

Số: **190**/CBTT-CKHP

No.: **190**/CBTT-CKHP

V/v: CBTT báo cáo tình hình quản trị

Công ty 6 tháng đầu năm 2025/

Announcement of corporate

governance report for the first 6

months of 2025.

Hải Phòng, ngày 24 tháng 07 năm 2025

Hai Phong, July 24, 2025

CÔNG BỐ THÔNG TIN /INFORMATION DISCLOSURE

Kính gửi/To:

- Ủy ban Chứng khoán Nhà nước
- Sở Giao dịch Chứng khoán Việt Nam
- Sở Giao dịch Chứng khoán Hà Nội
- *State Securities Commission*
- *Vietnam Stock Exchange*
- *Hanoi Stock Exchange*



1. Tên tổ chức/Name of organization: **CTCP Chứng khoán Hải Phòng/ Hai Phong Securities Joint Stock Company**

2. Mã chứng khoán/Stock code: **HAC**

3. Địa chỉ trụ sở chính/ Head office address: **Số 7, lô 28A, Lê Hồng Phong, Phường Đông Khê, Quận Ngô Quyền, TP Hải Phòng/ No. 7, Lot 28A, Le Hong Phong, Dong Khe Ward, Ngo Quyen District, Hai Phong City.**

4. Điện thoại/Tel.: **0225.3842335**

Fax: **0225.3746266**

5. Người thực hiện công bố thông tin/ Person authorized to disclose information: **Đoàn Thị Thuý**

6. Địa chỉ/ Address: **Số 7, lô 28A, Lê Hồng Phong, Phường Đông Khê, Quận Ngô Quyền, TP Hải Phòng/ No. 7, Lot 28A, Le Hong Phong, Dong Khe Ward, Ngo Quyen District, Hai Phong City.**

7. Loại thông tin công bố/ Type of information published: **Định kỳ/ Periodically**

8. Nội dung của thông tin công bố/ Contents of disclosure:

Báo cáo tình hình quản trị Công ty Cổ phần Chứng khoán Hải Phòng 6 tháng đầu năm 2025

Report on the governance situation of Hai Phong Securities Joint Stock Company in the first 6 months of 2025

9. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 24/07/2025 tại đường dẫn: <https://haseco.vn/tabaoctaoqt/bao-cao-quan-tri/>

This information was published on the company's website on July 24, 2025, as in the link: <https://haseco.vn/tabaoctaoqt/bao-cao-quan-tri/>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/ *We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

Tài liệu đính kèm/Attached documents:

Báo cáo số: 188/BC-CKHP ngày 23/07/2025
/ Report No.: 188 /BC-CKHP dated July 23, 2025.

Nơi nhận/Recipient:

- Như trên/As above;
- Lưu: HCNS/ Archives: HCNS

Đại diện tổ chức

Organization representative

Người được Ủy quyền CBTT

Person authorized to disclose information

(Ký, ghi rõ họ tên, chức vụ, đóng dấu)

(Signature, full name, position, and seal)



Đoàn Thị Thúy



**HAI PHONG SECURITIES
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 188/BC-CKHP

Hai Phong, July 23, 2025

REPORT ON CORPORATE GOVERNANCE

(The first 6 months of 2025)

Dear: - State Securities Commission;
- Vietnam Stock Exchange;
- Hanoi Stock Exchange.

- Company name: Hai Phong Securities Joint Stock Company
- Head office address: No. 7, Lot 28A Le Hong Phong Street, Dong Khe Ward, Ngo Quyen District, Hai Phong City.
- Phone : 0225 3842335 Fax: 0225 3746266 Email: haseco@haseco.vn
- Charter capital : 291,810,960,000 VND
- Stock code : HAC
- Corporate governance model: The corporate governance model includes: General Meeting of Shareholders, Board of Directors, Audit Committee under the Board of Directors and General Director .
- The implementation of internal audit function: Implemented

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written opinions):

No.	Resolution/Decision No.	Date	Content
1	02/2025/NQ/ĐHĐCD-CKHP	June 26, 2025	Resolution of the 2025 Annual General Meeting of Shareholders

II. Board of Directors (Six-month report):

1. Information about The Board of Directors (BOD) members:

No.	Board of Directors' members	Position (<i>Independent Board Member, Non-executive Board Member</i>)	Date of starting/ceasing a member of the Board of Directors/Independent Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Ninh Le Son Hai	Chairman of the Board of Directors		June 26, 2025

2	Mrs. Nguyen Thi Mai	Executive Board Member		June 26, 2025
3	Mrs. Ly Thi Thu Ha	Non-executive Board Member		June 26, 2025
4	Mr. Chu Viet Ha	Non-executive Board Member		June 26, 2025
5	Mr. Le Ngoc Hai	Non-executive Board Member		June 26, 2025
6	Mr. Dao Le Huy	Non-executive Chairman	June 26, 2025	
7	Mrs. Ngo Thi Song Ngan	Executive Board Member	June 26, 2025	
8	Mr. Nguyen Tuan Anh	Independent Board Member	June 26, 2025	

2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Meeting attendance rate	Reason for absence
1	Mr. Ninh Le Son Hai	6/7	100%	Dismissed from June 26, 2025, so no attendance at subsequent meetings.
2	Mrs. Nguyen Thi Mai	6/7	100%	Dismissed from June 26, 2025, so no attendance at subsequent meetings.
3	Mrs. Ly Thi Thu Ha	6/7	100%	Dismissed from June 26, 2025, so no attendance at subsequent meetings.
4	Mr. Chu Viet Ha	6/7	100%	Dismissed from June 26, 2025, so no attendance at subsequent meetings.
5	Mr. Le Ngoc Hai	6/7	100%	Dismissed from June 26, 2025, so no attendance at subsequent meetings.
6	Mr. Dao Le Huy	1/7	100%	Attend Board meetings from June 26, 2025
7	Mrs. Ngo Thi Song Ngan	1/7	100%	Attend Board meetings from June 26, 2025
8	Mr. Nguyen Tuan Anh	1/7	100%	Attend Board meetings from June 26, 2025

3. Supervisory activities of the Board of Directors over the Board of General Directors:

Pursuant to the Company Charter and Internal Regulations on Corporate Governance, the Board of Directors has inspected and supervised the activities of the General Director and the Executive Board in conducting business operations and implementing resolutions of the General Meeting of Shareholders and the Board of Directors in the first 6 months of 2025 as follows:

- Supervision method: The Board of Directors supervises the General Director and the Executive Board in organizing, implementing and executing the resolutions of the General Meeting of Shareholders and the Board of Directors. At the Board of Directors meetings, the Board of

Directors reviews the implementation of resolutions, the business situation of the quarter and the year, discusses and decides to pass resolutions for the General Director and the Executive Board to use as a basis for implementation.

- Monitoring results: In the context of the global economy being affected by inflation, interest rates, geopolitical conflicts and trade negotiations around the world, the Board of Directors acknowledges that the CEO and the Executive Board have made efforts to overcome difficulties affecting the Company's operations, comply with current laws and regulations and the Company's operating regulations.

4. Activities of subcommittees under the Board of Directors:

Pursuant to Resolution of the General Meeting of Shareholders No. 02/2025/NQ/DHĐCĐ-CKHP approving the change of the organizational structure, management and operation of Hai Phong Securities Joint Stock Company and Resolution of the Board of Directors No. 15.2/2025/NQ-CKHP dated June 26, 2025, the Audit Committee (ABC) of the Company was established. Accordingly, Mr. Nguyen Tuan Anh - Independent Member of the Board of Directors was elected as Chairman of the ABC and Mr. Dao Le Huy - Chairman of the Board of Directors is a member of the ABC. The Board of Directors has assigned the members of the ABC to complete and develop the Operating Regulations of the ABC in accordance with the provisions of law and the Company's internal procedures/regulations, submit them to the Board of Directors for approval and promulgation.

5. Resolutions/Decisions of the Board of Directors (6-month report)

No.	Resolution/Decision No.	Date	Content	Approval Rate
1	02/2025/NQ-CKHP	02/01/2025	Related content under the authority of the Board of Directors	60%
2	02.1/2025/NQ-CKHP	02/01/2025	Through Providing advance payment service for securities sales to customers	60%
3	04.1/2025/NQ-CKHP	24/01/2025	Through the transfer of investment	60%
4	04.2/2025/NQ-CKHP	24/01/2025	Through the appointment of Deputy General Director of the Company	60%
5	06.1/2025/NQ-CKHP	02/04/2025	Related content under the authority of the Board of Directors	60%
6	06.2/2025/NQ-CKHP	02/04/2025	Related content under the authority of the Board of Directors	100%
7	08/2025/NQ-CKHP	05/05/2025	Approving the finalization of the list of shareholders to organize the 2025	100%

			Annual General Meeting of Shareholders	
8	10.3/2025/NQ-CKHP	28/05/2025	Through the appointment of Deputy General Director of the Company	100%
9	10.1/2025/NQ-CKHP	03/06/2025	Implementing the organization of the 2025 Annual General Meeting of Shareholders	100%
10	10.2/2025/NQ-CKHP	03/06/2025	Related content under the authority of the Board of Directors	100%
11	13/2025/NQ-CKHP	23/06/2025	Approval of adjustments and supplements to documents for the 2025 Annual General Meeting of Shareholders	100%
12	15.1/2025/NQ-CKHP	26/06/2025	Election of the Chairman of the Board of Directors for the 2021-2026 term; Change of the Company's Legal Representative	100%
13	15.2/2025/NQ-CKHP	26/06/2025	Issue the Company Charter and regulations approved by the General Meeting of Shareholders according to Resolution 02/2025/NQ/DHDCD-CKHP and other contents under the authority of the Board of Directors.	100%
14	15.3/2025/NQ-CKHP	26/06/2025	Issue the Company Charter and regulations approved by the General Meeting of Shareholders according to Resolution 02/2025/NQ/DHDCD-CKHP and other contents under the authority of the Board of Directors.	100%

III. Board of Supervisors/Audit Committee (Six-month report):

1. Information about members of the Board of Supervisors /Audit Committee:

No.	Member of Supervisory Board/Inspection Committee	Position	Date of becoming/ceasing a member of the Supervisory Board/Inspection Committee	Professional qualifications
1	Mr. Pham Minh Hieu	Former Head of the Board of Supervisors	No longer Head of the Board of Supervisors from June 26, 2025	Bachelor of Finance
2	Mr. Nguyen Trung Kien	Former Member of Board of Directors	No longer a member of the Board of Supervisors from June 26, 2025	Bachelor of Banking and Finance

3	Mr. Le Tuan	Former Member of Board of Directors	No longer a member of the Board of Supervisors from June 26, 2025	Master of Economics
4	Mr. Nguyen Tuan Anh	Chairman of the Inspection Committee	Appointment of Chairman of the Inspection Committee on June 26, 2025	Master of Laws
5	Mr. Dao Le Huy	Member of the Inspection Committee	Appointment of members of the Inspection Committee on June 26, 2025	Master of Finance

2. Meeting of the Supervisory Board/Inspection Committee

2.1 Board of Supervisors Meeting

No.	Board Member	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Mr. Pham Minh Hieu	1/1	100%	100%	Dismissed from 26/06/2025
2	Mr. Nguyen Trung Kien	1/1	100%	100%	Dismissed from 26/06/2025
3	Mr. Le Tuan	1/1	100%	100%	Dismissed from 26/06/2025

2.2 Inspection Committee meeting: None

3. Supervisory activities of the Supervisory Board/Inspection Committee towards the Board of Directors, Executive Board and shareholders:

In the first 6 months of 2025, the Supervisory Board has carried out supervision activities on the Board of Directors, Executive Board and shareholders as follows:

- Supervise and inspect the management and implementation of the profit plan for the first 6 months of 2025 (until June 26, 2025) of the Board of Directors (BOD) and the Executive Board, inspect the legality and reasonableness of business activities during the year in accordance with the spirit of the resolution of the 2024 Annual and Extraordinary General Meeting of Shareholders .
- Check and supervise the issuance of resolutions and decisions of the Board of Directors and Executive Board .
- Check the reasonableness, legality, honesty and level of prudence in organizing accounting, statistics and financial reporting. Review the 6-month report of 2024 and the 2024 Financial Report of the Company .

- Check the operations at the Company's Headquarters and 2 branches .

From June 26, 2025, the Audit Committee was established according to the Company's new governance model, replacing the Supervisory Board and performing the supervisory function from this point on.

4. Coordination of activities between the Supervisory Board/Inspection Committee with the activities of the Board of Directors, Executive Board and other management staff :

- The Board of Supervisors gives opinions to promote the Company's business activities better .
- The Board of Directors always facilitates and promptly responds to information requests to serve the supervisory requirements of the Board of Supervisors.
- The Board of Supervisors always coordinates well with members of the Board of Directors, members of the Executive Board and related managers within the framework of performing its supervisory function.

From June 26, 2025, the Inspection Committee was established and began performing its functions.

5. Other activities of the Supervisory Board/Inspection Board (if any) : None

IV. Executive Board (6 month report)

No.	Board Member	Date of birth	Professional qualifications	Date of appointment/dismissal of members of the Executive Board
1	Mr. Ninh Le Son Hai		Bachelor of Information Technology	From June 26, 2025: Appointed as Acting General Director
2	Mrs. Ngo Thi Song Ngan		Bachelor of Banking and Finance	From May 28, 2025: Appointed as Deputy General Director
3	Mrs. Nguyen Thi Mai		Bachelor of Accounting - Auditing	10/01/2024: Appointed as Finance Director 04/02/2025: Dismissed Finance Director
4	Mrs. Vu Thi Thanh Nga		Bachelor of Economics	05/01/2020: Appointed as Chief Accountant

V. Chief Accountant (6-month report)

Name	Date of birth	Professional qualifications	Date of appointment/dismissal
Mrs. Vu Thi Thanh Nga		Bachelor of Economics	05/01/2020: Appointed as Chief Accountant

VI. Training courses on corporate governance:

Corporate governance training courses attended by members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and the Company Secretary in accordance with corporate governance regulations : In the first 6 months of 2025, the members have not attended any training courses.

VII. The list of related persons of public companies (Six-month report) and transactions of related persons of the company with the Company itself

1. List of related persons of the company

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	ID Number*, date of issue, place of issue	Head office address	Time of starting to be related person	Time of ending to be related person	Reasons	Relationship with the company
1	Ninh Le Son Hai		Former Chairman of the Board of Directors; Acting General Director			21/09/2024		Dismissal of Chairman of the Board of Directors on June 26, 2025; Appointment of Acting General Director on June 26, 2025	
2	Chu Viet Ha		Former Member of Board of Directors			21/09/2024	26/06/2025	Dismissed on June 26, 2025	
3	Le Ngoc Hai		Former Member of Board of Directors			21/09/2024	26/06/2025	Dismissed on June 26, 2025	
4	Nguyen Thi Mai		Former Member of Board of Directors			21/09/2024	26/06/2025	Dismissed on June 26, 2025	

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	ID Number*, date of issue, place of issue	Head office address	Time of starting to be related person	Time of ending to be related person	Reasons	Relationship with the company
5	Ly Thi Thu Ha		Former Member of Board of Directors			21/09/2024	26/06/2025	Dismissed on June 26, 2025	
6	Hoang Thi Bao Ngoc		Former Chief Executive Officer and Company Secretary			15/10/2024	26/06/2025	Dismissed on June 26, 2025	
7	Pham Minh Hieu		Former Head of the Board of Supervisors			21/09/2024	26/06/2025	Dismissed on June 26, 2025	
8	Nguyen Trung Kien		Former Member of Board of Directors			21/09/2024	26/06/2025	Dismissed on June 26, 2025	
9	Le Tuan		Former Member of Board of Directors			21/09/2024	26/06/2025	Dismissed on June 26, 2025	
10	Dao Le Huy		Chairman of the Board of Directors; Member of the Audit Committee			26/06/2025		Appointed on 26/06/2025	

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	ID Number*, date of issue, place of issue	Head office address	Time of starting to be related person	Time of ending to be related person	Reasons	Relationship with the company
11	Ngo Thi Song Ngan		Member of the Board of Directors; Deputy General Director; Person in charge of administration and Company Secretary			26/06/2025		Appointed on 26/06/2025	
12	Nguyen Tuan Anh		Member of Board of Directors; Chairman of Inspection Committee			26/06/2025		Appointed on 26/06/2025	

Note: ID number: ID card/Passport number (for individuals) or Business Registration Certificate number, Operating License or equivalent legal documents (for organizations)*

2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, related persons of insiders : None

3. Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company : None

4. Transactions between the company and other entities

4.1. Transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, General Director and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) in the past three (03) years (as of the time of reporting): None

4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, General Director and other managers are members of the Board of Directors, General Director: None

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, General Director and other managers: None

VIII. Share transactions of related persons and their affiliated persons(Six-month report)

1. List of related persons and and their affiliated persons on June 30, 2025

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID card/Passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
1	Dao Le Huy		Chairman of the Board of Directors; Member of the Audit Committee			0	0	
1.01	Dao Ngoc Duoc					0	0	Father
1.02	Le Thi Thang					0	0	Mother
1.03	Nguyen Tu Quyen					0	0	Wife
1.04	Dao Nhat Minh					0	0	Child
1.05	Dao Tung Lam					0	0	Child
1.06	Dao Le Hang					0	0	Older sister
1.07	Dao Ngoc Hung					0	0	Older brother
1.08	Nguyen Trong Quang					0	0	Father in law
1.09	Lai Thi Diu					0	0	Mother in law
1.10	Nguyen Hong Quan					0	0	Brother in law

2	Ngo Thi Song Ngan		Member of Board of Directors; Deputy General Director; Person in charge of administration, Company Secretary			0	0	
2.01	Ngo Truong Thi					0	0	Father
2.02	Nguyen Thi Mai Dung					0	0	Mother
2.03	Dao Quang Duy					0	0	Husband
2.04	Dao Quang Anh					0	0	Child
2.05	Dao Thi Ngan Giang					0	0	Child
2.06	Dao Thi Hoang Giang					0	0	Child
2.07	Ngo Thi Hong Ha					0	0	Younger sister
2.08	Bui Anh Duc					0	0	Brother in law
2.09	Dao Quang Tuyen					0	0	Father in law
2.10	Ngo Thi Thanh					0	0	Mother in law
3	Nguyen Tuan Anh		Independent Member of the Board of Directors; Chairman of the Audit Committee			0	0	
3.01	Nguyen Van Duyen					0	0	Father
3.02	Nguyen Thanh Thuy					0	0	Mother

3.03	Vu Chau Hanh					0	0	Wife
3.04	Nguyen Vu Chau Anh					0	0	Daughter
3.05	Nguyen Anh Vu					0	0	Child
3.06	Nguyen Anh Tuan					0	0	Younger brother
3.07	Tran Huong Ly					0	0	Sister in law
3.08	Vu The Viet					0	0	Father in law
3.09	Nguyen Thi Hai					0	0	Mother in law
4	Ninh Le Son Hai		Acting General Director			0	0	
4.01	Ninh Anh Tuan					0	0	Father
4.02	Le Thi Tan					0	0	Mother
4.03	Tran Thi Giang Van					0	0	Wife
4.04	Ninh Vu Minh Tam					0	0	Child
4.05	Ninh Trach Son					0	0	Child
4.06	Ninh Gia Khanh					0	0	Child
4.07	Ninh Le Son Ha					0	0	Younger brother
4.08	Nguyen Thi Thu Hang					0	0	Sister in law
4.09	Tran Khac Khuong					0	0	Father in law
4.10	Nguyen Thi Lien					0	0	Mother in law

5	Doan Thi Thuy		Authorized CBT Person			1,251	0.004%	
5.01	Doan Ba Ngoan					0	0	Father
5.02	Pham Thi Loan					0	0	Mother
5.03	Duong Thanh Luong					0	0	Father in law
5.04	Hoang Thi Dung					0	0	Mother in law
5.05	Duong Hoang Long					0	0	Husband
5.06	Duong Nhu Hoang An					0	0	Child
5.07	Doan Thi Thuy					0	0	Older sister
5.08	Doan Thi Mai					0	0	Older sister
6	Vu Thi Thanh Nga		Chief Accountant			2.008	0.007%	
6.01	Vu Van Vinh					10	0,000034 %	Dad
6.02	Pham Thi Lan					0	0	Mom
6.03	Vu Thi Kim Loan					0	0	Older sister
6.04	Vu Thuy Hang					0	0	Younger sister
6.05	Vu Anh Tuan					0	0	Younger brother
6.06	Hoang Gia Han					0	0	Child
6.07	Hoang Nguyet Minh					0	0	Child
6.08	Hoang Tue Minh					0	0	Child

2. Transactions of insiders and related persons on company shares: None

IX. Other significant issues: None

Recipient:

- *As above;*
- *Archived.*

CHAIRMAN OF THE BOARD OF DIRECTORS



ĐÀO LE HUY