

**HA NOI BATTERY JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No: 54/BCQT-PHN

Ha Noi, July 29, 2026

REPORT ON CORPORATE GOVERNANCE
(First 6 months of 2026)

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

No.	Resolution/ Decision No.	Date	Content
1	01/2026/NQ -ĐHĐCD	22/04/2026	1. Approved the Report on activities of the Board of Directors in 2025 & Operational plan for the year 2026. 2. Approved the result of 2025 production and business and the business plan for the year 2026. 3. Approved the Audited 2025 Financial Statements. 4. Approved the Report on activities of the Supervisory Board in 2025 and Operational plan for the year 2026 . 5. Approved the Submission on Profit distribution and Fund Appropriations for 2025 6. Submission on selection of auditing company for the year 2026. 7. Approve the Minutes, Resolutions of the AGM.

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

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: Lam Hin Lap Michael	Chairman of BOD Independent member	11/02/2025	
2	Mr: Nguyen Thanh Hung	Member of BOD	29/04/2022	
3	Mr: Nguyen Cao Son	Member of BOD	29/04/2022	
4	Mr: Vo Khanh Toan	Member of BOD	29/04/2022	
5	Ms: Quek Guet Nghoh	Member of BOD Non-executive	29/04/2022	
6	Mr: Lam Wai Man Edward	Member of BOD Independent Member	05/6/2023	
7	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 Lam Hin Lap Michael	5/7	71.4%	On business trip
2	Mr Nguyen Thanh Hung	7/7	100%	
3	Mr Nguyen Cao Son	7/7	100%	

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
4	Mr Vo Khanh Toan	7/7	100%	
5	Mr Quek Guet Ngoh	7/7	100%	
6	Mr Lam Wai Man Edward	7/7	100%	
7	Mr Nguyen Thanh Quang	7/7	100%	

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

In the first six months of 2026, the Board of Directors held 07 meetings with the main content as follows:

Contents of the 1st meeting: January 06, 2026

Discussed and approved the following contents:

- Report on production and business performance in December, Q4, and cumulative total for FY 2025.
- Projected sales plan for January 2026.
- Estimated pre-tax profit for December and FY 2025.
- Status of implementation of the Memorandum of Understanding (MOU) on cooperation between Habaco and Hai Phong Group.

Contents of the 2nd meeting: February 12, 2026 – via Email.

Discussed and approved the following contents:

- Summary of key production and business figures for FY 2025.
- Production and business results for January 2026; projected sales plan for February 2026.
- Lunar New Year 2026 holiday schedule.
- Results of discussions regarding the termination of the MOU on cooperation between Habaco and Hai Phong Group.

Content of the 3rd meeting: March 05, 2026.

Discussed and approved the following contents:

- Report on performance results for January + February 2026.
- Development plan for "Rabbit" brand alkaline batteries in the Vietnamese market.
- Rollout of e-commerce sales channels and projected budget.
- Preparation plan for the 2026 Annual General Meeting of Shareholders (AGM).

Content of the 4th meeting: March 26, 2026.

Discussed and approved the following contents:

- Summary report on production and business operations in 2025 – Plan for 2026.
- Audited financial statements for FY 2025.
- Summary report on the Board of Directors' activities in 2025 – Plan for 2026.
- Summary report on the Board of Supervisors' activities in 2025 – Plan for 2026.
- AGM reports, proposals, and agenda.
- Assignment of duties for organizing the 2026 AGM.

Content of the 5th meeting: April 21, 2026.

- Discussing, reviewing, and approving the content of Reports, Submissions and the General Meeting Agenda..
- Developing Rabbit brand alkaline batteries for domestic consumption in Vietnam..
- Brief preliminary report on manufacturing facility relocation requirements.
- Assignment of tasks for organizing the General Meeting.

Content of the 6th meeting: April 22, 2026.

Discussed and approved the following contents:

- The Director reports to the Chairman of the Board of Directors and the Supervisory Board on the matters discussed and agreed upon during the meeting on April 21, 2026.
- Q1/2026 business and production performance results and forecast for April 2026.
- Q4/2025 report of the Supervisory Board.

Content of the 7th meeting: May 26, 2026 - via email.

- Bank loan plan at Vietnam Export Import Commercial Joint Stock Bank (Eximbank) – Thu Do Branch.

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	01/2026/NQ - HĐQT	05/03/2026	Finalize the list of shareholders at March 27, 2026 to Organize the 2026 Annual General Meeting of Shareholders.	100%
2	03/2026/HĐQT-PHN	22/04/2026	Decision on issuing the unit salary cost for 2026	100%
3	04/2026/NQ - HĐQT	26/05/2026	Finalizing the list of shareholders as of June 8, 2026, for the payment of the remaining 2025 dividend and the 1st advance cash dividend for 2026	100 %

No.	Resolution/Decision No.	Date	Content	Approval rate
4	05/2026/NQ - HDQT	26/05/2026	Approval of the bank loan plan at Vietnam Export Import Commercial Joint Stock Bank (Eximbank) – Thu Do Branch.	100 %

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

1. Information about members of Board of Supervisors:

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

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	Lam Hin Lap Michael		Chairman of BOD Independent member						Internal person
2	Nguyen Thanh Hung		Member of BOD - Director						Internal person
3	Nguyen Cao Son		Member of BOD - Vice Director						Internal person
4	Vo Khanh Toan		Member of BOD - Vice Director; Corporate Governance Officer						Internal person
5	Nguyen Thanh Quang		Member of BOD - Workshop Manager No. 2						Internal person

6	Quek Guet Ngoh		Member of BOD						Internal person
7	Lam Wai Man Edward		Independent member of BOD						Internal person
8	Nguyen Thi Thanh Hai		Head of Board of Supervisors						Internal person
9	Huynh Tin Dinh		Members of Board of Supervisors						Internal person
10	Nguyen Thanh Duc		Members of Board of Supervisors						Internal person
11	Nguyen Thi Thuy Duong		Chief Accountant.						Internal person
12	Do Thi Le Mai		Company Secretary cum Information Discloser						Internal person
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, Futian District, Shenzhen, China				Affiliate within the Group
17	GP Battery Marketing (Hong Kong) Limited			15880516 , 24/03/1992, Hong Kong	7/F, Building 16W, 16 Science Park West Avenue Hong Kong Science Park, New Territories, Hong Kong				Affiliate within the Group

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations).

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 2026		Payment dividend	7,108,466,000	
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 2026		Purchase of goods	25,833,422,771	
							Sales of goods	7,253,586,928	

3	GPI International Limited	Affiliate within the Group	02085200 06/04/1966, Hong Kong	7/F Building 16W, 16 Science Park West Avenue, Hongkong Science Park, New Territories, HongKong	First 6 months of 2026	Sales of goods	10,281,368,413	
4	GP Battery Marketing (Shenzhen) Limited	Affiliate within the Group	9144030077 1646184N, 26/12/2005, China	14/F, Shum Yip UpperHills Tower 1, No.5001 Huanggang Road, Futian District, Shenzhen, China	First 6 months of 2026	Purchase of goods	2,136,071,939	
5	GP Battery Marketing (Hong Kong) Limited	Affiliate within the Group	15880516, 24/03/1992, Hong Kong	7/F, Building 16W, 16 Science Park West Avenue Hong Kong Science Park, New Territories, Hong Kong	First 6 months of 2026	Sales of goods	20,101,839,844	

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organisations).

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power. None

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note

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 2026		Purchase of goods	25,833,422,771	
							Sales of goods	7,253,586,928	

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%	
1.1	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%	

2.9	Nguyen Thi Giang						0	0.00%	
2.10	Nguyen Quoc Trung						0	0.00%	
2.11	Nguyen Thu Thuy						0	0.00%	
2.12	Nguyen Thi Thanh Thuy						0	0.00%	
2.13	Le Anh Dung						0	0.00%	
I.3	Nguyen Cao Son			Board member - Vice Director			6,823	0.09%	
3.1	Nguyen Thi Minh Hien			Technology and Environmental Engineering Department Staff			0	0.00%	
3.2	Nguyen Thi Kim Ngan						0	0.00%	
3.3	Nguyen Quoc Dung						0	0.00%	
3.4	Nguyen Duc Toan						0	0.00%	
3.5	Do Thi Kim Dung						0	0.00%	
3.6	Nguyen Toan Dien						0	0.00%	
3.7	Nguyen Bich Lien						0	0.00%	
3.8	Nguyen Huu Chi						0	0.00%	
3.9	Nguyen Quoc Minh						0	0.00%	
3.10	Nguyen Duc Thin						0	0.00%	
3.11	Nguyen Thi Tinh						0	0.00%	
3.12	Nguyen Thi Tuyen						0	0.00%	
3.13	Nguyen Thi Bich Diep						0	0.00%	
3.14	Nguyen Quoc Thang						0	0.00%	
3.15	Nguyen Thi Lan Huong						0	0.00%	

I.4	Vo Khanh Toan						21,500	0.29%	
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						11,463	0.16%	
5.1	Luu Thi Bich Thuy						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						0	0.00%	

5.7	Nguyen Thi Ngoc Loan						0	0.00%	
I.6	Quek Guet Ngoh			Member of BOD			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%	
I.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 %	
I.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						0	0.00%	
8.4	Nguyen Quynh Nga						0	0.00%	
8.5	Bui Sy Manh						0	0.00%	
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%	
I.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%	
I.10	Nguyen Thanh Duc					Member of BOS	8,303	0.11%	
10.1	Nguyen Thi Thuy Hang						0	0.00%	
10.2	Nguyen Ngoc Linh						0	0.00%	
10.3	Nguyen Tuan Duy					Planning and Materials Department Staff.	616	0.01%	

10.4	Nguyen Pham Ngoan							0	0.00%	
10.5	Phan Thi Ngoc Phuc							0	0.00%	
10.6	Nguyen Phuc Long							0	0.00%	
10.7	Do Thu Trang							0	0.00%	
10.8	Nguyen Pham Trung							0	0.00%	
10.9	Hoàng Thi Trang Nhung							0	0.00%	
I.11	Nguyen Thi Thuy Duong				Chief Accountant			0	0.00%	
11.1	Le Quang Trung							0	0.00%	
11.2	Le Thi Kim Hien							0	0.00%	
11.3	Le Thi Minh Anh							0	0.00%	
11.4	Nguyen Xuan Dam							0	0.00%	
11.5	Nguyen Thi Thuyet							0	0.00%	
11.6	Nguyen Manh Tuan							0	0.00%	
11.7	Thai Hoang Lam							0	0.00%	
11.8	Le Van Chu							0	0.00%	
11.9	Nguyen Thi Kim Hoa							0	0.00%	
I.12	Do Thi Le Mai				Company Secretary cum Information Discloser			14,000	0.19%	
12.1	Vu Thi Noi							0	0.00%	
12.2	An Van Chung							0	0.00%	
12.3	An Gia Khoi							0	0.00%	

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%	
III	Major Shareholder								
1	GP Batteries International Limited	BIDFCA4776		199002111N		83 Clemenceau Avenue, #14 01, UE Square, Singapore 239920	3,554,233	49.00%	
2	Pham Van Nghia						364,350	5.02%	
3	Le Xuan Luong						426,300	5.88%	

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	19.600	0.27%	21.500	0.29	Buying

IX. Other significant issues: None

Recipients:

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

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)



Lam Hin Lap Michael

Lam Hin Lap Michael

