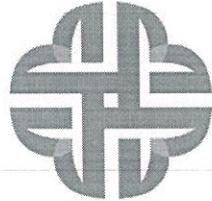


HHP GLOBAL JOINT STOCK COMPANY



HHP GLOBAL

**REPORT
ON CORPORATE GOVERNANCE**

Fiscal Year 2024

Hai Phong, 24th January 2025

No: 2401/2025/BCQT-HHP

Haiphong, 24th January 2025

REPORT
on Corporate Governance
(Fiscal Year 2024)

Respectfully submitted to:

- State Securities Commission of Vietnam;
- Hochiminh Stock Exchange (HOSE)

- Company's name: **HHP GLOBAL Joint Stock Company**
- Headquarter Address: No. 194 Kieu Ha Street, Dong Hai 2 Ward, Hai An District, Hai Phong City
- Telephone: 0225 3979952. Fax: 0225 3979951 Email: hhppaper@gmail.com
- Charter Capital: VND 865,543,430,000 (*Eight hundred sixty-five billion, five hundred forty-three million, four hundred thirty thousand Vietnamese Dong*)
- Stock code: **HHP**
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- Regarding the implementation of Internal Audit Function: Implemented

I. *Activities of the General Meeting of Shareholders*

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders approved in the form of written consent)

No	Resolution/Decision No	Date (dd/mm/yyyy)	Contents
			<p>In the Resolution of the Annual General Meeting of Shareholders in 2024, the following matters have been approved:</p> <ul style="list-style-type: none"> - The Executive Board's Report on the Business Operations Results in 2023 and the Business Plan in 2024. - The Board of Directors' Report on Corporate Governance in 2023 and strategic development orientation - plan in 2024. - The Outside Directors' Assessment Report on the Board of Directors' activities in 2023.

No	Resolution/Decision No	Date (dd/mm/yyyy)	Contents
1	01/2024/HHP/NQ-DHDCD	15/06/2024	<ul style="list-style-type: none"> - The Board of Supervisors's Report on the monitoring results in 2023 and the plan for 2024. - The Audited Financial Statements for the fiscal year - 2023. - The Proposal on Selecting an Independent Audit Firm for auditing the Financial Statements of the fiscal year 2024. - The Proposal on Remuneration for 2023 and the Remuneration Plan for 2024 for the Board of Directors and the Supervisory Board. - The Proposal on the Distribution Plan of accumulated profits up to 2023 and the plan for 2024. - The Proposal on the Report of Capital Utilization from the private placement of shares increasing the company's charter capital in 2022-2023. - The Proposal on Changing the Capital usage purpose from the private placement of shares increasing the company's charter capital in 2023-2024 and increasing the stake in Hoang Ha Phu Yen Paper JSC. - The Proposal on Finalization Report of Project Completion Costs (Phase 1) and Long-term Loan Sources for the Relocation and Expansion Project of Hoang Ha Paper Factory. - The Proposal on the Company's Investment Policy. - The Proposal on Implementing Contracts and Transactions between the Company and related parties. - The Proposal on Amendments to the Company's Charter. - Approved the dismissal of Ms. Dao Thi Ngan from the Board of Supervisors for the 2022-2027 term. - Approved the Proposal on Introducing Candidates to replace Board of Supervisors Members for the 2022-2027 term. - Approved the results of electing Ms. Nguyen Thi Thanh Van as a member of the Board of Supervisors for the 2022-2027 term.

II. Board of Directors (Annual Report):

1. Information on Board of Directors Members (BOD)

No.	Board Member	Position (<i>Outside Director/ Independent Director, Non-Executive Director</i>)	Appointment Date / Dismissal Date as a member of Board of Director/Outside Independent BOD	
			Appointment Date	Dismissal Date
1	Nguyen Thi Thu Thuy	Chairperson of the Board of Directors	Jun 09 2020 (re-appointed on May 06, 2022)	-
2	Tran Thi Thu Phuong	Executive Vice Chairperson of the Board of Directors	Aug 2017 - Member of the Board of Directors; Dec 12, 2020 - Vice Chairperson of the Board of Directors (re-appointed on June 5, 2022)	-
3	Nguyen Tien Vinh	Executive Member of the Board of Directors	Jun 23, 2023	-
4	Nguyen Thi Ngan	Independent Non-Executive Member of the Board of Directors	Aug 2017 (re-appointed on May 06, 2022)	-
5	Bui Minh Duc	Non-Executive Member of the Board of Directors	Dec 12, 2020 (re-appointed on May 06, 2022)	-
6	Le Thi Nguyen	Independent Non-Executive Member of the Board of Directors	May 06, 2022	-
7	Nguyen Minh Tu	Non-Executive Member of the Board of Directors	May 06, 2022	-

2. The meetings of the Board of Directors:

No.	Member of BOD	Number of Board Meetings Attended	Attendance Rate	Reason(s) for Non-Attendance
1	Nguyen Thi Thu Thuy	13/13	100%	-
2	Tran Thi Thu Phuong	13/13	100%	-
3	Nguyen Thi Ngan	13/13	100%	-
4	Bui Minh Duc	11/13	84,62%	Delegated attendance to Ms. Tran Thi Thu Phuong
5	Le Thi Nguyen	13/13	100%	-
6	Nguyen Minh Tu	13/13	100%	-
7	Nguyen Tien Vinh	13/13	100%	-

3. Supervisory activities of the Board of Directors for the Executive Board:

The Board of Directors' oversight of the General Management Board was regularly conducted throughout 2024 through the following activities:

- Prepare the 2024 production and business plan for submission to the Annual General Meeting of Shareholders for approval.
- The Board of Directors regularly supervises the Executive Board on the organization and implementation of resolutions and decisions of the Board of Directors and the business production plan approved at the 2024 Annual General Meeting of Shareholders. The Board of Directors requires the Executive Board to regularly report on the implementation results for each production period and propose timely solutions to enhance business efficiency. Each month, a representative of the Board of Directors will conduct company-wide briefing meetings including members such as representatives from the Board of Directors, the Supervisory Board, the Executive Board, etc., to evaluate the fulfillment of business production tasks, review results, outline detailed plans for the upcoming month, and address ongoing issues in the Company's business operations.
- Closely monitor the implementation of the Commercial Housing Project in Duong Kinh District, Hai Phong, invested by Hoang Ha Investment Group Joint Stock Company as an associated company. The project has completed the rough construction, completed the exterior of the first Block of 28 houses and handed over the houses to customers. In July 2024, the project received a Notice from the Department of Natural Resources and Environment of Hai Phong City on the results of the inspection of the current status of land use, houses, constructed works and conditions for transferring land use rights, selling houses in the first phase; Currently, the Company is carrying out procedures to attach assets on the land to be eligible to transfer the name to customers and record revenue for this Block. At the same time, the Company is also continuing to implement the rough construction for the next Block of 25 houses and has so far completed the roof of the 3rd floor.
- Closely monitor and support the Board of Directors of Hoang Ha Phu Yen Paper Joint Stock Company in implementing the investment project of a paper mill with a capacity of 100,000 tons/year in Dong Bac Song Cau Industrial Park, Phu Yen province, helping the project to be implemented safely, with quality and progress. Hoang Ha Phu Yen Paper Mill Project is expected to complete the investment phase and produce the first rolls of paper by the end of 2025.
- Monitor the implementation of sustainable corporate governance and assess the company based on the ESG (Environmental - Social - Governance) framework, which helps enhance social and environmental responsibility while improving governance and the Company's image, meeting the demands of customers, investors, and the community.
- Supervise the implementation of the 3S iFACTORY smart factory project, based on 3S ERP that digitizes all activities related to strategy, procurement management, sales, accounting, and human resources, along with the deployment of 3S MES software for production management, inventory management, quality management, and product traceability. By the end of December 2024, the project was completed and serves as an essential component in the Company's overall sustainable development, marking the presence of the HHPaper Hai

Phong factory in the broader digital transformation landscape in Vietnam. The 3S iFACTORY solution has enabled HHP to establish a continuous information flow system across departments from the strategic level (Management, Office Unit) to the execution level (Factory Unit), supporting the Company's operation based on five criteria: Connectivity, Optimization, Continuity, Proactivity, and Flexibility.

- Supervise the investment in subsidiaries and affiliated companies, routinely analyzing and evaluating the performance and business results of the investment units.
 - Select an auditing firm to conduct the semi-annual and annual financial statement audits for 2024.
 - The Board of Directors has given strategic directions and provided positive support to the Executive Board to achieve the set objectives. During the meetings, the Board of Directors has reviewed the Company's production and business results, made reasonable decisions, and timely approved plans, business production orientations, and proposed strategic solutions to address difficulties, specifically:
 - + Focus on directing and supervising the implementation of the 2024 business plan. Closely monitor the production process; control and management the quality of products ; oversee the trial operation process to ensure the stability of the paper product lines at the HHPaper Hai Phong factory, such as Medium, Testliner, and Kraftliner; monitor the resolution of issues at the factory due to the impact of typhoon Yagi. Apply the Kaizen philosophy, maintain the 5S tools, and encourage all members of the Company to promote a spirit of improvement and waste reduction to enhance business production efficiency.
 - + Enhance the efficiency of financial management and human resource management, maintaining a stable financial situation.
 - + Operate cash flow effectively and reasonably.
 - + Make and maintain good relationships with shareholders, ensuring the timely, truthful, and regulatory-compliant disclosure of information.
 - The Board of Directors supervises and checks the human resource management of the Executive Board; makes recruitment plans to meet the labor supply for the operation of the HHPaper Hai Phong factory in the industrial cluster of Tien Lang Town, Tien Lang District, Hai Phong City; monitors the implementation of welfare policies and rewards to support employees in order to achieve the goal of becoming a company with a high happiness index.
 - Monitor the Company's operations to ensure compliance with the provisions of the Corporate Law, the Company's Charter, and current legal regulations.
4. Activities of the subcommittees under the Board of Directors (if any):
- Sustainable Development Strategy Subcommittee ("ESG"):
- The ESG Subcommittee, along with the Board of Directors, has officially approved the Sustainable Development Strategy Statement, committing to implement ESG practices in phases, aligned with the 17 Sustainable Development Goals (SDGs) of the United Nations.

- With significant commitments regarding ESG, the Subcommittee organized consultation activities with the Board of Directors and stakeholders, recommending that the Board of Directors and the Executive Board set a common goal according to the global paper industry, which includes the adoption of the CEPI emission reporting framework from the European Paper Industry Association; the SASB sustainability accounting standards for the paper industry as drafted and published by the International Sustainability Standards Board (ISSB) of the IFRS organization; along with GRI reporting standards. In November 2024, the Subcommittee, in collaboration with IPSC and KLINOVA Climate Innovation Consulting & Services Joint Stock Company, successfully organized the launch event for the Greenhouse Gas Inventory and ESG Reporting for the Company in 2024. Currently, the consulting unit (KLINOVA) is working with HHP's departments to collect data, with expectations that the Greenhouse Gas Inventory and ESG Report for 2024 will be completed in the second quarter of 2025.
 - The Subcommittee has consistently collaborated closely with the Executive Board in implementing policies and strategies regarding Environmental – Social – Governance issues to elevate ESG activities as the foundation for the Company’s sustainable development.
 - Supervises the strategic planning and the establishment of the core ESG policies and activities for 2023-2030 concerning Environmental – Social – Governance issues, ensuring that the Company complies with legal regulations and adheres to international best practices to advise and propose recommendations for the Board of Directors.
5. Minutes/Resolutions/Decisions of the Board of Directors (Annual Report):

No.	Minutes/Resolutions/Decisions No.	Date (dd/mm/yyyy)	Contents	Approval Rate
1	01.17.1-2024/NQ-HHP-HDQT	17/01/2024	<p>Implement the plan to issue bonus shares under the employee stock option program within the Company.</p> <p>Approve the Regulation on the issuance of bonus shares according to the employee stock option program of the Company.</p> <p>Approve the List of officers and employees eligible to participate in the bonus shares issuing program under the employee selection program.</p> <p>Approve the plan to ensure that the issuance of bonus shares under the employee stock option program meets the foreign ownership ratio in the Company.</p> <p>Approve the amendment of clauses regarding the number of shares and the charter capital in the Company’s Charter and</p>	100%

			<p>Business Registration Certificate after the completion of the issuance.</p> <p>Approve the registration for supplementary listing at the Ho Chi Minh City Stock Exchange and the registration of additional securities at the Vietnam Securities Depository and Clearing Corporation - VSDC for the total number of shares issued under the employee stock option program.</p>	
2	01.17.2- 2024/NQ-HHP- HDQT	17/01/2024	<p>Approve the order of execution for the issuance of bonus shares under the employee stock option program and the plan for private placement of shares.</p> <p>Approve the amendment of certain clauses of Resolution No. 12.05.3-2023/NQ-HHP-HDQT dated December 5, 2023.</p>	100%
3	02.05.1- 2024/NQ-HHP- HDQT	05/02/2024	Approve the timeline for the private placement of shares and the issuance of bonus shares under the employee stock option program within the Company.	100%
4	02.05.2- 2024/NQ-HHP- HDQT	05/02/2024	<p>Approve the results of the share issuance to pay dividends for the year 2022 of the Company.</p> <p>Approve the adjustment of the Business Registration Certificate; amend the Company's Charter according to the new charter capital.</p> <p>Approve the registration for supplementary listing at the Ho Chi Minh City Stock Exchange and the registration of additional securities at the Vietnam Securities Depository and Clearing Corporation for the number of shares issued additionally</p>	100%
5	2603.1/2024/H HP/BB-HDQT	26/03/2024	Approve the extension of the credit limit at the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Thanh Do Branch.	100%
6	2603.2/2024/BB -HHP-HDQT	26/03/2024	Approve borrowing, issuing L/C, providing guarantees, and ensuring credit at Vietinbank – Tien Son Branch.	100%

7	04.24.1- 2024/NQ-HHP- HDQT	24/04/2024	<p>Approve the meeting time extension of the 2024 Annual General Meeting of Shareholders.</p> <p>Approve the organization of the 2024 Annual General Meeting of Shareholders.</p>	100%
8	04.24.2- 2024/NQ-HHP- HDQT	24/04/2024	<p>Approve the results of the private placement of shares.</p> <p>Approve the adjustment of the Business Registration Certificate; amend the Company's Charter according to the new charter capital.</p> <p>Approve the registration for supplementary listing at the Ho Chi Minh City Stock Exchange and the registration of additional securities at the Vietnam Securities Depository and Clearing Corporation for the number of shares offered additionally.</p>	100%
9	05.17-2024/NQ- HHP-HDQT	17/05/2024	<p>Approve the results of the issuance of bonus shares under the employee stock option program within the Company.</p> <p>Approve the adjustment of the Business Registration Certificate; amend the Company's Charter according to the new charter capital.</p> <p>Approve the registration for supplementary listing at the Ho Chi Minh City Stock Exchange and the registration of additional securities at the Vietnam Securities Depository and Clearing Corporation for the number of shares issued additionally.</p>	100%
10	05.24.1- 2024/NQ-HHP- HDQT	24/05/2024	<p>Approve the policy to support the subsidiary – Hoang Ha Phu Yen Paper Joint Stock Company to accelerate the progress of the investment project for a paper production plant with capacity of 100,000 tons of products per year.</p> <p>Agree to submit to the 2024 Annual General Meeting of Shareholders; get approval on the proposal to increase the ownership rate in Hoang Ha Phu Yen Paper Joint Stock Company to a minimum of 65% and a maximum not exceeding 80%, and also present to the General Meeting for changes</p>	100%

			in the use of funds raised from the private placement of shares that increases the Company's charter capital in 2023-2024.	
11	05.24.2- 2024/NQ-HHP- HDQT	24/05/2024	Approve the agenda for the 2024 Annual General Meeting of Shareholders.	100%
12	06.13-2024/NQ- HHP-HDQT	13/06/2024	Approve the update of the draft meeting materials for the 2024 Annual General Meeting of Shareholders. Approve the report on the Sustainable Development Strategy Declaration and ESG Practices for 2023 of the Company.	100%
13	06.26-2024/NQ- HHP-HDQT	26/06/2024	Approve the selection and signing of an audit contract with Nhan Tam Viet Auditing Company Limited.	100%
14	07.09-2024/NQ- HHP-HDQT	09/07/2024	Approve all contents of the Credit Facility Agreement, Mortgage Agreement, and related documents signed between HHP and the Vietnam Joint Stock Commercial Bank for Industry and Trade – Tien Son Branch.	100%
15	0907.1/2024/BB -HHP-HDQT	09/07/2024	Approve the policy to support the subsidiary - Hoang Ha Paper Joint Stock Company in accelerating the progress of the 100,000 tons per year paper production plant.	100%
16	2907.02/2024/B B-HHP-HDQT	29/07/2024	Approve the release of assets currently pledged/mortgaged at BIDV - Thanh Do Branch.	100%
17	1908/2024/BB- HHP-HDQT	19/08/2024	Approve the official organizational chart of the Company. Approve the consolidation of key positions in the Company's departments	100%
18	08.19.1- 2024/NQ-HHP- HDQT	19/08/2024	Dismiss Mrs. Trinh Thi Huong from the position of Chief Accountant and Head of the Finance and Accounting Department effective September 1, 2024.	100%

19	08.19.2- 2024/NQ-HHP- HDQT	19/08/2024	Appoint Mrs. Bui Thi Giang as Chief Accountant and Head of the Finance and Accounting Department effective September 1, 2024.	100%
20	2509/2024/BB- HHP-HDQT	25/09/2024	Approve the agreement allowing Orient Paper Joint Stock Company to use the Company's savings accounts opened at Vietinbank, Tien Son Branch, as collateral for a loan at Vietinbank.	100%
21	2611/2024/BB- HHP-HDQT	26/11/2024	Approve the borrowing plan at First Commercial Bank, Ltd. - Hanoi City Branch.	100%

III. Board of Supervisors (Annual Report):

1. Information on the members of the Board of Supervisors (BoS):

No	Members	Position	Start Date/End Date as a Member of the Board of Supervisors		Professional Qualifications
			Appointment Date (dd/mm/yyyy)	Dismissal Date (dd/mm/yyyy)	
1	Nguyen Thi Thanh Van	Head of the BoS	15/06/2024	-	Bachelor of Accounting
2	Dinh Thi Hong	Member of the BoS	Aug 2017 (re-appointed on May 06, 2022)	-	Bachelor of Accounting
3	Dinh Thi Bich Hanh	Member of the BoS	06/05/2022	-	Bachelor of Accounting
4	Dao Thi Ngan	Head of the BoS	06/05/2022	15/06/2024	Bachelor of Accounting

2. The meetings of the Board of Supervisors

No.	Member of the Board of Supervisors	Number of Meeting Attended	Attendance Rate	Voting Rate	Reason(s) for absence
1	Nguyen Thi Thanh Van	1/2	50%	100%	Recently appointed on June 15, 2024.
2	Dinh Thi Hong	2/2	100%	100%	-
3	Dinh Thi Bich Hanh	2/2	100%	100%	-
4	Dao Thi Ngan	1/2	50%	100%	Dismissed from June 15, 2024.

3. Board of Supervisors's activities in Monitoring the Board of Directors, Executive Board and Shareholders:

- The Board of Supervisors held 02 meetings, conducted supervision and evaluation activities of the Company's activities through the financial statements and inspected some documents. The supervision contents include:
 - + Reviewing the consolidated financial statements, parent company's financial statements for 2023, and the quarterly financial statements for Q1, Q2, Q3, and Q4 of 2024. Collaborating with Nhan Tam Viet Auditing Company Limited to supervise the implementation of inventory, settlement and audit of the consolidated financial statements, the parent company's financial statements for 2023 and the semi-annual financial statements for 2024 of the Company.
 - + Inspecting the audited financial statements for fiscal year 2023 to prepare the Draft Report of the Supervisory Board to submit to the Company's 2024 Annual General Meeting of Shareholders; Supervise and give comments on the procedures for preparing the organization of the 2024 Annual General Meeting of Shareholders to ensure compliance with the provisions of law and the Company's Charter.
 - + Supervise the activities of the Board of Directors and review the Board of Directors' activity reports.
 - + The Board of Supervisors has inspected and supervised all aspects of the Company's operations by participating in meetings of the Board of Directors, the Board of General Directors and periodic documents and reports of specialized departments.
 - + Inspect and supervise compliance with the State's policies, laws, regulations, and regulations of the Board of Directors and the Board of General Directors of the Company through reviewing and studying the Resolutions of the Board of Directors and the Decisions on business operations of the Board of General Directors.
 - + Approve the election of the Head of the Board of Supervisors.
4. Coordination between the Board of Supervisors and the Board of Directors, Board of Management and other managers:

- The Board of Supervisors attended all meetings of the Board of Directors and some meetings of the Board of Management, gave opinions on the policies and decisions of the Board of Directors and the Board of Management to ensure that the policies and decisions are issued in accordance with the provisions of law and ensure the interests of the Company.
- The Board of Supervisors received good cooperation from the Board of Directors, Board of Management and the managers of functional departments, creating favorable conditions in terms of facilities as well as providing full information and documents necessary for the inspection work of the Board of Supervisors.
- The Board of Directors, the Board of Supervisors and the Board of Management always exchange information and issues related to the general operations of the Company.
- The Board of Supervisors's activities are carried out in accordance with the Company's charter.

5. Other Activities of the Board of Supervisors: None

IV. Board of Management

No	Member of the Board of Management	Date of Birth (dd/mm/yyyy)	Professional Qualifications	Date of Appointment/ Dismissal of the Board of Management members
1	Tran Thi Thu Phuong	09/07/1966	Master's Degree in Economics	11/2012 (reappointed on 01/09/2022)
2	Nguyen Vinh Quang	18/06/1972	Bachelor's Degree in Economics	09/2017 (reappointed on 01/09/2022)
3	Nguyen Tien Vinh	29/02/1976	Master's Degree in Pulp and Paper Technology, Master's Degree in Business Administration, Bachelor's Degree in Foreign Languages (English)	Appointed from 01/07/2023

V. Chief Accountant

Name	Date of Birth (dd/mm/yyyy)	Professional Qualifications	Date of Appointment/ Dismissal
Trinh Thi Huong	11/07/1986	Bachelor's Degree in Accounting	Date of Appointment: 09/2017 (reappointed on 01/09/2022) Date of Dismissal: 01/09/2024
Bui Thi Giang	16/10/1984	Bachelor's Degree in Accounting	Date of Appointment: 01/09/2024

VI. Training on Corporate Governance:

Members of the Board of Directors, Board of Supervisors, Board of Management, and other managers of the Company have participated in training courses related to corporate governance as required. Additionally, the Company regularly organizes training sessions on occupational safety, fire prevention and firefighting, and the 5S methodology for management personnel and employees. In 2024, the Company will continue to focus on internal training efforts to share knowledge and experiences, improve skills and expertise, and familiarize all employees with the core values of the organization. This will enable the Company to develop towards quality and sustainability, harmonizing the enhancement of production value with quality assurance, adherence to 5S standards, environmental protection, and the development of both internal and external resources while stabilizing and enhancing the culture and quality of life for all employees.

The Company also encourages and facilitates key personnel to attend self-development training courses, such as the 7th Keiejuku Strategic Director Training Course organized in collaboration with the Vietnam-Japan Human Resource Development Institute (VJCC) of Foreign Trade University and the Japan International Cooperation Agency (JICA); Leadership Coaching Expert Training according to ICF standards; Medium Voltage Safety Course; Paper Technology Training; Radiation Safety Training; Crane Operation Training organized in cooperation with Phu Tho College of Industry; and Fire Prevention and Emergency Rescue Certificate Training organized in collaboration with the Hai Phong City Fire Prevention Police. These courses aim to equip employees with knowledge and skills to enhance their awareness of fire prevention and explosion prevention.

In particular, in 2024, with the philosophy that "Happy employees lead to a happy company," HHP has hosted and accompanied all employees in the "Happiness Culture Creating Journey," which started on May 16, 2024. HHP has completed two phases of a 28-day intensive program focused on emotional intelligence (EQ) for its members. After this journey, participants reported a noticeable increase in connection and sharing among themselves, an understanding of the importance of happiness, acquisition of new habits such as remaining calm and controlling emotions in daily work, living with purpose and positivity, concentrating on learning, thinking, and acting; spending more time in reflection, listening, and sharing, and improved communication skills.

VII. List of affiliated persons of public companies (Annual Report) and transactions of affiliated persons of the company

1. List of affiliated persons of the company: Details in Appendix 1
2. Transactions between the company and its affiliated persons; or between the company and its major shareholders, internal persons and their affiliated persons: Details in Appendix 2
3. Transactions 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 entities:
 - 4.1. Transactions between the company and companies that its members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have been or are currently founding members or members of the Board of Directors, or the General Director in three (03) latest years (calculated at the time of reporting).

Transactions	Value (Dong)
Hoang Ha Ha Nam Paper Joint Stock Company	
<i>Receivables from loan interest</i>	1.082.958.900
<i>Collected loan interest</i>	1.716.164.377
<i>Receivables from dividends</i>	3.059.340.659
3C Pro Investment Joint Stock Company	
<i>Payments of purchases of goods</i>	130.000.000
<i>Receivables from dividends</i>	1.280.000.000
Hoang Ha Phu Yen Paper Joint Stock Company	
<i>Receivables from loan</i>	45.000.000.000
<i>Receivables from loan interest</i>	2.076.054.796
<i>Collected loan interest</i>	2.076.054.796
<i>Capital contribution transfers</i>	16.000.000.000
HHP Green Energy Joint Stock Company	
<i>Payables for boiler operating expense</i>	28.950.436.800
<i>Payments of boiler operating expense</i>	17.521.012.800
<i>Receivables from electricity and water expense</i>	2.349.438.555
<i>Collected electricity and water expense</i>	463.772.007

- 4.2. Transactions between the Company and the company that its affiliated persons with member of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, General Director: None

4.3. Other transactions of the Company may bring material or non-material benefits for members of Board of Directors, member of Board of Supervisors, General Director and other managers: None

VIII. Share transactions of internal persons and their affiliated persons (Annual report)

1. List of internal persons and their affiliated persons: Details in Appendix 3.
2. Transactions of internal persons and affiliated persons with shares of the Company: Details in Appendix 4.

IX. Other significant issues: None.

Recipients:

- As submitted to;
- Disclosed information as per regulations;
- Archive: HR. & Administration.

**O/B THE BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Thi Thu Thuy

APPENDIX 1: LIST OF AFFILIATED PERSONS OF THE COMPANY

No.	Name of organization/ individual	Securities trading account (if any)	Position in the company (if any)	ID card No./Passport No.	Date of issue	Place of Issue	Headquarter Address/Contact Address	Time of starting to be affiliated Person	Time of ending to be affiliated Person	Reason (s)	Relationship with the Company
1	Nguyen Thi Thu Thuy	-	Chairperson of the Board of Directors					06/2020	-	-	Internal person
2	Tran Thi Thu Phuong	-	Vice Chairperson of the Board of Directors, General Director, in charge of corporate governance					11/2012	-	-	Internal person
3	Nguyen Tien Vinh	-	Member of Board of Directors and Deputy General Director					06/2023	-	-	Internal person
4	Nguyen Thi Ngan	-	Board Member					08/2017	-	-	Internal person
5	Le Thi Nguyen	-	Board Member					05/2022	-	-	Internal person

6	Bui Minh Duc	-	Board Member					12/2020	-	-	Internal person
7	Nguyen Minh Tu	-	Board Member					05/2022	-	-	Internal person
8	Nguyen Thị Thanh Van	-	Head of Board of Supervisors					06/2024	-	Appoint-ed as a member of the BoS from June 15, 2024	Internal person
9	Dinh Thi Bich Hanh	-	Board Member					05/2022	-	-	Internal person
10	Dinh Thi Hong	-	Board Member					08/2017	-	-	Internal person
11	Nguyen Vinh Quang	-	Deputy General Director					09/2017	-	-	Internal person
12	Bui Thi Giang	-	Chief Accountant, Authorized Person to Disclose Information					09/2024	-	Appointed as Chief Accountant from September 1, 2024, appointed as Authorized person to Disclose Information from October 1, 2024	Internal person

13	Trinh Thi Huong	-	Secretary, Chief Accountant, Authorized Person to Disclose Information					09/2017	-	Dismissed as Chief Accountant from 01/09/2024, Dismissed as Authorized person to Disclose Information from 01/10/2024	Internal person
14	Dao Thi Ngan	-	Head of Supervisory Board					08/2017	-	Dismissed as Board of Supervisors members from June 15, 2024	Internal person
15	Hoang Ha Ha Nam Paper Joint Stock Company	-	-					10/2017	-	-	Subsidiary
16	3C Pro Investment Joint Stock Company	-	-					09/2023	-	-	Subsidiary
17	HHP Green Energy Joint Stock Company	-	-					11/2023	-	-	Subsidiary
18	Hoang Ha Phu Yen Paper Joint Stock Company	-	-					01/2024	-	-	Subsidiary
19	Hoang Ha Investment Group Joint Stock Company	-	-					09/2020	-	-	Affiliated companies

APPENDIX 2: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INTERNAL PERSONS, AFFILIATED PERSONS OF INTERNAL PERSONS

No.	Name of organization/ individual	Relationship with the company	Certificate No., Date of issue; Place of issue	Head office address/Contact address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, specify the date of issue)	Content, quantity, total of transaction value	Note
1	Hoang Ha Ha Nam Paper Joint Stock Company	Subsidiary	0700219848, issued on: October 4, 2002, issued by: Department of Planning and Investment of Ha Nam province	Dong Van I Industrial Park, Dong Van Ward, Duy Tien Town, Ha Nam Province	In 2024	The Resolution of the Board of Directors No. 08.26/2022/NQ-HHP-HĐQT dated August 26, 2022	HHP receivables from loan interest: 1.082.958.900 đồng; HHP collected loan interest: VND 1.716.164.377; HHP receivables from dividends: VND3.059.340.659	
2	3C Pro Investment Joint Stock Company	Subsidiary	0109749005, issued on: September 20, 2021, issued by: Department of Planning and Investment of Hanoi city	771 Quang Trung, Phu La Ward, Ha Dong District, Hanoi City	In 2024	The Resolution of the Board of Directors No. 1205.1-2023/NQ-HHP-HĐQT dated December 05, 2023	HHP Payments of purchases of goods: VND 130.000.000; HHP receivables from dividends: VND 1.280.000.000	
3	Hoang Ha Phu Yen Paper Joint Stock Company	Subsidiary	4401076331, issued on: April 27, 2020, issued by: Department of Planning and Investment of Phu Yen province	Lot E8, Dong Bac Song Cau Industrial Park, Xuan Hai Commune, Song Cau Town, Phu Yen Province	In 2024	The Resolution of the Board of Directors No. 1205.1-2023/NQ-HHP-HĐQT dated December 5, 2023	HHP receivables from loan: VND 45.000.000.000; HHP receivables from loan interest: 2.076.054.796 đồng HHP collected loan interest: 2.076.054.796 đồng; HHP Capital contribution transfers: 16.000.000.000 đồng	
4	HHP Green Energy Joint Stock Company	Subsidiary	0202211229, issued on: August 14, 2023, issued by: Department of Planning and Investment of Hai Phong city	Department of Planning and Investment of Hai Phong City	In 2024	The Resolution of the Board of Directors No. 1205.1-2023/NQ-HHP-HĐQT dated December 5, 2023	HHP payables for boiler operating expense: VND 28.950.436.800; HHP payments of boiler operating expense: VND 17.521.012.800; HHP receivables from electricity and water expense: VND 2.349.438.555; HHP collected electricity and water expense: VND 463.772.007	

APPENDIX 3: LIST OF INTERNAL PERSONS AND AFFILIATED PERSONS OF INTERNAL PERSONS

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No. (*)	Date of issue	Place of issue	Contact address	Number of shares owned at the end of the period	Share owner -ship ratio at the end of the period	Note
1	Nguyen Thi Thu Thuy	-	Chairperson of the Board of Directors					7.156.108	8,27%	-
1.1	Nguyen Phuc Giang	-	-					0	0%	Son
1.2	Nguyen Phuc Bao Giang	-	-					0	0%	Son
1.3	Phung Chi Duong	-	-					0	0%	Son
1.4	Nguyen Tuan Son	-	-					0	0%	Brother
1.5	Pham Thi Bay	-	-					0	0%	Sister-in-law
1.6	Nguyen Van Linh	-	-					0	0%	Brother
2	Tran Thi Thu Phuong	-	Vice Chairperson of Board of Directors, General Director, Person in charge of corporate governance					8.614.827	9,95%	-
2.1	Nguyen Tran Phuong Linh	-	-					0	0%	Daughter

2.2	Ethan David	-	-					0	0%	Son-in-law
2.3	Nguyen Tran Nhat Duc	-	-					0	0%	Son
2.4	Tran Vinh Loc	-	-					0	0%	Brother
2.5	Tran Thi Ninh							0	0%	Sister-in-law
2.6	Tran Anh Minh	-	-					0	0%	Brother
2.7	Nguyen Thi Nguyet Minh							0	0%	Sister-in-law
2.8	Tran Quoc Khanh	-	-					61.215	0,07%	Sister
2.9	Vu Thi Hang	-	-					16.731	0,02%	Sister-in-law
2.10	Hoang Ha Ha Nam Paper JSC	-	-					0	0%	Ms. Phuong is the member of the Board of Directors
2.11	Hoang Ha Investment Group JSC	-	-					0	0%	Ms. Phuong is the Chairman of the Board of Directors
2.12	3C Pro Investment JSC	-	-					0	0%	Ms. Phuong is the Chairman of the Board of Directors

2.13	Hoang Ha Phu Yen Paper JSC	-	-					0	0%	Ms. Phuong is the Chairman of the Board of Directors
3	Nguyen Tien Vinh	-	Member of Board of Directors and Deputy General Director					392.761	0,45%	-
3.1	Nguyen Dinh Thin	-	-					0	0%	Father
3.2	Do Thi Dang	-	-					0	0%	Mother
3.3	Nguyen Thi Thuy Oanh	-	-					0	0%	Wife
3.4	Nguyen Huong Mai	-	-					0	0%	Daughter
3.5	Nguyen Tra My	-	-					0	0%	Daughter
3.6	Nguyen Ngoc Quang	-	-					0	0%	Younger brother
3.7	Nguyen Ngoc Thanh	-	-					0	0%	Younger brother
3.8	Nguyen Thi Lan Huong	-	-					0	0%	Younger brother
3.9	Pham Thi Thuy	-	-					0	0%	Sister in law
3.10	Tran Thi Tuyet Lan	-	-					0	0%	Sister in law

3.11	Do Van Chien	-	-					0	0%	Brother in law
3.12	Hoang Ha Phu Yen Paper Joint Stock Company	-	-					0	0%	Mr. Vinh is a member of the Board of Directors and Deputy Director
4	Nguyen Thi Ngan	-	Board Member					2.000	0,002%	-
4.1	Vu Thi Hai Ly	-	-					52.797	0,06%	Daughter
5	Le Thi Nguyen	-	Board Member					2.000	0,002%	-
5.1	Nguyen Thi Tam	-	-					0	0%	Mother
5.2	Le Thanh Tung	-	-					0	0%	Brother
5.3	Le Thi Huong Thao	-	-					0	0%	Sister
5.4	Nguyen Tien Dung	-	-					0	0%	Husband
5.5	Le Thi My Van	-	-					0	0%	Sister-in-law
5.6	Tran Hoang Hai	-	-					0	0%	Brother-in-law
5.7	Nguyen Van Dinh	-	-					0	0%	Father-in-law
5.8	Nguyen Thi Loan	-	-					0	0%	Mother-in-law

5.9	B.Coach Vietnam Investment Consulting Joint Stock Company	-	-					0	0%	Ms. Nguyen is the CEO
5.10	Nguyen Anh Development Investment Company Limited	-	-					0	0%	Ms. Nguyen is the Chairperson of the Board of Directors
6	Bui Minh Duc	-	Board Member					569.112	0,66%	-
6.1	Pham Thi Thanh	-	-					0	0%	Wife
6.2	Bui Bich Lan	-	-					0	0%	Daughter
6.3	Phan Thanh Hai	-	-					0	0%	Son in law
6.4	Bui Minh Hoang	-	-					0	0%	Son
6.5	Bui Thi Hanh	-	-					0	0%	Sister
6.6	Bui Thi Mao	-	-					0	0%	Sister
6.7	Bui Van Phuoc	-	-					0	0%	Brother
6.8	Bui Thi Tu	-	-					0	0%	Sister
6.9	Bui Thi Huong	-	-					0	0%	Sister
6.10	Orient Commercial Joint Stock Bank (OCB)	-	-					0	0%	Mr. Duc is the Independent member of

										the Board of Directors.
7	Nguyen Minh Tu	-	Board Member					1.716.650	1,98%	-
7.1	Nguyen Thi Ha	-	-					0	0%	Mother
7.2	Nguyen Van Thang	-	-					0	0%	Father
7.3	Dang Thi Huyen Trang	-	-					0	0%	Wife
7.4	Nguyen Linh Chi	-	-					0	0%	Daughter
7.5	Nguyen Ngoc Minh	-	-					0	0%	Son
7.6	Nguyen Que Chi	-	-					0	0%	Daughter
7.7	Tam Hoa Furniture Joint Stock Company	-	-					0	0%	Mr. Tu is the General Director.
8	Nguyen Thi Thanh Van	-	Head of Supervisory Board					0	0%	Appointed from 15/06/2024
8.1	Nguyen Van Xanh	-	-					0	0%	Father
8.2	Nguyen Thi Thoan	-	-					0	0%	Mother
8.3	Nguyen Tien Loc	-	-					0	0%	Brother
8.4	Nguyen Tien Vinh	-	-					0	0%	Brother
8.5	Tran Thi Hien	-	-					0	0%	Sister in law

8.6	Pham Thi Thanh Nga	-	-					0	0%	Sister in law
8.7	Pham Thi Huynh	-	-					0	0%	Mother-in-law
8.8	Tran Huu Soan	-	-					0	0%	Husband
8.9	Tran Thao Quyen	-	-					0	0%	Daughter
8.10	Tran Bao Khanh	-	-					0	0%	Son
9	Dinh Thi Bich Hanh	-	Member of Board of Supervisors					1.019	0,001%	-
9.1	Ha Quoc Vinh	-	-					0	0%	Husband
9.2	Ha Kieu My	-	-					0	0%	Daughter
9.3	Ha Vinh Hien	-	-					0	0%	Son
9.4	Doan Thuy Linh	-	-					0	0%	Daughter in law
9.5	Dinh Mai Hoa	-	-					0	0%	Older sister
9.6	Dinh Thi Minh Hai	-	-					0	0%	Sister <i>No updated ID card information provided</i>
10	Dinh Thi Hong	-	Member of Supervisory Board					1.000	0,001%	-
10.1	Nguyen Van Uyen	-	-					0	0%	Husband

10.2	Nguyen Minh Hoang	-	-					0	0%	Son
10.3	Nguyen Hong Nhung	-	-					0	0%	Daughter
10.4	Dinh Van Chinh	-	-					0	0%	Brother
10.5	Dinh Thi Cam	-	-					0	0%	Sister
10.6	Dinh Thi Quyet	-	-					0	0%	Sister
11	Nguyen Vinh Quang	-	Deputy General Manager					89.579	0,10%	-
11.1	Luu Thi Mai Huong	-	-					0	0%	Wife
11.2	Nguyen Hoang Son	-	-					0	0%	Son
11.3	Nguyen Khoa An	-	-					0	0%	Son
11.4	Nguyen Thi Hoa Le	-	-					0	0%	Sister
11.5	Nguyen Thi Thuy Van	-	-					0	0%	Sister
11.6	Nguyen Thi Vinh	-	-					0	0%	Sister
11.7	HHP Green Energy Joint Stock Company	-	-					0	0%	Mr. Quang is Chairman of the Board of Directors.
12	Bui Thi Giang	-	Chief Accountant, Authorized Person to Disclose Information					0	0%	

12.1	Bui Ngoc Tuan	-	-					0	0%	Father
12.2	Tran Thi Thao	-	-					0	0%	Mother
12.3	Hoang Xuan Dong	-	-					0	0%	Father in law
12.4	Do Thi Khanh	-	-					0	0%	Mother in law
12.5	Hoang Van Dung	-	-					0	0%	Husband
12.6	Hoang Ngoc Khanh Tam	-	-					0	0%	Son
12.7	Hoang Ngoc Gia Luong	-	-					0	0%	Son
12.8	Bui Ngoc Truong	-	-					0	0%	Younger brother
12.9	Bui Ngoc Dong	-	-					0	0%	Younger brother
12.10	Bui Thi Bich	-	-					0	0%	Younger brother
12.11	Phan Thi Hai Yen	-	-					0	0%	Sister in law
12.12	Dinh Nguyen Dieu Hanh	-	-					0	0%	Sister in law
12.13	Tran Van Dai	-	-					0	0%	Brother in law
13	Trinh Thi Huong	-		Company Secretary, Chief Accountant, Authorized Person to Disclose Information				59.655	0,07%	Dismissed as chief accountant from September 1, 2024, Dismissed as

										Authorized person to disclose information from October 1, 2024
13.1	Trinh Van Thuan	-	-					0	0%	Father
13.2	Ngo Thi Xuan	-	-					0	0%	Mother
13.3	Tran Dinh Tuan	-	-					0	0%	Father in law
13.4	Nguyen Thi Bich Thu	-	-					0	0%	Mother in law
13.5	Tran Dinh Duc	-	-					0	0%	Husband
13.6	Trinh Thi Huong	-	-					0	0%	Sister
13.7	Trinh Van Quan	-	-					0	0%	Brother <i>No information provided</i>
13.8	Nguyen Thi Hoa	-	-					2.915	0,003%	Sister in law
13.9	Tran Nha Uyen	-	-					0	0%	Daughter
14	Dao Thi Ngan	-	Head of Board of Supervisors					13.550	0,02%	Dismissed from June 15, 2024
14.1	Nguyen Thi Huong	-	-					0	0%	Mother
14.2	Nguyen Thi Nuu	-	-					0	0%	Mother in law

14.3	Khuong Quoc Cuong	-	-					0	0%	Husband
14.4	Khuong Ngoc Van	-	-					0	0%	Daughter
14.5	Khuong Thao Nhi	-	-					0	0%	Daughter
14.6	Dao Dinh Canh	-	-					0	0%	Younger brother
14.7	Luu Thi Hong Nhung	-	-					0	0%	Sister in law
14.8	Dao Dinh Khanh	-	-					0	0%	Younger brother

APPENDIX 4: TRANSACTIONS OF INTERNAL PERSONS AND RELATED PERSONS IN THE COMPANY'S SHARES

No.	Transaction maker	Relationship with the Company/Internal person	Number of shares owned at the beginning of the period (*)		Number of shares owned at the end of the period (**)		Reason for increase or decrease (purchase, sale, conversion, bonus...)
			Number of shares	Ratio	Number of shares	Ratio	
1	Nguyen Thi Thu Thuy	Chairperson of the Board of Directors,	4.366.206	7,04%	7.156.108	8,27%	Receive Dividends Buy Shares of Private Placement Receive ESOP Bonus Shares
2	Tran Thi Thu Phuong	Vice Chairperson of Board of Directors; General Director	5.257.444	8,48%	8.614.827	9,95%	Receive Dividends Buy Shares of Private Placement Receive ESOP Bonus Shares
3	Bui Minh Duc	Board Member	532.500	0,859%	569.112	0,66%	Receive Dividends Receive ESOP Bonus Shares
4	Nguyen Minh Tu	Board Member	1.600.000	2,58%	1.716.650	1,98%	Receive Dividends Receive ESOP Bonus Shares
5	Nguyen Tien Vinh	Board Member, Deputy General Manager	353.250	0,57%	392.761	0,45%	Receive Dividends Receive ESOP Bonus Shares
6	Le Thi Nguyen	Board Member	0	0%	2.000	0,002%	Receive ESOP Bonus Shares
7	Nguyen Thi Ngan	Board Member	0	0%	2.000	0,002%	Receive ESOP Bonus Shares
8	Dao Thi Ngan	Head of the Board of Supervisors (resigned from June 15, 2024)	0	0%	13.550	0,02%	Receive ESOP Bonus Shares

9	Dinh Thi Bich Hanh	Member of Board of Supervisors	19	0,00003%	1.019	0,001%	Receive ESOP Bonus Shares
10	Dinh Thi Hong	Member of Board of Supervisors	0	0%	1.000	0,001%	Receive ESOP Bonus Shares
11	Nguyen Vinh Quang	Deputy General Manager	70.263	0,11%	89.579	0,10%	Receive Dividends Receive ESOP Bonus Shares
12	Trinh Thi Huong	Company Secretary, Chief Accountant, Authorized Person to Disclose Information (Dismissed as chief accountant from September 1, 2024, Dismissed as Authorized person to disclose information from October 1, 2024)	43.292	0,07%	59.655	0,07%	Receive Dividends Receive ESOP Bonus Shares
13	Vu Thi Hai Ly	Internal person's affiliated person	37.275	0,06%	52.797	0,06%	Receive Dividends Receive ESOP Bonus Shares
14	Tran Quoc Khanh	Internal person's affiliated person	52.174	0,08%	61.215	0,07%	Receive Dividends Receive ESOP Bonus Shares
15	Vu Thi Hang	Internal person's affiliated person	15.711	0,03%	16.731	0,02%	Receive Dividends
16	Nguyen Thi Hoa	Internal person's affiliated person	2.738	0,004%	2.915	0,003%	Receive Dividends

(*) Ratio over 100% of actual contributed charter capital 62,023,810 shares.

(**) Ratio over 100% of actual contributed charter capital 86,554,343 shares.