

# ANNUAL REPORT

## DAI CHAU GROUP JOINT STOCK COMPANY

### Year 2024

#### I. COMPANY HISTORY

##### 1. Company Overview

Company Name : CÔNG TY CỔ PHẦN TẬP ĐOÀN ĐẠI CHÂU  
 International Trading Name : DAI CHAU GROUP JOINT STOCK COMPANY  
 Abbreviation : DAI CHAU GROUP JSC  
 Logo:



Business Address : Tổ 23, Cụm 4, Phường Nhật Tân, Quận Tây Hồ, Hà Nội  
 Phone Number : 0931299568  
 Email : sangtaoviet@gmail.com  
 Website : <http://daichau.edx.vn>  
 Charter Capital : VND 603,110,000,000 (Six hundred and three billion, one hundred and ten million Vietnamese dong)

##### 2. Company Formation and Development Process

###### ❖ From 2000 to 2002

Dai Chau Group Joint Stock Company was established on April 24, 2000. The company operates under Business Registration Certificate No. 0103000040 issued by Hanoi Department of Planning and Investment, with an initial charter capital of VND 600,000,000.

In 2001, the company expanded its manufacturing facilities to produce high-end wooden furniture for the domestic market and for export to Japan and Taiwan, increasing its charter capital to VND 8,100,000,000.

In 2002, the company commenced the “Investment in Expanding Export Timber Product Manufacturing” project. The project became operational in June 2003 with a total investment of VND 15,323,689,000. The project focused on manufacturing and trading

export timber products, achieving export values of over 30% of total production and business value.

❖ From 2002 to 2004

In 2004, the company opened a joint venture office and product exhibition center with Hauxex Company (Japan) at VKO - Giang Vo Exhibition Center - Hanoi, and a representative office in Osaka, Japan. Simultaneously, it implemented a project "Investment in Expanding the Production of Box Doors and Frames Using Japanese Technology," which was completed and put into operation on December 31, 2005, with a total investment of VND 6,110,000,000. The project's export value exceeded 30% of total product value.

❖ From 2004 to 2009

On April 13, 2007, the company increased its charter capital from VND 8.1 billion to VND 20 billion and was listed on the Hanoi Stock Exchange on December 17, 2007. On July 1, 2008, the charter capital was raised to VND 25 billion and then to VND 27.24478 billion on August 12, 2008. The company invested in a modern wood furniture processing line and workshop renovation project with a total investment of VND 37.959254 billion. The project officially commenced operation in December 2009 at its head office: Group 23 – Cluster 4 – Nhat Tan – Tay Ho – Hanoi.

❖ From 2009 to 2011

In 2010, the company increased its charter capital to VND 163.75278 billion to supplement working capital and expand into other business areas.

In 2011, the company raised its capital to VND 335 billion on April 6, and was listed on the Hanoi Stock Exchange on May 26, 2011. It finalized dividend payments for 2010, increasing its capital to VND 347.73 billion.

❖ From 2011 to 2014

In 2013, the charter capital increased from VND 347.73 billion to VND 383.11 billion and was officially listed on the Hanoi Stock Exchange on March 26, 2014.

❖ From 2014 Present

On December 5, 2014, the company increased its capital from VND 383.11 billion to VND 603.11 billion to finance its own projects or joint ventures, thereby optimizing its production capacity and maximizing profit.

**Company Achievements:**

❖ Vietnam Golden Cup for Brand and Trademark – July 15, 2007

❖ Golden Entrepreneurial Spirit Cup 2007 – July 15, 2007



- ❖ ISO Golden Cup – October 11, 2006
- ❖ Golden Cup "For the Cause of Community Development" – July 16, 2006
- ❖ Gold Medal and Certificate for High-Quality Product Complying with International Standards – Wooden Flooring, issued by the Vietnam Chamber of Commerce and Industry
- ❖ Gold Medal and Certificate for High-Quality Product Complying with International Standards – Wooden Doors, issued by the Vietnam Chamber of Commerce and Industry, October 10, 2006
- ❖ Certificate of Merit from the Hanoi People's Committee – For achievements in production, business development, and contributions to the city's emulation movement
- ❖ Certificate of Merit from the Vietnam Chamber of Commerce and Industry
- ❖ Scope of Business Activities:
- ❖ Trading of production and consumer goods
- ❖ Hotel and food service business
- ❖ Civil and transportation construction
- ❖ Real estate brokerage (excluding land)
- ❖ Forest product processing
- ❖ Mineral exploitation and processing
- ❖ Trading in machinery and equipment for the mining industry
- ❖ Employment agency services
- ❖ Buying and selling agency, consignment services
- ❖ Trading in automobiles and spare parts
- ❖ Assembly, repair, warranty, and maintenance of automobiles
- ❖ Manufacturing and trading rubber products
- ❖ Road transport business: fixed-route passenger transport, taxi services, contract-based transport, tourism transport, and freight transport
- ❖ Production, processing, and trading of agricultural products
- ❖ Trading of instant noodles, vegetables, and foodstuffs
- ❖ Trading of all types of batteries
- ❖ Import and export of business-related goods
- ❖ Real estate business
- ❖ Wholesale of fertilizers and agricultural-use chemicals (excluding banned chemicals)

- ❖ Sales of motorbikes and motorcycles
- ❖ Sale of motorbike parts and accessories
- ❖ Maintenance and repair of motorcycles and motorbikes

## II. STRATEGIC ORIENTATION

### 1. Business Objectives

- Leverage the company's strength in high-end wooden furniture by securing contracts with high-liquidity projects.
- Due to the nature of the business—supplying and installing furniture for real estate projects—the delay in finalization and payment procedures affects business results and leads to low revenue.

### 2. Implementation Strategy:

- Improve corporate governance, restructure business sectors, and manage product quality in accordance with ISO 9001-2008 standards.
- Focus the company's structure on high-end wooden furniture production for large-scale projects, and commercial business of trucks and construction equipment; cooperate with GELEXIMCO Group to provide luxury interior furnishings and other commercial services.
- Ensure increasingly better income for employees and foster sustainable company development.

## II. REPORT OF THE BOARD OF DIRECTORS

### 1. Revenue and Profit

In 2024, Dai Chau Group Joint Stock Company continued the process of comprehensive restructuring after a long period of business suspension. Although there was no revenue generated from business activities, 2024 served as a pivotal year, marking the initial steps in restoring the company's operations.

A new management board elected by the Extraordinary General Meeting of Shareholders actively reviewed the financial situation, addressed outstanding accounting issues from previous years, and focused on finalizing financial statements for 2022, 2023, and 2024 for independent audit purposes. During this process, the Internal Audit Subcommittee worked closely with the accounting department to gather documentation, verify data, and collaborate with the auditing firm to clarify unresolved issues in the financial reports. However, due to unresolved complications, the 2024 audit report was issued with a disclaimer of opinion.

Although no business activity was recorded in the year, the company completed essential legal procedures in preparation for restarting operations in 2025. These included expanding its registered business sectors, developing a revenue plan, and restructuring internal



governance. These steps lay a critical foundation for the company's transition into a new, stable, and sustainable growth phase.

## 2. Key Financial Indicators

Unit: VND billion

Indicator	Năm 2024	Năm 2023
1. Total Assets	677,7	677,7
- Current Assets	616	616
- Non-current Assets	61,7	61,7
2. Liabilities	45,7	45,7
- Current Liabilities	45,7	45,7
- Long-term Liabilities	0	0
3. Owner's Equity	632	632
4. Interest Expenses	0	0
5. General & Administrative Expenses	0	0

In 2024, since the company remained inactive in business, its financial position remained largely unchanged from 2023: Total assets held steady at VND 677.7 billion, with VND 616 billion in current assets and VND 61.7 billion in non-current assets.

Total liabilities also remained unchanged at VND 45.7 billion, all of which were short-term. No long-term liabilities were recorded. The owner's equity stayed stable at VND 632 billion.

As there were no loan activities or business revenue, both interest and administrative expenses were zero for the year.

These indicators reflect a stable financial state in the accounting records during the company's inactive period and serve as the basis for the company to gradually restructure and prepare to resume operations in 2025..

## 3. Major Changes During the Year:

In 2024, the company held an Extraordinary General Meeting of Shareholders on May 21, 2024, as documented in Minutes No. 01/2024/BB-ĐHĐCĐ. The meeting was convened and conducted in compliance with the Law on Enterprises and the company's Charter to discuss and vote on important matters regarding senior personnel and the new governance model..



#### 4. Business Plan and Direction for 2025:

Vietnam's economy in 2025 will continue to operate in a global environment marked by volatility and uncertainty. Global economic recovery remains slow due to prolonged impacts of the pandemic, geopolitical conflicts, high inflation in major economies, and prolonged monetary tightening policies. Weak global trade, unstable supply chains, and volatile raw material prices are putting pressure on business costs.

Domestically, Vietnam has made efforts to maintain macroeconomic stability, control inflation, boost public investment, and support business recovery. However, many industries still face challenges such as high competition, rising costs, and uneven consumption. Economic restructuring policies are showing initial effectiveness but require more time to fully take effect across all business sectors.

Faced with these challenges, Dai Chau Group Joint Stock Company remains steadfast in its strategy of selective, safe, and efficient business recovery and restructuring. 2025 marks the first year of business resumption after suspension, and the strategic approach emphasizes caution, sustainability, and effectiveness, with a focus on resolving financial backlogs and gradually expanding operations in line with market conditions and internal capacity.

##### 4.1. Business Plan for 2025

Based on the strategic orientation of the Board of Directors during the restructuring phase, the 2025 business plan is designed with a focus on a controlled restart—prioritizing the concentration of resources, ensuring financial safety, and gradually regaining the trust of shareholders and partners.

##### Specific targets:

- **Estimated net revenue:** VND 100 billion, mainly derived from trading consumer goods, agricultural products, and seafood.
- **Estimated profit before tax:** VND 10 billion, equivalent to a pre-tax profit margin of 10%.
- **Estimated profit after tax:** VND 8 billion, ensuring sufficient financial capacity to cover operating costs and generate cash flow for future investments.

To achieve these goals, the company will implement the following key measures:

- **Relaunch core business activities:** Prioritize sectors with competitive advantages such as agricultural commodity trading and essential consumer goods, while gradually expanding into potential areas like real estate, cosmetics, and functional foods.
- **Strengthen accounting, finance, and internal control systems:** Resolve outstanding issues from previous years; complete and standardize accounting data to meet audit requirements; ensure financial transparency.



- **Optimize costs and resource allocation:** Restructure and streamline the organizational system for higher efficiency; closely monitor operating expenses; select strategic partners with appropriate capabilities for each business area.
- **Enhance corporate governance and oversight:** Strengthen the role of the Board of Directors and the Internal Audit Subcommittee in supervising business plans and promptly addressing any arising risks.

The Board of Directors firmly believes that, with strong determination and the support of shareholders, 2025 will mark a solid and strategic comeback for Dai Chau Group Joint Stock Company, laying a foundation for long-term, stable, and sustainable growth in the years to come.

#### 4.2. Financial and Investment Plan for 2025

To achieve the revenue target, the company must establish a financial plan that aligns with reality and ensures efficient use of capital in both trade and investment activities. The allocation and management of resources will be carried out based on the following key directions:

**Commercial Activities:** The company will focus on trading in agricultural products, food, seafood, consumer goods, and production materials. The revenue target from commercial activities in 2025 is VND 100 billion. This requires proactive planning of capital for inventory purchases, strategic stockpiles, transportation, and logistics costs.

**Investment Activities:** Priority will be given to launching high-liquidity investment projects that match the company's current financial capacity—especially investments in subsidiaries and associates involved in food and cosmetic manufacturing, and commercial real estate and services.

**Capital Sources:** The Company will focus on mobilizing capital from various channels, including:

Internal capital from the owner's equity and retained earnings (if any);

Credit loans from banks and financial institutions, based on controlled cash flow and debt repayment capacity;

Investment partnerships or capital mobilization from strategic partners, if suitable opportunities arise.

**Capital Utilization Management:** All capital use will strictly adhere to the Company's internal financial and accounting regulations. The use of funds must follow the principles of thriftiness, purposefulness, transparency, and alignment with business efficiency and controlled risks.

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With a well-structured financial plan and clearly defined trade–investment orientation, the Company expects to establish a stable and effective starting point for a phase of sustainable development beginning in 2025.

## **5. Implementation Solutions for 2025**

To successfully achieve the business production goals for 2025, the Company needs to ensure several core factors:

### ***Practicality and Feasibility:***

All activities must be based on actual conditions, aligned with available resources, and consistent with the Company's strategic direction. The implementation of business and investment plans must strictly adhere to internal management processes, especially in finance and accounting, trade, and investment. This ensures that all costs are properly calculated and that data is provided for effective project and contract management.

### ***Scientific Working Methods – Clear Responsibility:***

There must be effective and flexible working methods, underpinned by discipline. Responsibilities should be clearly assigned to each department and individual—ensuring the right person is assigned to the right task at the right time. Additionally, coordination and mobilization of financial resources must be proactive, ensuring there is no interruption to the cash flow needed for business activities.

### ***Effective Use and Integration of Resources:***

The close collaboration between the Board of Directors, Executive Board, and functional departments is key to ensuring work is handled quickly and in a timely manner. Specialized skills are needed in managing finance and accounting, with careful analysis of data before signing economic contracts or making investments. Well-organized cost accounting, tax management, financial reporting, and cash flow management will provide a solid foundation for stable and growing business operations.

### ***Boosting Trade and Investment to Increase Revenue and Profit:***

The Company needs to strengthen market research and forecasting, particularly in the areas of agricultural business, consumer goods, functional foods, and commercial real estate. The company should maintain strong relationships with traditional customers while expanding its customer base both domestically and internationally. Investment activities will be selected based on the criteria of safety, effectiveness, and sustainable profitability, avoiding dispersion and ensuring risk control.

### ***Regular Evaluation and Monitoring:***

Periodic monitoring and evaluation of the plan's progress are essential. This will help promptly adjust any deviations. Every task must have a clear plan and evaluation criteria, enabling effective management and the ability to adapt to market changes.



### **Human Resources – People as the Core Element:**

2025 will be a crucial phase for recruiting, training, and rebuilding the core human resources necessary for the recovery and long-term development of the Company. The Company needs to build a suitable, competitive, transparent compensation policy that motivates employees to fully utilize their capabilities and contribute long-term. At the same time, the Company needs to establish a clear Key Performance Indicator (KPI) system that links individual responsibilities and benefits to job performance and collective achievements.

## **III. BOARD OF DIRECTORS' REPORT**

### **1. Financial Report::**

- Book value as of 31/12/2024 (owner's equity): VND 632,025,620,281.

**Changes in charter capital (in thousand VND):**

Year	2007	2008	2009	2010	2011 - 2013	2014- Present
Charter Capital	20.000.000	27.244.780	27.244.780	163.000.000	347.730.000 – 383.110.000	383.110.000- 603.110.000

- **Total number of shares by type:** As of 31/12/2024, the total number of the Company's shares is 603,110,000,000 shares (including 1,455 treasury shares).

### **2. Business Performance Report:**

- Business targets such as revenue, profit, and tax obligations for 2025 are detailed as follows:

*Unit: VND billion*

Indicator	Unit	Actual in 2024
1. Net Revenue	VND billion	0
2. Profit Before Tax	VND billion	0
3. Profit After Tax	VND billion	0

**Reason:** As stated in Section 2, Part I – Board of Directors' Report.

### **Remedial Measures:**

Based on the assessment of 2024, during which the Company had no business activities and was in the phase of comprehensive review and restructuring, the Board of Directors and Executive Management have determined the need to strengthen solutions to resolve outstanding issues and to lay a solid foundation for restarting business operations from 2025

onwards. This is a pivotal phase for consolidating internal resources, improving organizational structure, and preparing legal, financial, human, and market readiness.

Continue restructuring the organization and enhancing the internal management system, especially the accounting – financial department, ensuring transparency, consistency, and readiness for future audits.

Strengthen coordination with the auditing unit and relevant departments to gradually resolve outstanding accounting books, records, and data, thereby creating a legal and operational basis for the preparation of audited financial statements in upcoming years.

Redefine the portfolio of business lines, focusing on areas with high liquidity and growth potential such as consumer goods trading, agricultural products, functional foods, and commercial real estate investment.

Review the entire asset portfolio, liabilities, financial investments, and business partnerships to verify actual existence and value for proper handling and capital preservation for the Company.

Enhance cost-saving measures, cut unnecessary expenses, and apply information technology in management to improve internal control and operational efficiency.

Proactively develop a recovery strategy for business operations from early 2025, with financial planning, revenue planning, and human resources tailored to actual capacity and market conditions.

### **3. Company Achievements:**

- Strict compliance with regulations of the State Securities Commission (SSC) and the Hanoi Stock Exchange.

### **4. Future Development Plan:**

Maximize all market recovery opportunities and government support policies to gradually restore and develop the Company's trade and investment activities. Strive to achieve a revenue target of VND 100 billion and after-tax profit of VND 8 billion, ensuring operating costs, reinvestment, and increased value for shareholders.

Restructure owned capital and mobilize external resources appropriately, focusing on high-liquidity and profitable sectors such as consumer goods trading, agricultural products, functional foods, and commercial real estate investment. Priority will be given to medium and small-scale projects with fast capital turnover and low risk.

Increase cost-saving measures across all activities, strictly control input and operating costs. Simultaneously improve internal governance efficiency, reorganize the human resource system towards lean – efficient – specialized structure, ensuring both cost savings and capacity for business expansion.



Maintain stable employment, ensure salaries, bonuses, and insurance policies for employees within the Company's resource capacity. Gradually improve employee benefits and living standards while creating opportunities for skill development, capacity building, and adaptation to new requirements in the Company's development phase.

#### IV. SUSTAINABLE DEVELOPMENT

##### 1. Sustainable Development Indicators in 2024

Human resources are considered the core value in the Company's operations. Therefore, the Company always prioritizes the development of appropriate human resource policies to provide the most comprehensive benefits to its employees.

##### ▪ Salary, Bonus, and Allowance Policy

- Salary policy: To ensure fairness and rationality in salary payments, the Company has developed a salary and bonus regulation system applicable to each job level.

- Overtime salary: The Company supports and pays overtime wages in accordance with the current Labor Code.

- Bonus policy: Every year, the Company evaluates and ranks employees and implements a reward policy in the form of a 13th-month salary. Additionally, bonuses are awarded based on performance, task completion, and contributions to the Company's overall business results.

##### ▪ Recruitment Policy

The Company values the capability of each employee and welcomes candidates who wish to contribute and commit long-term to the Company, with knowledge, skills, professionalism, and a dynamic working attitude. To attract talent, the Company offers a clear and reasonable salary and bonus policy, especially for outstanding employees with significant contributions.

Moreover, the Company strictly complies with legal labor requirements, adheres to standard working hours, and recruits employees suitable for job requirements and legal regulations.

##### ▪ Training Policy

Newly recruited employees are supported by the Company in professional training to enhance their skills for operational purposes.

The "work-and-learn" model is applied to all employees. This is considered a mandatory requirement to improve the knowledge and working skills of the Company's workforce.

##### ▪ Social Welfare Policy

- Annually, the Company implements bonus policies during holidays and organizes trips and vacations for employees, along with awards for outstanding staff.

- The Company also fully implements other welfare policies in accordance with the Labor Law (wedding, funerals, illness visits, birthdays, etc.).

▪ *Building Corporate Culture*

The Company aims to build a friendly, open, and supportive corporate culture that fosters integration and solidarity. Outside working hours, the Company encourages employees to participate in team-building and social activities. These moments offer valuable opportunities for staff to learn more about society, share, and develop a stronger sense of social responsibility.

## 2. Sustainable Development Strategy

▪ For Human Resources

The Company considers human resources the key factor determining business success. Therefore, in the coming time, the Company will pursue the following directions:

- Develop a competitive and reasonable salary – bonus policy to attract and retain talent.
- Take comprehensive care of employees' physical and mental well-being.
- Foster an open, inclusive, and humane corporate culture.

▪ For Community – Society

- Enhance transparency in the stock market.
- Participate in charitable sponsorships, support disadvantaged situations, disaster and flood relief, and contribute positively to society.

▪ For the Environment

- Strictly comply with environmental laws and regulations.
- Use energy efficiently and minimize indirect environmental impacts.

## V. BÁO CÁO TÀI CHÍNH, Ý KIẾN KIỂM TOÁN ĐỘC LẬP, KIỂM TOÁN NỘI BỘ:

Các báo cáo tài chính đã được kiểm toán và báo cáo kiểm toán nội bộ gồm có :

- 1- Bảng cân đối kế toán ngày 31 tháng 12 năm 2024
- 2- Báo cáo kết quả kinh doanh năm 2024
- 3- Báo cáo lưu chuyển tiền tệ năm 2024
- 4- Bản thuyết minh báo cáo tài chính năm 2024
- 5- Ý kiến của đơn vị kiểm toán (Công ty TNHH Kiểm toán Nhân Tâm Việt)

## V. FINANCIAL STATEMENTS, INDEPENDENT AUDITOR'S OPINION, INTERNAL AUDIT:

The audited financial statements and internal audit reports include:



- 1- Balance Sheet as of December 31, 2024
- 2- Income Statement for the year 2024
- 3- Cash Flow Statement for the year 2024
- 4- Notes to the Financial Statements for the year 2024
- 5- Auditor's Opinion (by Nhan Tam Viet Auditing Co., Ltd.)

## VI. SUBSIDIARIES AND ASSOCIATED COMPANIES:

Subsidiaries: None

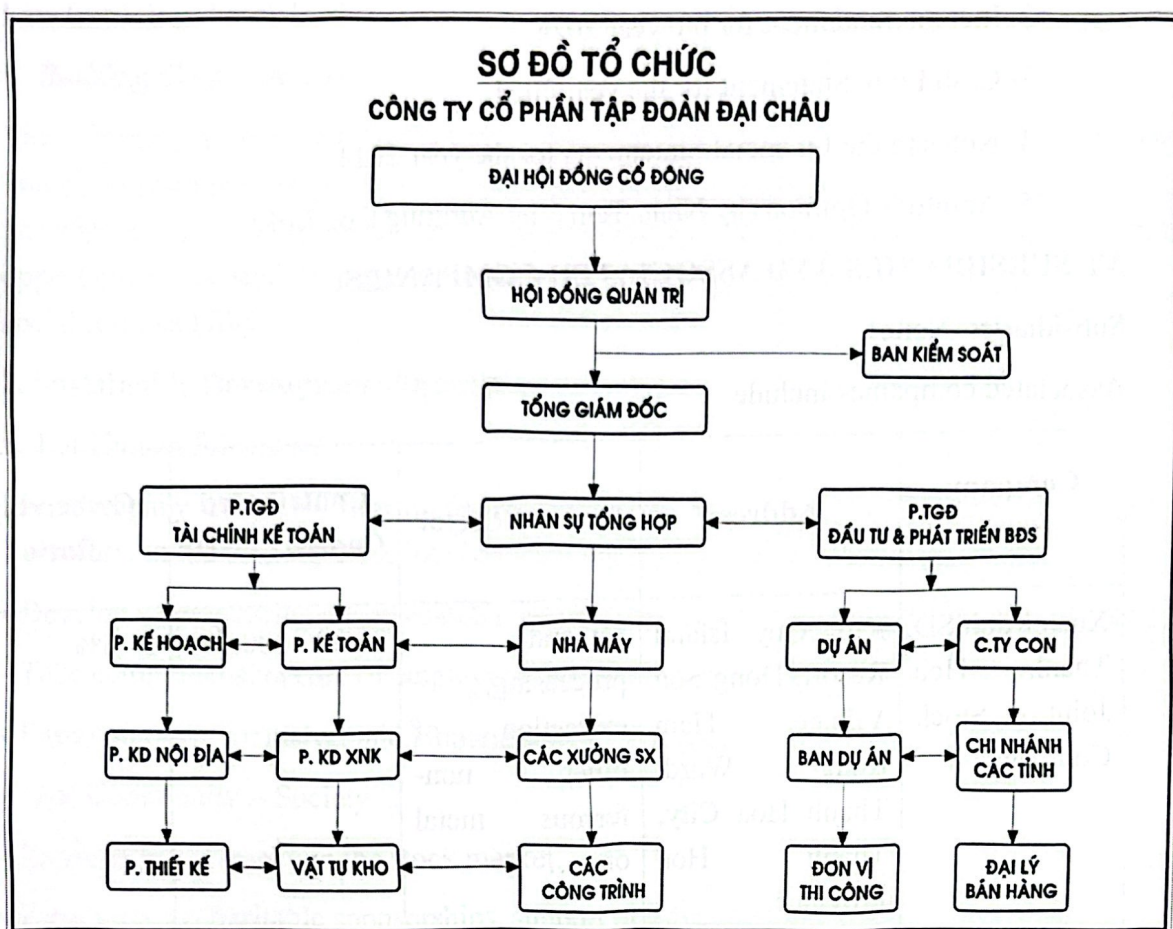
Associated companies include:

Company Name	Addres	Business Sector	Contributed Capital (VND)	Ownership Ratio
Xuan Minh SD Thanh Hoa Joint Stock Company	Kim Quy Island Resort, Dong Son Village, Ham Rong Ward, Thanh Hoa City, Thanh Hoa Province, Vietnam	Mineral processing, extraction of other non-ferrous metal ores...	30.000.000.000	37,5%
Dai Chau Import-Export Trading Co., Ltd.	Group 23, Cluster 4, Nhat Tan Ward, Tay Ho District, Hanoi City	Import and export of the goods traded by the Company	2.250.000.000	30%

## VII. ORGANIZATION AND HUMAN RESOURCES

### 1. Organizational Structure of the Issuing/Listed Entity:

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### General Meeting of Shareholders

The General Meeting of Shareholders is the highest authority of the Company. It decides on the reorganization and dissolution of the Company, determines the Company's development orientation, and appoints or dismisses members of the Board of Directors, the Internal Audit Subcommittee, and the Executive Board, among others.

### Board of Directors

The Board of Directors is the governing body of Dai Chau Group Joint Stock Company. It holds full authority to decide on all matters related to the purpose and interests of the Company, except for those under the authority of the General Meeting of Shareholders. The current Board of Directors of Dai Chau consists of 4 members, including 1 Chairman and 3 Board members. The current structure of the Board of Directors is as follows:

- |                        |                                    |
|------------------------|------------------------------------|
| ❖ Mr. Nguyen Dinh Hung | Chairman of the Board of Directors |
| ❖ Mr. Do Hong Dat      | Member of the Board of Directors   |
| ❖ Mr. Hoang Xuan Vuong | Member of the Board of Directors   |
| ❖ Mr. Tran Manh Hai    | Member of the Board of Directors   |



- ❖ Mr. Do Van Khe Member of the Board of Directors
- ❖ Mr. Nghiem The Quy Member of the Board of Directors

### Executive Board

The Executive Board consists of 01 General Director and 01 Deputy General Director, appointed and dismissed by the Board of Directors. The General Director is the legal representative of the Company and is the highest-ranking executive responsible for managing the Company's daily business operations. The current structure of the Executive Board is as follows:

- ❖ Mr. Nghiem The Quy – General Director
- ❖ Mr. Pham Trung Thanh – Deputy General Director

### Internal Audit Subcommittee

The Internal Audit Subcommittee is elected by the General Meeting of Shareholders and represents the shareholders in supervising all business, governance, and management activities of the Company. The current representatives of the Internal Audit Subcommittee are:

- ❖ Ms. Duong Lan Phuong – Head of the Internal Audit Subcommittee
- ❖ Mr. Do Van Khue – Member of the Internal Audit Subcommittee

**2. Changes in the Executive Director (General Director) during the year: None.**

### 3. Number of Employees and Labor Policies:

- Number of employees as of 31/12/2024: 05 employees
- The Company ensures full compliance with labor policies, including participation in Social Insurance (SI), Health Insurance (HI), and Unemployment Insurance (UI), as well as implementing other employee benefits in accordance with labor laws.

## VIII. SHAREHOLDER INFORMATION AND CORPORATE GOVERNANCE

### 1. Board of Directors and Internal Audit Subcommittee

#### a. Board of Directors: 06 members

No.	Full Name	Position	Note
1	Nguyen Dinh Hung	Chairman	
2	Nghiem The Quy	Member	General Director
3	Do Van Khue	Member	
4	Do Hong Dat	Member	

5	Hoang Xuan Vuong	Member	
6	Tran Manh Hai	Member	

**b. Internal Audit Subcommittee: 02 members**

No.	Full Name	Position	Note
1	Duong Lan Phuong	Head of Internal Audit	
2	Do Van Khue	Member	

**2. Remuneration of the Board of Directors and Internal Audit Subcommittee**

In 2024, as the Company temporarily suspended operations, the Board of Directors and the Internal Audit Subcommittee did not receive any remuneration.

Hanoi, date....month...year 2025

ON BEHALF OF THE BOARD OF DIRECTORS



CHỦ TỊCH

*Nguyễn Đình Hùng*