

**CÔNG TY CỔ PHẦN ILA**  
**ILA JOINT STOCK COMPANY**

-----

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**  
**Độc lập - Tự do - Hạnh phúc**  
**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

-----

Số: 34/2024/CBTT-ILA  
No: 34/2024/CBTT-ILA

TP. Hồ Chí Minh, ngày 20 tháng 04 năm 2024  
Ho Chi Minh City, April 20<sup>th</sup> 2024

**CÔNG BỐ THÔNG TIN**  
**INFORMATION DISCLOSURE**

**Kính gửi: Sở Giao dịch Chứng khoán Hà Nội**  
**To: Hanoi Stock Exchange**

1. Tên tổ chức/Name of organization: Công ty Cổ phần ILA

- Mã chứng khoán/Stock code: ILA

- Địa chỉ/Address: Số 49, đường số 5, Khu đô thị An Phú An Khánh, phường An Phú, TP. Thủ Đức, Thành phố Hồ Chí Minh/ No. 49, Street No. 5, An Phu An Khanh Urban Area, An Phu Ward, Thu Duc City, Ho Chi Minh City

- Điện thoại liên hệ/Tel: 0869 265 299

- E-mail: [info@ilagroup.com.vn](mailto:info@ilagroup.com.vn)

Loại công bố thông tin/Type of information disclosure: Định kỳ/Periodic

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

- Báo cáo thường niên năm 2024/ 2024 Annual Report.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 20/04/2025 tại đường dẫn <https://ilagroup.com.vn/co-dong/danh-muc/bao-cau-thuong-nien-18.html> This information was published on the company's website on April 20<sup>th</sup> 2024, as in the link <https://ilagroup.com.vn/co-dong/danh-muc/bao-cau-thuong-nien-18.html>:

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 thường niên năm 2024/ 2024 Annual Report.

**Người công bố thông tin**

**Người đại diện theo pháp luật**



# ANNUAL REPORT 2024

## ILA JOINT STOCK COMPANY

I. General information	4
1. General information	4
2. Business lines and locations	5
3. Information on governance model, business organization and management apparatus	5
4. Development orientation	7
5. Risks	8
II. Operational situation in the year:	9
1. Production and business situation	9
2. Organization and personnel	10
3. Investment situation, project implementation situation	13
4. Financial situation	13
5. Shareholder structure, changes in owner's investment capital.	15
6. Report on the company's environmental and social impacts	17
III. Report and assessment of the Board of Directors	18
1. Assessment of production and business performance	18
2. Financial situation	19
3. Improvements in organizational structure, policies, management	19
4. Future development plan	20
5. Explanation of the Board of Directors for audit opinions...	20
6. Assessment report related to the company's environmental and social responsibilities	21
IV. Assessment of the Board of Directors on the Company's operations	21
1. Assessment of the Board of Directors on all aspects of the Company's operations	21
2. Assessment of the Board of Directors on the operations of the Company's Board of Directors	21
V. Corporate governance	22
1. Board of Directors:	22
2. Audit Committee	25
3. Transactions, remuneration and benefits of the Board of Directors, Board of Directors and Audit Committee	27
VI. Financial Statements	31
1. Auditor's Opinion	31
2. Audited Financial Statements	31
CONFIRMATION BY THE LEGAL REPRESENTATIVE OF THE COMPANY	31

## LIST OF ABBREVIATIONS

Acronym	Full name
<b>BHXH</b>	Social insurance
<b>UBKT</b>	Audit Committee
<b>CBCNV</b>	Staff
<b>DHDCD</b>	General Meeting of Shareholders
<b>HDQT</b>	Board of Directors
<b>MTV</b>	One Member
<b>TNHH</b>	Limited liability
<b>TPHCM</b>	Ho Chi Minh City
<b>UBCKNN</b>	State Securities Commission

## CONTENT

### I. General information

#### 1. Overview information

- Trading name: ILA JOINT STOCK COMPANY
- English name: ILA JOINT STOCK COMPANY
- Short name: ILA JSC
- Stock code: ILA
- Business registration certificate number: 0312933227 first registered on September 18, 2014, 17th change on May 20, 2024
- Charter capital: 196,414,310,000 VND
- Address: No. 49, Street No. 5, An Phu An Khanh Urban Area, An Phu Ward, Thu Duc City, Ho Chi Minh City. Số Điện thoại: 0888539977
- Email: [info@ilagroup.com.vn](mailto:info@ilagroup.com.vn)
- Website: [www.ilagroup.com.vn](http://www.ilagroup.com.vn)
- The process of formation and development:

**Year 2014:** ILA Company was established with the original name of Truong Thinh Investment Technology Joint Stock Company.

**Year 2015 - 2016:**

- Truong Thinh Investment Technology Joint Stock Company changed its name to TRT Joint Stock Company.
- Rebuilt and consolidated its organizational structure and operations.

**Year 2017:**

- Officially became a public company.
- On November 28, 2017, the Company's shares were officially traded on UPCoM with the stock code ILA with a charter capital of VND 100,000,000,000.

**Year 2018:**

- Renamed to ILA Joint Stock Company.
- Increased charter capital to VND 169,999,930,000.

**Year 2019 - 2020:**

- Restructured business activities, focusing on core business activities.
- Initial participation in the real estate and construction sector

**Year 2021:**

- Mr. Le Cong Hoang was elected to the position of Chairman of the Board of Directors along with the change of all members of the Board of Directors and the Board of General Directors.
- ILA Company increased its capital to VND 185,299,390,000.

#### **Year 2023:**

Mr. Vo Xuan Phong was elected to the position of Chairman of the Board of Directors along with the change of all members of the Board of Directors and the Board of General Directors

- Changed the 16th Business Registration Certificate on July 5, 2024, Mr. Dang Xuan Huu became the legal representative.
- Mr. Dang Xuan Huu became the General Director of ILA Joint Stock Company.
- Invested in 4 subsidiaries

#### **Year 2024:**

Issued shares to pay dividends, increasing charter capital to VND 196,414,310,000.

### **1. Business sector and location**

#### **a. Business lines:**

Main business lines of ILA JSC include:

- Wholesale of metals and metal ores;
- Wholesale of other construction materials and installation equipment;
- Sale of spare parts and accessories for automobiles and other motor vehicles;
- Production of plastic products;
- Trading of materials;
- Other installation equipment in construction and production of electronic components;
- Construction and project works.

#### **Business location:**

The company's business is mainly concentrated in Ho Chi Minh City and the provinces of Binh Duong, Dong Nai, Binh Dinh and other neighboring provinces.

### **2. Information on governance model, business organization and management apparatus**

#### **a. Management model**

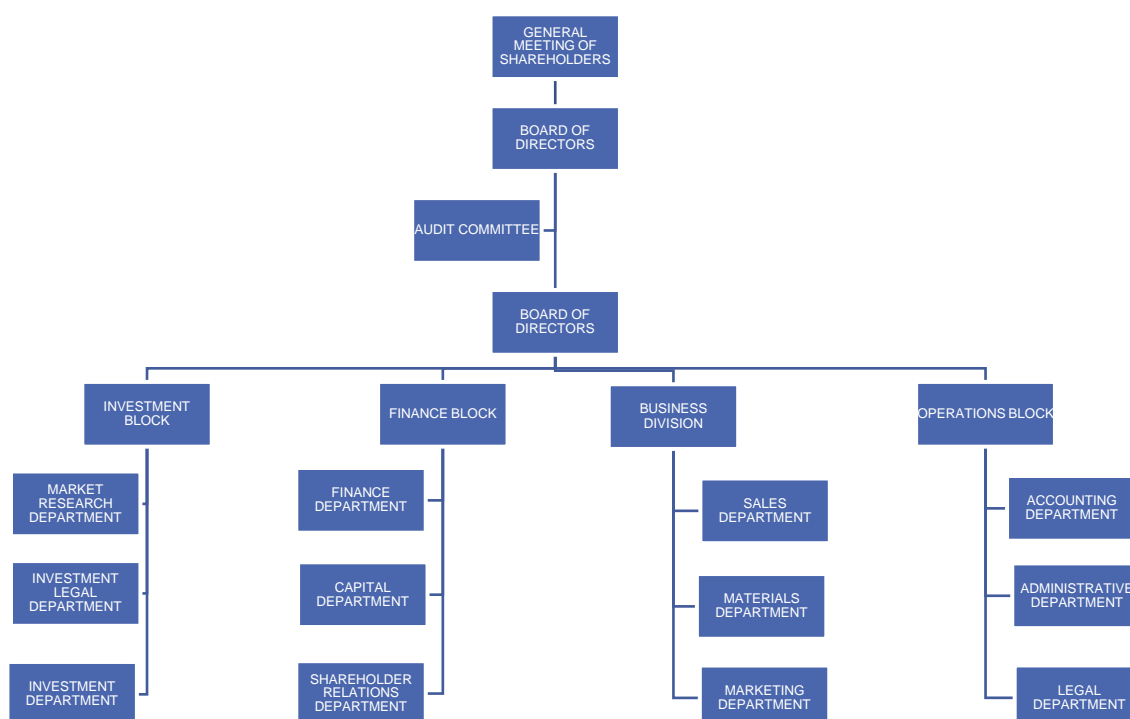
ILA Joint Stock Company operates under the governance model prescribed by the Enterprise Law and the Charter with the following levels:

- **General Meeting of Shareholders:** Is the highest decision-making body of ILA Joint Stock Company, including all shareholders with voting rights, the General Meeting of Shareholders decides on issues related to the authority as prescribed by law and the ILA Charter.
- **Board of Directors:** Is the company's management body, with full authority on behalf of ILA to decide and exercise the rights and obligations of ILA that are not under the authority of the General Meeting of Shareholders

- **Audit Committee:** Under the Board of Directors, it is responsible for performing internal audit activities to provide independent opinions, evaluate and advise the Board of Directors on the compliance, effectiveness, efficiency of the internal control system and the accuracy and honesty of financial statements.

- **Board of Directors:** Manages the daily operations of ILA and is responsible to the Board of Directors for the implementation of other assigned rights and duties. In addition, ILA also has committees to assist the Board of Directors. Each affiliated unit will perform its duties and responsibilities as prescribed in ILA's Internal Regulations.

**b. Management structure:**



**c. Subsidiaries and affiliates:** As of December 31, 2024

No.	Company Name	Charter Capital (VND Million)	Ownership ratio	Company Address	Main business activities
1	ILA E&C Joint Stock Company	60.000	98%	139D Street No. 11, Ward 9, Truong Tho Ward, Thu Duc City, Ho Chi Minh City	Wholesale of metals and metal ores, wholesale of materials,

No.	Company Name	Charter Capital (VND Million)	Ownership ratio	Company Address	Main business activities
					other installation equipment in construction, construction works, project works
2	Phu Bao Trading Company Limited	20.000	95%	40/5k, group 39, quarter 4, Hoc Mon town, Hoc Mon district, Ho Chi Minh city	Sale of spare parts and accessories for automobiles and other motor vehicles
3	Vinh Khanh Investment and Development Company Limited	25.306	98,79%	No. 101, N8 Street, Dong An Residential Area, Dong An Quarter, Tan Dong Hiep Ward, Di An City, Binh Duong Province, Vietnam	Manufacturing plastic products, trading in materials, other installation equipment in construction and manufacturing electronic components.
4	ILA Minerals Joint Stock Company	21.500	98%	129 Tang Bat Ho, Le Loi Ward, Quy Nhon City, Binh Dinh Province, Vietnam	Quarrying Manufacture of concrete and cement and plaster products

### 3. Development orientation

In 2025, in the face of the complicated developments of the trade war, ILA will restructure its leadership and set out development directions to suit the trend of public investment and infrastructure development in the coming years as follows:

- Expand relationships and cooperation with major investors and leading distributors to diversify products to meet customer needs.
- Expand the scale of operations by investing in potential companies, especially mineral mining companies.

- Maintain good relationships with current customers, attract potential customers and solve current difficulties.

- Continue to spread and develop the company's corporate culture and promote a sense of responsibility for the common development of the community; aiming for sustainable development values.

- Improve working processes, have clear salary and welfare policies, diverse career opportunities to become the choice of candidates, attract talents.

- Improve production processes, research and develop new cable products to increase competitiveness and strengthen marketing activities.

To achieve the set goals, ILA always has a specific medium and long-term business strategy as follows:

- Balance cash flow in business, to ensure liquidity for the Company.

- Apply technology to management and sales systems to maintain continuous operations.

- Comply with legal regulations on business activities, finance - accounting, fully implement social insurance regimes for employees.

- Create stable jobs for officers and employees in the Company, at the same time propose reward policies, social welfare, ... to motivate employees to complete their tasks well.

- Build a professional human resource evaluation system, with policies and training plans corresponding to the needs of qualities, capacities and skills of staff.

- Share responsibility with the community through social welfare programs and respond to campaigns and movements of local authorities such as supporting poor and studious children in remote areas, supporting lonely elderly people, contributing to the Gratitude Fund, building charity houses, etc.

- Implement sustainable solutions for environmental work, treat industrial waste in accordance with regulations, strictly implement occupational safety and fire prevention and fighting.

ILA is always aware of its role towards the environment and society. Therefore, the Company always focuses on environmental responsibility and social security issues such as:

- For the environment:

ILA understands that the success of a business not only ensures the requirements of product quality, revenue, and profit, but ILA also has to limit negative impacts on the natural environment. Recognizing this issue, the Company always prioritizes choosing construction contractors and equipment suppliers,... with the best solutions for environmental protection. Equipment for the Company's projects ensures energy savings. At the same time, the Company also prioritizes the use of alternative materials that use less energy if they meet technical standards. In addition, ILA also encourages employees to turn off electrical equipment when not in use and to use water economically.

- For society:



During the year, the Company always contributes funding to charity activities to contribute to the development of the community such as: supporting gratitude funds, funds for the poor; Visit and help employees in difficult circumstances,...

#### **4. Risks**

##### **a. Economic risks**

In 2024, the global economy continues to face many challenges and difficulties when inflation tends to decrease but the market recovery rate does not meet expectations.

Despite many difficulties and challenges, Vietnam's socio-economic situation still achieved remarkable achievements in 2024, thanks to the intervention of the political system, the timely and drastic direction and management of the Government and the Prime Minister, as well as the efforts of all levels, sectors, localities and the business community. According to the General Statistics Office, Vietnam's Gross Domestic Product increased by 7.09% compared to 2023, which is considered a positive signal for economic growth prospects in 2025. Grasping the challenges and opportunities of the macro economy, ILA's Board of Directors has planned and has a business strategy suitable to the current situation of the Company.

##### **b. Interest rate risk**

In 2024, the socio-economic situation of our country has made many favorable steps forward but also continues to face many difficulties and challenges in the face of rapid, complex and unpredictable developments in the world situation.

The credit growth rate in the first 9 months of 2024 is still much lower than the plan set for 2024 of about 15%. Under the pressure of credit growth, especially in the last months of the year, and at the same time maintaining low mobilization interest rates, banks have encountered many difficulties in maintaining liquidity because deposit interest rates are no longer attractive enough to attract depositors, while other investment channels, especially gold price fluctuations in the recent past. Since the beginning of the year, gold has recorded a return of more than 22%, while savings deposits are only about 6%-8%/12 months. These reasons can create great credit pressure for the banking system in the coming time.

In addition, in the context that the State Bank is drafting a Circular amending and supplementing a number of articles of Circular No. 16/2021, including the possibility for banks to buy back corporate bonds after selling them. This is expected to help increase liquidity, contribute to supporting the corporate bond market, and remove difficulties for the market.

On the supply side, or in the role of issuers, the banking industry is currently one of the sectors with the largest volume of bonds issued. According to data from the State Bank, as of January 31, 2024, the ratio of short-term capital for medium- and long-term loans of joint stock commercial banks was around 40.1%, much higher than the prescribed level of 30% from October 2023.

Therefore, in 2024, in order to reduce the ratio of short-term capital for medium and long-term loans, banks will promote the mobilization of medium and long-term capital sources, increase the issuance of valuable papers and especially bonds to handle this ratio.

In 2024, ILA Company believes that focusing on mobilizing medium and long-term capital to quickly increase investment and business capital will be the trend of the year, which will contribute to increasing the capital safety ratio and payment ratio of the Company. However, in the face of the unstable economic situation and the deepening real estate crisis in China, ILA is restructuring its operations while closely monitoring the market economic situation, estimating the costs incurred in its operations and having a reasonable debt policy, maintaining a balanced capital structure to ensure the Company's business operations run smoothly and effectively.

### **c. Legal risks**

ILA Joint Stock Company was established and operates under the provisions of the Enterprise Law. In 2017, ILA was officially registered to trade on the UPCoM centralized trading system. Therefore, ILA is subject to the impact of the Securities Law, Enterprise Law, etc. In addition, due to the characteristics of the real estate and mineral industry, ILA is also subject to the impact of other laws such as the Law on Real Estate Business, Land Law, Mineral Law, etc. Regulations on the real estate sector such as the licensing process and legal procedures of the Project are always changing and are still in the process of being completed. Therefore, the Company always continuously updates the adjustments and supplements according to current regulations of the State to adjust business activities accordingly.

### **d. Other risks**

In addition to the above risks, the Company also faces other risks such as natural disasters, epidemics and other force majeure impacts. These are risks that cannot be eliminated but can be minimized. Therefore, the Company regularly and promptly grasps information about social developments, weather, etc. to plan optimal work operations; at the same time, the Company also has a policy of purchasing insurance for officers, employees, and valuable assets and equipment to minimize damage when force majeure incidents occur.

In 2024, the global economy continues to face many challenges and difficulties when inflation tends to decrease but the market recovery rate does not meet expectations.

Despite many difficulties and challenges, Vietnam's socio-economic situation still achieved remarkable achievements in 2024, thanks to the intervention of the political system, the timely and drastic direction and management of the Government and the Prime Minister, as well as the efforts of all levels, sectors, localities and the business community. According to the General Statistics Office, Vietnam's Gross Domestic Product increased by 7.09% compared to 2023, which is considered a positive signal for economic growth prospects in 2025. Grasping the challenges and opportunities of the macro economy, ILA's Board of Directors has planned and has a business strategy suitable to the current situation of the Company.

## **5. Operational situation during the year:**

### **1. Production and business situation**

Production and business performance results in the year:

Unit: Million VND

No.	Target	Unit	Done in 2023	Plan 2024	Done in 2024	Implementation Rate/Plan 2024 (%)	2023 Realization Rate/2024 Realization (%)
1	Net revenue	Million Dong	59.783	200.000	139.387	69,69%	233,15%
2	Profit before tax	Million Dong	5.616	14.000	-1.810	-12,93%	-32,23%
3	Equity	Million Dong	206.593	-	204.525	-	99,00%

Although the global economy in 2025 has improved, the Government has issued many measures, policies and mechanisms to remove difficulties related to interest rates, credit, real estate law, but the economy still faces many difficulties and challenges as follows:

- The world economy is unstable and unpredictable:
- Prolonged and complicated conflict in Ukraine;
- Inflation and interest rates, although decreasing, are still high and may last longer than expected, increasing debt repayment pressure of households, businesses and the Government, while debt levels have increased in the past 3 years;
- Financial and monetary risks (including the risk of default in some underdeveloped countries) are still high, there have been some bankruptcies of some banks in the US and Switzerland;
- The EU and Chinese economies recover more slowly than expected, even facing the risk of low growth in the medium term;
- Climate change and extreme weather have a negative impact on socio-economic activities, hindering economic recovery...
- Input material prices have increased due to the impact of the prolonged and unpredictable Russia-Ukraine war.
- Inflation has increased by 4%, the import-export trade balance is in deficit.
- High bank interest rates in the first 6 months of the year have put pressure on businesses and people.

However, thanks to the determination of the Board of Directors in restructuring the Company, ILA's production and business results in 2025 have grown significantly compared to 2024. Net revenue increased by VND 79.6 billion, equivalent to 133%. However, due to the difficult economic situation, the Company set aside provisions for receivables, causing pre-tax profit to be negative VND 1,810 million, down 32.23% compared to the plan approved by the General Meeting of Shareholders. In particular, profits mainly come from construction, cable production and tire trading.

## 2. Organization and personnel

a. List of Board of Directors: Calculated as of December 31, 2024

No.	Member	Position		Date of appointment
1	Mr Dang Xuan Huu	General Director		June 22, 2024
2	Mr Nguyen Van Phuc	Chief Accountant		July 15, 2025

Executive Board Profile:

### 1. MR DANG XUAN HUU – GENERAL DIRECTOR

- ◆ **Year of birth:** 1984
- ◆ **Permanent Residence:** Cao Lanh, Dong Thap, Viet Nam
- ◆ **Place of Birth:** Cao Lanh, Dong Thap, Viet Nam
- ◆ **Nationality:** Vietnamese
- ◆ **Academic Qualifications:** Bachelor's Degree in Information Technology; Bachelor's Degree in Economics
- ◆ **Positions Held in Other Organizations:** Chairman of the Members' Council of Vinh Khanh Investment and Development Company Limited and Phu Bao Trading and Business Company Limited; Director of JP WIN Joint Stock Company
- ◆ **Work process:**

Period	Position
2008 – 2009	Credit Management Specialist, Sacombank
2010 – 2016	Director, Khang Hung Informatics Company Limited
2011 – 2016	Head of Brokerage Department, Saigonbank Berijaya Securities Joint Stock Company
2016 – 2017	Member of the Board of Directors cum Director, Starciti Joint Stock Company
8/2017 – 4/2018	Director, Tin Thanh Dat Company Limited
9/2018 – 10/2021	Executive Vice President, ILA Joint Stock Company
6/2017 – 11/2021	Member of the Board of Directors, ILA Joint Stock Company
01/2024 – Present	Chairman of the Members' Council, Vinh Khanh Investment and Development Co., Ltd. and Phu Bao Trading and Business Co., Ltd.
	Director, JP WIN Joint Stock Company

	Chief Executive Officer (CEO), ILA Joint Stock Company
--	--

◆ **Number of Shares Personally Owned:** 1,009,800 shares – Equivalent to 5.45% of charter capital

◆ **Capital Representation:** None

**2. Mr. NGUYEN VAN PHUC – Chief Accountant**

◆ **Year of birth::** 1994

◆ **Permanent Residence:** An Giang

◆ **Place of Birth:** An Giang

◆ **Nationality:** Viet Nam

◆ **Academic Qualifications:** Bachelor's Degree in Economics

◆ **Positions Held in Other Organizations:** None

◆ **Work process:**

Period	Position
2016 – 2025	Audit Team Leader, Deputy Head of Corporate Audit Department, Moore AISC Auditing and IT Services Co., Ltd.
2025 – Present	Chief Accountant at ILA Joint Stock Company

◆ **Number of Shares Personally Owned:** 0 shares – 0% charter capital

◆ **Capital Representation:** None

**b. Changes in the executive board in 2025:**

No.	Member	Position	Date of Commencement / Cessation as a Member of the Executive Board	
			Date of Appointment	Date of Dismissal
1	Mr. Nguyen Van Phuc	Chief Accountant	15/07/2025	-
2	Mr. Nguyen Minh Tan	Chief Accountant	07/01/2022	15/07/2025

**c. Number of staff: 42 people**

No.	Classification Criteria	Number (people)	Proportion (%)
A	By Educational Attainment		

No.	Classification Criteria	Number (people)	Proportion (%)
1	Bachelor's Degree and Postgraduate Education	23	54,8%
2	College and Vocational Diploma	3	7,1%
3	Elementary Training and Skilled Workers	16	38,1%
<b>B</b>	<b>By Gender</b>		
1	Male	32	76,2%
2	Female	10	23,8%
<b>C</b>	<b>By Type of Labor Contract</b>		
1	Fixed-term Contract (less than 1 year)	22	52,4%
2	Fixed-term Contract (1 to 3 years)	13	30,9%
3	Indefinite-term Contract	7	16,7%
<b>Total</b>		<b>42</b>	<b>100%</b>

#### Average income

Indicator	2020	2021	2022	2024
Total Number of Employees				42
Average Income (VND/person/month)				16.366.000

#### Human Resource Policies

##### - Training Policy:

With the view that human resources are the core to the success of the organization, ILA places great importance on training as a means to develop and fully harness the potential of its employees. The company believes that training is not only an investment in the organization's human capital but also aims at fostering the personal growth of its staff. Throughout the year, ILA consistently provides opportunities for employees to participate in professional training courses and regularly conducts competency assessments to ensure the workforce maintains a high standard. Furthermore, ILA encourages staff members to pursue learning and self-development to strengthen the workforce, contributing to the company's overall development.

##### - Working Conditions and Employment Benefits:

Throughout the year, ILA's management team has worked closely with department heads to install the necessary and modern equipment at the workplace. In addition, the company provides employees with full protective gear to ensure the best working conditions. ILA

complies fully with the regulations of the Labor Code, including a standard 8-hour workday, reasonable break times, and holidays, as well as maternity and sick leave in accordance with the law.

- Salary, Bonus, and Welfare Policies:

ILA follows a clear and transparent salary and welfare policy based on employees' positions and work performance. The company also implements reward schemes for employees who contribute significantly to the company's operational success. In addition, ILA ensures that all employees receive full entitlements under Vietnam's Labor Code, including Health Insurance, Social Insurance, Unemployment Insurance, etc. The company also organizes regular health check-ups for employees at reputable hospitals to ensure their well-being.

### 3. Investment situation, project implementation situation

#### 4. Financial situation

##### a. Financial situation

Unit: Million VND

No.	Indicator	2024	2025	% Increase/Decrease
1	Net Revenue	59.783	139.387	133,15%
2	Cost of Goods Sold	56.197	126.355	124,84%
3	Financial Revenue	882	1848	109,52%
4	Profit from Operating Activities	-2.037	-1.490	-26,85%
5	Profit Before Tax	5.616	-1.810	-132,23%
6	Profit After Tax	5.616	-2.065	-136,77%

##### b. Key Financial Ratios:

Indicator	Unit	2024	2025
<b>Liquidity Indicators</b>			
Current Ratio:	Times	<b>3,43</b>	<b>2,43</b>
<i>(Calculated as: Current Assets / Current Liabilities)</i>			
Quick Ratio:	Times	<b>1,17</b>	<b>0,65</b>
<i>(Calculated as: (Current Assets – Inventories) / Current Liabilities)</i>			
<b>Capital Structure Indicators</b>			

Debt-to-Total Assets Ratio	%	<b>47,66%</b>	<b>43,02%</b>
Debt-to-Equity Ratio	%	<b>91,05%</b>	<b>75,50%</b>
<b>Operating Efficiency Indicators</b>			
Inventory Turnover Ratio	Vòng	<b>0,49</b>	<b>0,60</b>
<i>(Cost of Goods Sold / Average Inventory)</i>			
Total Asset Turnover Ratio	Vòng	<b>0,19</b>	<b>0,37</b>
<i>(Net Revenue / Average Total Assets)</i>			
<b>Profitability Indicators</b>			
Net Profit After Tax / Net Revenue	%	<b>9,39%</b>	<b>-1,48%</b>
Net Profit After Tax / Average Shareholders' Equity	%	<b>2,79%</b>	<b>-1,01%</b>
Net Profit After Tax / Average Total Assets	%	<b>1,81%</b>	<b>-0,55%</b>
Operating Profit / Net Revenue	%	<b>-3,41%</b>	<b>-1,07%</b>

### Liquidity Indicators

The current ratio and quick ratio are essential indicators used to assess a company's ability to meet short-term obligations. As of December 31, 2024, ILA's current ratio and quick ratio stood at 2.43 times and 0.65 times, respectively. These figures represent a decline compared to the previous year, primarily due to the company's repayment of borrowings and share acquisition liabilities, which reduced short-term assets relative to liabilities.

### Capital Structure Indicators

As of December 31, 2024, both the Debt-to-Total Assets (D/A) ratio and the Debt-to-Equity (D/E) ratio recorded a decrease compared to 2023. Specifically, the D/A ratio stood at 43.02%, while the D/E ratio was 75.50%, indicating a more conservative capital structure and reduced financial leverage.

### Operating Efficiency Indicators

The company's operational efficiency is reflected in the inventory turnover and total asset turnover ratios. As of December 31, 2024, inventory turnover increased significantly compared to 2023, reaching 0.60 times. This improvement was largely attributed to ILA's successful restructuring efforts and its robust expansion in the construction sector during 2024, which contributed to higher inventory utilization and overall asset efficiency.

### Profitability Indicators



In 2025, although the Vietnamese economy showed signs of recovery, it continued to face numerous challenges. Consequently, ILA's business performance in 2024 was negatively affected, resulting in a decline in profitability ratios. The company recorded negative returns, reflecting the ongoing difficulties in maintaining sustainable profit margins during the year.

## 5. Shareholding Structure and Changes in Owner's Equity

### a. Shares:

**Total number of shares issued:** 19,641,431 shares

- **Total number of outstanding shares:** 19,641,431 shares
- **Number of treasury shares:** 0 shares

**Type of shares:** Common shares

**Par value per share:** 10,000 VND/share

### b. Shareholder Structure:

*(As of December 31, 2025)*

No.	Shareholder Type	Number	Value	Ownership Ratio
<b>I</b>	<b>Domestic Shareholders</b>	<b>1417</b>	<b>196.404.310.000</b>	
1	State Shareholders			
2	Individuals	1417	196.404.310.000	
3	Organizations			
<b>II</b>	<b>Foreign Shareholders</b>	<b>4</b>	<b>10.000.000</b>	
1	Individuals	4	10.000.000	
2	Organizations			
<b>Total</b>		<b>1421</b>	<b>196.414.310.000</b>	

Maximum foreign ownership ratio: 0%

### List of major shareholders

No.	Name	Address	Number of Shares	Ownership Ratio / Charter Capital
1	Vo Xuan Phong	...	2.973.406	15,14%
2	Dang Xuan Huu	...	1.070.388	5,45%

3	Ho Ngoc Ty	...	1.060.000	5,40%
---	------------	-----	-----------	-------

c. Changes in Owner's Equity:

In 2024, ILA Joint Stock Company increased its owner's equity from VND 185,299,390,000 to VND 196,414,310,000 through a stock dividend issuance.

**Capital Increase History Since Establishment:**

Year	Additional Capital (VND)	Charter After Increase/Decrease (VND)	Form of Capital Increase	Regulatory Authority
2016	19.000.000.000	40.000.000	Issuance of shares to increase charter capital for existing shareholders	Department of Planning and Investment, HCMC
2017	60.000.000.000	100.000.000.000	Issuance of shares to increase charter capital for existing shareholders	Department of Planning and Investment, HCMC
2018	19.999.930.000	119.999.930.000	Stock dividend issuance	Department of Planning and Investment, HCMC
2018	50.000.000.000	169.999.930.000	Private placement of shares for professional securities investors	Department of Planning and Investment, HCMC
2021	15.299.460.000	185.299.390.000	Stock dividend issuance	Department of Planning and Investment, HCMC
2025	11.114.920.000	196.414.310.000	Stock dividend issuance	Department of Planning and Investment, HCMC

d. Treasury Share Transactions:

As of now, the Company does not hold any treasury shares and has not engaged in any treasury share transactions on the market.

e. Other Securities: The Company does not hold any other securities.

**6. Report on Environmental and Social Impacts of the Company**

**a. Environmental Impact:**

- Total Greenhouse Gas (GHG) Emissions – Direct and Indirect:

- Direct Emissions:

In addition to trading construction support materials, ILA also undertakes construction projects, which inevitably generate dust from excavation, landfill, and building materials such as lime, cement, sand, bricks, and waste from construction activities. Acknowledging the environmental risks, ILA installs dust filtration and exhaust treatment systems at its project sites to minimize harmful emissions, thereby contributing to the protection of a clean and healthy environment.

- Indirect Emissions:

The Company's construction operations are a key contributor to its total indirect GHG emissions. In addition, energy consumption related to project execution and office operations—including electricity, water, gasoline, and diesel—also affects the environment by contributing to the greenhouse effect. Recognizing the severity of these impacts, ILA actively encourages its staff to adopt energy-saving practices as part of its sustainability efforts.

**b. Management of Raw Materials**

Raw materials are a critical component in ILA's production value chain. To ensure product quality and optimize profitability, the Company not only exercises strict control over material inputs but also continuously seeks new sourcing solutions to reduce production costs and improve operational efficiency.

**c. Energy Consumption**

Electricity plays a pivotal role in ILA's business and production activities. However, excessive energy use can have negative consequences for both the environment and community, including increased emissions and pollution. ILA therefore promotes energy-saving behavior among its employees—both in the workplace and at home—as a means to conserve national resources and reduce its carbon footprint.

**d. Compliance with Environmental Protection Laws**

Understanding its responsibility in environmental protection, ILA has implemented numerous initiatives to mitigate its impact on the environment and local communities. These include developing green spaces around its offices to improve air quality, upgrading wastewater and gas treatment systems, and organizing awareness campaigns for staff. Additionally, the

Company integrates modern technology in its construction activities to enhance machine efficiency and reduce environmental pollution.

#### **e. Labor-Related Policies**

In 2024, the Company maintained a workforce of 21 employees with an average monthly salary of VND 15 million. ILA continues to offer stable employment and fully complies with labor laws and regulations. The Company also ensures consistent welfare policies, facilitates participation in professional and internal training courses, and conducts regular performance evaluations to establish fair and motivating reward systems. Employees are provided with clear career advancement paths, promoting transparency and encouraging long-term commitment.

#### **f. Community Responsibility:**

In parallel with its business activities, ILA is actively involved in local community initiatives. These include donations to disaster-stricken areas, contributions to educational funds, funding school construction in underprivileged regions, and providing support to employees facing hardship. The Company is committed to building a safe working environment that poses no risk to the health or safety of its employees, partners, clients, or the community.

#### **g. Reports related to green capital market activities according to the guidance of the State Securities Commission**

At present, the Company has not participated in green capital market initiatives. However, ILA closely monitors developments in this area and is prepared to actively engage once specific guidance is provided by the State Securities Commission of Vietnam.

### **5. Report and Assessment by the Board of Directors**

#### **a. Evaluation of Business Performance**

##### **- Favorable Factors:**

- The year 2024 marked a pivotal phase for the Company as a result of the decisive leadership of the Board of Directors and the solidarity of employees in successfully implementing corporate restructuring. This effort led to a more diversified revenue structure derived from multiple business segments, including construction, cable manufacturing, tire trading, and mineral exploitation.
- Notably, ILA Mining Company successfully completed the construction phase and commenced mineral exploitation activities by the end of 2024, marking a significant milestone in the Company's operational expansion.
- In addition, the construction segment demonstrated strong recovery as previously delayed projects were resumed. ILA E&C Joint Stock Company secured three new project contracts, reinforcing the Group's presence in the construction market.

##### **- Challenges:**

- The global economy remained sluggish due to the prolonged impact of the COVID-19 pandemic and ongoing geopolitical conflicts, which have adversely affected Vietnam's economic performance.
- The domestic real estate sector continued to face cash flow constraints in 2024, further

tightening market liquidity and limiting investment activities;

- Given the nature of ILA's operations, the Company is burdened with significant interest expenses. However, a combination of external economic pressures and industry-specific challenges led to a substantial decline in overall revenue during the year.

## b. Financial situation

### a. Asset situation

Unit: Million VND

Indicator	2023	2024	TH 2024/ TH 2023	Proportion in 2023 (%)	Proportion in 2024 (%)
Current Assets	335.395	276.175	82,34%	84,97%	76,94%
Non-current Assets	59.304	82.774	139,58%	15,03%	23,06%
Total Assets	394.699	358.949	90,94%	100%	100,00%

As of December 31, 2024, the asset structure of ILA Joint Stock Company experienced a reversal in the proportions of current and non-current assets. By the end of 2024, the Company's current assets amounted to VND 276,175 million, accounting for 76.94% of total assets, while non-current assets reached VND 82,774 million, representing 23.06% of the total. This shift was primarily driven by the increase in construction-in-progress costs associated with ongoing projects at ILA E&C Joint Stock Company and ILA Mineral Joint Stock Company. Additionally, the Company's expansion in investments in fixed assets and machinery contributed to the rise in non-current assets compared to the same period last year.

### b. Liabilities Overview

Unit: Million VND

Indicator	2023	2024	TH 2023/ TH 2024	Proportion in 2023 (%)	Proportion in 2024 (%)
Short-term liabilities	97.827	113.425	116%	52,01%	73,47%
Long-term liabilities	90.279	40.950	45%	47,99%	26,53%
Total liabilities	188.106	154.375	82%	100,00%	100,00%

In 2024, ILA's business operations were financed through both short-term and long-term liabilities. As of December 31, 2024, the Company recorded short-term liabilities of VND 113,425.7 million, accounting for 73.47% of the total liabilities. Meanwhile, long-term liabilities amounted to VND 40,950 million, making up 26.53% of the total liabilities. The increase in short-term liabilities compared to the previous year is primarily due to the reclassification of certain long-term borrowings that matured in 2024.

## Organizational, Policy, and Management Improvements

To align with legal regulations and effectively fulfill business and production goals—while aiming for profitability breakthroughs and sustainable development—ILA implemented the following improvements in 2024:

- Successfully completed the restructuring of company operations, resulting in positive profitability; optimized work processes to enhance interdepartmental coordination and ensure efficient collaboration across all departments.
- Utilized financial resources in a prudent and efficient manner, stabilizing the company's production and business activities.
- Strengthened risk control mechanisms and preventive measures to improve overall operational efficiency.
- Human resources are regarded as a key factor in the company's development. ILA regularly conducts training programs to enhance employees' professional skills, fostering innovation and critical thinking across all levels.

### c. Future Development Plan

2025 Business and Production Plan:

No.	Indicator	Unit	Actual 2024	Target 2025	Target 2025 / Actual 2024
1	Total Revenue	Million VND	139.387	150.000	108%
2	Total Expenses	Million VND	143.165	142.500	100%
3	Profit Before Tax	Million VND	-1.810	7.500	414%
4	Dividend	%		4.500	2,3%

**d. Explanation of the Board of Directors Regarding the Audit Opinion:** There are no audit opinions to address.

### e. Report on the Company's Environmental and Social Responsibility

#### - Environmental Responsibility

The leadership of ILA, along with all employees, understands the importance of environmental protection and prioritizes it in all aspects of business operations. The company always complies with environmental protection laws and regulations. Additionally, the company is committed to implementing policies on energy conservation, as well as proper treatment of exhaust gases. Furthermore, ILA applies advanced and modern technology in the production process to optimize machinery productivity and minimize environmental pollution.

#### - Social and Community Responsibility

ILA actively performs its social responsibility toward the local community in its business areas, contributing to building a more developed society. The company consistently carries out policies such as supporting disaster-stricken areas, establishing educational funds, funding school construction in remote areas, supporting poverty relief efforts, building trade union

shelters, visiting and assisting employees facing difficult circumstances, etc. In addition, the company ensures a safe working environment, free from harm to the health of employees and customers. These activities reflect ILA's commitment to social responsibility, environmental protection, and safeguarding public health.

## **6. Board of Directors' Evaluation of the Company's Operations.**

### **1. Evaluation of the Company's Operational Aspects by the Board of Director.**

In 2024, the global economy faced many challenges, impacting the business activities of ILA as well as many other companies in the same industry. The Board of Directors, in collaboration with the Executive Board, monitored the company's operations and governance in line with good corporate governance practices to ensure the interests of shareholders and stakeholders. Additionally, ILA effectively coordinated the use of cash flows for investments, while maintaining flexible payment plans for subcontractors and suppliers. The company also implemented effective employee policies to build trust among the workforce..

### **2. Evaluation of the Executive Board's Performance**

The Board of Directors consistently monitored and guided the General Director to implement the business production plan for 2024 in accordance with the company's development strategy and decisions made at the extraordinary general meeting of shareholders. The monitoring results are as follows:

- Compliance with legal regulations on corporate governance and providing accurate, transparent, and timely business operations reports to shareholders, government agencies, and stakeholders;
- Participation and providing feedback in important executive meetings regarding the preparation of proposed reports, projects for the Board of Directors; executing resolutions and decisions made by the Board of Directors.
- Participation and providing input in meetings related to production-business plans, investments, employee policies, salaries, bonuses, and the development and improvement of company management processes.
- The Executive Board regularly reports on the company's business operations to the Board of Directors for timely direction..

### **3. Plans and Directions Set by the Board of Directors**

2024 has passed with significant global economic fluctuations affecting both the world economy and Vietnam. Despite the unfavorable economic and social conditions nationwide, under the firm leadership of the government, ILA has swiftly taken actions to turn challenges into opportunities by adapting business strategies and using the “downtime” to complete legal procedures for projects, thereby shortening the recovery phase when the market rebounds.

In the upcoming years, with confidence and readiness, ILA will continue to refine its five-year business strategy (2021-2026) with the following specific goals:

- Continuing the five-year business strategy of ILA from 2021 to 2026, with the Board of Directors aiming to expand the company's scale while ensuring high efficiency in business operations, based on risk control and mitigation.

- Continuing to increase charter capital, revenue, and profit growth through flexible and appropriate policies, while generating consistent and stable cash flow to achieve new heights for ILA.

## 7. Corporate Governance

### 1. Board of Directors:

#### a. Composition and structure of the Board of Directors: As of December 31, 2024

No.	Member	Position
1	Mr. Vo Xuan Phong	Chairman of the Board of Directors
2	Mr. Dang Xuan Huu	Member of the Board of Directors cum CEO
3	Mr Le Nhat Nguyen	Member of the Board of Directors
4	Mr Nguyen Minh Trieu	Independent Member of the Board of Directors
5	Mr. Vo Xuan Cuong	Non-Executive Member of the Board of Directors

List of Changes in Board of Directors Members During the Year:

No.	Member	Position	Date of starting/cease being an independent member of the Board of Directors/Board of Management	
			Date of appointment	Dismissal date
1	Mr. Vo Xuan Phong	Chairman of the Board of Directors	18/05/2023	
2	Mr. Dang Xuan Huu	Member of the Board of Directors cum CEO	18/05/2023	
3	Mr Le Nhat Nguyen	Member of the Board of Directors	18/05/2023	
4	Mr Nguyen Minh Trieu	Independent Chairman of the Board of Directors	13/04/2024	
5	Mr. Vo Xuan Cuong	Member of the Board of Directors	13/04/2024	
6	Mr. Than Xuan Nghia	Member of the Board of Directors	18/05/2023	13/04/2024
7	Mr. Tran Duc Anh	Member of the Board of Directors	18/05/2023	13/04/2024



✓ **MR. VO XUAN PHONG – CHAIRMAN OF THE BOARD OF DIRECTORS**

- ◆ **Nationality:** Viet Nam
- ◆ **Educational Background:** Bachelor's degree in Mechanical Engineering
- ◆ **Number of shares owned:** 2,973,406 shares – Ownership ratio: 15.14% of charter capital

✓ **MR. DANG XUAN HUU – BOARD MEMBER**

- ◆ **Nationality:** Viet Nam
- ◆ **Educational Background:** Bachelor's degree in Information Technology/Economics
- ◆ **Number of shares owned:** 1.070.388 cổ phiếu – Tỷ lệ 5,45% vốn Điều lệ

✓ **MR. VO XUAN CUONG – BOARD MEMBER**

- ◆ **Nationality:** Viet Nam
- ◆ **Educational Background:** Master's degree in Business Administration, Bachelor's degree in Environmental Studies
- ◆ **Number of shares owned:** 0 shares – Ownership ratio: 0% of charter capital

✓ **MR. NGUYEN MINH TRIEU – BOARD MEMBER**

- ◆ **Nationality:** Viet Nam
- ◆ **Educational Background:** Bachelor's degree in Economics
- ◆ **Number of shares owned:** 344,500 shares – Ownership ratio: 1.75% of charter capital

✓ **MR. LE NHAT NGUYEN – BOARD MEMBER**

- ◆ **Nationality:** Viet Nam
- ◆ **Educational Background:** Master's degree in Economic Management
- ◆ **Number of shares owned:** 0 shares – Ownership ratio: 0% of charter capital

**b. Committees under the Board of Directors:** None

**c. Activities of the Board of Directors:**

- ❖ Board Meetings in 2024

No.	Board of Directors Member	Position	Number of Board Meetings Attended	Attendance Rate	Reason Absence Meetings	for from
1	Mr. Vo Xuan Phong	Chairman	12/12	100%		
2	Mr. Dang Xuan Huu	Member	12/12	83,33%		
3	Mr Le Nhat Nguyen	Member	12/12	100%		

No.	Board of Directors Member	Position	Number of Board Meetings Attended	Attendance Rate	Reason Absence Meetings	for from
4	Mr. Vo Xuan Cuong	Member	10/10	100%	Appointment 13/4/2024	
5	Mr Nguyen Minh Trieu	Independent member	10/10	100%	Appointment 13/4/2024	
6	Mr. Tran Duc Anh	Chairman	0/3	100%	Dismissed 13/4/2024	
7	Mr. Than Xuan Nghia	Independent member	0/3	100%	Dismissed 13/4/2024	

❖ Content and results of the meetings.

The Board of Directors held meetings with the following specific content for each meeting, and corresponding resolutions were issued as follows:

No.	Resolution Number	Date	Content
1	01/2024/NQ-BOD	20/02/2024	Approval of the Record Date and plan for organizing the Annual General Meeting of Shareholders (AGM)
2	34/2024/NQ-BOD	22/03/2024	Approval of the AGM 2024 documents
3	35/2024/NQ-BOD	10/04/2024	Approval of the list of candidates for Board of Directors members
4	37/2024/NQ-BOD	15/7/2024	Establishment of the Audit Committee and issuance of its operational regulations
5	38/2024/NQ-BOD	15/7/2024	Implementation of the plan and approval of the issuance of shares to pay dividends for 2023 to existing shareholders
6	39/2024/NQ-BOD	15/7/2024	Decision on the appointment of the Chief Accountant
7	57/2024/NQ-BOD	23/08/2024	Resolution on transactions with related parties that are subsidiaries.

No.	Resolution Number	Date	Content
8	61/2024/NQ-BOD	29/8/2024	Resolution on Guarantee for CTCP BHT Bình Định to Borrow Funds/Provide Guarantees/Open Letters of Credit... at Vietnam Prosperity Joint-Stock Commercial Bank (VpBank) – Phu Yen Branch.
9	70/2024/NQ- BOD	23/09/2024	Resolution Approving the Record Date for Exercising the Right to Receive Newly Issued Shares Due to Capital Increase from Retained Earnings.
10	87/2024/NQ- BOD	22/10/2024	Resolution Approving the Cancellation of the Transfer Contract No. 01/2023/HDCN/ILA-ILAE&C.
11	100/2024/NQ-BOD	25/11/2024	Resolution Approving the Increase of Charter Capital for CTCP ILA.
12	104/2024/NQ- BOD	06/12/2024	Resolution on Transactions with Related Parties.

a. Activities of Independent Board Members: None

b. List of Board Members with Corporate Governance Training Certificates: None.

## 2. Audit Committee

a. **Members and Structure of the Audit Committee:** As of December 31, 2024

No.	Member	Position
1	Mr Nguyen Minh Trieu	Chairman of the Audit Committee
2	Mr. Vo Xuan Cuong	Member of the Audit Committee

❖ Danh sách thành viên Ủy Ban kiểm toán thay Đổi trong năm:

No.	Member	Position	Appointment Date / Termination Date as a Member of the Audit Committee	
			Date of Appointment	Date of Termination
1	Mr Nguyen Minh Trieu	Chairman of the Audit Committee	15/07/2024	

No.	Member	Position	Appointment Date / Termination Date as a Member of the Audit Committee	
			Date of Appointment	Date of Termination
2	Mr. Vo Xuan Cuong	Member of the Audit Committee	15/07/2024	

✓ **MR. NGUYEN MINH TRIEU – CHAIRMAN OF THE AUDIT COMMITTEE**

- ❖ **Number of shares owned:** 0 shares – Percentage of total shares: 0%
- ❖ **Capital Representation:** None

✓ **MR. VO XUAN CUONG – MEMBER OF THE AUDIT COMMITTEE**

- ❖ **Number of shares owned:** 0 shares – Percentage of total shares: 0%
- ❖ **Capital Representation:** None

**b. Activities of the Audit Committee.**

Evaluation of the Audit Committee's Activities.

- **For the Board of Directors (BOD):**

- In 2024, the BOD has operated in accordance with its functions and duties as prescribed by the Enterprise Law and the Charter of ILA Joint Stock Company.
- The decisions made by the BOD are consistent with the State regulations applicable to public companies listed on the stock exchange.

- **For the Executive Board:**

- The activities of the Executive Board comply with current legal regulations, the company's charter, and perform tasks within their scope of authority.
- The General Director is very proactive in directing the company, promptly handling business operations to achieve high effectiveness.

**c. Coordination Between the Audit Committee and the Activities of the BOD, Executive Board, and Other Managers:**

The BOD and the Executive Board always create favorable conditions for the Audit Committee to operate. The Audit Committee, the BOD, and the Executive Board cooperate closely in the supervision and monitoring work through the Company's Operating Regulations.

**d. Other Activities of the Audit Committee.**

- Supervising the implementation and issuance of resolutions and decisions by the General Meeting of Shareholders and the BOD.

- Monitoring the Annual General Meeting of Shareholders and ensuring the proper conduct of vote counting according to legal regulations and the company's charter.
- Monitoring transactions with related parties and insiders to ensure compliance with regulations.
- Attending meetings of the BOD to listen and contribute feedback in line with current legal regulations.
- Reviewing quarterly and semi-annual financial reports.
- Preparing reports for the General Meeting of Shareholders as required.
- Coordinating with the Executive Board to conduct audits at subsidiaries and affiliate companies.

❖ Number of Audit Committee Meetings:

No.	Audit Committee Member	Position	Number of Audit Committee Meetings Attended	Attendance Rate	Reason for Absence
1	Mr. Nguyen Minh Trieu	Chairman of the Audit Committee	2/2	100%	
2	Mr Vo Xuan Cuong	Member of the Audit Committee	2/2	100%	-

❖ Content and Results of the Meetings.

The specific content of the meetings and the corresponding resolutions passed are as follows:

No.	Minutes number	Date	Content
	...		

### 3. Transactions, remuneration and benefits of the Board of Directors, the Board of Management and the Audit Committee.

#### a. Salary, bonus, remuneration and benefits

Unit: VND

Full Name	Titel	Remuneration	Salary	Bonus	Notes
<b>I. BOARD OF DIRECTORS</b>					

Full Name	Titel	Remuneration	Salary	Bonus	Notes
Mr. Vo Xuan Phong	Chairman	0	0	0	
Mr. Dang Xuan Huu	Member	0	0	0	
Mr. Le Nhat Nguyen	Member	0	0	0	
Mr. Vo Xuan Cuong	Member	0	0	0	
Mr. Nguyen Minh Trieu	Independent Member	0	0	0	
Mr. Tran Duc Anh	Chairman	0	0	0	
Mr. Than Xuan Nghia	Independent Member	0	0	0	

## II. AUDIT COMMITTEE

Mr. Nguyen Minh Trieu	Chairman of the Audit Committee	0	0	0	
Mr. Vo Xuan Cuong	Member of the Audit Committee	0	0	0	

## III. MANAGEMENT BOARD

Mr. Dang Xuan Huu	Chief Executive Officer	0	291.330.228	0	
Mr. Nguyen Van Phuc	Chief Accountant	0	21.575.000	0	
Mr. Nguyen Minh Tan	K Chief Accountant	0	72.075.569	0	

### b. Insider Share Transactions:

No.	Person Executing the Transaction	Relationship with Insider	Beginning Balance		Ending Balance		Reason for Increase/Decrease
			No. of Shares	% Ownership	No. of Shares	% Ownership	

1	Mr. Vo Xuan Phong	Chairman of the Board of Directors	1.805.100	9,74%	2.973.406	15,14 %	Purchase to increase ownership
---	-------------------	------------------------------------	-----------	-------	-----------	---------	--------------------------------

**c. Contracts or Transactions with Insiders:**

- Transactions between the company and related parties of the company, or between the company and major shareholders, insiders, or related persons of insiders: None
- Transactions between insiders of the company, related persons of insiders with subsidiaries or companies controlled by the company:

No.	Name of organization/individual involved in transactions with ILA Joint Stock Company	Relationship with ILA	NSH Certificate Number*, date of issue, place of issue	Head office address /contact address	Time of transaction with ILA	Resolution/Decision No. of the General Meeting of Shareholders/Board of Directors... approved, if any	Main content of the transaction	Note
1	ILA E&C Joint Stock Company	Subsidiary; Related party of insider	Tax code number 0310259362 issued by the Department of Planning and Investment of Ho Chi Minh City on September 16, 2010	139D Street No. 11, Truong Tho Ward, Thu Duc City, Ho Chi Minh City	In 2024	87/2024/NQ-HDQT	Approving the cancellation of transfer contract No. 01/2023/HDCN/ILA-ILAE&C on the transfer of land lots in An Phu An Khanh area	Mr. Vo Xuan Phong, Chairman of the Board of Directors of ILA Company, is also the Chairman and Director of ILA E&C Company Mr. Dang

								Xuan Huu TV.HD QT
2	Vinh Khanh Invest ment and Devel opmen t Comp any Limite d	Subsi diary; Relat ed party of insid er	Tax code number 3703078326 issued by the Department of Planning and Investment of Binh Duong province on August 18, 2022	No. 101, Road N8, Dong An Residen tial Area, Dong An Quarter, Tan Dong Hiep Ward, Di An City, Binh Duong Provinc e, Vietna m	In 2024	57/2024/NQ- HDQT và 104/2024/NQ- HDQT	Loan and/or lending transactions; financial support between the Parent Company and its Subsidiaries	Mr. Dang Xuan Huu, Membe r of the Board of Directo rs and General Directo r, is also Chairm an of the Board of Membe rs of Vinh Khanh Compa ny.
3	Phu Bao Tradin g Comp any Limite d	Subsi diary; Relat ed party of insid er	Tax code number 0317334509 issued by the Department of Planning and Investment of Ho Chi Minh City on June 9, 2022	40/5k, group 39, quarter 4, Hoc Mon town, Hoc Mon district, Ho Chi Minh city	In 2024	57/2024/NQ- HDQT and 104/2024/NQ- HDQT	Loan and/or lending transactions; financial support between the Parent Company and its Subsidiaries	Mr. Dang Xuan Huu Membe r of Board of Directo rs, General Directo r and Chairm an of Board of Directo rs of Phu Bao



								Compa ny
4	Mr. Vo Xuan Phong	Insid ers of Com pany and Subsi diarie s	Citizen ID: 0540840057 84, date of issue: December 26, 2022, Place of issue: Department of Administrati ve Police for Social Order	Phu An Village, An Phu, Tuy Hoa, Phu Yen	In 2024	01/2024/BBTL/I LA-ILA EC	Cancel contract No. 01/HDCNQSD/IL A E&C and appendix dated September 9, 2023 and contract No. 02/HDCNQSD/IL A E&C with appendix 02/HDCNQSD/IL A E&C-PL01 dated September 9, 2023 according to deposit contract No. 01/HDCNQSD/IL A E&C dated March 10, 2023 and deposit contract No. 02/HDCNQSD/I LA E&C dated March 10, 2023 to transfer 2 land use rights for the office headquarters of ILA E&C Joint Stock Company and warehouse for storing machinery, equipment and scaffolding of the Company.	Mr. Vo Xuan Phong, Chairm an of the Board of Directo rs of ILA Compa ny, is also Chairm an and Directo r of ILA E&C Compa ny.

5	DNC Development Joint Stock Company	The Director has been a member of the Board of Directors of ILA Company for 3 years.	Business registration certificate issued by the Department of Planning and Investment of Binh Duong province No. 3702648809	177/38 Nguyen Thi Minh Khai, Tan Long Quarter, Tan Dong Hiep Ward, Di An City, Binh Duong Province, Vietnam	In 2024	Buying and selling goods	Mr. Than Xuan Nghia is the Director of DNC Investment and Development Joint Stock Company and was a member of the Board of Directors of ILA Joint Stock Company from May 2023 to December 2023.
---	-------------------------------------	--	---	---	---------	--------------------------	---

#### d. Assessment of implementation of corporate governance regulations:

ILA Joint Stock Company always complies with and strictly adheres to the legal regulations and internal rules regarding corporate governance. The Company continuously considers best practices in corporate governance to ensure alignment with its business context and enhance operational efficiency. The Company's Charter and internal regulations on corporate governance have been issued and amended in accordance with current legal provisions, and are aligned with best practices in governance. Additionally, the Company maintains and ensures the disclosure of information in accordance with legal requirements.

### 8. Financial Statements

**1. Audit Opinion:** Unqualified (Clean) Opinion

**2. Audited Financial Statements:** The full consolidated financial statements for 2024 of ILA Joint Stock Company were audited and issued by Moore AISC Auditing and Informatics Services Co., Ltd. on March 31, 2025, and have been published on the Company's website at the following link: <https://ilagroup.com.vn/bao-cai-tai-chinh>

**CONFIRMATION OF THE COMPANY'S LEGAL REPRESENTATIVE**

**(Signature, full name, seal)**



**ĐẶNG XUÂN HỮU**