



HIEP PHUOC INDUSTRIAL PARK

HIEP PHUOC INDUSTRIAL PARK JOINT STOCK COMPANY

ANNUAL | **2024** **REPORT**

Ho Chi Minh City, April 2025

TABLE OF CONTENTS

I. GENERAL INFORMATION	2
1. Overview	2
2. Establishment and development process	2
3. Business lines and locations of the business	3
4. Information about governance model, business organization and managerial apparatus	3
5. Development orientation	5
6. Risks	6
II. OPERATIONS IN THE YEAR	7
1. Business performance in 2024	7
2. Organization and Human resource	9
3. Investment situation, project implementation situation	11
4. Financial situation	15
5. Shareholder structure, changes in owner's investment capital	18
6. Report on the company's environmental and social impacts	19
III. REPORT AND ASSESSMENT OF THE BOARD OF MANAGEMENT	21
1. Assessment of business results in 2024.....	21
2. Financial Situation: Fluctuations in Assets – Capital Sources in 2024.....	22
3. Improvements in organizational structure, policies, and management	23
4. Development plan for the future	23
5. Explanation from the Board of Directors regarding the audit opinion (if any) or noteworthy changes:.....	24
6. Assessment report regarding the company's environmental and social responsibilities	24
IV. ASSESSMENT OF THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATIONS IN 2024	25
1. Assessment of the Board of Directors on the Company's operations in 2024	25
2. Assessment of the Board of Directors on the operation of the Board of Management	25
3. Plans and orientations of the Board of Directors	26
V. CORPORATE GOVERNANCE.....	26
1. Board of Directors	26
2. Board of Supervisors	29
3. Transactions, Remuneration, and Benefits of the BOD, BOS, Company Secretary, and Board of Management	30
VI. AUDITED FINANCIAL STATEMENTS FOR 2024.....	31

I. GENERAL INFORMATION

1. Overview

Company name	CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC.
English name	HIEP PHUOC INDUSTRIAL PARK JOINT STOCK COMPANY.
Abbreviated name	HIPC.
	Business registration certificate No.: 0305046979 (old number 4103007006) issued by the Department of Planning and Investment of Ho Chi Minh City on 2007-06-14 and adjusted for the 10th time on 2023-03-22.
Charter capital	VND 600,000,000,000 (Six hundred billion Vietnamese Dong).
Address	Zone B, Street No. 1, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Nha Be District, Ho Chi Minh City, Vietnam.
Telephone	(84.28) 37800345.
Fax	(84.28) 37800341.
Website	www.hiepphuoc.com
Stock code	HPI.

2. Establishment and development process

2007	Hiep Phuoc Industrial Park Joint Stock Company was established from the equitization of the Hiep Phuoc Industrial Park project phase 1 under Tan Thuan Industrial Development Company.
2007-05-28	The Company held a general meeting of shareholders to establish the company, elect the Board of Directors (BOD), the Board of Supervisors (BOS) for term I (2007-2012) and register the business with an initial charter capital of VND 60 billion.
2010-10	HIPC is eligible to be a public joint stock company.
2011-06	Increased charter capital from VND 60 billion to VND 300 billion.
2012-04-20	The 2012 Annual General Meeting of Shareholders (AGM) elected the BOD, BOS for term II (2012 - 2016).
2013-07	All of the company's shares – stock code HPI - have been deposited at the Vietnam Securities Depository (VSD) in accordance with the law.
2013-09	HIPC contributed capital with Vie-Pan Industrial Park Co., Ltd to establish VietNam Japan Technology Park Co., Ltd (Vie – Pan Techno Park) with a charter capital equivalent to 5 million US dollars, in which HIPC contributed 45%.
2014-12	The Viet-Nhat Technology Park project has been officially completed and put into operation.

2016-12	Completed the increase of charter capital from VND 300 billion to VND 600 billion.
2017-04	The 2017 Annual General Meeting of Shareholders elected the BOD, BOS for term III (2017-2023).
2017-10	The Company's shares were officially traded on the UpCoM exchange - the stock exchange for public companies not yet listed on the Hanoi Stock Exchange ("HNX") with the stock code HPI according to decision No. 806/QĐ-SDGHN issued by HNX on 2017-09-26.
2023-08	The 2022 Annual General Meeting of Shareholders elected the BOD and BOS for the term IV (2022-2027).

3. Business lines and locations of the business

Main business lines	Construction and business of industrial park infrastructure in Ho Chi Minh City for subleasing industrial land.
Other business lines	Providing clean water, infrastructure maintenance services, wastewater treatment services, worker dormitory rental services, etc.
Business location	HIPC's business location is Hiep Phuoc Industrial Park (Phase 1 and Phase 2), located in Long Thoi and Hiep Phuoc Communes, Nha Be District, Ho Chi Minh City.

4. Information about governance model, business organization and managerial apparatus

4.1. Governance model

HIPC's governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Board of Management.

- **General Meeting of Shareholders (GMS):** The Company operates under the joint stock company model. The GMS is the highest authority, with the right to decide on the Company's issues in accordance with the law and the Company's charter. The GMS holds annual meetings to approve the guidelines, orientations and plans for annual/medium-term and long-term production and business. In addition, the GMS may hold extraordinary meetings in accordance with the law and the Company's Charter if issues arise that fall under the authority of the GMS.

- **Board of Directors (BOD):** The BOD is elected by the GMS, with full power to act on behalf of the Company to decide on all important matters relating to the Company's objectives and interests, except for matters under the authority of the GMS. Currently, 02/07 BOD members participate in the executive work. The BOD's fourth term is 05 years (2022-2027). On 2023-02-24, the BOD held a meeting and elected the Chairman of the BOD.

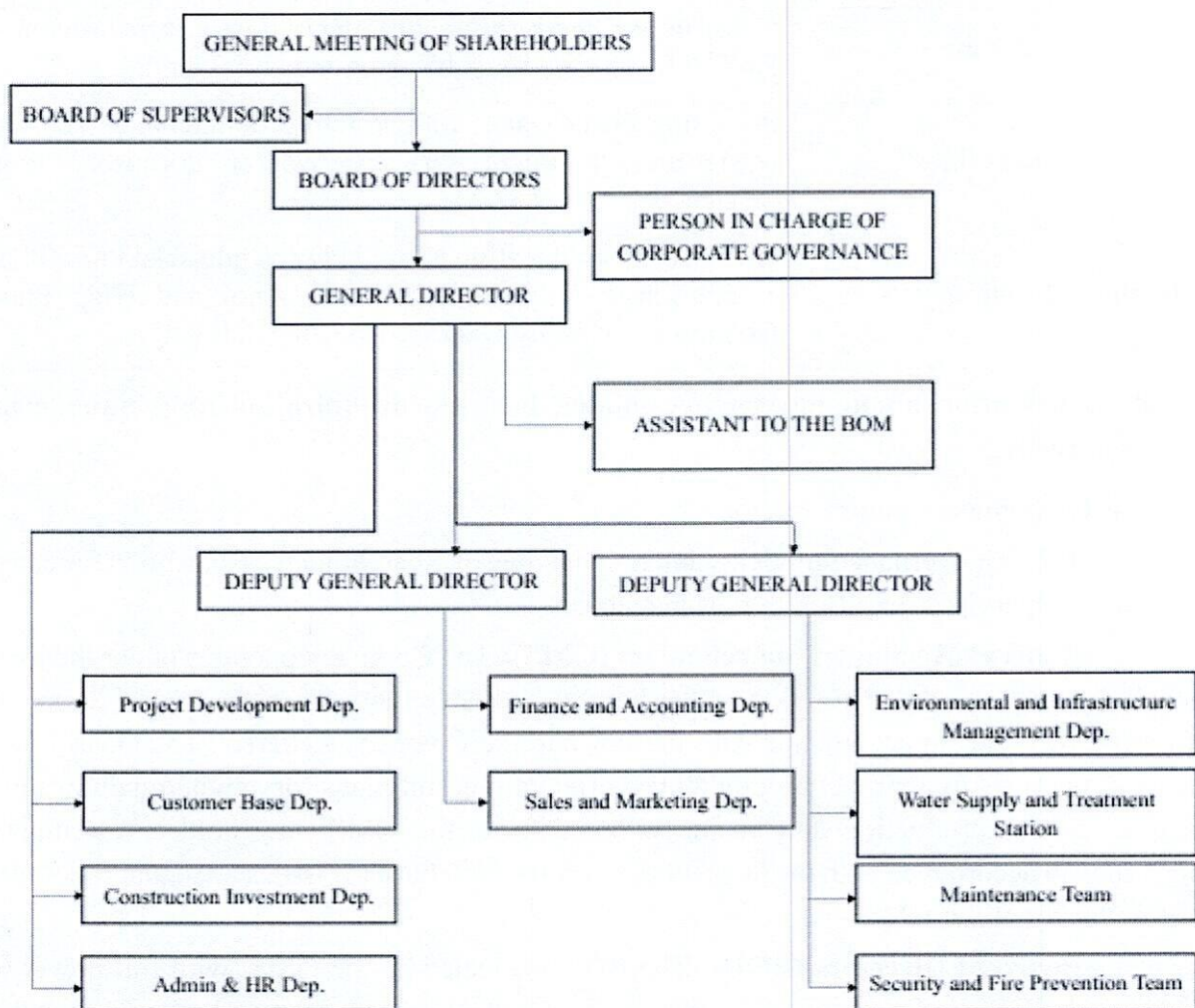
- **Board of Supervisors (BOS):** The incumbent BOS consists of 03 members with a term of 05 years (2022-2027). The BOS is elected by the GMS, with the task of supervising the activities of the BOD and the Board of Management in the management and

administration of the Company. The BOS is also responsible for appraising business performance reports, financial statements, reviewing accounting books and administrative work... The BOS operates independently of the BOD and the Board of Management. On 2023-02-24, the BOS held a meeting and elected the Head of the BOS.

- **Board of Management (BOM):** The BOM consists of 01 General Director and 02 Deputy General Directors. The General Director is the legal representative, manages all daily activities of the Company and is responsible to the BOD for the exercise of assigned powers and duties. The Deputy General Directors are authorized by the General Director to be in charge of the Company's operational areas.

4.2. Management apparatus structure:

- Organizational chart of the Company as of 2024-12-31:



4.3. Associated company

Pursuant to Resolution No. 07/NQ/HĐQT/HIPC/13 dated 2013-08-27 of the Board of Directors of Hiep Phuoc Industrial Park Joint Stock Company approving the policy of investment cooperation with Vie-Pan Industrial Park Co., Ltd to establish Viet – Japan Technology Park Co., Ltd.

Company name	VIETNAM - JAPAN TECHNOLOGY PARK CO., LTD
Business registration certificate	No. 0312476757 issued by the Department of Planning and Investment of Ho Chi Minh City on 2013-09-05 and amended for the 3rd time on 2023-02-20.
Charter capital	VND 105,000,000,000 (One hundred and five billion Vietnamese Dong).
HIPC's capital contribution ratio	45% of total charter capital.
Industry	Leasing pre-built factories and providing management services.
Address	Lot D6, Hiep Phuoc Industrial Park - Phase 2, Hiep Phuoc Commune, Nha Be District, Ho Chi Minh City, Vietnam.
Telephone	(84.28) 37 81 87 87
Fax	(84.28) 37 81 90 19

5. Development orientation

The company's development orientation for Hiep Phuoc Industrial Park is towards a green, sustainable industrial park model that applies modern technology and optimizes the use of resources. The company prioritizes attracting high-tech, environmentally friendly, labor-saving projects that are consistent with sustainable development planning.

5.1. Sustainable development and environmental protection

- Building an ecological industrial park with green space, energy saving and efficient resource management.
- Encourage businesses to apply clean technology, reduce emissions, and increase recycling.
- Strictly comply with environmental regulations, cooperate with authorities to improve the effectiveness of environmental monitoring and protection.

5.2. Responsibility to the community and society

- Contribute to local socio-economic development, create stable jobs and improve the quality of labor.
- Implement social security programs, improve the lives of workers and the surrounding communities.

5.3. Improving service quality and the investment environment

- Improve investor support processes, simplify legal procedures, and enhance service quality.
- Apply digital technology in management and operation, optimizing the operational efficiency of the IP.
- Create a transparent and favorable business environment, increasing the competitive advantages for businesses.

With this orientation, the Company is committed to developing Hiep Phuoc IP into a model industrial park, making a positive contribution to the sustainable economic development of the locality and the nation.

6. Risks

6.1. Economic risks

With its main business line being investment in the construction of IP infrastructure, HIPC's business operations depend directly on the growth rate of the domestic and international economies, especially on the ability to attract FDI capital.

In the event that macroeconomic policies, socio-economic infrastructure, and business support mechanisms are not built synchronously and appropriately, Vietnam may lose its competitive advantage in the global value chain. This could reduce FDI inflows, affecting the occupancy rate of industrial parks, thereby directly impacting the company's operational efficiency and development strategy.

6.2. Legal risks

As a business operating under the joint stock company model, HIPC is subject to the adjustment of legal regulations related to enterprises, securities and the securities market. In addition, the investment and development of industrial parks are also affected by the Land Law, compensation policies for site clearance and regulations related to real estate business.

Inconsistent changes or frequent adjustments to legal policies may affect the investment environment, reducing the attractiveness to domestic and foreign businesses that need to lease land in the industrial park. This may have a negative impact on the progress of land fund exploitation, investment efficiency and sustainable development of the company.

6.3. Site clearance risks

Compensation for site clearance is one of the major challenges in the formation and development of IPs, often encountering many legal and practical obstacles. In recent years, the land fund has become increasingly scarce, leading to increased compensation costs, directly affecting the compensation price frame.

This fluctuation not only increases investment costs but also affects the Company's revenue and profits, affecting the financial efficiency of the project. Therefore, having a reasonable and flexible compensation cost management strategy is an important factor to ensure progress and investment efficiency.

6.4. Project risks

The Company is implementing the infrastructure investment of the Hiep Phuoc IP phase 2 project with large-scale works such as the North-South trunk road (the main traffic route connecting the entire Hiep Phuoc IP phase 1 and 2 down to the Hiep Phuoc IP phase 3 area, Hiep Phuoc Port). In the process of investment, the Company faces difficulties in compensation for clearance, legal issues related to land, environmental impacts, and capital needs to finance the project... All of these factors will directly affect the implementation and investment efficiency of the project and affect the Company's business results. In addition, fluctuations in the price of construction materials and weak soil are also risk factors that can increase the investment cost of project construction.

Furthermore, the state's land lease price is also a significant risk factor because, to date, the People's Committee of Ho Chi Minh City and relevant departments have not officially announced the land lease unit price that the Company must pay into the budget. This leads to the reality that the company cannot build a (provisional) cost price to sublease the land to investors.

6.5. Competition risk

Foreign investors with extensive management experience and strong financial resources are becoming direct competitors of domestic enterprises in the field of industrial park development. In particular, businesses from China, South Korea, Singapore, and Japan have advantages in terms of scale, development strategy, and the ability to attract international customers, creating great pressure on domestic industrial parks.

In that context, Hiep Phuoc Industrial Park currently does not have a land lease unit price issued by the State, causing the land lease work to be temporarily suspended. This affects the ability to attract investment, leading to a large number of customers switching to search for neighboring industrial parks, directly impacting the business performance of the Industrial Park.

6.6. Environmental Risk

Although Hiep Phuoc Industrial Park is oriented towards developing according to the model of a green and sustainable industrial park, there are still some potential environmental risks. Attracting manufacturing industries may lead to the risk of water, air, and waste pollution if businesses do not strictly comply with environmental protection regulations.

In addition, the location of the Industrial Park near residential areas and natural ecosystems also poses challenges in controlling environmental impacts, especially wastewater, emissions, and noise management. Without timely monitoring and treatment solutions, these negative impacts could affect the quality of life of residents and the sustainable development of the area.

II. OPERATIONS IN THE YEAR

1. Business performance in 2024

1.1 Business results of land leasing in 2024:

At Hiep Phuoc Industrial Park in 2024, because the procedures for determining the land lease unit price to pay land rent to the State and issuing the Certificate of Land Use Rights have not been completed, the business of subleasing land continues to be suspended. Land lease revenue in 2024 is due to the remaining revenue from land lease contracts from 2019 and earlier.

1.2 Investment attraction situation as of 2024-12-31:

Current investment attraction situation: The total number of investors attracted to Hiep Phuoc Industrial Park by 2024 is 166 investors with a total of 183 projects. Among them:

- FDI projects : 35 projects, with a total investment of approximately 1 billion USD.
- Domestic projects : 148 projects, with a total investment of approximately 18,000 billion VND.

Results of accumulated investment attraction by 2024:

No.	Content	Commercial land area (ha)	Leased area (ha)	Occupancy rate (%)
1	Phase 1	235.1 ha	219.4 ha	93.32%
2	Phase 2	388.2 ha	105.1 ha	27.07%
3	Total	623.3 ha	324.5 ha	52.06%

1.3 Marketing business activities in 2024

- Complete the legal basis and business toolkit:
 - + Build and complete the sample Deposit Agreement and Land Sublease Contract, ensuring compliance with current legal regulations.
 - + Develop and complete the sales toolkit to effectively support the business of subleasing land.
- Search, maintain and develop customers:
 - + Approach and work with customers who need to sublease land, providing detailed information about services and preferential policies.
 - + Maintain contact with potential customers, ready to promote business when the market attracts investment again.
 - + Continue to build and develop the HIPC brand, enhancing reputation and position in the market.
- Provide legal support for investors.
 - + Advise, guide, and support customers who have signed land sublease contracts in carrying out relevant legal procedures.
 - + Ensure investors fully comply with legal regulations, creating favorable conditions for long-term business and investment activities.

1.4 The company has focused on accelerating the handling of pending tasks

- Complete the procedures for terminating the land lease contract with enterprises that are slow to implement projects.
- Implement the next steps to propose that the City People's Committee issue a decision to halt the high-rise factory project according to the procedure, in order to put Lot C27 into operation soon.
- Focus on monitoring and closely following the progress of resolving customer files where HIPC is currently the Plaintiff or a Person with Related Rights and Obligations at the Court.
- Promote information on eligible products for lease, organize to welcome many visitors to visit, work, and learn about project investment opportunities at Hiep Phuoc Industrial Park.

1.5 Regarding the business performance results for 2024

Unit: million VND

No.	CONTENT	PLAN 2024	Implementation in 2024	Difference	IM2024/ PL2024
(1)	(2)	(3)	(4)	(5)=(4)-(3)	(6)=(4)/(3)
1	Total revenue	133,978	70,081	(63,897)	52%
	- Land lease phase 1	2,427	10,701	8,274	441%
	- Land lease phase 2	3,752	3,645	(107)	97%
	- Clean water supply	48,447	49,400	953	102%
	- Wastewater treatment	26,840	28,741	1,901	107%
	- Worker dormitory	4,598	4,474	(124)	97%
	- Other services	293	196	(97)	67%

No.	CONTENT	PLAN 2024	Implementation in 2024	Difference	IM2024/ PL2024
(1)	(2)	(3)	(4)	(5)=(4)-(3)	(6)=(4)/(3)
	- Financial Income Revenue	43,744	32,637	(11,107)	75%
	- Other income	3,878	4,201	323	108%
	- Land recovery	0	(63,914)	(63,914)	
2	Total cost of goods sold	66,676	(24,510)	(91,186)	-37%
	- Land lease phase 1	656	3,584	2,928	546%
	- Land lease phase 2	4,445	3,726	(719)	84%
	- Clean water supply	42,010	49,369	7,359	118%
	- Waste water treatment	15,249	8,401	(6,848)	55%
	- Dormitory for workers	4,036	3,635	(401)	90%
	- Other services	280	98	(182)	35%
	- Adjustment due to land recovery	0	(93,323)	(93,323)	
3	Total expenses	43,142	28,392	(14,751)	66%
	- Financial expenses	0	0		
	- Selling expenses	6,538	3,089	(3,449)	47%
	- Enterprise management expenses	35,938	24,957	(10,981)	69%
	- Other expenses	667	346	(321)	52%
4	Profit before tax	24,160	66,199	42,039	274%
5	Corporate income tax	0	0		
6	Profit after tax	24,160	66,199	42,039	274%

2. Organization and Human resource

2.1. List of the Executive Board

2.1.1 Mr. Huynh Bao Duc - General Director

Year of birth	1981
Place of origin	Ben Tre
Education	Construction engineer
Number of shares	7,000,000 shares, accounting for 11.667% of charter capital
Capital representative for Tuan Loc Construction Investment JSC	7,000,000 shares
Individual ownership	0 shares

2.1.2 Ms. Nguyen Thi Binh - Deputy General Director

Year of birth	1982
Place of origin	Nghe An
Education	Bachelor of Economics
Number of shares	6,500,000 shares, accounting for 10.833% of charter capital
Capital representative for Tuan Loc Construction Investment JSC	6,500,000 shares
Individual ownership	0 shares

2.1.3 Mr. Giang Ngoc Phuong - Deputy General Director

Year of birth	1975
Place of origin	HCMC
Education	Master of Economics
Number of shares	2,432,951 shares, accounting for 4.05% of charter capital
Capital representative for Tan Thuan Industrial Promotion Co., Ltd	2,432,618 shares
Individual ownership	333 shares

2.1.4 Ms. Lu Thi Thu Van - Chief Accountant

Year of birth	1975
Place of origin	Ca Mau
Education	Bachelor of Economics
Number of shares	1,217,507 shares, accounting for 2.03% of charter capital
Representing capital for Tan Thuan Industrial Promotion Co., Ltd	1,216,308 shares
Individual ownership	1,199 shares

2.2. Changes in the Executive Board personnel in 2024:

In 2024, there were no changes in the Executive Board personnel.

2.3. Number and structure of personnel in the company

- The number of personnel as of 2024-12-31 is 181, of which:
 - + Number at the beginning of the year (2024-01-01): 188 personnel.
 - + Newly recruited in 2024: 02 personnel.
 - + Contract termination in 2024: 09 personnel.
- Personnel structure by professional level:
 - + University, Master's degree: Accounts for 30.4%.
 - + College, preliminary, intermediate level, and general labor: Accounts for 69.6%.
 - + Direct labor: Accounts for 70.2%
 - + Indirect labor: Accounts for 29.8%

2.4. Policies for employees in the company

- Deploy training courses on occupational safety and hygiene, electricity, and chemicals (Groups 1, 2, 3, 4, 6); safety training for agency medical staff (Group 5); first aid training; integration training for new employees and on-the-job training.
- Implement timely reward and disciplinary policies, creating motivation to work and maintaining a fair and professional working environment.
- Maintain and improve the integrated ISO system for Quality Management (ISO 9001:2015), Environmental Management (ISO 14001:2015), Occupational Health and Safety Management (ISO 45001:2018), and Energy Management (ISO 50001:2018).
- Employees are entitled to full salary and benefits such as holiday and Tet bonuses, 13th-month salary, uniform support, labor protection, lunch/night shift allowance, transportation or shuttle bus, welfare health insurance, 24-hour accident insurance, general health check-ups, periodic occupational disease check-ups as prescribed, travel and vacation, seniority policy, etc.

3. Investment situation, project implementation situation

3.1. Implementation progress

In 2024, HIPC completed the renovation of the fire protection system for Worker Dormitory Block 1 and the complete renovation of the fire protection system for the Hiep Phuoc Industrial Park Centralized Wastewater Treatment Plant Phase 1. The remaining items encountered many difficulties in terms of procedures and legal grounds for implementation, thus not ensuring the set plan. The implementation results for 2024 are as follows:

No.	Investment Work Items	Implementation results for 2024
1	Project for prevention and response to incidents at the centralized wastewater treatment plant of Hiep Phuoc Industrial Park Phase 2	<ul style="list-style-type: none">- Deploying procedures to request adjustment of the Investment Registration Certificate for Hiep Phuoc Industrial Park Phase 2.- Preparing a detailed construction planning scheme 1/500 (general site plan) for land plot F9XLNT.
2	Adjusting the overall planning of the sub-area at a scale of 1/2000 for Hiep Phuoc Industrial Park Phase 2	Preparing a review report on the planning scheme
3	Completing the renovation of the fire protection system at the centralized wastewater treatment plant of Hiep Phuoc Industrial Park Phase 1	Completing the construction of the fire protection system renovation
4	Renovating the fire protection system of the Block 1 worker dormitory	Completing the construction of the fire protection system renovation
5	Installing a new automatic and continuous wastewater monitoring system at Wastewater Treatment	Completing the contractor selection and currently implementing construction

No.	Investment Work Items	Implementation results for 2024
	Plant 1 (Plot B11a) and upgrading and renovating the automatic and continuous wastewater monitoring system at Wastewater Treatment Plant 2 (plot F9XLNT)	

3.2. Table of completed volume value in 2024:

Unit: million VND

No.	Investment Work Items	2024 Plan	2024 Implementation	IM2024/PL2024
1	Project for prevention and response to incidents at the centralized wastewater treatment plant of Hiep Phuoc Industrial Park phase 2	799	-	
2	Adjusting the overall planning of the XD sub-zone at a scale of 1/2000 for Hiep Phuoc Industrial Park Phase 2	1,539	-	
3	Completing the renovation of the fire protection system at the centralized wastewater treatment plant of Hiep Phuoc Industrial Park 1	1,686	1,686	
4	Renovating the fire protection system of the Block 1 worker dormitory	2,665	2,665	
5	Installing a new automatic and continuous wastewater monitoring system at Wastewater Treatment Plant 1 (Plot B11a) and upgrading and renovating the automatic and continuous wastewater monitoring system at Wastewater Treatment Plant 2 (plot F9XLNT)	2,241		
	TOTAL	8,930	4,351	48.7%

Evaluation:

- The value of implemented volume reached 48.7% compared to the 2024 plan.
- Investment work items that could not be completed as planned include:
 - + Project "Incident prevention and response works at the Centralized Wastewater Treatment Plant of Hiep Phuoc Industrial Park Phase 2";

- + Adjustment of the general planning of the sub-area with a scale of 1/2000 of Hiep Phuoc Industrial Park 2.
- + Item "New installation of automatic, continuous wastewater monitoring system at WWTP 1 (Lot B11a) and upgrading and renovating the automatic, continuous wastewater monitoring system at WWTP 2 (Lot F9XLNT)": completed in 2025.
- Causes, obstacles:
 - + The construction investment period for the infrastructure of Hiep Phuoc Industrial Park Phase 2 according to the Investment Registration Certificate has expired (2013-2022), therefore Hepza does not agree to receive and resolve dossiers related to the construction investment of the infrastructure of Hiep Phuoc Industrial Park Phase 2, including the project "Incident prevention and response works at the Centralized Wastewater Treatment Plant of Hiep Phuoc Industrial Park Phase 2".
 - + The assessment and review of the planning project of Hiep Phuoc Industrial Park Phase 2 at the management agencies (Department of Planning and Architecture, Hepza) takes a lot of time.

3.3. Table of payment value in 2024:

Unit: million VND

No.	Investment Work Items	2024 Capital Plan	2024 Disbursement	IM2024/ PL2024
A	TECHNICAL INFRASTRUCTURE OF HIEP PHUOC INDUSTRIAL PARK PHASE 2	2,287	1,327	58%
1	Wastewater collection and treatment system	1,758	1,327	
	+ <i>Completing the fire protection system – Centralized wastewater treatment plant of Hiep Phuoc Industrial Park Phase 1</i>	1,602	1,327	
	+ <i>Project for prevention and response to incidents at the centralized wastewater treatment plant of Hiep Phuoc Industrial Park Phase 2</i>	156	-	
2	Adjusting the planning scheme	530	-	
	<i>Adjusting the planning of Hiep Phuoc Industrial Park Phase 2</i>	530	-	
B	TECHNICAL INFRASTRUCTURE OF HIEP PHUOC INDUSTRIAL PARK PHASE 1	2,531	2,082	82%
1	Service facilities	2,531	2,082	
	<i>Upgrading and renovating the fire protection system of the Block 1 worker dormitory</i>	2,531	2,082	
	TOTAL	4,819	3,409	71%



3.2 Land clearance work as of 2024-12-31

Accumulated compensation results for the Hiep Phuoc Industrial Park - Phase 2 project up to 2024-12-31

No.	Content	Unit	Compensated	Not yet compensated	Public land	Roads and rivers/ canals	Total
1	513 ha project	Ha	447.55		4.16	62.05	513.77
2	83 ha project	Ha	28.79	40.42	0.14	13.82	83.16
III	Total	Ha	476.34	40.42	4.30	75.87	596.93
	% achieved/ project	%	79.80%	6.77%	0.72%	12.71%	100.00 %

- 513ha project: basically completed the compensation work.
- 83ha project: compensation and transfer implemented: 28.79 ha; not yet compensated: 40.42 ha; public land and canals: 13.82ha.
- Currently, the People's Committee of Nha Be District is promoting the procedures for preparing a compensation plan (issued a notice of land acquisition for households). The accumulated total area inventoried to date is approximately 32.1 ha/40.42ha.

3.3 Resettlement work

- Accumulated to 2024, HIPC has made temporary residence payments to 58 households, totaling 15.69 billion VND. In the near future, HIPC will continue to pay until the official handover of land plots to households.
- To date, temporary resettlement land plots have been handed over to 93/94 households in the 513ha land area, Hiep Phuoc Industrial Park - phase 2, with a total area of 25,678.7 m².
- Currently, Hiep Phuoc 1 Residential Area, invested by IPC, has not completed the legal procedures related to construction and has not handed over the land plots to HIPC, so it is not possible to officially hand over the resettlement land plots to the households.

3.4 Work of paying land rent to the State

- For Hiep Phuoc Industrial Park phase 1:
 - + Implementing Decision No. 25/2023/QĐ-TTg dated 2023-10-03 by the Prime Minister regarding a 30% reduction in land rent for 2024, immediately after the decision took effect on 2023-11-20, HIPC proactively completed procedures and submitted applications for exemption and reduction to the Ho Chi Minh City Tax Department for consideration.
 - + On 2024-02-05, the Ho Chi Minh City Tax Department issued Decision No. 424/QĐ-CTTPHCM regarding a 30% reduction in land rent for HIPC at the Hiep Phuoc Industrial Park Project - Phase 1. After receiving the land rent payment notice, HIPC fully completed the procedures and fulfilled its financial obligations as regulated for the area of 251,366.6 m² in 2024.

- **For Hiep Phuoc Industrial Park Phase 2:**
 - + 07 land plots with a total area of 296.82 ha are currently exempt from land rent. Therefore, it is not necessary to determine the land rent unit price and no land rent payment obligation has arisen yet. The Department of Natural Resources and Environment is carrying out procedures to sign land lease contracts and issue Land Use Right Certificates (GCNQSDĐ) for these land plots.
 - + 01 land plot with an area of 1.28 ha is in the process of determining the land rent unit price as regulated.
- HIPC continues to closely coordinate with functional agencies to ensure compliance with legal regulations and fully fulfill financial obligations for projects at Hiep Phuoc Industrial Park.

3.5 Associated Companies

- **Investment in the Vietnam - Japan Technology Park:** implemented from 2013 under Resolution No. 07/NQ/HĐQT/HIPC/13 dated 2013-08-27 of the HIPC Board of Directors regarding agreement on the policy of investment cooperation with Vie-Pan Industrial Park Co. Ltd. to establish Vie-Pan Technology Park Co., Ltd. with a charter capital of 5,000,000 USD, of which HIPC contributed 45% of the total capital, equivalent to 2,250,000 USD. Since 2014, HIPC has not received economic benefits from this investment. The Company is reviewing and advising the HIPC Board of Directors, coordinating with partner UNIKA to adjust the Joint Venture Agreement and Charter of ViePan to comply with current enterprise laws. It has consolidated personnel for the chief accountant position and will appoint a Deputy General Director at ViePan in the near future as regulated.

4. Financial situation

4.1. Financial situation

Unit: VND

No.	Item	Year 2023	Year 2024	Year 2024/2023
1	Total asset	2,450,440,365,144	2,398,005,850,846	98%
2	Net revenue	22,654,793,760	33,242,078,038	147%
3	Profit from business operations	65,196,625,020	62,343,610,809	96%
4	Other profit	2,262,621,718	3,855,050,795	170%
5	Profit before tax	67,459,246,738	66,198,661,604	98%
6	Profit after tax	67,459,246,738	66,198,661,604	98%

4.2. Business results for 2024

Unit: million VND

No.	Item	Plan year 2024	Implementation year 2024	Implementation/Plan 2024
1	Total revenue	133,978	70,081	52%
2	Total cost of goods sold	66,676	(24,510)	-137%
3	Total expenses	43,142	28,392	66%
4	Profit before tax	24,160	66,199	274%
5	Corporate income tax	0	0	
6	Profit after tax	24,160	66,199	274%

- Total revenue in 2024 reached VND 70.08 billion, a decrease of 48% compared to the 2024 plan, including:
 - + Revenue from land sublease services reached VND 14.3 billion, an increase of 132%, equivalent to an increase of VND 8.16 billion compared to the 2024 plan. This is because in the year, 01 enterprise in Hiep Phuoc Industrial Park Phase 1 paid the entire remaining land rent value to HIPC and contract management fees of 03 companies, leading to a 341% increase in revenue from land sublease in Phase 1, equivalent to an increase of VND 8.2 billion.
 - + Revenue from clean water supply and wastewater treatment services in 2024 was VND 78.14 billion, an increase of 3.8%, equivalent to an increase of VND 2.85 billion compared to the 2024 plan.
 - + Revenue from worker dormitory rental services and other services in 2024 was VND 8.76 billion, an increase of 1.2%, equivalent to an increase of VND 0.1 billion compared to the 2024 plan.
 - + Financial income in 2024 was VND 32.6 billion, a decrease of 25%, equivalent to a decrease of VND 11.1 billion compared to the 2024 plan. The main reason is the decrease in average interest rates compared to the 2024 plan and the refund of land rent to 07 enterprises, including:
 - Land recovery from 05 enterprises (land plots EB6; EB4&5; HT-F1-8; HT-F1-7; HT-F2-2&3) in Hiep Phuoc Industrial Park - phase 2 because the enterprises have not been granted project implementation permits by Hepza.
 - Refund of land rent to 02 enterprises due to the adjustment of changing the form of land rent collection from lump sum to annual payment (land plots D7a3&5; D7a-4).
 - + Due to land recovery from 05 enterprises and land use fees for the above 02 enterprises, the corresponding decrease in land lease revenue is VND 63.91 billion.

Thus, if excluding the decrease in revenue due to land recovery from the above 05 enterprises, the total estimated revenue in 2024 is VND 133.9 billion, reaching 100% of the plan set for 2024.

- The cost of land leasing is accounted for in the following manner:
 - + The cost of land sublease in phase 1 and the corridor land according to Resolution No. 08/2020/NQ-HIPC-HDQT dated 2020-06-25.
 - + The cost of land sublease in phase 2 according to Resolution No. 07/2020/NQ-HIPC-HDQT dated 2020-06-15.
 - + If calculated by this method, the total cost of goods sold in 2024 is (24.5) billion, a decrease of 137%, equivalent to a decrease of VND 91.3 billion compared to the plan for 2024. The reason is the adjustment to reduce land recovery from 05 enterprises and land use fees for the above 02 enterprises, which amounts to VND 80.42 billion.
 - + Thus, if excluding the reversal of the cost of goods sold of the above 05 enterprises, the total cost of goods sold in 2024 is VND 68.8 billion, an increase of 3%, equivalent to an increase of VND 2.13 billion compared to the plan for 2024.
- Total expenses in 2024 are VND 28.39 billion, a decrease of 34%, equivalent to a decrease of VND 14.75 billion compared to the 2024 plan. The reason is that the Company proactively adjusted and minimized corporate management costs to suit the actual situation.
- With the above total revenue and expenses, the profit after tax in 2024 reached VND 66.19 billion, an increase of 174%, equivalent to an increase of VND 42 billion compared to the 2024 plan.

4.3. Key financial indicators

Indicator	Year 2023	Year 2024	Note
1. Solvency ratio			
Current ratio			
Current assets/Current liabilities	0.47	0.43	times
Quick ratio			
(Current assets - Inventory)/Current liabilities	0.47	0.43	times
2. Capital structure ratio			
Debt/Total assets ratio	85.21	82.16	%
Debt/equity ratio	576	461	%
3. Activity capacity ratio			
Inventory turnover			
Cost of goods sold/Average inventory			
Total asset turnover			
Net revenue/Average total assets	0.009	0.013	turn
4. Profitability ratio			
Profit after tax/Net revenue ratio	297	199	%
Profit after tax/Equity ratio	18	15	%
Profit after tax/Total assets ratio	3	3	%
Profit from business operations/Net revenue ratio	288	188	%

5. Shareholder structure, changes in owner's investment capital

5.1. Shares

No.	Content	Quantity	Unit
1	Charter capital	600,000,000,000	VND
2	Par value/share	10,000	VND
3	Volume of outstanding shares	60,000,000	Shares
3.1	Volume of freely transferable shares	39,993,822	Shares
3.2	Volume of shares with restricted transfer	20,006,178	Shares
4	Treasury shares	0	Share

5.2. Shareholder structure

As of 2025-03-25, Hiep Phuoc Industrial Park Joint Stock Company has the following shareholder structure:

No.	Shareholder structure	Number of shares owned	Rate
I	DOMESTIC	60,000,000	100%
1	IPC (01)	24,326,178	40.544%
2	Strategic shareholder (01)	20,000,000	33.333%
3	Other organizations (03)	39,900	0.066%
4	Individual (277)	15,633,922	26.057%
II	FOREIGN	-	0%
III	TOTAL (282)	60,000,000	100%

(Source: Summary list of securities owners – Hiep Phuoc Industrial Park Joint Stock Company dated 2025-03-25 – Vietnam Securities Depository and Clearing Corporation.)

List of major shareholders (as of 2025-03-25):

No.	Major shareholders	Quantity	Ratio
1	Tan Thuan Industrial Promotion Co., Ltd.	24.326.178	40.544%
2	Tuan Loc Construction Investment Joint Stock Company	20.000.000	33.333%
TOTAL		44,326,178	73.877%

(Source: Summary list of securities owners – Hiep Phuoc Industrial Park Joint Stock Company dated 2025-03-25 – Vietnam Securities Depository and Clearing Corporation.)

5.3. Status of changes in owner's investment capital:

No.	Time	Content of change	Charter capital	Offering object
1	2007-01-15	Initial Public Offering (IPO) of shares to the public	VND 60 billion	Initial public offering of shares
2	2011-06	Offering shares to increase charter capital	VND 300 billion	Existing shareholders
3	2016-12	Offering shares to increase charter capital	VND 600 billion	Existing shareholders/Strategic shareholders

5.4. Treasury stock transactions: None

5.5. Other securities: None

6. Report on the company's environmental and social impacts

6.1. Energy consumption:

- Total average energy consumption: 3.7 million KWH/year, of which:
- Offices, station teams, lighting: accounting for about 35% of electricity consumption (of which lighting load in the entire industrial park accounts for 18%, the rest is office and station team office).
- Wastewater treatment plant phase 1 and 2: accounting for about 65% of electricity consumption.
- Energy saving solution:
 - + Install metering devices at equipment clusters with power consumption $\geq 100\text{KW}$ and monitor detailed electricity consumption at locations;
 - + Perform regular maintenance of machinery according to manufacturer's instructions. Operate flexibly by the hour, prioritizing operation during off-peak hours. Simultaneously, research to improve technologies during operation;
 - + Continue replacing Sodium lights with LED lights on the remaining routes;
 - + Install metering devices for wastewater pumping stations and monitor electricity data reported in the street lighting section;
 - + Install a new compensation cabinet for the office substation.

6.2. Water consumption: (water consumption of business operations during the year)

- Water supply sources and water usage
 - + Water supply source: Nha Be Water Supply Joint Stock Company, Saigon Water Corporation One Member Limited Liability Company.
 - + Average water usage: 3,801,415 m³/year.
- Percentage and total volume of recycled and reused water: none.

6.3. Compliance with environmental protection laws

- Hiep Phuoc IP always focuses on controlling the business environment, ensuring both smooth production and supporting businesses in environmental treatment. 100% of operating businesses have been connected to the wastewater collection system. The Company regularly inspects, supervises, and coordinates with functional agencies for on-site inspections.
- Currently, the IP has invested in and stably operates 04 wastewater treatment modules with a total capacity of 12,000 m³/day and night, in which the actual treatment capacity reaches 5,083 m³/day.
- In addition, the IP also implements many environmental protection measures such as:
 - + Maintaining the green tree system throughout the IP.
 - + Classifying waste at source.
 - + Saving electricity and energy (gasoline, oil...).
- The Company has implemented solutions to improve the effectiveness of flood prevention, including: Completing the dyke system to limit tides exceeding the threshold; Upgrading sidewalks, manholes, and garbage nets to improve drainage efficiency and minimize the risk of flooding.

- Continue to participate in the Project as a research role "Deploying ecological industrial parks in Vietnam following the approach from the Global Eco-Industrial Park Program" sponsored by the Ministry of Planning and Investment, SECO, and UNIDO. Implement the steps according to the direction of the City People's Committee on building a Project to transform the model of Hiep Phuoc Industrial Park according to the orientation of an ecological industrial park in the 2023-2030 period and vision to 2045.
- The Company always strictly complies with environmental laws and regulations, and constantly improves infrastructure, raises awareness, and applies technology to aim for sustainable development.

6.4. Policies related to employees

- Clearly recognizing that human resources are a core factor determining the success of an enterprise, the company always focuses on building and implementing policies to improve the material and spiritual life of employees. The company is committed to creating working conditions in a green, clean, safe and friendly environment, and at the same time organizing training programs to improve the knowledge and professional skills of the staff, ensuring good job requirements. In addition, the company also encourages internal cohesion through sports activities, specialized seminars, direct dialogues between departments, teams, and stations, contributing to enhancing the spirit of responsibility, solidarity, innovation, creativity, and teamwork.
- Annually, the company organizes periodic health check-ups for all employees, while also conducting occupational health examinations for mandatory groups. In addition, the company maintains a policy of purchasing health insurance for employees, helping them feel secure in their work and commit to the long term. In 2024, the total cost of medical examination and treatment paid by the insurance unit for employees was nearly VND 130 million.
- The company always maintains a dialogue mechanism between employees and management through the Executive Committee of the Trade Union, creating conditions for employees to have a voice, while helping the business promptly grasp the thoughts and aspirations of personnel to introduce appropriate policies.
- In order to improve the spiritual life, the company coordinates with the Trade Union to organize annual sightseeing, tourism, and vacation programs for employees.
- Regarding training, the company focuses on both integration training, internal training, and external training to improve professional qualifications and working skills. In 2024, the total average training hours reached 01 hour/person/year.
- The company applies an integrated ISO management system, including: ISO 9001:2015 Quality Management System; ISO 14001:2015 Environmental Management System; ISO 45001:2018 Occupational Health and Safety Management System and ISO 50001:2018 Energy Management System. Purpose: to ensure that employees have a professional, safe, and hygienic working environment and comply with the law. Employees are fully equipped with the necessary working equipment, labor protection equipment, and occupational hygiene, especially for teams/stations.

6.5. Reports related to responsibility to the local community

- In addition to focusing on production and business tasks, the Company is always aware of its responsibility to the local community in Nha Be District. The Company has allocated a portion of its budget to take care of the lives of poor people and organize activities for workers in industrial zones on holidays and New Year occasions.
- The company's support programs for localities, the poor, and the company's employees are always highly appreciated by the community for their practicality and effectiveness.

III. REPORT AND ASSESSMENT OF THE BOARD OF MANAGEMENT

1. Assessment of business results in 2024

1.1. Achieved results

In 2024, the general economic situation was very difficult, which greatly affected the Company's production and business operations. However, with efforts and initiative in adjusting the Company's activities to adapt and suit the actual situation, the Company has strived to complete the targets set out in 2024 as follows:

- Submitting key contents to the Board of Directors and the 2024 Annual General Meeting of Shareholders for approval, ensuring the Company's operations.
- Managing and cutting costs reasonably, this reduced total costs in 2024 by 34% compared to the plan, contributing to bringing profits to the Company.
- Digitalization has been implemented and applied effectively, contributing to improving operational efficiency and optimizing costs for the Company.
- The security situation in the industrial zone is always guaranteed.
- The Company is always proactive in quickly and promptly implementing directives, directing documents, and guidance from the City to Investors, Hepza's Instructions, and always accompanies Investors to remove difficulties.

1.2 Difficulties and Obstacles

- Business operations and investment attraction at Hiep Phuoc Industrial Park are temporarily suspended due to incomplete legal status, which affects the overall operational efficiency of the Industrial Park as well as the Company's image.
- HIPC has not yet separated the issuance of Land Use Right Certificates for Investors who have signed contracts and paid 95% in full and reached the issuance deadline, failing to create peace of mind for Investors.
- Currently, the determination of land lease rates and the issuance of Land Use Right Certificates are major obstacles for Hiep Phuoc Industrial Park, whereby land lease rates always increase progressively over time and are unpredictable. This not only affects HIPC but also greatly affects secondary investors.
- The procedure for adjusting the land lease form from a one-time land lease payment to the State to an annual land lease payment to the State for the 13.2ha and 19ha land areas, Hiep Phuoc Industrial Park - phase 1, has not yet received opinions from the Board of Directors, and the departments and branches cannot yet carry out the procedure to determine the one-time land lease payment to the State.

- Regarding compensation and site clearance: there are still some difficulties and obstacles, such as some households still complaining and related to resettlement for households in Hiep Phuoc 1 Residential Area (invested by IPC), leading to slower compensation and site clearance than planned and incurring temporary accommodation support costs.
- There is no resettlement land fund to carry out resettlement for households in the 83ha land area (expansion) – Hiep Phuoc Industrial Park - phase 2, so it is not possible to develop a compensation plan.
- The outstanding issues related to Tan Thuan Industrial Promotion Co., Ltd. (IPC) regarding compensation, site clearance and resettlement have not been considered and resolved by IPC.

2. Financial Situation: Fluctuations in Assets – Capital Sources in 2024

2.1. Total Assets:

- Beginning of 2024: VND 2,450,440 million
 - End of 2024: VND 2,398,006 million
 - Difference: VND 52,434 million
 - Ratio compared to the beginning of the year: 98%
- Total assets as of 2024-12-31 decreased by 2%, equivalent to a decrease of VND 52.43 billion compared to 2023, mainly due to:
- Short-term assets: decreased by 9.07%, equivalent to a decrease of VND 84.44 billion compared to 2023, of which:
 - Cash and short-term financial investments decreased by 11.58%, equivalent to a decrease of VND 88.42 billion compared to 2023, mainly because the Company liquidated land sublease contracts because Hepza had not granted a project implementation license and refunded land lease payments to enterprises that changed their land lease form from one-time to annual (enterprises pay land lease payments to the state).
 - Short-term receivables decreased by 4%, equivalent to a decrease of VND 6.38 billion, mainly due to a decrease in customer receivables.
 - Inventories and other short-term assets increased by 9.9%, equivalent to an increase of VND 4.4 billion, mainly increasing deductible VAT receivables.
 - Long-term assets: increased by 2.08%, equivalent to an increase of VND 32 billion compared to 2023, of which:
 - Fixed assets increased by 7.9%, equivalent to an increase of VND 2.05 billion compared to 2023, mainly due to the purchase of machinery and equipment for the C&XLN Station and the provision of a fire protection system for the C&XLN Station and the Workers' Dormitory.
 - Long-term work in progress increased by 4.52%, equivalent to an increase of VND 58.47 billion, mainly due to the reversal of unfinished basic construction costs due to the return of liquidation of land lease contracts and the refund of the aforementioned land rent.
 - Investment properties decreased by 18.55%, equivalent to a decrease of VND 28.49 billion compared to 2023, mainly due to a decrease in cost of goods sold.

2.2. Capital sources

Total capital resources as of 2024-12-31 decreased by 2%, equivalent to a decrease of VND 52.43 billion compared to 2023, mainly due to:

- Liabilities decreased by 5.6%, equivalent to a decrease of VND 117.9 billion compared to 2023:
 - + Short-term payables decreased by 2.84%, equivalent to a decrease of VND 55.42 billion.
 - + Long-term provision for liabilities decreased by 50.1%, equivalent to a decrease of VND 56.28 billion due to the reversal of provisions for land lease contracts for which provisions had been made.
 - + Total borrowings decreased by 23.97%, equivalent to a decrease of VND 6.19 billion, mainly due to the repayment of loans from credit institutions that were due.
- Owner's equity: increased by 18.1%, equivalent to an increase of VND 65.46 billion compared to 2023, mainly due to a corresponding increase in undistributed profit in 2024.

3. Improvements in organizational structure, policies, and management

- The Company continues to improve the organizational structure of its apparatus to ensure the Company's operations are efficient and streamlined. A friendly working environment with the quality of human resources is given high priority.
- Maintain and improve training policies, salaries, bonuses and benefits to serve current requirements and prepare internal resources for the future. Many internal communication and training activities have been implemented, creating new motivation for employees.
- Promote digital transformation, reduce paper records, and optimize the signing and approval process through electronic office software. At the same time, deploy Misa Amis human resources software to digitize human resources data, automate timekeeping processes, manage labor contracts, evaluate employees and optimize human resources management.

4. Development plan for the future

- Hiep Phuoc IP continues to persistently pursue a sustainable development strategy, focusing on core competencies and foundational values of the enterprise. The primary goal is to become the leading industrial real estate developer in Ho Chi Minh City, attracting high-quality investors and bringing long-term value to the industrial park.
- Develop plans for marketing campaigns, promotional campaigns, investment attraction, business phasing, build land lease unit prices, focus on attracting investment in clean, non-polluting and high-tech industries, etc. in order to attract good investors and high rents.
- Prepare a land fund to attract and receive new investors (Hiep Phuoc IP project - Phase 1) as soon as legal procedures are completed. At the same time, develop a plan to implement construction investment work immediately after the sales policy is approved, in order to synchronize business and infrastructure progress.
- Complete synchronous infrastructure, paying special attention to infrastructure items under construction, ensuring quality and progress. At the same time, the Company

always prepares plans for leveling, construction of traffic roads, water supply and wastewater drainage systems for land plots about to be put into business, ensuring that investors can deploy operations immediately after signing the contract.

- Build green spaces, increase green areas and landscapes in the industrial park in order to develop Hiep Phuoc IP according to a green, clean and sustainable model.

5. Explanation from the Board of Directors regarding the audit opinion (if any) or noteworthy changes:

None

6. Assessment report regarding the company's environmental and social responsibilities

6.1. Assessment related to environmental indicators:

- Environmental protection activities at Hiep Phuoc Industrial Park always ensure compliance with legal regulations. The Company fully implements reports related to environmental protection, declaration and payment of environmental protection fees for industrial wastewater, and implements environmental monitoring reports in accordance with regulations.
- The Company was granted confirmation No. 58/GXN-BTNMT dated 2021-07-02 on the completion of environmental protection works for phase 1 of the project "construction and business of infrastructure of Hiep Phuoc Industrial Park - phase 2 (scale of 596.93ha). At the same time, the Company is completing additional documents for the Ministry of Agriculture and Environment to issue an environmental permit for Hiep Phuoc Industrial Park as prescribed.
- Focusing on building a green and clean Hiep Phuoc Industrial Park, suitable for environmental protection such as solar energy, building green spaces, utility services, waste treatment systems, and wastewater.
- Deploying the renovation and completion of the fire protection system in accordance with current regulations for 02 works: Block 1 of the worker accommodation and the centralized wastewater treatment plant of Hiep Phuoc Industrial Park phase 1. At the same time, carrying out the preparation of investment for the Project on prevention and response to incidents at the centralized wastewater treatment plant of Hiep Phuoc Industrial Park phase 2 according to environmental regulations.

6.2. Assessment related to labor issues

- The total number of employees working in businesses in the Industrial Park is over 11,000. Therefore, in addition to taking care of the material and spiritual life of employees in the company, Hiep Phuoc Industrial Park also pays great attention to coordinating with businesses, local authorities, etc. to carry out activities to care for workers and local people.
- The company performs well in deploying job introduction services to connect the needs of workers and labor recruiters.
- Hiep Phuoc Industrial Park has two accommodation blocks with a total of 214 rooms, prioritizing serving families of workers working at businesses in Hiep Phuoc Industrial Park.

6.3. Assessment of the company's responsibility to the community

- The Company has coordinated with local authorities to present gifts on holidays and New Year to army units, police, border guards in the area, poor households, and households subject to resettlement in the Hiep Phuoc Industrial Park project.

IV. ASSESSMENT OF THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATIONS IN 2024

1. Assessment of the Board of Directors on the Company's operations in 2024

- In 2024, Hiep Phuoc Industrial Park Joint Stock Company continued to face many difficulties in attracting investment due to the following main reasons:
 - + Business operations and investment attraction at Hiep Phuoc Industrial Park are temporarily suspended due to incomplete legal status, affecting the Company's business performance.
 - + Although the company has welcomed many visitors to visit and explore investment opportunities, due to difficult economic conditions, unsuitable investment attraction criteria, the size of existing HIPC products does not meet requirements, and the remaining land lease term of Phase 1 is quite short (only 24 years left)..., it has affected the calculation of the efficiency of the investment project, so until now, investors have not made a specific decision.
 - + Some construction investment items are facing obstacles in terms of procedures and legal basis, thus not ensuring the set plan.
- Hiep Phuoc 1 residential area, invested by IPC, has not completed the legal procedures related to construction and has not handed over the land to HIPC, so it is not possible to officially hand over the resettlement land to households.
- The land lease payment to the state has not been completed. The Company is still in the process of working with the competent authorities of Ho Chi Minh City to determine the land lease price to be paid.
- Promote digital transformation, reduce paper records, and optimize the signing process through electronic office software.
- Deploy Misa Amis human resources software to digitize human resources data, automate timekeeping processes, manage labor contracts, evaluate employees, and optimize human resources management.
- Ensure full salary, bonuses, and benefits (health insurance, 24-hour accident insurance, vacation travel...) for staff.
- Implement social responsibility through scholarships, Tet gift support for workers and poor households, and organize community activities.

2. Assessment of the Board of Directors on the operation of the Board of Management

In 2024, the Board of Management has been implementing the policies and resolutions of the Board of Directors, the 2024 Annual General Meeting of Shareholders, and also deploying tasks to ensure the company's daily operations. Specific implementation contents:

- Submit to and seek the opinion of the Board of Directors for the Board of Directors to issue resolutions related to construction investment, sales business, personnel consolidation...

- Fully implement the resolutions of the Board of Directors and implement the work contents to ensure the normal operation of the Company.
- Work with customers to answer questions and provide timely support.
- Information disclosure is carried out fully and on time as prescribed.

3. Plans and orientations of the Board of Directors

- Continue to focus on solving the problem of determining land lease unit prices and issuing land use right certificates, creating a premise for re-launching the land sublease business in the near future.
- Resolve problems with land subleasing enterprises, remove difficulties, ensure the rights of all parties, and enhance the efficiency of land fund exploitation.
- Optimize the management apparatus and improve competitiveness, streamline the organizational structure, with special attention to promoting digital transformation to optimize processes, improve labor productivity and operational efficiency.
- Standardize corporate governance, submit to the General Meeting of Shareholders for amending the 7th organizational and operational charter, ensuring compliance with legal regulations and meeting modern governance standards.
- Prioritize attracting investment projects using high technology, environmentally friendly products, less labor-intensive, resource-saving and in accordance with the planning in Hiep Phuoc Industrial Park in order to aim for more positive and substantial changes in investment attraction in a specialized and ecological direction...
- Strengthen the management, inspection and supervision of the operation of the Board of Management, promptly issue strategic resolutions and decisions, ensuring improved operational efficiency and sustainable development goals.

V. CORPORATE GOVERNANCE

1. Board of Directors

1.1. Board of Directors Members and Changes in 2024

No.	Full name	Position	Executive/Non-executive	Ownership percentage
1	Mr. Nguyen Van Thinh	Chairman	Non-executive	14.19%
2	Mr. Huynh Bao Duc	Member	Executive	11.67%
3	Mr. Vu Dinh Thi	Member	Non-executive	10.14%
4	Mrs. Nguyen Thi Binh	Member	Executive	10.83%
5	Mr. Truong Cong Nghia	Member	Non-executive	-
6	Mr. Pham Trung Kien	Member	Non-executive	10.83%
7	Mrs. Tran Thi Hanh Tien	Member	Non-executive	10.14%

The number of management positions held by each HIPC Board of Directors member at other companies is as follows:

- **Mr. Huynh Bao Duc:**
 - Member of the Member Council of Viet Nhat Technology Park Co., Ltd.
- **Mr. Truong Cong Nghia:**
 - Director of Chinh Nghia Transport Construction Consultancy JSC.

- **Mr. Pham Trung Kien:**

- Chairman of the Member Council of Buu Hoa Investment Co., Ltd;
- Member of the Board of Directors of Tuan Loc Water Resources Joint Stock Company;
- Deputy General Director of Tuan Loc Construction Investment Joint Stock Company.

1.2. Subcommittees under the BOD: None.

1.3. Activities of the BOD in 2024:

- The Board of Directors consists of 07 members, of which 02/07 members participate in management and 05/07 members do not participate in management.
- In 2024, the Board of Directors focused on the following main tasks:
 - + Performing the functions and duties of the Board of Directors as stipulated in the Charter and internal regulations on corporate governance.
 - + Organizing 01 Annual General Meeting of Shareholders in 2024.
 - + Organizing 04 Board of Directors meetings and 08 written opinion collections.
 - + At the meetings and written opinion solicitations, the members of the Board of Directors fully attended/authorized attendance.
- The Board of Directors issued 19 Resolutions in 2024:

No.	RESOLUTION No.	DATE	RESOLUTION CONTENT
1	01/2024/NQ-HIPC-HĐQT	2024-02-28	Plan to organize the 2024 Annual General Meeting of Shareholders.
2	02/2024/NQ-HIPC-HĐQT	2024-04-01	Contents to be proposed to the 2024 Annual General Meeting of Shareholders.
3	03/2024/NQ-HIPC-HĐQT	2024-04-01	On the cessation of investment in the construction of the "High-Rise Workshop" project.
			On the termination of land lease agreements for enterprises that do not put land into use/are slow to put land into use at Hiep Phuoc Industrial Park.
			On the adjustment of the land sublease agreement of Honda Logicom VN company (plot D7a-4) and other land sublease agreements at Hiep Phuoc Industrial Park Phase 2 from 2018 and earlier.
4	04/2024/NQ-HIPC-HĐQT	2024-04-09	Adjust the content approving the policy of installing a new automatic wastewater monitoring system in Resolution No. 11/2023/NQ-HIPC-HĐQT dated 2023-04-05.
5	05/2024/NQ-HIPC-HĐQT	2024-04-09	Approve the economic and technical report of the automatic monitoring system.

No.	RESOLUTION No.	DATE	RESOLUTION CONTENT
6	07/2024/NQ-HIPC-HĐQT	2024-05-24	Approve the plan for selecting a contractor for the automatic monitoring system.
7	08/2024/NQ-HIPC-HĐQT	2024-05-24	Agree to select AFC Vietnam Auditing Company as the auditor for the 2024 financial statements.
8	09/2024/NQ-HIPC-HĐQT	2024-05-24	Approved the sales policy for 02 vacant land plots with completed legal procedures at Hiep Phuoc Industrial Park Project - Phase 1.
9	10/2024/NQ-HIPC-HĐQT	2024-05-24	Agree on the amendment and supplementation of clauses in the joint venture contract between HIPC & Vie-pan Industrial Park Co.,LTD.
10	11/2024/NQ-HIPC-HĐQT	2024-05-24	Propose that the People's Committee of Ho Chi Minh City consider and adjust the zoning plan for the construction of Hiep Phuoc Industrial Park - Phase 2 with a scale of 1/2000.
11	12/2024/NQ-HIPC-HĐQT	2024-07-02	Authorize the General Director to handle matters related to the Company's personnel.
12	14/2024/NQ-HIPC-HĐQT	2024-07-29	Agree to dismiss Ms. Nguyen Thi Thanh Ngoc from the position of Head of Administration cum Company Secretary for the term IV (2022-2027).
13	15/2024/NQ-HIPC-HĐQT	2024-07-29	Appoint Ms. Phan Thi Thanh Van as Head of Administration cum Company Secretary for the term IV (2022-2027).
14	17/2024/NQ-HIPC-HĐQT	2024-10-23	Policy on building a project to convert the Hiep Phuoc Industrial Park model into an ecological industrial park.
15	18/2024/NQ-HIPC-HĐQT	2024-11-04	Adjustments to the "Project for investment, construction and business of infrastructure in Hiep Phuoc Industrial Park Phase 2".
16	19/2024/NQ-HIPC-HĐQT	2024-11-04	Appoint Ms. Lu Thi Thu Van to the position of member of the Appraisal Team.
17	20/2024/NQ-HIPC-HĐQT	2024-11-26	Issue the Company's Financial Management Regulations.
18	21/2024/NQ-HIPC-HĐQT	2024-12-10	Policy on hiring consultants to prepare a report to review and adjust the planning scheme.
19	22/2024/NQ-HIPC-HĐQT	2024-12-10	Approve Viepan's 2023 business results report and 2024 business plan.

1.4. Activities of subcommittees within the BOD: None.

2. Board of Supervisors

2.1. BOS Members and Changes in 2024:

No.	Board of Supervisors members	Position	Date of appointment
1	Mr. Nguyen Kien Tan	Head of the Board of Supervisors	From 2023-02-24 to present
2	Mr. Le Van Cong	Member	From 2022-08-15 to present
3	Ms. Le Nguyen Khanh Ngoc	Member	From 2022-08-15 to present

2.2. Meetings of the Board of Supervisors

In 2024, the BOS held 03 focused meetings, with the full participation of the BOS members:

No.	Board of Supervisors members	Meetings attended	Meeting attendance rate	Voting rate	Reason for absence
1	Mr. Nguyen Kien Tan	3	100%	100%	
2	Mr. Le Van Cong	3	100%	100%	
3	Ms. Le Nguyen Khanh Ngoc	3	100%	100%	

2.3 BOS documents issued in 2024

No.	Content of document	Date of issue
1	Announcement No. 01/2024/TB-HIPC-BKS of the Board of Supervisors on reviewing outstanding issues related to the business operations of Hiep Phuoc Industrial Park Joint Stock Company.	2024-01-09
2	Proposal No. 01/2024/TTr-HIPC-BKS on selecting an auditing unit for the 2024 financial statements to be proposed to the GMS.	2024-03-12
3	Announcement No. 02/2024/TB-HIPC-BKS of the Board of Supervisors on outstanding issues related to the business operations of Hiep Phuoc Industrial Park Joint Stock Company.	2024-03-15
4	Report of the Board of Supervisors at the 2024 Annual General Meeting of Shareholders on the results of operations in 2023.	2024-03-20
5	Announcement No. 03/2024/TB-HIPC-BKS of the Board of Supervisors on outstanding issues related to the business operations of Hiep Phuoc Industrial Park Joint Stock Company.	2024-05-13
6	Announcement No. 04/2024/TB-HIPC-BKS of the Board of Supervisors on outstanding issues related to the business operations of Hiep Phuoc Industrial Park Joint Stock Company.	2024-11-29

3. Transactions, Remuneration, and Benefits of the BOD, BOS, Company Secretary, and Board of Management

3.1. Salaries, Bonuses, Remuneration, Benefits:

- Remuneration of the BOD, BOS, and Company Secretary paid in 2024:

Unit: million VND

No.	Content	Implemented in 2024			
		Quantity	Remuneration/month	Number of months Paid	Implemented in 2024
I	BOARD OF DIRECTORS				696,000
1	Chairman of the Board of Directors	01	10,000	12	120,000
2	Member of the Board of Directors	06	8,000	12	576,000
3	BOARD OF SUPERVISORS				264,000
II	Head of the Board of Supervisors	01	8,000	12	96,000
1	Member of the Board of Supervisors	02	7,000	12	168,000
2	SECRETARY	01	5,000	12	60,000
3	TOTAL				1,020,000

- **Regarding the appropriation of bonus funds for the Board of Directors, Board of Supervisors, and Board of Management in 2024:** The Company did not allocate bonus funds for the Board of Directors, Board of Supervisors, and Board of Management in 2024.
- **Regarding salaries and bonuses of the Board of Management in 2024:** The Board of Management is paid salaries, bonuses, and other welfare benefits according to their position, job title, based on the level of task completion, and the company's current regulations. The salary level of members of the Board of Management is approved by the Board of Directors according to the Company's salary policy. Specifically:

Unit: million VND

No.	Full name	Number of months	Salary/month	Salary	Bonuses for holidays, Tet, 13th-month salary	Total salary and bonuses
I	GENERAL DIRECTOR					
1	Huynh Bao Duc	12	63,261	759,132	222	981,619
II	DEPUTY GENERAL DIRECTOR					
2	Nguyen Thi Binh	12	45,701	548,412	163,954	712,366
3	Giang Ngoc Phuong	12	45,701	548,412	163,954	712,366
III	TOTAL					2,406,350

3.2. Share transactions by internal shareholders: None

3.3. Contracts or transactions with internal shareholders

- Transactions between the company, subsidiaries, companies in which the public company holds control over 50% or more of the charter capital, with members of the Board of Directors and related parties of those members:

No.	Organization name	Relationship with insiders	Content, transaction value excluding VAT
1	Viet Nhat Technology Park Co., Ltd.	Mr. Huynh Bao Duc - Member Council of Viet Nhat Technology Park Co., Ltd., currently a Member of the Board of Directors of Hiep Phuoc Industrial Park Joint Stock Company.	Sale of clean water and wastewater treatment. Value: VND 195,266,722.

- Transactions between the company and companies in which a member of the Board of Directors is a founding member or a business manager within the 03 years prior to the transaction: None.

3.4. Assessment of the implementation of corporate governance regulations

- The Board of Directors fully implements the regulations under the Enterprise Law, the Securities Law, the Company's Charter, as well as the regulations of the State Securities Commission and the Stock Exchange.
- Members of the Board of Directors possess professional competence and relevant experience, ensuring the ability to lead and manage the company.
- The Board of Directors fully and promptly discloses important information related to governance activities, including financial statements, management reports, business plans, remuneration of Board members, etc.

VI. AUDITED FINANCIAL STATEMENTS FOR 2024

The company published the Audited Financial Statements for 2024 on the company's website on 2025-03-28 at:

https://file.fpts.com.vn/FileStore2/File/EzIR/UploadFile/News/2025/03/28/File_1_2782_VI_BaoCaoTaiChinh_2024.pdf

Simultaneously, the Company fully disclosed information on the CIMS system of the Hanoi Stock Exchange.

Recipient:

- Information disclosure according to regulations;
- BOD, BOS;
- Archived: Admin, Company Secretary.

LEGAL REPRESENTATIVE

General Director *Nh*



Huynh Bao Duc

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