam Investment and Development One Member LLC.	100%
9.	02C/QĐ-HĐQT	01/03/2024	Approval of the audited separate financial statements for 2023 of Hai Phat - Binh Thuan One Member LLC.	100%
10.	02D/QĐ-HĐQT	01/03/2024	Approval of the audited separate financial statements for 2023 of Heritage Vietnam Real Estate One Member LLC.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
11.	02E/QĐ-HĐQT	01/03/2024	Approval of the audited separate financial statements for 2023 of Diamond IC One Member LLC.	100%
12.	02G/QĐ-HĐQT	01/03/2024	Approval of the audited separate financial statements for 2023 of Sapphire Investment One Member LLC.	100%
13.	02H/QĐ-HĐQT	01/03/2024	Approval of the audited separate financial statements for 2023 of Mai Pha Peninsula LLC.	100%
14.	03/NQ-HĐQT	04/03/2024	The Board of Directors Meeting on March 4, 2024: 1. The Board of Directors delegated and assigned tasks to the General Director. 2. Approved the business plan for 2024.	100%
14.	03/QĐ-HĐQT	04/03/2024	The Board of Directors delegated and assigned tasks to the General Director.	100%
15.	04/QĐ-HĐQT	04/03/2024	Approved the business plan for 2024.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
16.	04/NQ-HĐQT	12/03/2024	Unanimously approved the policy on entering into contracts and transactions with related parties in 2023 as per the Board of Directors' resolutions, and submitted to the General Meeting of Shareholders the policy on entering into contracts and transactions with related parties arising in 2024.	100%
17.	05/QĐ-HĐQT	20/03/2024	Issuance of the Company's Organizational Operating Regulations.	100%
18.	06/QĐ-HĐQT	20/03/2024	Dissolution of the Sales Service Department.	100%
19.	07/QĐ-HĐQT	20/03/2024	Dissolution of the Post-Investment Management Department.	100%
20.	08/QĐ-HĐQT	20/03/2024	Merger of the Sales Service Department and a functional unit of the Post-Investment Management Department into the Business Department.	100%
21.	09/QĐ-HĐQT	20/03/2024	Merger of a functional unit of the Post-Investment Management Department into the Technical Design Department.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
22.	05/NQ-HĐQT	27/03/2024	Approval of the contents submitted to the 2024 Annual General Meeting of Shareholders and the dismissal and appointment of the company's management personnel.	100%
23.	10/QĐ-HĐQT	27/03/2024	Approval of the contents submitted to the 2024 Annual General Meeting of Shareholders.	100%
24.	11/QĐ-HĐQT	27/03/2024	Dismissal of Mr. Do Quy Thanh from the position of Deputy General Director.	100%
25.	12/QĐ-HĐQT	27/03/2024	Appointment of Mr. Nguyen Manh Tien to the position of Deputy General Director	100%
26.	06/NQ-HĐQT	28/03/2024	Adjustment of the implementation schedule for the No. 5A Urban Development Project in De Tham Ward, Cao Bang City, Cao Bang Province.	100%
27.	07/NQ-HĐQT	10/04/2024	<ul style="list-style-type: none"> - Approval of the policy to select a consulting unit for issuing shares to increase the company's charter capital. - Approval of certain matters authorized by the Board of Directors to the Chairman of the Board and approval of expenditures from the Welfare Fund for company employees/staff in 2024. 	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
28.	08/NQ-HĐQT	22/04/2024	Addition of content to be presented at the 2024 Annual General Meeting of Shareholders.	100%
29.	09/NQ-HĐQT	26/04/2024	Electing the Vice Chairman of the Board of Directors of Hai Phat Investment Joint Stock Company for the 2023 - 2028 term.	100%
30.	10/NQ-HĐQT	03/05/2024	Relieving Mr. Doan Hoa Thuan of his duties as CEO concurrently Corporate Governance Officer, and appointing a replacement for the position.	100%
31.	13/QĐ-HĐQT	03/05/2024	Relieving Mr. Doan Hoa Thuan of his duties as CEO concurrently Corporate Governance Officer, and appointing a replacement for the position.	100%
32.	14/QĐ-HĐQT	03/05/2024	Appointing Mr. Nguyen Van Phuong as the CEO concurrently the Corporate Governance Officer.	100%
33.	11/NQ-HĐQT	03/05/2024	The company borrows capital.	100%
34.	12/NQ-HĐQT	06/05/2024	The company borrows capital from the bank.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
35.	15/QĐ-HĐQT	07/05/2024	Assigning tasks to the members of the Board of Directors of the company for the 2023 - 2028 term, second session.	100%
36.	12A/NQ-HĐQT	10/05/2024	Adjusting and supplementing the plan for selecting certain bidding packages under the contractor selection plan for Phase 01 of the project: Phu Hai Residential Area, Phu Hai Ward, Phan Thiet City, Binh Thuan Province.	100%
37.	12B/NQ-HĐQT	13/05/2024	The company borrows capital.	100%
38.	13/NQ-HĐQT	14/05/2024	Selecting the contractor for Phase 2, 2ha sub-area from LK07 to LK14 (114 houses), bidding package "Construction of foundation structure, main structure, rough construction, exterior finishing, exterior painting, and balcony railings" for the project: Row Houses - Urban Development Project No. 5A, location: De Tham Ward, Cao Bang City, Cao Bang Province.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
39.	13A/NQ-HĐQT	20/05/2024	Approval of the policy for the company to terminate its investment cooperation contracts with Hai Phat Retail Joint Stock Company and other related matters concerning the company's production and business activities.	100%
40.	14/NQ-HĐQT	30/05/2024	<ul style="list-style-type: none"> - The company transfers all of its shares in Hai Phat Thu Do Investment Joint Stock Company. - Sapphire Investment Single-Member LLC transfers all of its shares in 5th Traffic Construction Works Corporation – JSC 	100%
41.	15/NQ-HĐQT	05/6/2024	Approval of the detailed implementation of the plan to issue additional shares to the public for existing shareholders.	100%
42.	16/NQ-HĐQT	05/6/2024	Approval of the registration documents for the public offering of additional shares to existing shareholders in 2024.	100%
43.	17/NQ-HĐQT	10/06/2024	Regarding the company's borrowing of capital from the bank.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
44.	18/NQ-HĐQT	18/06/2024	<ul style="list-style-type: none"> - The company signs an audit contract for the financial statements of 2024. - Approval of the selection of an auditing firm for the financial statements of 2024 for the subsidiaries. 	100%
45.	19/NQ-HĐQT	19/06/2024	<p>Selecting the contractor for the bidding package: Construction of the main structure, rough construction, and exterior plastering for Phase 1 - 40 low-rise units (BT2, BT3, BT5, BT6) of the Phu Hai Residential Area project, Phu Hai Ward, Phan Thiet City, Binh Thuan Province, with Hai Phat - Binh Thuan One Member LLC as the investor.</p>	100%
46.	20/NQ-HĐQT	21/06/2024	Approval of the 2024 business plan for the subsidiary units.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
47.	21/NQ-HĐQT	25/06/2024	Approval of the policy allowing the company to collaborate with organizations to invest in, construct, manage, and operate certain high-rise plots in the Commercial Housing Construction Investment Project No. 1, located on the pedestrian street, Southern Urban Area, Bac Giang City, Bac Giang Province.	100%
48.	22/NQ-HĐQT	01/07/2024	Approve the policy for the Company to terminate its investment in the Mỹ Hưng New Urban Area Project.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
49.	22A/NQ-HĐQT	01/07/2024	Approve the policy for the Company to sign the General Contractor Construction Contract for the Urban Residential Area Project at Km3, Km4, Hai Yen Ward, Mong Cai City, Quang Ninh Province with Vietnam Construction and Import-Export Joint Stock Corporation, and agree to allow Topaz PM Vietnam Investment and Development Co., Ltd. to sign contracts/transactions with Vietnam Construction and Import-Export Joint Stock Corporation.	100%
50.	23/NQ-HĐQT	02/07/2024	Through the policy of changing the method of receiving the transfer of 135 commercial townhouses (shophouses) at the Urban Residential Project at Km3, Km4, Hai Yen Ward, Mong Cai City, Quang Ninh Province.	100%
51.	23A/NQ-HĐQT	18/07/2024	Approve certain matters regarding bond lot HPXH2124001 issued on May 5, 2021.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
52.	16/QĐ-HĐQT	23/07/2024	Appoint Mr. Nguyen Viet Duc to the position of Deputy General Director	100%
53.	24/NQ-HĐQT	29/07/2024	Amend the terms and conditions of bond package HPXH2123008.	100%
54.	25/NQ-HĐQT	31/07/2024	Approve the policy for the Company to transfer the commercial townhouse (shophouse) sale and purchase contracts at the Urban Residential Project at Km3, Km4, Hai Yen Ward, Mong Cai City, Quang Ninh Province.	100%
55.	25A/NQ-HĐQT	08/08/2024	Approve the contractor selection plan for the Commercial Housing Project on Extended B6 Road, B10 Road, and TT12 Road, Bac Lenh Ward and Binh Minh Ward, Lao Cai City, Lao Cai Province	100%
56.	26/NQ-HĐQT	15/08/2024	Approve the policy for the Company to terminate investment activities at the Ham Tien - Mui Ne Tourism Service Center Project.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
57.	17/QĐ-HĐQT	16/08/2024	Dismissal of Mr. Nguyen Manh Tien from the position of Deputy General Director.	100%
58.	27/NQ-HĐQT	21/08/2024	Dismissal and appointment of personnel at Hai Phat - Binh Thuan One Member LLC and selection of the contractor for the package "Construction and installation of gates and metal fences" for the high-rise commercial residential building under Commercial Housing Construction Investment Project No. 1, located in the pedestrian street of the Southern Urban Area, Bac Giang City, Bac Giang Province.	100%
59.	18/QĐ-HĐQT	21/08/2024	Dismiss and appoint the position of Company Chairman, change the Authorized Representative managing the capital contribution, and change the Legal Representative of Hai Phat - Binh Thuan One Member LLC..	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
60.	19/QĐ-HĐQT	21/08/2024	Approve the policy for selecting a contractor for the “Gate and Metal Fence Installation” package of the High-Rise Commercial Housing project under the Commercial Housing Investment Project No. 1 on the pedestrian street, Southern Urban Area, Bac Giang City.	100%
61.	28/NQ-HĐQT	04/09/2024	Change the Chief Accountant of the Company.	100%
62.	20/QĐ-HĐQT	04/09/2024	Dismiss Mr. Le Hong Son from the position of Chief Accountant.	100%
63.	21/QĐ-HĐQT	04/09/2024	Appoint Mrs Nguyen Thi Phuong Nga to the position of Chief Accountant.	100%
64.	29/NQ-HĐQT	17/09/2024	Commitment to support Ngoc Xanh Ky Son Island One Member LLC in obtaining a loan.	100%
65.	30/NQ-HĐQT	20/09/2024	Temporarily suspend the implementation of increasing the charter capital of the Company through the method of offering additional shares to the public for existing shareholders.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
66.	31/NQ-HĐQT	24/09/2024	Change the credit limit for working capital loans at Ho Chi Minh City Development Joint Stock Commercial Bank.	100%
67.	32/NQ-HĐQT	04/10/2024	The company borrows funds and issues a guarantee to execute the general contractor contract for the construction of the Urban Residential Area project at Km3, Km4, Hai Yen Ward, Mong Cai City, Quang Ninh Province.	100%
68.	33/NQ-HĐQT	17/10/2024	Amend the terms and conditions of bond package HPXH2123008 (the third time).	100%
69.	33A/NQ-HĐQT	25/10/2024	Approve the company to carry out the construction of landscape items, the project fence, and the sales office for the Urban Residential Project at Km3, Km4, Hai Yen Ward, Mong Cai City, Quang Ninh.	100%
70.	22/QĐ-HĐQT	07/11/2024	Contribute capital to establish Opal International Investment and Planning Consulting Joint Stock Company and appoint an authorized representative to manage the shares in the company	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
71.	34/NQ-HĐQT	19/11/2024	Select a contractor for the low-rise housing construction under the Commercial Housing Project on Extended B6 Road, B10 Road, and TT12 Road, Bac Lenh Ward, Binh Minh Ward, Lao Cai City, Lao Cai Province, and the company borrows funds from Bank.	100%
72.	35/NQ-HĐQT	29/11/2024	Approve the policy for the Company to transfer its shares in Hai Phat Real Estate Investment and Business Joint Stock Company.	100%
73.	36/NQ-HĐQT	06/12/2024	Pledge additional collateral for the Company's loan at Bank and approve transactions with related parties.	100%
74.	37/NQ-HĐQT	09/12/2024	Approve the content and scope of the Company's authorization to a third party.	100%

No	Number of Resolutions/Decisions	Date	Content	Approval rate
75.	38/NQ-HĐQT	25/12/2024	Approve the additional pledge of assets as collateral for the Company's loan at Bank and approve transactions with related parties.	100%
76.	38A/NQ-HĐQT	30/12/2024	Approval of the policy allowing Hai Phat – Binh Thuan Co., Ltd. to sell products at the Phu Hai Residential Area Project, Phan Thiết City, Binh Thuận Province.	100%
77.	39/NQ-HĐQT	31/12/2024	Regarding the approval of the transaction with a related party.	100%

III. The Supervisory Board (2024 Annual Report)

1. Information about the members of the Supervisory Board

No	Members of the Supervisory Board	Position	The start date as a member of the Supervisory Board	The date of ceasing to be a member of the Supervisory Board	Professional qualifications
1	Mr Bui Duc Tue	Head of the Supervisory Board (The dismissal date for the	21/10/2023	26/04/2024	Bachelor of Economics

No	Members of the Supervisory Board	Position	The start date as a member of the Supervisory Board	The date of ceasing to be a member of the Supervisory Board	Professional qualifications
		position of Supervisory Board member is April 26, 2024.)			
2	Mr Do Manh Quan	Head of the Supervisory Board (Date of appointment as Head of the Supervisory Board: April 26, 2024)	21/10/2023		Master's in Corporate Finance and Governance Control.
3	Mr Chu Viet Hung	Member of the Supervisory Board	21/10/2023		Bachelor's in Finance and Banking
4	Ông Lê Mạnh Hùng	Member of the Supervisory Board	26/4/2024		Road Engineer

2. Meetings of the Supervisory Board

No	Members of the Supervisory Board	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Mr Bui Duc Tue	02/02	100%	100%	The General Meeting of Shareholders dismisses the position of Supervisory Board member effective from April 26, 2024
2	Mr Chu Viet Hung	05/05	100%	100%	
3	Mr Do Manh Hung	05/05	100%	100%	
4	Mr Le Manh Hung	03/03	100%	100%	The General Meeting of Shareholders elects a member of the Supervisory Board, effective from April 26, 2024

3. The Supervisory Board's monitoring activities of The Board of Directors, The Board of General Directors, and shareholders

- Participate in the meetings of the Board of Directors.
- Attend meetings on the company's production and business plans.
- Monitor and supervise the company's production and business activities.
- Review the accounting books, audit the periodic financial statements, and examine documents related to the company's financial activities.

- Supervise the compliance with the company's charter and the resolutions of the Board of Directors.
- 4. **The coordination of activities between the Supervisory Board and the Board of Directors, The Board of General Directors, and other management staff.**
 - The Supervisory Board consistently coordinates well with the members of the Board of Directors, the members of The Board of General Directors , and relevant staff within the scope of its supervisory duties.
 - The Board of General Directors always facilitates and promptly responds to information requests to support the Supervisory Board's monitoring requirements.
- 5. **Other activities of the Supervisory Board (if any):** None

IV. The Board of General Directors

No	Member of the Board of General Directors	Date of birth	Professional qualifications	Date of appointment/dismissal of the Board of General Directors member
1.	Mr Nguyen Van Phuong	02/07/1979	Bachelor of Architecture	Appointed on May 3, 2024.
2.	Mr Doan Hoa Thuan	30/03/1975	Master of Economics	Dismissed on May 3, 2024
3.	Mr Do Quy Thanh	03/06/1975	Civil and Industrial Construction Engineer	Dismissed on April 2, 2024
4.	Mr Nguyen Manh Tien	18/08/1966	Master of Business Administration	Dismissed on August 16, 2024
5.	Mr Le Thanh Hai	30/06/1978	Bachelor of Economics	Appointed on March 9, 2023
6.	Mr Nguyen Ngoc Tham	06/07/1983	Master of Civil and	Appointed on August 1, 2023

No	Member of the Board of General Directors	Date of birth	Professional qualifications	Date of appointment/dismissal of the Board of General Directors member
			Industrial Engineering	
7.	Mr Nguyen Viet Duc	25/11/1976	Construction Engineer, Master of Business Administration	Appointed on July 23, 2024

V. Chief Accountant

No	Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
1	Mr Le Hong Son	11/08/1971	Bachelor of Finance Accountant	Dismissed on September 4, 2024
2	Mrs Nguyen Thi Phuong Nga	15/03/1976	Bachelor of Accounting (Business)	Appointed on September 4, 2024

V. Training courses on Corporate Governance

The management positions of the Company have participated in training sessions, conferences, and dissemination of regulations and legal documents to support the compliance obligations of listed public companies, organized by the State Securities Commission and the Ho Chi Minh City Stock Exchange.

VI. List of affiliated persons of the public company and transactions between the affiliated persons and the company (2024 annual report)

1. The list of affiliated persons of the Company

Detailed information is provided in Appendix I attached to the Report.

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

Detailed information is provided in Appendix II attached to the Report.

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

Detailed information is provided in Appendix III attached to the Report.

4. Transactions between the Company and other objects

No transactions have occurred

VII. Share transactions of internal persons and their affiliated persons (2024 annual report)

1. The list of internal persons and their affiliated persons


Detailed information is provided in Appendix IV attached to the Report.

2. Transactions of internal persons and affiliated persons with shares of the Company

Detailed information is provided in Appendix V attached to the Report.

VIII. Other significant issues

No occurrence

Note: The report and the attached appendices are prepared in both Vietnamese and English, and both versions hold equal validity. In case of any discrepancy between the English and Vietnamese versions, the Vietnamese version will prevail. 

**THE COMPANY'S LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOARD OF DIRECTORS**



Đo Quy Hai

APPENDIX I: LIST OF AFFILIATED PERSONS OF THE COMPANY
(Attached to the Corporate Governance Report for year 2024 of Hai Phat Investment Joint Stock Company)

No	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
<i>I - Board of Directors</i>											
1	Mr Do Quy Hai		Chairman of the Board of Directors					December 15, 2003, start date of the new term (2023-2028) is October 21, 2023		Elected to join the Board of Directors	Insider, shareholder owning more than 10% of the total voting shares
2	Mr Nguyen Van Phuong		Vice Chairman of the Board of Directors, General Director, Corporate Governance Officer					November 24, 2017, start date of the new term (2023-2028) is October 21, 2023.		Elected as a member of the Board of Directors	Insider
3	Mr Nguyen Van Dung		Vice Chairman of the Board of Directors					21/10/2023		Elected as a member of the Board of Directors	Insider
4	Mr Le Thanh Hai		Member of the Board of Directors, Deputy General Director					26/04/2024		Elected as a member of the Board of Directors	Insider

No	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
5	Mr Le Quang Vinh		Independent Member of the Board of Directors.					26/04/2024		Elected as a member of the Board of Directors	Insider
6	Mr Vu Hong Son	105C543069 at TCBS; 040C000123 at EVS; 032C020123 at Asean Securities.	Member of the Board of Directors					21/10/2023	26/04/2024	Dismissal	Insider
7	Mr La Quoc Dat	001C131989 at BVS; 040C008829 at EVS; 058C122879 at FPTS; 003C141989 at SSI; 026C296912 at VPS	Independent Member of the Board of Directors.					21/10/2023	26/04/2024	Dismissal	Insider
II – Supervisory Board											
1	Mr Bui Duc Tue		Head of the Supervisory Board.					21/10/2023	26/04/2024	Dismissal	Insider

No	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
2	Mr Chu Viet Hung		Member of the Supervisory Board .					21/10/2023		Elected to join the Supervisory Board	Insider
3	Mr Do Manh Quan		Head of the Supervisory Board					21/10/2023		Elected to join the Supervisory Board (holding the position of Head of the Supervisory Board starting from April 26, 2024).	Insider
4	Mr Le Manh Hung		Member of the Supervisory Board					26/04/2024		Elected to join the Supervisory Board	Insider

III – Board of General Directors

1	Mr Doan Hoa Thuan		General Director					July 24, 2018 (reappointed for the 2023-2028 term on July 24, 2023)	03/05/2024	Dismissal	Insider
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No	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
2	Mr Nguyen Van Phuong		Vice Chairman of the Board of Directors, General Director, Corporate Governance Officer				Information as outlined in Section 2, Part I (Board of Directors).	03/05/2024		Appointment	Insider
3	Mr Do Quy Thanh		Deputy General Director					02/03/2020	02/04/2024	Dismissal	Insider
4	Mr Le Thanh Hai		Member of the Board of Directors, Deputy General Director					09/03/2023		Appointment	Insider
5	Mr Nguyen Ngoc Tham		Deputy General Director					01/08/2023		Appointment	Insider
6	Mr Nguyen Manh Tien		Deputy General Director					02/04/2024	16/08/2024	Appointment	Insider
7	Mr Nguyen Viet Duc		Deputy General Director					23/07/2024		Appointment	Insider

IV – Chief Accountant

No	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
1	Mr Le Hong Son		Chief Accountant.					04/05/2020	04/09/20024	Appointment	Insider
2	Mrs Nguyen Thi Phuong Nga		Chief Accountant.					04/09/20024		Appointment	Insider
V – Company Secretary											
1	Mrs Phan Thi Xuyen		Company Secretary cum Authorized Person for Information Disclosure.					28/12/2020		Appointment	Insider
VI – Corporate Governance Officer											
1	Mr Nguyen Van Phuong		Vice Chairman of the Board of Directors, General Director, Corporate Governance Officer				Information as outlined in Section 2, Part I (Board of Directors).	03/05/2024		Appointment	Insider
VII - Authorized Person for Information Disclosure											
1	Mrs Phan Thi Xuyen		Company Secretary cum Authorized Person for Information Disclosure.				Information as outlined in Section 1, Part V (Company Secretary).	19/04/2021			Insider
VIII - Related organization											

No	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
1	Hai Phat - Binh Thuan One Member Limited Liability Company.							08/01/2019		Subsidiary, Related Organization of Insider.	Subsidiary, Related Organization of Insider.
2	Ruby Real Estate Investment and Development One Member Limited Liability Company.							31/10/2019		Subsidiary	Subsidiary
3	Heritage Vietnam Real Estate One Member Limited Liability Company.							15/05/2020		Subsidiary	Subsidiary
4	Sapphire Investment One Member Limited Liability Company.							25/09/2020		Subsidiary	Subsidiary
5	Diamond IC One Member Limited Liability Company.							05/11/2020		Subsidiary	Subsidiary

No	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
6	Topaz PM Vietnam Investment and Development One Member Limited Liability Company.							05/11/2020		Subsidiary, Related Organization of Insider.	Subsidiary, Related Organization of Insider.
7	Mai Pha Peninsula Limited Liability Company.							28/04/2022		Subsidiary, Related Organization of Insider.	Subsidiary, Related Organization of Insider.
8	Opal International Investment and Planning Consulting Joint Stock Company.							14/11/2024		Subsidiary	Subsidiary

Note: ID Number: The Citizen Identification Card/Passport number (for individuals) or Business Registration Certificate Number, Operating License, or equivalent legal documents (for organizations).

APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

(Attached to the Corporate Governance Report for 2024 of Hai Phat Investment Joint Stock Company)

No	Name of Organization/Individual	Relationship with the Company	Owner's Identification Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time of transactions with the Company	Resolution/Decision No approved by General Meeting of Shareholders /Board of Directors (if any, specifying date of issue)	Content, Quantity, and Total Transaction Value in 2024	Note
1	Hai Phat Retail Joint Stock Company	Organization Related to Insiders, Organization Related to Related Parties of Insiders	No: 0107997443, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on September 20, 2017	5th Floor, CT3 Building, The Pride, An Hung Urban Area, La Khe Ward, Ha Dong District, Hanoi City.	01/01/2024-30/06/2024	1. Resolution No. 39/NQ-HĐQT dated July 31, 2019 2. Decision No. 64/QĐ-HĐQT dated November 11, 2019	Revenue from basement operations and management fees: 2.025.229.650 VND	Mr. Do Quy Thanh no longer holds the position of Deputy CEO of HPX from April 2, 2024. Therefore, Hai Phat Retail Joint Stock Company (HPX) is no longer considered a related organization to HPX after April 2, 2024. The related transaction data remains unchanged as per the semi-annual corporate governance report at the beginning of 2024.
						Resolution No. 02A/NQ-HĐQT dated January 6, 2017	Fees for premises rental, electricity, water, and parking: 14.252.565.355 VND	
						Resolution No. 39/NQ-HĐQT dated July 31, 2019	Basement service fee: 214.867.104 VND	
						Decision No. 67/QĐ-HĐQT dated September 17, 2018	Payable for centralized capital management: 170.618.623.115 VND	

APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

(Attached to the Corporate Governance Report for 2024 of Hai Phat Investment Joint Stock Company)

No	Name of Organization/Individual	Relationship with the Company	Owner's Identification Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time of transactions with the Company	Resolution/Decision No approved by General Meeting of Shareholders /Board of Directors (if any, specifying date of issue)	Content, Quantity, and Total Transaction Value in 2024	Note
2	Sapphire Investment One Member Limited Liability Company.	Subsidiary	No: 0109355762, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on September 25, 2020	5th Floor, B2 Building, Roman Plaza, To Huu Street, Dai Mo Ward, Nam Tu Liem District, Hanoi City, Vietnam	01/01/2024-31/12/2024	Decision No. 67/QĐ-HĐQT dated September 17, 2018	Payable for centralized capital management: 75.539.841.311 VND	
3	Ruby Real Estate Investment and Development One Member Limited Liability Company.	Subsidiary	No: 0108969907, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on October 31, 2019	5th Floor, CT3 Building, The Pride, An Hung Urban Area, La Khe Ward, Ha Dong District, Hanoi City	01/01/2024-30/12/2024	Decision No. 67/QĐ-HĐQT dated September 17, 2018	Payable for centralized capital management: 36.155.247.582 VND	
4	Hai Phat - Binh Thuan One Member Limited Liability Company	Subsidiary, Organization Related to Insiders	No: 3401181359, issued by the Business Registration Office - Binh Thuan Department of Planning and Investment, first issued on January 8, 2019	Phu Hai Residential Area, Vo Nguyen Giap Street, Phu Hai Ward, Phan Thiet City, Binh Thuan Province, Vietnam	01/01/2024-30/12/2024	Decision No. 67/QĐ-HĐQT dated September 17, 2018	Payable for centralized capital management: 4.618.044.512 VND	

APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

(Attached to the Corporate Governance Report for 2024 of Hai Phat Investment Joint Stock Company)

No	Name of Organization/Individual	Relationship with the Company	Owner's Identification Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time of transactions with the Company	Resolution/Decision No approved by General Meeting of Shareholders /Board of Directors (if any, specifying date of issue)	Content, Quantity, and Total Transaction Value in 2024	Note
5	Topaz PM Vietnam Investment and Development One Member Limited Liability Company.	Subsidiary	No: 0109403984, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on November 5, 2020.	5th Floor, CT3 Building, The Pride, An Hung Urban Area, La Khe Ward, Ha Dong District, Hanoi City.	01/01/2024-30/12/2024	Decision No. 54/QĐ-HĐQT dated December 10, 2020	Revenue from electricity and water, which is the responsibility of the consulting contractor as per the consultancy agreement: 20.612.612 VND	
					01/01/2024-30/12/2024	Decision No. 54/QĐ-HĐQT dated December 10, 2020	Consulting service fee: 2.409.139.376 VND	
					01/01/2024-30/12/2024	Decision No. 67/QĐ-HĐQT dated September 17, 2018	Payable for centralized capital management: 8.443.423 VND	
6	PSP Urban Services Joint Stock Company	Organization Related to Related Parties of Insiders	No: 0106903770, issued by the Business Registration Office - Hanoi Department of Planning and Investment on July 14, 2015	5th Floor, CT3 Building, The Pride, An Hung Urban Area, La Khe Ward, Ha Dong District, Hanoi City	01/01/2024-30/06/2024	Resolution No. 42E/NQ-HĐQT dated December 4, 2017	Revenue from electricity and water according to the operation management contract: 645.821.407 VND	Mr. Do Quy Thanh no longer holds the position of Deputy CEO of HPX from April 2, 2024. Therefore, PSP Urban Services Joint Stock

APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

(Attached to the Corporate Governance Report for 2024 of Hai Phat Investment Joint Stock Company)

No	Name of Organization/Individual	Relationship with the Company	Owner's Identification Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time of transactions with the Company	Resolution/Decision No approved by General Meeting of Shareholders /Board of Directors (if any, specifying date of issue)	Content, Quantity, and Total Transaction Value in 2024	Note
6	PSP Urban Services Joint Stock Company	Organization Related to Related Parties of Insiders	No: 0106903770, issued by the Business Registration Office - Hanoi Department of Planning and Investment on July 14, 2015	5th Floor, CT3 Building, The Pride, An Hung Urban Area, La Khe Ward, Ha Dong District, Hanoi City	01/01/2024-30/06/2024	Resolution No. 42E/NQ-HĐQT dated December 4, 2017	Building management service fee according to the operation management contract: 436.540,040 VND	Company is no longer considered a related organization to HPX after April 2, 2024. The related transaction data remains unchanged as per the semi-annual corporate governance report at the beginning of 2024

15/02/2024

APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

(Attached to the Corporate Governance Report for 2024 of Hai Phat Investment Joint Stock Company)

No	Name of Organization/Individual	Relationship with the Company	Owner's Identification Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time of transactions with the Company	Resolution/Decision No approved by General Meeting of Shareholders /Board of Directors (if any, specifying date of issue)	Content, Quantity, and Total Transaction Value in 2024	Note
7	Mai Pha Peninsula Limited Liability Company.	Subsidiary, Organization Related to Insiders	No: 4900887159, issued by the Business Registration Office - Lang Son Department of Planning and Investment, first issued on April 28, 2022	No. 310, Hung Vuong Street, Ro Phai Village, Mai Pha Commune, Lang Son City, Lang Son Province, Vietnam	01/01/2024-31/12/2024	Decision No. 71/2019/QĐ-HĐQT dated December 25, 2019	Audit service fee paid: 17.400.000 VND	
8	HP Hospitality Nha Trang Limited Liability Company	Organization Related to Insiders	No: 4201728653, issued by the Business Registration Office - Khanh Hoa Department of Planning and Investment on February 28, 2017	Con Tan Lap Residential Area, Xuong Huan Ward, Nha Trang City, Khanh Hoa Province, Vietnam	01/01/2024-31/12/2024	Decision No. 71/2019/QĐ-HĐQT dated December 25, 2019	Payable amount: 3.125.000.000 VND	

APPENDIX III: TRANSACTION BETWEEN INTERNAL PERSONS OF THE COMPANY, AFFILIATED PERSONS OF INTERNAL PERSONS AND THE COMPANY'S SUBSIDIARIES IN WHICH THE COMPANY TAKES CONTROLLING POWER

(Attached the 2024 Corporate Governance Report of Hai Phat Investment Joint Stock Company)

No	Transaction executor	Relationship with internal persons	Position in HPX	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/ Contact Address	Name of subsidiaries or companies which HPX controls	Time of transactions	Content	Total value of transaction (VND)
1	Mr Nguyen Ngoc Tham		Deputy General Director					Hai Phat - Binh Thuan One Member Limited Liability Company	01/01/2024-31/12/2024	Payment for real estate transactions	3.000.000.000
2	Mr Le Thanh Hai		Member of the Board of Directors and Deputy General Director					Hai Phat - Binh Thuan One Member Limited Liability Company	01/01/2024-31/12/2024	Payment for real estate transactions	3.000.000.000

APPENDIX IV: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(Attached: Corporate Governance Report of Hai Phat Investment Joint Stock Company)

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
<i>I - Board of Directors</i>										
1	Mr Do Quy Hai		Chairman of the Board of Directors					40.839.948	13,43%	
<i>Mr Do Quy Hai's affiliated persons</i>										
1.1	Mr Do Quy Bang							0	0%	Biological father
1.2	Mrs Nguyen Thi Nhan							0	0%	Biological mother
1.3	Mrs Chu Thi Luong							5.032.285	1,65%	Wife
1.4	Ms Do Minh Ngoc							0	0	Biological daughter
1.5	Mr Do Quy Hoang Son							0	0%	Biological son
1.6	Mr Do Quy Hien							0	0%	Biological son
1.7	Ms Do Minh Chau							0	0%	Biological daughter
1.8	Ms Do Quy Chien							0	0%	Biological brother
1.9	Mr Do Quy Duong							674.128	0,22%	Biological younger brother

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
1.10	Mr Do Quy Thanh							0	0%	Biological younger brother
1.11	Mrs Nghiem Thi Mai							0	0%	Mother-in-law
1.12	Mrs Nguyen Thi Thu Hai							402	0,000132%	Sister-in-law
1.13	Mrs Le Thi Chuc							0	0%	Sister-in-law
Organizations related to Mr. Do Quy Hai										
1.14	Binh Minh Real Estate Joint Stock Company							0	0%	Chairman
1.15	Hai Phat Thu Do Investment Joint Stock Company							0	0%	Owens 29,55% of the Charter Capital.
1.16	Traffic Construction Corporation 5 – JSC							0	0%	Member of the Board of Directors
1.17	Hai Phat Kinh Bac Joint Stock Company							0	0%	Vice Chairman
1.18	Mai Pha Limited Liability Company							0	0%	Chairman of the Board and General Director

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
2	Mr Nguyen Van Phuong		Vice Chairman of the Board of Directors, General Director, Person in Charge of Company Management					608.337	0,002%	
<i>Mr Nguyen Van Phuong's affiliated persons:</i>										
2.1	Mr Nguyen Van Cu							0	0%	Biological father
2.2	Mrs Nguyen Thi Thu Van							0	0%	Wife
2.3	Mr Nguyen Hai Nam							0	0%	Biological son
2.4	Ms Nguyen Thi Van Anh							0	0%	Biological daughter, National ID card not issued
2.5	Mrs Nguyen Thi Thu Huong							402	0,000001%	Biological younger sister
2.6	Mr Nguyen Cong Long							0	0%	Father-in-law
2.7	Mrs Nguyen Thi Thu Dung							0	0%	Mother-in-law
2.8	Mr Vu Manh Quang							0	0%	Brother-in-law

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
<i>Organizations related to Mr. Nguyen Van Phuong</i>										
2.9	Hai Phat Thu Do Investment Joint Stock Company							0	0%	Standing Vice Chairman of the Board of Directors
2.10	Traffic Construction Corporation 5 – JSC							0	0%	Chairman of the Board of Directors cum Director of the Hanoi Branch
2.11	Hai Phat Kinh Bac Joint Stock Company							0	0%	Chairman
2.12	QHP Construction and Trading Investment Joint Stock Company							0	0%	Owns 40% of the Charter Capital
2.13	HP Hospitality Nha Trang Limited Liability Company							0	0%	Chairman of the Member Council
2.14	OPAL Vietnam Architecture and Planning Consulting Joint Stock Company							0	0%	Chairman, Owns 20% of the Charter Capital
2.15	Hai Phat Land Group Joint Stock Company							0	0%	Chief Executive Officer



No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
2.16	Yen Son Joint Stock Company							0	0%	Chairman of the Board of Directors, Legal Representative of the Company. Owns 51% of the charter capital
3	Mr Nguyen Van Dung		Vice Chairman of the Board of Directors					381.200	0,1253%	
<i>Mr Nguyen Van Dung's affiliated persons</i>										
3.1	Mr Nguyen Huu Luong							0	0%	Biological father
3.2	Mrs Vu Thi Hue							0	0%	Biological mother
3.3	Mrs Hoang Diep Anh							0	0%	Wife
3.4	Ms Nguyen Ha Phuong							0	0%	Biological daughter
3.5	Ms Nguyen Ha An							0	0%	Biological daughter, National ID card not issued
3.6	Mr Nguyen Minh Hoang							0	0%	Biological son, National ID card not issued

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
3.7	Mr Nguyen Viet Hung							0	0%	Biological brother
3.8	Mrs Nguyen Thi Thuy							0	0%	Sister-in-law
3.9	Mr Hoang Van Ha							0	0%	Father-in-law
3.10	Mrs Le Thi Hong Phuong							0	0%	Mother-in-law

Organizations related to Mr. Nguyen Van Dung

3.11	Hai Phat Land Group Joint Stock Company							0	0%	Chairman, Legal Representative of the Company.
3.12	Yen Son Joint Stock Company							0	0%	Member of the Board of Directors, CEO. Owns 10% of the charter capital
4	Mr Le Thanh Hai		Member of the Board of Directors and Deputy General Director					391.140	0,0013%	

Mr Le Thanh Hai's affiliated persons

4.1	Mr Le Khac Kiem							0	0%	Biological father
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No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
4.2	Mrs Pham Thi Tuyen							0%	Biological mother	
4.3	Mrs Nguyen Thi Ngoc Anh							0%	Wife	
4.4	Mr Le Nguyen Hai Anh							0%	Biological son	
4.5	Ms Le Nguyen Ha Vy							0%	Biological daughter	
4.6	Ms Le Nguyen Ha Anh							0%	Biological daughter, National ID card not issued	
4.7	Mr Le Thanh Nam							0%	Biological brother	
4.8	Mrs Nguyen Thi Diep							0%	Sister-in-law	
4.9	Mr Le Thanh Hoa							0%	Biological younger brother	
4.10	Mrs Nguyen Thi Thu							0%	Sister-in-law	
4.11	Mrs Le Thi Hanh							0%	Sister-in-law	
4.12	Mr Hoang Van Tuan							0%	Brother-in-law	
4.13	Mrs Nguyen Thi Khiet							0%	Mother-in-law	

Organizations related to Mr. Le Thanh Hai

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
4.14	HP Hospitality Nha Trang Company Limited							0%	Deputy General Director	
4.15	Traffic Construction Corporation 5 – JSC							0%	Member of the Supervisory Board	
4.16	Hai Phat Land Group Joint Stock Company							0%	Member of the Board of Directors	
4.17	THD Vietnam Investment and Construction Joint Stock Company							0%	Member of the Board of Directors, Owns 20% of the charter capital	
4.18	Hai Phat - Binh Thuan One Member Limited Liability Company							0%	Chairman of the Company, authorized representative managing the capital share, legal representative	
4.19	Hai Phat Retail Joint Stock Company							0%	General Director	
5	Mr Le Quang Vinh		Independent Member of the Board of Directors					30	0,00001%	

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
<i>Mr Le Quang Vinh's affiliated persons</i>										
5.1	Mr Le Van Thu							0	0%	Biological father
5.2	Mrs Mai Thi Hong							0	0%	Biological mother
5.3	Mrs Nguyen Thi Bich Ngoc							0	0%	Wife
5.4	Mr Le Anh Tuan							0	0%	Biological son
5.5	Mr Le Tuan Minh							0	0%	Biological son
5.6	Mr Le Xuan Truong							0	0%	Biological younger brother
5.7	Mr Le Tien Dung							0	0%	Biological younger brother
5.8	Bà Lê Thị Dung							0	0%	Sister-in-law
5.9	Mrs Truong Thi Nguyet							0	0%	Sister-in-law
5.10	Mr Nguyen Tuan Khanh							0	0%	Father-in-law
5.11	Mrs Tran Thi Tuoc							0	0%	Mother-in-law
<i>Organizations related to Mr. Le Quang Vinh</i>										
5.12	Traffic Construction Corporation 5 – JSC							0	0%	General Director, Member of the Board of Directors

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
5.13	Hai Phat Thu Do Investment Joint Stock Company							0	0%	Deputy General Director
<i>II-Supervisory Board</i>										
1	Mr Do Manh Quan		Head of the Supervisory Board					0	0%	
<i>Mr Do Manh Quan's affiliated persons</i>										
1.1	Mrs Pham Thi Ngoc							200	0,000066%	Wife
1.2	Mr Do Manh Dung							0	0%	Biological son
1.3	Ms Do Minh Chau							0	0%	Biological daughter, National ID card not issued
1.4	Mr Do Hoang Minh							0	0%	Biological son, National ID card not issued
1.5	Mrs Do Thi Tham							0	0%	Biological mother
1.6	Mr Pham Cong Viet							0	0%	Father-in-law
1.7	Mrs Vu Thi Lan							0	0%	Mother-in-law
<i>Organizations related to Mr Do Manh Quan</i>										

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
1.8	Traffic Construction Corporation 5 – JSC							0	0%	Member of the Supervisory Board
1.9	Hai Phat Kinh Bac Joint Stock Company							0	0%	Chief Accountant
1.10	BT Ha Dong Limited Liability Company							0	0%	Chief Accountant
2	Mr Chu Viet Hung		Member of the Supervisory Board					0	0%	
<i>Mr Chu Viet Hung 's affiliated persons</i>										
2.1	Mr Chu Duc Binh							0	0%	Biological father
2.2	Mrs Pham Thi Tham							0	0%	Biological mother
2.3	Mrs Dao Thi Dung							0	0%	Wife
2.4	Mr Chu Minh Hai							0	0%	Biological son, National ID card not issued
2.5	Ms Chu Ngoc Diep							0	0%	Biological daughter, National ID card not issued

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
2.6	Mrs Chu Thi Le Hang							0%	Biological younger sister	
2.7	Mrs Pham Van Nam							0%	Brother-in-law	
2.8	Mr Dao Van Hop							0%	Father-in-law	
2.9	Mrs Pham Thi Thanh							0%	Mother-in-law	
<i>Organizations related to Mr Chu Viet Hung</i>										
2.10	Haditravel Trade and Tourism Service Limited Liability Company							0%	Owning 30% of the charter capital	
3	Mr Le Manh Hung		Member of the Supervisory Board					0%		
<i>Mr Le Manh Hung 's affiliated persons</i>										
3.1	Mrs Pham Thi Lien							0%	Mother-in-law	
3.2	Mrs Dang Thi Thu Huong							0%	Wife	
3.3	Ms Le Bao Ngan							0%	Biological daughter	
3.4	Ms Le Van Anh							0%	Biological daughter	
3.5	Mr Le Duy Phuong							0%	Biological brother	



No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
3.6	Mr Le Duy Dong							0%	Biological brother	
3.7	Mrs Le Thu Ha							0%	Biological younger brother	
3.8	Mr Tran Van Thuc							0%	Brother-in-law	
3.9	Mrs Phan Kim Lien							0%	Sister-in-law	
3.10	Mrs Tran Thi Phuong Thuy							0%	Sister-in-law	

Organizations related to Mr Le Manh Hung

3.11	Hai Phat Kinh Bac Joint Stock Company							0%	Deputy General Director
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III - Board of General Directors

1	Mr Nguyen Van Phuong		Member of the Board of Directors cum General Director	Information as stated in Section 2, Part I (Board of Directors Members)			Information as stated in Section 2, Part I (Board of Directors Members)	608.337	0,002%	
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Mr Nguyen Van Phuong's affiliated persons (Information as stated in Sections 2.1 to 2.8, Part I (Board of Directors Members))

Organizations related to Mr Nguyen Van Phuong (Information as stated in Sections 2.9 to 2.15, Part I (Board of Directors Members))

2	Mr Nguyen Ngoc Tham		Deputy General Director					11	0,000004%	
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Mr Nguyen Ngoc Tham 's affiliated persons

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
2.1	Mr Nguyen Van Tu							0	0%	Biological father
2.2	Mrs Do Thi Nhat							0	0%	Biological mother
2.3	Mrs Khieu Thi Huong Trang							95	0,00003%	Wife
2.4	Mr Nguyen Nam Hai							0	0%	Biological son
2.5	Mr Nguyen Hai Nam							0	0%	Biological son
2.6	Ms Nguyen Huyen My							0	0%	Biological daughter
2.7	Mr Nguyen Van Canh							0	0%	Biological brother
2.8	Mr Nguyen Cong Thang							0	0%	Biological brother
2.9	Mrs Nguyen Thi Phuong Lan							0	0%	Biological sister
2.10	Mr Khieu Long Thanh							0	0%	Father-in-law
2.11	Mrs Dao Kim Long							0	0%	Mother-in-law
2.12	Mrs Nguyen Thi Phuong Thao							0	0%	Sister-in-law
2.13	Mrs Pham Thi Thuong							0	0%	Sister-in-law
2.14	Mr Phan Anh Tuan							0	0%	Brother-in-law
Organizations related to Mr Nguyen Ngoc Tham										
2.15	Hai Phat - Binh Thuan One Member Limited Liability Company							0	0%	General Director

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
2.16	Topaz PM Vietnam Investment and Development One Member Limited Liability Company							0	0%	Chairman of the Company cum Director
3	Mr Le Thanh Hai		Member of the Board of Directors cum Deputy General Director	Information as stated in Section 4, Part I (Board of Directors Members)			Information as stated in Section 4, Part I (Board of Directors Members)	391.140	0,0013%	

Mr Le Thanh Hai's affiliated persons (Information as stated in Sections 4.1 to 4.13, Part I (Board of Directors Members))

Organizations related to Mr Le Thanh Hai (Information as stated in Sections 4.14 to 4.19, Part I (Board of Directors Members))

4	Mr Nguyen Viet Duc		Deputy General Director					0	0%	
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Mr Nguyen Viet Duc's affiliated persons

4.1	Mrs Tran Thi Minh Hung							0	0%	Biological mother
4.2	Mrs Pham Thi Thu Hien							0	0%	Wife
4.3	Ms Nguyen Pham Anh Duong							0	0%	Biological daughter
4.4	Mr Nguyen Gia Phuc							0	0%	Biological son, National ID card not issued
4.5	Mrs Nguyen My Hanh							0	0%	Biological sister

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
4.6	Mr Nguyen Viet Cuong							0	0%	Biological brother
4.7	Mrs Bui Thi Huyen							0	0%	Sister-in-law
4.8	Mr Pham Van Toan							0	0%	Father-in-law
4.9	Mrs Dinh Thi Chien							0	0%	Mother-in-law
Organizations related to Mr Nguyen Viet Duc										
4.10	Traffic Construction Corporation 5 – JSC							0	0%	Member of the Board of Directors
4.11	Yen Son Joint Stock Company							0	0%	Member of the Board of Directors
4.12	THD Vietnam Investment and Construction Joint Stock Company							0	0%	Member of the Board of Directors, CEO, owning 30% of the charter capital
IV- Chief Accountant										
1	Mrs Nguyen Thi Phuong Nga		Chief Accountant					0	0%	
Mrs Nguyen Thi Phuong Nga's affiliated persons										
1.1	Mrs Dang Thi Hong Sang							0	0%	Biological mother

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
1.2	Mrs Nguyen Thi Minh Nguyet							0	0%	Biological sister
1.3	Mrs Nguyen Thi Thu Hang							0	0%	Biological younger sister
1.4	Mr Nguyen Minh Duc							0	0%	Biological younger brother
1.5	Mr Hoang Hong Hai							0	0%	Brother-in-law
1.6	Mr Bui Xuan Lien							0	0%	Brother-in-law
1.7	Mr Tran Thanh Nam							0	0%	Biological son
1.8	Mr Ha Dinh Minh Phuc							0	0%	Biological son, National ID card not issued
1.9	Mrs Do Thi Duyen							0	0%	Daughter-in-law
<i>Organizations related to Mrs Nguyen Thi Thanh Nga</i>										
1.10	HVT Bac Kan Joint Stock Company							0	0%	Ms. Nga is the Director and holds 60% of the charter capital
<i>V- Corporate Governance Officer</i>										

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
1	Mr Nguyen Van Phuong			Information as stated in Section 2, Part I (Board of Directors Member).			Information as stated in Section 2, Part I (Board of Directors Member).	608.337	0,002%	

Mr Nguyen Van Phuong's affiliated persons (Information as stated in Sections 2.1 to 2.8, Part I (Board of Directors Member))

Organizations related to Mr Nguyen Van Phuong (Information as stated in Sections 2.9 to 2.15, Part I (Board of Directors Member))

VI- Authorized person for information disclosur

1	Mrs Phan Thi Xuyen							12	0,000003%	
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Mr Phan Thi Xuyen's affiliated persons

1.1	Mr Phan Quoc Khanh							0	0%	Biological father
1.2	Mrs Ngo Thi Lien							0	0%	Biological mother
1.3	Mrs Nguyen Thi Que							0	0%	Mother-in-law
1.4	Mr Tran Van Huynh							0	0%	Husband
1.5	Mrs Tran Thi Chau Giang							0	0%	Biological daughter
1.6	Mr Tran Dang Nhat Minh							0	0%	Biological son
1.7	Mrs Phan Thi Hoa							0	0%	Biological sister
1.8	Mrs Phan Thi Luyen							0	0%	Biological sister
1.9	Mr Phan Quoc Khai							0	0%	Biological younger brother

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
1.10	Mr Tran Van Gia							0	0%	Brother-in-law
1.11	Mr Doan Duc Luong							0	0%	Brother-in-law
1.12	Mrs Le Thi Hanh							0	0%	Sister-in-law
<i>Organizations related to Mrs Phan Thi Xuyen (Not available)</i>										
<i>VII – Company Secretary</i>										
1	Mrs Phan Thi Xuyen							12	0,00000003%	
<i>Mrs Phan Thi Xuyen's affiliated persons (Information as stated in Sections 1.1 to 1.12, Part VI (Authorized Person for Information Disclosure))</i>										
<i>Organizations related to Mrs Phan Thi Xuyen (Not available)</i>										



**APPENDIX V: TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS WITH
SHARES OF THE COMPANY**
(Attached the 2024 Corporate Governance Report of Hai Phat Investment Joint Stock Company)

No	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing
			Number of shares	Percentage	Number of shares	Percentage	
1.	Mr La Quoc Dat	Independent Member of the Board of Directors	0	0%	3.000.000	0,986%	Buy shares
2.	Mr Chu Viet Hung	Member of the Supervisory Board	60.000	0,02%	0	0%	Sell shares

Note:

The number of shares owned by Mr. La Quoc Dat, as stated in item 1 of the table above, is updated as of April 24, 2024. From April 26, 2024, Mr. La Quoc Dat no longer holds the position of Independent Member of the Board of Directors, pursuant to Resolution No. 01/2024/NQ-DHDCD of the 2024 Annual General Meeting of Shareholders of Hai Phat Investment Joint Stock Company, dated April 26, 2024.