

No: 84/BCQT-PHN

Ha Noi, July 26, 2025

REPORT ON CORPORATE GOVERNANCE

(First 6 months of 2025)

To: - The State Securities Commission;
- The Stock Exchange.

- Name of company: Ha Noi Battery Joint Stock Company
- Address of headoffice: No. 72, Phan Trong Tue road, Dai Thanh commune, Ha Noi city.
- Telephone: 02438615365 Fax: 02438612549 Email: habaco@habaco.com.vn
- Charter capital: 72.539.110.000 VND(Seventy two billion five hundred thirty- nine million one hundred - ten thousand VND)
- Stock symbol: PHN
- Governance model:
- + General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders

No.	Resolution/ Decision No.	Date	Content
1	01/2025/NQ -ĐHĐCD	25/04/2025	1. Approved the Report on activities of the Board of Directors in 2024 & Operational plan for the year 2025. 2. Approved the result of 2024 production and business and the business plan for the year 2025. 3. Approved the Audited 2024 Financial Statements. 4. Approved the Report on activities of the Supervisory Board in 2024 and Operational plan for the year 2025 . 5. Approved the Submission on Profit distribution and Fund Appropriations for 2024 6. Approved the 2025 submission on Investment Plan. 7. Approved the submission on the dismissal & election of additional members to the Company's Board of Directors for the term 2022 – 2027. 8. Submission for Amendment the Charter and Regulations 9. Submission on selection of auditing company for the year 2025. 10. Approve the Minutes, Resolutions of the AGM.



(including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

II. Board of Directors (Semiannual report):

1. Information about the members of the Board of Directors

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors))	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr: Pham Van Nghia	Chairman of BOD	29/04/2022	25/04/2025
2	Mr: Lam Hin Lap Michael	Chairman of BOD Independent member	11/02/2025	
3	Mr: Nguyen Thanh Hung	Member of BOD	29/04/2022	
4	Mr: Nguyen Cao Son	Member of BOD	29/04/2022	
5	Mr: Vo Khanh Toan	Member of BOD	29/04/2022	
6	Ms: Quek Guet Ngoh	Member of BOD Non-executive	29/04/2022	
7	Mr: Lam Wai Man Edward	Member of BOD Independent Member	05/6/2023	
8	Mr: Nguyen Thanh Quang	Member of BOD	25/04/2025	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr Pham Van Nghia	1/7	14%	Dismissed on April 25, 2025 according to the Resolution of the General Meeting of Shareholders.
2	Mr Nguyen Thanh Hung	7/7	100%	

3	Mr Nguyen Cao Son	7/7	100%	
4	Mr Vo Khanh Toan	7/7	100%	
5	Mr Quek Guet Ngoh	7/7	100%	
6	Mr Lam Hin Lap Michael	7/7	100%	
7	Mr Lam Wai Man Edward	6/7	86%	On business trip
7	Mr Nguyen Thanh Quang	2/7	29%	<i>Appointed on April 25, 2025 according to the Resolution of the General Meeting of Shareholders.</i>

3. Supervising the Board of Management by the Board of Directors:

In the first six months of 2025, the Board of Directors held 07 meetings with the main content as follows:

Contents of the 1st meeting: January 14, 2025.

Report on Corporate Governance for 2024.

- Summary of the contents approved at the December meeting via Email.
- Approval of the results of the fourth quarter and 2024.
- Investment contents.
- Production and business plan for 2025.
- Plan for the 2025 Shareholders' Meeting.
- Personnel work of the Board of Directors:

Contents of the 2nd meeting: February 05, 2025.

- Obtaining opinions and votes from the Board of Directors members via email regarding the following matters:

+ On February 4, 2025, Mr. Pham Van Nghia, Chairman of the Board of Directors of Hanoi Battery Joint Stock Company, submitted a letter of resignation from the position of Chairman of the Board of Directors and member of the Board of Directors to the Company's Organization and Administration Department and via email to the members of the Board of Directors and the Supervisory Board.

+ The Board of Directors shall elect a replacement within 10 days from the date of receipt of the resignation letter in accordance with Clause 4, Article 30 of the Charter of Hanoi Battery Joint Stock Company.

Content of the 3rd meeting: February 10, 2025.

- The Board of Directors discussed and voted to approve:
- + Dismiss the position of Chairman of the Board of Directors for the term 2022 - 2027 according to the resignation letter of Mr. Pham Van Nghia dated February 2, 2025.
- + Appoint the position of Chairman of the Board of Directors for the term 2022 - 2027 for Mr. Lam Hin Lap Michael to replace Mr. Pham Van Nghia according to the resignation letter dated February 2, 2025.

Content of the 4th meeting: March 6, 2025.

- Discuss and vote on finalizing the number of members of the Board of Directors to 7 members;
- Complete personnel work:
- + Discuss and decide to elect additional members of the Board of Directors.
- + Discuss and decide to appoint a company secretary;
- + Discuss and decide to appoint a company administrator.
- + Discuss and decide to appoint a person to disclose information.
- Discuss and approve the results report for January and February 2025
- Discuss and approve the planned output for 2025.
- Discuss and vote on finalizing the list of shareholders as of March 28, 2025 to serve the purpose of organizing the 2025 General Meeting of Shareholders on April 25, 2025.
- Assign the work of organizing the 2025 General Meeting of Shareholders.

Content of the 5th meeting: March 21, 2025.

- Discuss, review, and approve the content of the Reports, Submissions, and Programs of the General Meeting.
- Discuss and approve the draft amendment of the charter to be submitted to the Annual General Meeting of Shareholders 2025.
- Assign the organization of the General Meeting.

Content of the 6th meeting: April 25, 2025

- Assignment of duties to Board of Directors members.
- Summary of action items.

Content of the 7th meeting: June 19, 2025

- The Director reported on the production and business results for May, projections for June, and projections for the first six months of the year.
- Report on the assessment of traditional market activities for the past five months, June, and a forecast for the trends in the last six months of the year.
- Report on matters related to product quality management, scrap rate in production, and the progress of obtaining environmental and fire prevention and fighting permits.

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

5. Resolutions/Decisions of the Board of Directors (Semi-annual report):

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/NQ - HĐQT	10/02/2025	Dismissal and appointment of Chairman of the Board of Directors for the term 2022-2027.	100%
2	02/2025/NQ - HĐQT	06/03/2025	Finalize the list of shareholders at March 28, 2025 to Organize the 2025 Annual	100%

			<i>General Meeting of Shareholders.</i>	
3	03/PHN - HĐQT	06/03/2025	<i>Appoint Company Secretary cum Authorized Person for Information Disclosure.</i>	100 %
4	04/PHN - HĐQT	06/03/2025	<i>Appoint Corporate Administrator.</i>	100 %
5	05/PHN - HĐQT	06/03/2025	<i>Appoint Member of the Board of Directors for the term 2022-2027.</i>	100 %
6	13/2025/NQ - HĐQT	25/04/2025	<i>Finalize the list of shareholders at March 28, 2025 to pay the first advance dividend of 2025 in cash</i>	100 %
7	14/2025/NQ – HĐQT (Replace Resolution No. 13/2025/NQ)	02/06/2025	<i>Finalize the list of shareholders at March 28, 2025 to pay the first advance dividend of 2025</i>	100 %

III. Board of Supervisors (Semi-annual report):

1. Information about members of Board of Supervisors:

<i>No.</i>	<i>Members of Board of Supervisors</i>	<i>Position</i>	<i>The date becoming to be the member of the Board of Supervisors</i>	<i>Qualification</i>
1	Ms Nguyen Thi Thanh Hai	Head of BOS	29/04/2022	<i>Bachelor of Economics</i>
2	Mr Huynh Tin Dinh	Member of BOS	29/04/2022	<i>Bachelor of Business Administration</i>
3	Mr Nguyen Thanh Duc	Member of BOS	29/04/2022	<i>Electrochemical Engineer</i>

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms Nguyen Thi Thanh Hai	2	100%	100%	
2	Mr Huynh Tin Dinh	2	100%	100%	
3	Mr Nguyen Thanh Duc	2	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

The Board of Supervisors meets once a quarter to control and evaluate the production and business activities, compliance with the provisions of the Law and the Company's Charter during the management process of the Board of Directors and Board of Management.

During the period, the Board of Supervisors held meetings to control and evaluate the situation of the 2024 fiscal year and evaluate the results of inspection, control and implementation of recommendations that the Board of Supervisors has sent the minutes to the Board of Directors and Board of Management

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

Fully participate in meetings of the Board of Directors and directly contribute opinions to the Board of Directors.

Appoint members of the Board of Supervisors to participate in the material purchase and sale council, the asset liquidation council, etc. of the Company to directly control the activities of these councils.

Directly inspect the implementation of material norms, labor norms, salary unit prices, sales costs, control customer debts to require customers to comply with the Company's Sales and Debt Collection Regulations, etc., compare with the plan approved by the Board of Directors and the Annual General Meeting of Shareholders, thereby controlling and assessing the costs and effectiveness of production and business activities.

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

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1	Mr Nguyen Thanh Hung	14/01/1963	Mechanical Engineer, Business Administration Engineer	28/06/2020
2	Mr Nguyen Cao Son	14/09/1966	Electrochemical engineer	30/12/2015
3	Mr Vo Khanh Toan	26/02/1973	Bachelor of Business Administration	15/11/2018

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment
Ms Nguyen Thi Thuy Duong	02/09/1981	Bachelor of Economics	08/05/2023

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance:

The Company has sent representatives from the Board of Directors, the Chief Accountant and related staff to attend direct or online training courses organized by the Hanoi Stock Exchange related to updating governance requirements and information disclosure requirements for listed companies.

VII. The list of affiliated persons of the public company (Semi-annual report) and transactions of affiliated persons of the Company)

1. The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
I.1	Michael Lam		Chairman Independent member						
2	Nguyen Thanh Hung		Member of BOD - Director						
3	Nguyen Cao Son		Member of BOD - Vice Director						
4	Vo Khanh Toan		Member of BOD - Vice Director; Corporate Governance Officer						
5	Nguyen Thanh Quang		Member of BOD - Workshop Manager No. 2						
6	Quek Guet Ngoh		Member of BOD						
7	Lam Wai Man Edward		Independent member of BOD						

8	Nguyen Thi Thanh Hai		Head of Board of Supervisors						
9	Huynh Tin Dinh		Members of Board of Supervisors						
10	Nguyen Thanh Duc		Members of Board of Supervisors						
11	Nguyen Thi Thuy Duong		Chief Accountant.						
12	Do Thi Le Mai		Company Secretary cum Information Discloser			07/03/2025			
13	GP Batteries International Limited				199002111N , 04/05/1990, Singapore	83 Clemenceau Avenue, #14 01, UE Square, Singapore 239920			Major shareholder
14	GP Batteries (Viet Nam) Limietd Liability Company				0700761514,2 4/06/2024, Ha Nam Department of Planning and Investment	N3 Street, Zone C, Hoa Mac Industrial Park, Duy Tien Ward, Ninh Binh Province, Vietnam			Capital contribute-on company
15	GPI International Limited				02085200 , 06/04/1966, Hong Kong	7/F Building 16W, 16 Science Park West Avenue, Hongkong Science Park, New Territories, HongKong			Affiliate within the Group
16	GPI International (Shenzhen) Limited				91440300771 646184N , 26/12/2005, China	14/F, Shum Yip UpperHills Tower 1, No.5001 Huanggang Road,			Affiliate within the Group

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

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, of transaction	Value of transaction (VND)	Note
1	GP Batteries International Limited	Affiliate within the Group, major shareholder	199002111 N, 04/05/1990, Singapore	83 Clemenceau Avenue, #14 01, UE Square, Singapore 239920	First 6 months of 2025		Payment dividend	14,216,932,000	
2	GP Batteries (Vietnam) Limited liability company	Company contributing capital	0700761514 , 24/06/2024 , Department of Planning and Investment	N3 Street, Zone C, Hoa Mac Industrial Park, Duy Tien Ward, Ninh Binh Province, Vietnam	First 6 months of 2025		Purchase of goods	18,839,329,466	
							Sales of goods	4,366,676,231	

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

No.	Name of organization/ individual	Relationship with the Company	NSH No. * date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, of transaction	Value of transaction	Note
1	GP Batteries (Vietnam) Limited liability company	Mr. Vo Khanh Toan is the General Director; Mr. Nguyen Thanh Hung and Ms. Quek Guet Ngoh are Members of the Board of Members.	0700761514, 24/06/2024, Department of Planning and Investment	N3 Street, Zone C, Hoa Mac Industrial Park, Duy Tien Ward, Ninh Binh Province, Vietnam	First 6 months of 2025		Purchase of goods	18,839,329,466	
							Sales of goods	4,366,676,231	

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO). None

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

VIII. Share transactions of internal persons and their affiliated persons (Semi-annual report)

1. The list of internal persons and their affiliated persons / Transactions of internal persons and affiliated persons with shares of the Company:

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
I.1	Lam Hin Lap Michael		Chairman (Independent member)			0	0.00%	
I.1	Diana Szeto					0	0.00%	
I.2	Nguyen Thanh Hung		Board member - Director			117,980	1.63%	
2.1	Tran Thi Anh Hong		Sales and Marketing Department Staff			41,937	0.58%	
2.2	Nguyen Thanh Vinh					63,134	0.87%	
2.3	Nguyen Thanh Hien					15,342	0.21%	
2.4	Pham Thi Cap					0	0.00%	
2.5	Le Thi Hong Nhung					0	0.00%	
2.6	Tran Van Tao					0	0.00%	
2.7	Le Thi Hoa					0	0.00%	
2.8	Nguyen Thanh Dung					0	0.00%	

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3.15	Nguyen Thi Lan Huong								0	0.00%	
I.4	Vo Khanh Toan				Board member - Vice Director; Corporate Governance Officer				19,600	0.27%	
4.1	Nguyen Thi Phuc Loi								0	0.00%	
4.2	Nghiem Thi Thinh								0	0.00%	
4.3	Vo Hoang Yen Nhi								0	0.00%	
4.4	Vo Nguyen Khanh Duy								0	0.00%	
4.5	Vo Quang Minh								0	0.00%	
4.6	Pham Thi Huong								0	0.00%	
I.5	Nguyen Thanh Quang				Board Member – Workshop Manager of Battery No.2				11,463	0.16%	
5.1	Luu Thi Bich Thuy				worker				11,451	0.16%	
5.2	Nguyen DUY Linh								0	0.00%	
5.3	Nguyen Thi Tam								0	0.00%	
5.4	Nguyen Quang Vinh								0	0.00%	
5.5	Nguyen Duc Trung								0	0.00%	

5.6	Tran Thi Hue			worker			0	0.00%	
5.7	Nguyen Thi Ngoc Loan						0	0.00%	
1.6	Quek Guet Nghoh			UV HDQT			0	0.00%	
6.1	Chung Say Ban						0	0.00%	
6.2	Chung Yee Ying Celina						0	0.00%	
6.3	Chung Yee Cheng Eileen						0	0.00%	
6.4	Chung Yee Peng Jolene						0	0.00%	
6.5	Chung Fu Kai Gavin						0	0.00%	
1.7	Lam Wai Man Edward						0	0.00 %	
7.1	Lam Kai Yan						0	0.00 %	
7.2	Lam Chuen Man Joseph						0	0.00 %	
7.3	Lam Sin Man Teresa						0	0.00 %	
1.8	Nguyen Thi Thanh Hai			Head of BOS			34,965	0.48%	
8.1	Nguyen Xuan Thang						0	0.00%	
8.2	Nguyen Xuan Thuy						0	0.00%	
8.3	Nguyen Thi Thao								
8.4	Nguyen Quynh Nga						0	0.00%	

8.5	Bui Sy Manh												
8.6	Nguyen Van Hien								0			0.00%	
8.7	Nguyen Thi Tiem								0			0.00%	
8.8	Nguyen Dinh Xuong								0			0.00%	
8.9	Nguyen Thi Hong Minh								0			0.00%	
8.10	Le Ngoc Hung								0			0.00%	
8.11	Nguyen Van Quyen								0			0.00%	
8.12	Nguyen Thi Hue								0			0.00%	
8.13	Nguyen Thi Lien								0			0.00%	
8.14	Nguyen Thanh Nga								0			0.00%	
8.15	Nguyen Thi Hop								0			0.00%	
8.16	Nguyen Van Suong								0			0.00%	
8.17	Nguyen Van Hieu								0			0.00%	
L.9	Huynh Tin Dinh							Member of BOS	0			0.00%	
9.1	Nguyen To Anh								0			0.00%	
9.2	Huynh Chi Phong								0			0.00%	
9.3	Huynh Tin Thong								0			0.00%	
9.4	Huynh Tin Vinh								0			0.00%	
9.5	Huynh Tu Hue								0			0.00%	
L.10	Nguyen Thanh Duc							Member of BOS	8,303			0.11%	
10.1	Nguyen Pham Ngoan								0			0.00%	
10.2	Phan Thi Ngoc Phuc								0			0.00%	
10.3	Nguyen Thi Thuy Hang							Planning and Materials Department Staff.	616			0.01%	

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12.4	An Gia Minh						0	0.00%	
12.5	Do Van Phao						156,043	2.15%	
12.6	Le Thi Nga						79,035	1.09%	
12.7	Do Tuan Nam						0	0.00%	
12.8	Tran Thi Thu Uyen						0	0.00%	
II	Strategic Shareholder								
1	GP Batteries International Limited	BIDFCA4776		199002111N	83 Clemenceau Avenue, #14 01, UE Square, Singapore 239920	3,554,233	49.00%		

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

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Vo Khanh Toan	BOD member	18.600	0.26%	19.600	0.27%	Buying

IX. Other significant issues: None

Recipients:

- As above;
- BOD, BOS, BOM
- Archived

CHAIRMAN OF THE BOARD OF DIRECTORS



(Sign, full name and seal)

Michael Lam

Lam Hin Lap Michael