

Appendix IV

ANNUAL REPORT

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 by the Minister of Finance)

**LVA Trading and Services Joint
Stock Company**
No.: 13/2025/BC-LVA

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Hà Nội, ngày 10 tháng 04 năm 2025

ANNUAL REPORT

For the Year 2024

**To: State Securities Commission of Vietnam
Hanoi Stock Exchange**

I. General informations

Trading name: LVA Trading and Services Joint Stock Company

Enterprise Registration Certificate No.: 1100105921

Charter capital: VND 19,999,340,000 (nineteen billion nine hundred ninety-nine million three hundred forty thousand Vietnamese dong)

Owner's contributed capital: [To be filled in if available]

Address: 121 Bà Triệu – Group 11, Nguyễn Du Ward – Hai Bà Trưng District – Hanoi City

Phone: 0778038866 **Email:** info@lva.com.vn

Website: www.lva.com.vn

Stock code (if any): LBE

Formation and Development Process

LVA Trading and Services Joint Stock Company (hereinafter referred to as the “Company”) was formerly known as Long An School Books and Equipment Joint Stock Company, established under Decision No. 4834/QĐ-UB dated December 9, 2004, issued by the People’s Committee of Long An Province. The Company was granted the Business Registration Certificate No. 5003000090 on January 12, 2005, by the Department of Planning and Investment of Long An Province.

The Company operates as an independent accounting unit in accordance with the Law on Enterprises, the Law on Securities, the Company's Charter, and other relevant legal regulations.

In January 2005, the Company increased its charter capital to VND 4 billion by issuing shares to existing shareholders.

In June 2007, the Company further increased its charter capital to VND 11 billion by mobilizing capital from state shareholders and other investors, aiming to strengthen its financial capacity and support its development process.

On February 22, 2008, the Company's shares were officially traded on the Hanoi Stock Exchange (HNX) under Listing Registration Certificate No. 09/GCNTTGDHN dated January 21, 2008. The Company's stock code is LBE.

On July 1, 2024, the Company underwent restructuring and changed its name to LABECO Investment and Trading Joint Stock Company. This name change aimed to expand its operations into investment and trading sectors.

On December 5, 2024, the Company changed its name once again to LVA Trading and Services Joint Stock Company. This change reflects the strategic orientation to expand into trading and service sectors in line with the Company's long-term development strategy.

2. Business Sectors and Operating Locations

2.1. Business Sectors

- Retail sale of pharmaceuticals, medical devices, cosmetics, and personal care items in specialized stores (Main sector)
- Manufacture of cosmetics, soap, detergents, polishing, and sanitary preparations
- Operation of general and specialized clinics
- Wholesale of fabrics, garments, and footwear
- Retail sale of garments, footwear, leather, and imitation leather goods in specialized stores
- Wholesale of other household goods
- Other specialized wholesale not elsewhere classified
- General wholesale Retail sale of food in specialized stores
- Other business support service activities not elsewhere classified

2.2. Operating Locations: Vietnam

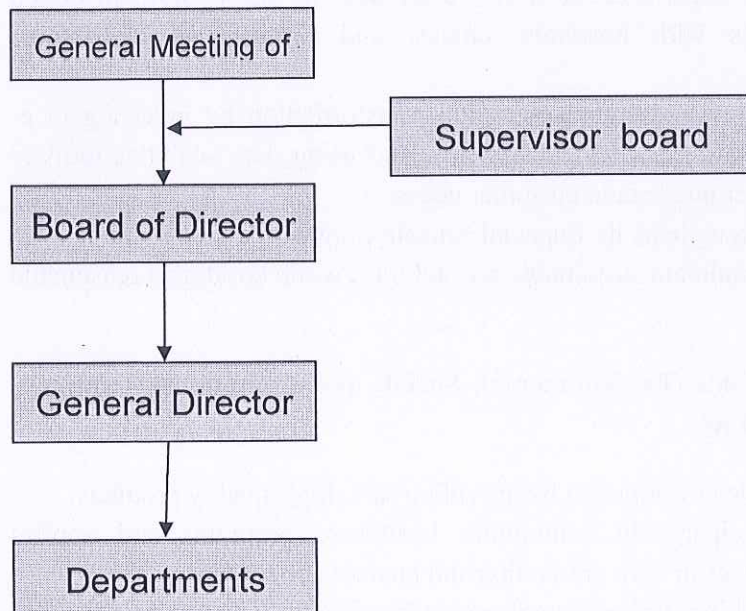
3. Information on Governance Model, Business Organization, and Management Structure

Governance Model: The Company operates under the joint stock company model. Its governance structure is organized according to Point a, Clause 1, Article 137 of the Law on Enterprises and the Company Charter, including:

- General Meeting of Shareholders
- Board of Directors
- Supervisory Board

- General Director

Management Structure Diagram: *(To be inserted/attached)*



- **Subsidiaries: Long An School Books and Equipment Joint Stock Company**

4. Development Orientation

4.1. Key Objectives of the Company

- Achieve sustainable revenue growth, particularly in the retail sector of pharmaceuticals, medical devices, cosmetics, and specialized personal care products.
- Expand market share and enhance brand awareness in the fields of pharmaceuticals, cosmetics, and medical equipment.
- Optimize the supply chain to ensure stable, high-quality, and competitively priced products.
- Accelerate digital transformation, develop online sales channels, and implement modern management systems.
- Expand the business network by opening new stores and establishing domestic distribution partnerships.
- Enhance competitiveness by focusing on high value-added products that meet market demand.
- Develop human resources by training a highly skilled workforce to improve business efficiency.

4.2. Medium- and Long-Term Development Strategy

- In the medium and long term, LBE focuses on expanding its product portfolio in cosmetics, functional foods, and essential consumer goods, while seeking opportunities to collaborate with major brands to develop exclusive products. The Company also aims to expand its

business into international markets, with a strong emphasis on Southeast Asia and bold moves toward the Americas.

- LBE is committed to developing its distribution and retail systems by opening additional specialized stores for cosmetics and functional foods, while upgrading its online retail platform to improve customer experience. It is also expanding its wholesale distribution network through partnerships with hospitals, clinics, and professional distributors nationwide.
- LBE actively applies technology and embraces digital transformation by investing in e-commerce development, integrating ERP/CRM systems, and using data analytics tools to optimize management and better understand customer needs.
- On the financial front, LBE strengthens its financial capacity, optimizes costs, and ensures effective cash flow control to maintain sustainable profitability, while building a reasonable dividend policy.

4.3. Sustainable Development Goals (Environmental, Social, and Community) and Key Short- and Medium-Term Programs

- LBE is committed to sustainable development by providing safe, high-quality products.
- The Company actively participates in community healthcare programs and applies environmentally friendly practices in both production and business operations.
- LBE ensures its social responsibility through involvement in community activities related to healthcare, education, and environmental protection.

5. Risks

5.1. Business and Market Risks

- **Intense competition:** The retail pharmaceutical, cosmetics, and medical device industries involve many large companies, leading to competition in terms of pricing, service quality, and distribution systems, which could impact the Company's market share and profitability.
- **Changing demand:** The demand for medical products, cosmetics, and consumer goods may shift according to consumer trends, affecting the Company's revenue. Failing to adjust the product portfolio in time may cause LBE to lose its competitive advantage.
- **E-commerce growth:** The development of e-commerce and the trend of online shopping may impact the traditional retail store system if the Company does not implement an appropriate digital transformation strategy.

5.2. Financial Risks

- **Exchange rate risk:** LBE imports many products from South Korea, and fluctuations in exchange rates may increase import costs, affecting profit margins.
- **Price risk:** The cost of raw materials and operating expenses may fluctuate due to market conditions or changes in tax policies, impacting production and business costs.
- **Interest rate risk:** Borrowing funds to expand the system may expose LBE to interest rate fluctuations, increasing financial costs.
- **Credit risk:** The Company may face difficulties if customers or partners delay payments, affecting cash flow and business plans.

- **Liquidity risk:** Expanding the store network and investing in the supply chain require significant capital. If cash flow is not managed effectively, LBE may face liquidity challenges, especially during economic downturns.

5.3. Legal and Policy Risks

- **Regulatory control:** Medical, pharmaceutical, and cosmetic products are subject to strict regulations by government authorities. Changes in registration, inspection, and product circulation regulations may increase compliance costs and affect the Company's ability to do business.
- **Product quality issues:** If the Company fails to ensure quality standards or if incidents involving substandard products occur, it may face legal issues and damage to its brand reputation.
- **Tax and trade policy risks:** Changes in import tax rates and regulations regarding the distribution of pharmaceutical and cosmetic products may impact costs and product pricing.

5.4. Operational Risks

- **Inventory management:** Maintaining excessive inventory may lead to expired goods or reduced quality. Conversely, poor supply management may cause stock shortages during peak demand periods.

5.5. Technology and Information Security Risks

- **Customer data management:** Collecting and managing customer information in the retail system requires strict security measures. A data breach could expose the Company to legal risks and harm its brand reputation.
- **System failures:** Software or sales management system failures could disrupt business operations, especially during peak periods.

5.6. Environmental and Social Risks

- **Environmental concerns:** Consumers are increasingly concerned with environmentally friendly products, while many cosmetic and cleaning products may be viewed as unsustainable. If the Company fails to adjust in time, it may lose a significant customer base.
- **Social responsibility:** Companies in the healthcare and cosmetics industries must maintain high social responsibility standards. Any controversies regarding product quality or business ethics could lead to consumer boycotts.

II. Business Operations in the Year

1. Business Performance: Results of production and business activities in the year: This section outlines the achievements and key results obtained during the year. It includes significant changes or fluctuations in business strategy, revenue, profit, costs, markets, products, suppliers, etc.

The business operations of LVA Trading and Services JSC in 2024 are as follows:

Unit: Million VND

Target	Performance 2023	Plan 2024	Performance 2024	% Performance/ plan 2024
Revenue	90.913	150.000	106.990	71,32%
Profit	1.566	1.000	2.896	289,6%

Causes:

- Revenue did not meet the plan mainly due to a decline in purchasing power caused by economic fluctuations and intense competition within the industry, which directly impacted the business results.
- However, profit exceeded expectations thanks to the company's efforts to optimize operational costs, reduce unnecessary expenses, focus on key products, and restructure the product portfolio to improve profit margins.

Solutions implemented to achieve the 2024 production and business plan:

- Cost management improvement: Optimized operations and reduced marketing costs while maintaining effective brand promotion.
- Boosted sales through e-commerce platforms: Enhanced sales through platforms like Shopee and TikTok Shop to expand market reach and access customers more quickly.
- Product portfolio restructuring: Focused on high-selling products with high-profit margins and eliminated underperforming products.
- Strengthened partnerships: Collaborated more with suppliers and distribution partners to ensure a stable supply chain and optimize supply chain efficiency.

Challenges and issues in 2024:

- Reduced purchasing power: Consumers have become more cautious in spending, particularly on non-essential products like cosmetics.
- Intense competition: Both domestic and foreign brands have ramped up marketing efforts, leading to higher advertising costs.

- Challenges in expanding traditional distribution channels: Due to high costs and pressure from competition with major brands.
 - Increased operational costs: Rising raw material and logistics costs have negatively impacted profit margins.
- These challenges highlight the urgent need for the Company to continue adjusting its business strategy, focusing on suitable product segments, and optimizing operations to enhance business performance in 2025.

2. Organization and Personnel

List of Executive Board Members:

No.	Executive Board Members	Date of birth	Education	Appointment/Termination Dates of Executive Board Members	Shareholding Percentage
1	Nguyễn Văn Ngôi - Nguyên Giám đốc	22/7/1956	University	Termination Dates 19/3/2024	0%
2	Ngô Văn Minh Nguyên Giám đốc	27/7/1986	University	Termination Dates 24/6/2024	0%
3	Đào Thị Kim Oanh - Tổng Giám đốc	18/2/1997	University	Appointment 24/6/2024	11,31%
4	Nguyễn Minh Hương Giám đốc tài chính	13/04/1982	MBA	Appointment 19/1/2024	0%
5	Trần Thị Thanh Hương- Phó giám đốc tài chính		University	Termination Dates 28/02/2024	0%
6	Bùi Văn Huỳnh	25/4/1962	University	Termination Dates 30/9/2024	0%
7	Lê Thị Minh Trang	4/8/1971	University	Termination Dates 30/9/2024	0%

Chief accountant

Full name	Date of birth	Education	Appointment/Termination Dates of Executive Board Members	Shareholding Percentage
Phạm Thị Thu Phương	29/06/1980	Cử nhân Kế toán	Appointment 24/6/2024	0%
Nguyễn Thị Ngọc Nở	04/04/1991	Cử nhân Kế toán	Termination Dates 24/6/2024	0%
Trần Thị Thúy Linh	03/02/1966	Cử nhân Kế toán	Termination Dates 19/3/2024	0%

Người phụ trách quản trị Công ty

Full name	Date of birth	Education	Appointment/Termination Dates of Executive Board Members	Shareholding Percentage
Lê Thị Hồng Thanh	15/7/1984	Cử nhân Kế toán	Miễn nhiệm 30/9/2024	0%
Lê Thùy Phương	22/4/1986	Cử nhân Quản trị nguồn nhân lực	Bổ nhiệm 14/10/2024	0%

Number of Staff Members

a) Gender Structure

No.	Sex	Quantity	Rate
1	Nam	17	44,7%
2	Nữ	21	55,3%
Total		38	100%

b) Structure by qualification level

STT	Education	Quantity	Rate %
1	University	15	39,5 %
2	College, Vocational Training	4	10,5 %
3	Unskilled Labor	19	50 %
Total		38	100 %

Summary of Changes in Employee Policies

- The Company's leadership fosters a friendly and healthy working environment where all employees can fully unleash their creativity and working capacity.
- The leadership also creates favorable conditions for all employees to participate in training and professional development courses.
- The company always ensures full implementation of employee benefits, including salary, bonuses, insurance, and other social welfare programs. The management, in coordination with the trade union, organizes events such as sightseeing trips and vacations for employees to relax and unwind.

Investment Status and Project Implementation

a) Major Investments:

- In February 2024, as approved by the extraordinary General Meeting of Shareholders in 2023, the company made a financial investment and contributed capital to establish Long An School Equipment and Book Joint Stock Company with a capital of VND 9,950,000,000 (nine billion nine hundred fifty million VND), holding 99.5% of the charter capital.
- During the year, the company also launched the construction of an office building, the largest project of 2024, with a total investment value of VND 5,856,441,866 (five billion eight hundred fifty-six million four hundred forty-one thousand eight hundred sixty-six VND).

b) Subsidiaries and Affiliates:
(Summary of activities and financial status of subsidiaries and affiliates)
Subsidiary: Long An School Equipment and Book Joint Stock Company

The subsidiary was established on December 7, 2023, with a charter capital of VND 10 billion.

LBE currently holds VND 9,950,000,000 out of VND 10,000,000,000 in Long An School Book and Equipment Joint Stock Company, equivalent to a 99.5% ownership stake.

Inheriting LBE's previous operations, the subsidiary mainly operates in the field of textbooks and school equipment.

Business Overview

In 2024, Long An School Book and Equipment Joint Stock Company continued to affirm its role as a reputable provider of textbooks, reference books, teaching equipment, and school supplies in Long An province and surrounding areas. Despite challenges caused by economic fluctuations and changes in education policy, the company maintained stable operations and achieved positive business results.

Business Performance

- **Net revenue:** VND 90 billion
- **Net profit after tax:** VND 371 million

Key Highlights

- Successfully organized the distribution of textbooks for the 2024–2025 academic year, ensuring both quality and timely delivery to meet the needs of students and schools.
- Expanded partnerships with publishers and new educational equipment suppliers to diversify product offerings.
- Improved sales operations and strengthened online sales channels in combination with e-commerce.
- Actively participated in book fairs and local education promotion programs, contributing to the spread of reading culture.

Challenges and Difficulties

- Policy changes related to the new general education curriculum have impacted consumption structure of textbooks.
- Rising transportation and raw material costs have affected overall profitability.
- Increasing competition from private companies operating in the same sector.

Strategic Direction for 2025

- Continue enhancing service quality and expanding distribution markets.
- Strengthen the application of information technology in management and sales.

Chỉ tiêu	Năm 2024
Tổng giá trị tài sản	21.990.647.503
Doanh thu thuần	90.302.582.341
Lợi nhuận từ hoạt động kinh doanh	686.974.852
Lợi nhuận khác	(117.914.207)
Lợi nhuận trước thuế	569.060.645
Lợi nhuận sau thuế	371.157.261

4. Financial Status

a) Financial Situation

Target	2023	2024	%
*For Non-Credit Institutions and Non-Banking Financial Organizations:			
Total Assets	26.381	41.696	158%
Net Revenue	90.693	106.183	117%
Profit from Business Operations	2.098	4.041	193%
Other Profit	-76	-159	-209%
Profit Before Tax	2.022	3.882	192%
Profit After Tax	1.565	2.896	185%
Dividend Payout Ratio			

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Other Indicators

(Depending on the specific characteristics of the industry or company, these indicators help clarify the business performance results in the past two years)

b) Key Financial Indicators:

Target	2023	2024	Notes
1. Liquidity Ratios			
Current Ratio (times) <i>Current Assets / Current Liabilities</i>	8,54	2,42	
Quick Ratio (times) <i>(Current Assets - Inventory) / Current Liabilities</i>	2,68	1,1	
2. Capital Structure Ratios			
Debt to Total Assets Ratio	9,70	36,07	
Debt / Total Assets	10,74	56,41	
Debt to Equity Ratio <i>Debt / Equity</i>			
3. Operational Efficiency Ratios			
Inventory Turnover <i>Cost of Goods Sold / Average Inventory</i>	4,56	4,71	
Total Asset Turnover <i>Net Sales / Average Total Assets</i>	3,43	2,57	

4. Profitability Ratios						
<i>Net Profit Margin</i>	<i>Profit</i>		<i>Margin</i>	1,72	2,72	
<i>Net Profit / Net Revenue</i>			<i>Revenue</i>	6,56	10,86	
<i>Return on Equity</i>	<i>Profit</i>	<i>/</i>	<i>Shareholder's Equity</i>	5,93	6,94	
<i>Return on Assets</i>	<i>Profit</i>	<i>/</i>	<i>Assets</i>	2,31	3,81	
<i>Operating Profit Margin</i>	<i>Profit</i>		<i>Margin</i>			
<i>Operating Profit / Net Revenue</i>						

5. Shareholder Structure, Changes in Owner's Equity Investment

a) Shares: The total number of shares and the types of shares in circulation, the number of freely transferable shares, and the number of shares restricted from transfer according to legal regulations, the company's charter, or commitments by the shareholders. In the case where the company has securities listed or traded abroad, or sponsors the issuance and listing of securities abroad, it should specify the trading market, the number of securities traded or sponsored, and important information related to the rights and obligations of the company regarding the securities traded or sponsored abroad.

- Total number of shares outstanding at the beginning of the period: 1,999,934 shares.
- Total number of shares outstanding at the end of the period: 1,999,934 shares.
- Type of shares outstanding: Common shares.

b) Shareholder Structure:

If the shareholder structure is broken down according to ownership ratios (major shareholders, minority shareholders); institutional shareholders and individual shareholders; domestic shareholders and foreign shareholders; state shareholders and other shareholders, as well as the maximum foreign ownership ratio.

No.	Shareholders	Quantity	Owned share	Amount (VNĐ)	Percentage of actual charter capital(%)
1	Domestic shareholder				
	- Individual		1.951.290	19.512.900.000	97,57%
	- Organization		38.363	383.630.000	1,92%
2	Foreign shareholder				
	- Individual		10.181	101.810.000	0,51%
	- Organization		100	1.000.000	0%
	Tổng cộng		1.999.934	19.999.340.000	100%

Source: Shareholder structure and the list of major shareholders are based on the most recent shareholder record date, September 18, 2024, as provided by the Vietnam Securities Depository and Clearing Corporation (VSD).

List of the Company's major shareholders:

TT	Shareholders	Owned Share/ VDL	Percentage of actual charter / VDL
1/	Trương Thanh Minh	222.827	11,14%
2/	Lê Văn Anh	226.100	11.31%
3/	Bùi Quốc Hưng	289.700	14.49%
4/	Đào Thị Kim Oanh	285.800	14.29%
5/	Bùi Thị Vân Anh	272.300	13.62%

The shareholder structure and the list of major shareholders are based on the most recent shareholder record date, September 18, 2024, as provided by the Vietnam Securities Depository and Clearing Corporation (VSD).

Maximum foreign ownership ratio as prescribed by law:

According to Official Letter No. 407/UBCK-PTTT issued by the State Securities Commission of Vietnam (SSC) on January 21, 2025, the maximum foreign ownership ratio at LVA Trading and Service Joint Stock Company is determined to be 49%.

c) Changes in Ownership Investment Capital: This section outlines any increases in share capital since the company's establishment, including public offerings, private placements, bond conversions, warrant conversions, stock dividends, and other related transactions. For each capital increase, the following details should be provided:

- Timeframe of each capital increase (e.g., year/month).
- Value of capital raised (in terms of monetary value and percentage of total capital).
- Target audience for the offerings (e.g., public investors, private investors, bondholders).
- Issuer entity or the organization that approved the increase (e.g., Board of Directors, General Meeting of Shareholders).

Time	Timeframe for completion of the issuance	Additional Paid-up Charter Capital (VND)	Paid-up Charter Capital After Issuance (VND)	Form of Issuance – Target Investors	Legal Ground / Licensing Agency
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Established		4.000.000.000	4.000.000.000		Initial Business Registration
1	29/06/2007	7.000.000.000	11.000.000.000	Offering to existing shareholders	4th Business Registration
2	26/5/2023	8.999.934.000	19.999.340.000	Issuance of shares to increase charter capital from owner's equity	- Resolution of the 2022 Annual General Meeting of Shareholders

d) Treasury Stock Transactions: This section lists the current number of treasury shares held by the company and provides details about any transactions related to treasury stocks during the year, including: NONE

e) Other Securities: This section provides details on any securities issued by the company during the year that are not stock, including bonds, convertible securities, and others. It should include: None

6. Report on Environmental and Social Impacts of the Company

6.1. Environmental Impact:

- Total Greenhouse Gas (GHG) Emissions (Direct and Indirect): None
The company has no direct or indirect GHG emissions to report: None
- Initiatives to Mitigate GHG Emissions: No specific initiatives to reduce GHG emissions have been implemented

The company, its individual members, and subsidiaries are committed to fully complying with environmental laws in all aspects of its business operations. To fulfill these commitments, LVA Trading and Services Joint Stock Company always..."

- "Ensure not to cooperate or enter into agreements or provide services with any organization or individual who violates environmental laws or has been condemned by society for their environmental protection practices."

- "Control all types of waste generated from business activities. Review, reduce, and save resources currently in use, especially non-renewable resources."
- "Train and raise awareness of environmental protection and development among each employee. Periodically assess the environmental protection and development activities of subsidiary units to foster a competitive spirit within each unit."
- "Depending on the financial situation, consider sponsoring organizations or individuals involved in environmental protection and development."

6.2. Resource Management:

- Total Materials Used for Manufacturing and Packaging Products: Provide data on the quantity of raw materials used for production and packaging within the year.
- Percentage of Recycled Materials Used: Report the percentage of materials used that were recycled, for sustainable product manufacturing: In 2024, the Company actively implemented energy-saving solutions to improve resource efficiency and reduce operating costs. Measures included gradually replacing traditional lighting systems with energy-efficient LED lights, installing automatic sensors in low-usage areas, and turning off electrical equipment when not in use.
- In addition, the Company promoted awareness among employees about efficient energy use through instructional signs, internal newsletters, and the "Green Hour – Save Electricity" campaign. As a result, electricity consumption decreased by approximately 7% compared to the previous year, contributing to reduced greenhouse gas emissions and environmental protection.
- In the coming period, the Company will continue researching and investing in more advanced technological solutions to optimize energy consumption, aiming toward sustainable and environmentally friendly development.
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6.3. Energy Consumption:

- Direct and Indirect Energy Consumption: Provide data on the amount of energy consumed by the company, including both direct energy (e.g., electricity, fuel) and indirect energy (e.g., from supply chains): In 2024, the Company monitored and assessed energy consumption levels to improve resource efficiency and minimize environmental impact. Direct energy consumption mainly includes electricity used for lighting systems, air conditioning, office equipment, and infrastructure operations. The total electricity consumption recorded a slight increase of about 5% compared to the previous year, primarily due to business expansion and increased activities during peak seasons. In addition, indirect energy consumption includes outsourced activities such as transportation, logistics, and supply chain operations. The Company collaborated with suppliers to encourage the use of fuel-efficient transportation and prioritized partners with environmentally friendly policies. The enterprise is aiming to implement energy-saving solutions, such as gradually transitioning to energy-efficient equipment, installing automated lighting sensors, and raising employee awareness on energy-saving practices.
- Energy Savings Initiatives: Report any energy-saving initiatives the company has undertaken, including the use of energy-efficient practices or renewable energy sources: In 2024, the Company actively implemented energy-saving solutions to improve resource efficiency and reduce operating costs. Measures included gradually replacing traditional lighting systems

with energy-efficient LED lights, installing automatic sensors in low-usage areas, and turning off electrical equipment when not in use.

- c. **Energy Efficiency Reporting:** Outline the results of energy efficiency initiatives, such as the use of energy-saving products or services: Company promoted awareness among employees about efficient energy use through instructional signs, internal newsletters, and the “Green Hour – Save Electricity” campaign. As a result, electricity consumption decreased by approximately 7% compared to the previous year, contributing to reduced greenhouse gas emissions and environmental protection. In the coming period, the Company will continue researching and investing in more advanced technological solutions to optimize energy consumption, aiming toward sustainable and environmentally friendly development.

6.4. Water Consumption:

- a. **Water Supply and Consumption:**
Provide information on the water sources used and the amount of water consumed by business operations: In 2024, the company continued to implement water management and conservation measures across all business activities. The primary source of water used by the company is municipal water from the local supply system, with total water consumption for the year reaching approximately 100,000 m³, a slight increase of 5% compared to the previous year due to expanded production and operational activities. The water used is primarily for production processes, cooling equipment, and internal sanitation. The company has applied several water reuse solutions, including a rainwater harvesting system and wastewater recycling in production processes, to reduce reliance on external water sources.
- b. **Percentage and Total of Recycled and Reused Water:**
Report on the percentage of water that was recycled or reused within the company’s operations: The current water recycling and reuse rate stands at approximately 15%, and the company plans to continue improving its water recycling system in the coming years with a target to increase this rate to 25% by 2025, contributing to efforts to protect water resources and promote sustainable development.

6.5. Environmental Compliance:

- a. **Number of Penalties for Non-Compliance:**
Report the number of times the company has been penalized for environmental law violations.
- b. **Total Amount of Fines for Non-Compliance:**
Report the total amount of penalties paid due to environmental law violations.

6.6. Labor Policies:

- a. **Number of Employees and Average Salary:** As of the end of 2024, LVA Trading and Services JSC had a total workforce of 38 employees, including direct labor in business, technical, and warehouse departments, and indirect labor in functional departments such as HR, finance-accounting, legal, and IT. The average monthly salary across the company in 2024 was approximately **VND 10 million per employee**. For direct labor, the average salary ranged from VND 7–11 million/month, while professionals and managerial staff earned an average of VND 15–25 million/month. In addition to base salary, employees received performance bonuses, lunch and travel allowances, and other welfare benefits.

- b. Labor Policies for Health, Safety, and Welfare: Describe policies in place to ensure the well-being, safety, and health of employees.

The company places high importance on its human resources and has developed employee-centered labor policies. In 2024, the company continued to enhance its health care and occupational safety policies, including:

- Organizing annual health check-ups for all employees.
- Ensuring workplace safety standards, especially in warehouse and technical areas.
- Providing full personal protective equipment and regular safety training for high-risk jobs.
- Offering support for medical expenses, maternity, bereavement, and other welfare cases.
- Fully complying with statutory insurance regulations (social, health, and unemployment insurance).
- Organizing bonding activities such as team building, company trips, and sports events to promote a positive and cohesive working environment.

c) Employee Training Programs:

In 2024, LVA Trading and Services Joint Stock Company organized a total of over 1,500 hours of internal and external training for all employees. On average, each employee received 15 hours of training, with office staff accounting for approximately 60% of the total training hours, followed by sales and technical staff.

The training programs were designed to be diverse and tailored to each functional group, covering topics such as advanced sales skills, communication and customer service, internal software and process training, teamwork, time management, and problem-solving.

Additionally, the company implemented specialized leadership and management training programs for managerial staff, including leadership development, performance management, and team-building skills. Training activities play a key role in the company's sustainable human resource development strategy, contributing to improved work efficiency and promoting individual career growth.

6.7. Local Community Responsibility:

In 2024, LVA Trading and Services Joint Stock Company actively carried out various community investment and development initiatives with the goal of spreading positive values and contributing to social well-being. The company had provided scholarships for disadvantaged students, donating to local charity funds, and participating in the construction of charity houses in rural areas.

In addition to financial support, LVA also organized volunteer activities with the direct involvement of its employees, including blood donation drives, visits and gift-giving to policy beneficiary families and orphans.

Through these meaningful actions, the company has clearly demonstrated its commitment to sustainable development and long-term engagement with the local community, building the image of a socially responsible enterprise.

6.8. Green Capital Market Activities:

- Securities in Green Capital Market (if applicable): In 2024, LVA Trading and Service Joint Stock Company made positive strides in approaching the green capital market in accordance with guidelines from the State Securities Commission of Vietnam. The company is actively exploring and planning for the issuance of green bonds to finance projects related to energy efficiency, renewable energy use, and environmental impact mitigation. Alongside this, LVA is committed to improving its disclosure practices by aligning with international reporting standards such as the Global Reporting Initiative (GRI) and the Task Force on Climate-related Financial Disclosures (TCFD). The company encourages the integration of ESG (Environmental, Social, and Governance) factors into its long-term strategic planning. By proactively adopting international best practices, LVA aims to enhance its credibility with investors and promote sustainable development that aligns with environmental protection and social responsibility.

III. Report and Evaluation from the Board of Directors (BoD)

The report and evaluation of the Board of Directors (BoD) must include the following key sections:

1. Evaluation of Business Operations Results

2024 marks an important milestone for LVA Trading and Service Joint Stock Company, signaling a strong transformation in organizational structure, governance, and business expansion. The company has achieved significant milestones in restructuring its workforce, refining its management system, and improving operational efficiency, laying a solid foundation for future growth.

To optimize operational efficiency, the company has reorganized its staff and strategically allocated resources across departments to maximize individual capabilities and overall productivity. Additionally, LVA has focused on conducting in-depth training, helping its employees enhance their professional skills and management abilities.

LVA has developed and standardized its operating processes, completed its management system, and clearly defined job roles and responsibilities for each position. This has improved transparency, boosted management efficiency, and ensured stable and effective operations. The company has also strengthened its marketing strategies, improved product quality, and optimized customer experience. The cosmetic and fashion product lines have been upgraded to meet market trends, enhancing the company's competitive advantage.

One of LVA's most significant achievements in 2024 was the transformation from Long An School Book and Equipment Joint Stock Company, a business specializing in distributing textbooks and educational equipment, to LVA Trading and Service Joint Stock Company, with a new focus on the cosmetics and fashion market. This expansion enables the company to reach a wider customer base, creating new growth opportunities and driving further development.

2. Financial Situation

a) Asset Situation:

In 2024, the total assets of LVA Trading and Service Joint Stock Company experienced slight fluctuations compared to the previous year. Current assets accounted for a major portion of total assets, especially trade receivables and inventories. The increase in receivables, particularly overdue accounts, negatively affected the company's operating cash flow and the efficiency of working capital usage.

Asset utilization efficiency has not yet reached an optimal level due to a slower asset turnover ratio, mainly resulting from higher inventory levels and prolonged receivables. This situation has decreased asset use efficiency and created significant pressure on short-term cash flow for business operations.

In addition, the company has increased its investment in fixed assets during the year, primarily for upgrading technology systems and infrastructure. However, the profitability of these investments requires more time to be properly assessed.

Therefore, the company needs to enhance its receivables collection efforts, optimize inventory levels, and improve asset utilization efficiency to strengthen cash flow and business performance in the upcoming period.

b) Liabilities Situation:

- Current debt situation: Review of the company's liabilities, including significant changes in the debt structure:

In 2024, the debt situation of LVA Trading and Service Joint Stock Company has remained stable, with low accounts payable and no significant fluctuations. The company has managed its liabilities well, ensuring timely payments and maintaining a healthy financial position.

Notably, the company has not experienced any overdue debts, and all short-term debts are clearly planned for payment without putting pressure on the company's cash flow. Long-term liabilities, related to financial obligations, are being carefully monitored and paid according to agreements with financial partners.

With a sound financial strategy and effective debt management, the company is able to maintain stability in its business operations and ensure payment capacity in all situations. This not only improves the company's financial image but also builds trust with partners and shareholders.

- Analysis of overdue liabilities, the impact of exchange rate fluctuations, and how interest rate changes may influence the company's business performance:

In 2024, the company's payables situation was stable, however, some short-term payables experienced minor overdue issues due to delays in payment transactions. This could potentially affect the company's cash flow and its credibility with partners. Nevertheless, the company has proactively sought ways to resolve these overdue payables quickly and minimize any negative impact.

The fluctuation in exchange rates between international currencies has had a slight impact on business operations, particularly regarding foreign debts and international transactions. However, due to the company's currency risk hedging strategy, this impact has been limited.

The company also experienced differences in interest rates due to changes in bank lending rates, which has affected financial costs. The company is working to optimize its borrowing strategies to reduce these costs and improve operational efficiency.

3. Improvements in Organizational Structure, Policies, and Management: Provide an overview of any improvements in the organizational structure, internal policies, and management practices.

In 2024, the company implemented several key improvements in organizational structure, policies, and management to enhance operational efficiency. Specifically, the company restructured its organizational framework to ensure greater flexibility and effectiveness in management. The redistribution of departments and changes in leadership roles have improved coordination between different units.

Additionally, the company updated and adjusted its internal policies, particularly those related to employee training and development, to foster a creative work environment and encourage individual contributions. Financial and debt management practices were also improved, helping the company maintain financial stability and better control costs.

These improvements have contributed to increased productivity and customer satisfaction, while ensuring the company's goal of sustainable development.

4. Future Development Plans: Present plans and strategies for the company's growth in the coming years.

The company's future development plan focuses on both long-term and short-term goals aimed at enhancing business efficiency, expanding markets, and optimizing internal operations. Specifically, the company will continue to invest in new technologies and innovation to strengthen its competitive edge. Additionally, expanding into international markets and improving customer services will be prioritized to attract new customers and increase revenue.

The company will also intensify efforts in training and developing human resources to build a highly skilled and professional workforce. Employee benefits, welfare, and health protection policies will be enhanced to maintain satisfaction and motivation within the company.

Furthermore, the company will focus on improving corporate governance, including updating and implementing international standards for governance and sustainable development. These plans will help the company not only stabilize but also achieve sustainable growth in the future.

5. Response of the BoD to Audit Opinions (if any): If the audit opinion is not an unqualified opinion, the BoD should provide explanations and clarifications regarding the audit findings

The Management acknowledges and appreciates the audit firm's comments during the review and evaluation of the financial statements this year. The audit firm has provided positive feedback, assessing that the Company's financial statements are fairly presented, transparent, and reasonable. The financial indicators and the reported items are accurately and fully reflected, with no significant discrepancies or errors.

The Company has adhered strictly to accounting principles and international financial standards in preparing its financial statements. Furthermore, the Management has actively collaborated with the audit firm to provide all necessary information and promptly address any issues arising during the audit process.

While the audit opinion is generally aligned with the financial statements, the Management will continue to implement measures to improve the financial review and oversight processes, ensuring greater transparency in the Company's activities going forward.

6. Report on the Company's Environmental and Social Responsibility

a. Environmental Indicators (Water Consumption, Energy, Emissions, etc.):

The company is committed to minimizing its environmental impact. In the past year, we have implemented several initiatives to monitor and reduce our consumption of water, energy, and emissions. Water usage has been optimized through water-saving technologies and efficient processes. Energy consumption is continuously monitored, and the company has adopted more energy-efficient systems. Regarding emissions, we have worked to reduce our carbon footprint by improving waste management practices and adopting cleaner technologies. Regular environmental audits are conducted to ensure compliance with local and international environmental regulations.

b. Labor-Related Issues:

The company places a strong emphasis on the welfare of its employees. We have established comprehensive health and safety policies to ensure a safe working environment. Additionally, the company fosters a culture of equality, fairness, and respect in the workplace, ensuring that all employees have equal opportunities for advancement. We also offer training and development programs to help employees enhance their skills and progress in their careers. Employee well-being, including physical and mental health, is a priority, and we continually work to improve our policies in line with the latest labor regulations.

c. Corporate Responsibility to the Local Community:

The company is dedicated to giving back to the local community. We actively participate in various social initiatives, including educational support, healthcare programs, and community development projects. Financial support is often directed towards local charities, schools, and health facilities. Furthermore, the company engages with local stakeholders to understand their needs and incorporate their feedback into our community-focused initiatives. We are committed

to sustainable and responsible business practices that benefit not only our business but also contribute positively to the broader society.

This report demonstrates our commitment to sustainable business practices, social responsibility, and ongoing improvements in our environmental and labor management systems.

IV. Board of Directors Evaluation on the Company's Operations (for Joint Stock Companies)

1. Board of Directors Evaluation on Company Operations: The BoD should assess various aspects of the company's performance, including its environmental and social responsibility, and provide an overall evaluation.

During the past financial year, the Board of Directors (BOD) of LVA Trading and Service Joint Stock Company evaluated that the Company achieved positive results across various operational aspects, contributing to improved business performance and strengthening its position in the market.

In terms of finance, the Company maintained stable growth, effectively controlled operating costs, managed receivables closely, and optimized asset utilization efficiency. Corporate governance was increasingly professional and transparent, in full compliance with the law and the Company's charter.

Regarding human resources, the BOD highly appreciates the Executive Board's efforts in building a strong workforce with high expertise, focusing on internal training, career development, and ensuring employee welfare. The Company has maintained a safe, friendly, and sustainable working environment that respects diversity and promotes equality.

In terms of environmental and social responsibility, the Company has taken practical actions to minimize negative environmental impacts. Water and energy consumption, as well as waste treatment activities, are strictly monitored through internal procedures and the application of energy-saving technologies. Additionally, the Company actively participates in community activities such as financial support for social organizations, charitable programs, and contributions to local education and healthcare initiatives.

The BOD acknowledges and highly values the efforts of the entire Executive Board and employees in implementing the sustainable development strategy. In the future, the BOD will continue to steer the Company's strategic direction towards integrating social and environmental values, ensuring the benefits of shareholders, employees, and the community.

2. Evaluation of the BoD's Performance: The Board should also evaluate its own performance, focusing on governance and strategic leadership.

In 2024, the Executive Board managed the Company's business operations in accordance with its duties and authority as stipulated by law, the Company's Charter, internal management regulations, as well as fully implementing the Resolutions and Decisions of the Board of Directors. The General Director provided adequate information and created favorable conditions for the Supervisory Board to access and review the Company's financial status and other activities.

The Executive Board maintained regular monthly and quarterly meetings to summarize, evaluate, and draw experience to flexibly adjust management and business strategies for optimal effectiveness.

In managing and operating the Company's business activities, the Executive Board fully complied with the provisions of applicable laws, including the Law on Enterprises, the Labor Law, and tax regulations, and strictly adhered to the Company's Charter.

The Executive Board successfully directed business operations to meet the planned economic targets, generating profits for shareholders.

Employee income remained stable, allowing staff to feel secure in their work and commit to long-term dedication to the Company.

3. Plans and Directions from the Board: The BoD should outline its plans and strategic directions for the company in the future.

3.1. Objectives of the Board of Directors

The Board of Directors aims to continue refining the organizational model, streamlining and restructuring the management system towards increased efficiency and simplicity. Emphasis will be placed on enhancing online governance to ensure closer supervision, optimize resource mobilization, improve business performance, and professionally manage company operations. The Company will also promote the application of information technology in management, operations, and production, serving the goal of sustainable development and aiming to become a digitalized and automated enterprise in its exploitation and operation processes.

3.2. Strategic Directions of the Board of Directors

In 2025, the cosmetics market in Vietnam is expected to maintain strong growth due to rising beauty demands and a consumer trend favoring high-quality imported products. Additionally, the rapid development of e-commerce has become a vital distribution channel, enabling brands to reach customers more easily without heavy investment in physical retail infrastructure. However, industry competition is intensifying, not only from major international brands but also from rapidly growing local businesses. Furthermore, post-pandemic consumption trends have shifted, making consumers more cautious with spending and prioritizing value-for-money products.

In this context, LVA Trading and Services Joint Stock Company must adopt a flexible strategy to seize growth opportunities while addressing new challenges. To proactively prepare the necessary resources for achieving the targets set for 2025, the Board of Directors has outlined the following key activities:

Business Operations: Based on the 2025 Annual General Meeting Resolution, the Board will direct and manage the company's operations to ensure continued stability and development, striving to achieve the 2025 targets assigned by the AGM.

Finance: The Company will focus on strictly controlling operational costs and optimizing financial management to ensure business efficiency and financial safety. Capital utilization will

be conducted flexibly and efficiently, with a priority on selecting banks with favorable policies and interest rates to minimize borrowing costs. Simultaneously, debt management and cash flow control will be strengthened to avoid financial risks during business expansion.

Market and Customers: LVA will enhance market research efforts to explore business expansion opportunities, particularly in cosmetics and fashion. The Company will leverage the strong growth of e-commerce to reach customers more effectively. In addition, LVA will invest in marketing activities, build a reputable brand, and enhance customer experience to boost brand recognition and customer loyalty.

Corporate Governance: The Company will continue improving its corporate governance practices towards modernity and professionalism, with an emphasis on comprehensive risk management. Moreover, LVA will foster corporate culture development and formulate a long-term strategic vision for the next 5–10 years to ensure sustainable growth. Human resources will also be a priority, with investments in recruitment and training of highly qualified personnel to meet the company's development needs.

Information Technology: To enhance operational capacity and optimize workflows, the Company will accelerate digital transformation in management and business activities, as well as optimize online sales channels.

Internal Regulations: The Company will ensure full and accurate compliance with legal regulations regarding information disclosure and adhere strictly to current laws. The Board of Directors will operate within the authority defined in the Company's Charter and strengthen supervision to ensure sustainable, transparent, and efficient development.

V. Corporate Governance

1. Board of Directors

a) Composition and Structure of the Board:

Members and Structure: Provide details about the composition of the BoD, including the number of members, roles, and responsibilities within the board. The board's structure should align with the company's governance model and operational requirements.

No.	Member of BOD	Title	Number of shares held	Ownership ratio	Start/End Date of Membership in the Board of Directors (BOD)/Independent BOD Member:	
					Appointment date	Termination date
1	Truong Thanh Minh	Chairman	222.827	11,14%	30/3/2024	x

2	Trần Việt Thắng	Deputy chairman	0	0%	25/11/2023	x
3	Nguyễn Thị Cẩm Tú	Member of BOD	0	0%	25/11/2023	12/11/2024
4	Nguyễn Văn Ngôi	Member of BOD	0	0%	x	30/3/2024
5	Đào Thị Kim Oanh	Member of BOD - General director	226.100	11,31%	30/3/2024	x
6	Bùi Quốc Hưng	Member of BOD	289.700	14,49%	30/3/2024	x
7	Bùi Thị Vân Anh	Member of BOD	285.800	14,29%	30/3/2024	x
8	Nguyễn Công Thắng	Member of BOD	0	0%	30/3/2024	x
9	Phan Thị Diệu Hằng	Member of BOD	0	0%	30/3/2024	x
10	Lê Vân Anh	Member of BOD	272.300	13,62%	12/11/2024	x

Based on the resolutions of the General Shareholders' Meeting on March 30, 2024, and the Extraordinary General Shareholders' Meeting on November 12, 2024:

- Mr. Truong Thanh Minh was elected as an additional member of the Board of Directors on March 30, 2024.
- Mrs. Đào Thị Kim Oanh was elected as an additional member of the Board of Directors on March 30, 2024.
- Mr. Bui Quoc Hung was elected as an additional member of the Board of Directors on March 30, 2024.
- Mrs. Bui Thị Van Anh was elected as an additional member of the Board of Directors on March 30, 2024.
- Mr. Nguyen Công Thang was elected as an additional member of the Board of Directors on March 30, 2024.
- Mrs. Phan Thi Dieu Hang was elected as an additional member of the Board of Directors on March 30, 2024.
- Mr. Nguyen Van Ngôi submitted his resignation as a member of the Board of Directors on February 28, 2024, and was officially relieved of his duties on March 19, 2024.
- Mrs. Nguyen Cam Tu submitted her resignation as a member of the Board of Directors on November 12, 2024, and was officially relieved of her duties on November 12, 2024.
- Mrs. Lê Van Anh was elected as an additional member of the Board of Directors on November 12, 2024.

b) Committees under the Board of Directors: None

c) Activities of the Board of Directors:

During the term, the Board of Directors, after several personnel changes, currently consists

of 8 members, with 1 member holding the dual role of CEO of the company. There are 2 independent members of the Board of Directors and 4 members who do not participate in the company's management.

In the 2020 – 2024 term, the Board of Directors organized around 15 - 20 in-person meetings each year, as well as online meetings or obtaining written opinions from Board members via email. During these meetings, all members participated fully, and 100% consensus was reached in passing resolutions. Additionally, Board members frequently exchanged ideas, discussed, and coordinated to resolve issues arising outside of the official meetings.

The regular and extraordinary meetings of the Board of Directors during the 2020 – 2024 term primarily focused on the following topics: Annual business plan development, preparation for the annual General Shareholders' Meeting, selecting the audit firm for annual financial statements, personnel appointments, borrowing from banks, and other tasks such as accounts payable, investments, and governance.

d) Activities of the Board of Directors: The Board of Directors' meetings are detailed as follows:

No.	Number of Resolutions/Decisions	Date	Content	Tỷ lệ thông qua
1	05/NQ-HĐQT	19/01/2024	Appointment of Mrs. Nguyễn Minh Hương as Chief Financial Officer effective from January 19, 2024	100%
2	07/NQ-STBTH	26/01/2024	Board of Directors Meeting No. 1 - Agreement to Organize the 2024 Annual General Shareholders' Meeting.	100%
3	08/NQ-STBTH	29/01/2024	Board of Directors Meeting No. 2 - Approval of Related Party Transactions	100%

4	09/QĐ-HĐQT	28/02/2024	Removal of Deputy Chief Financial Officer Position for Ms. Trần Thị Thanh Hường	100%
5	11/QĐ.STBTH	15/03/2024	Termination of the labor contract with Ms. Trần Thị Thuý Linh	100%
6	12/NQ-HĐQT	18/03/2024	Appoint Mr. Ngô Văn Minh to the position of Company Director, effective from March 19, 2024	100%
7	13/QĐ.STBTH	18/03/2024	"Termination of the labor contract with Mr. Nguyễn Văn Ngôi.	100%
8	16/NQ-STBTH	27/03/2024	The 3rd Meeting of the Board of Directors – Asset Liquidation	100%
9	17/NQ-STBTH	28/03/2024	The 4th Meeting of the Board of Directors – Branch Closure	100%
10	19/NQ-HĐQT	05/4/2024	The 5th Meeting of the Board of Directors – Appointment of Chief Accountant	100%
11	02/2024/NQ-HĐQT	17/05/2024	The 6th Meeting – Appointment of the Chairman of the Board of Directors	100%
12	04/2024/QĐ/LBE	17/05/2024	Appointment of the Chairman of the Board of Directors	100%

13	07/2024/NQ-HĐQT	24/6/2024	Removal of Mr. Ngô Văn Minh from the position of Director and Information Disclosure Officer	100%
14	08/2024/NQ-HĐQT	24/6/2024	Regarding the Removal of Mrs. Nguyễn Thị Ngọc Nở from the position of Chief Accountant	100%
15	09/2024/NQ-HĐQT	24/6/2024	Regarding the Appointment of Mrs. Đào Thị Kim Oanh to the position of Director	100%
16	10/2024/NQ-HĐQT	24/6/2024	"Regarding the Appointment of Mrs. Phạm Thị Thu Phương to the position of Chief Accountant	100%
17	16/2024/NQ-HĐQT	27/6/2024	Regarding the Amendment of Business Registration - Company Name Change	100%
18	24/2024/QĐ-LBE	03/7/2024	Regarding the Transfer of Assets of the Subsidiary Company	100%
19	25/2024/QĐ-LBE	03/7/2024	Appointment of the Director of the Subsidiary Company	100%
20	27/2024/NQ-HĐQT	03/7/2024	Regarding the Opening of Ho Chi Minh Branch	100%
21	43/2024/NQ-HĐQT	26/8/2024	Regarding the Organization of the Extraordinary General Meeting of Shareholders in 2024	100%

22	47/2024/NQ-HDQT	24/9/2024	Regarding the Amendment of the Company's Charter	100%
23	51/2024/NQ-LBE	30/9/2024	Regarding the Dismissal of Mrs. Lê Thị Hồng Thanh	100%
24	53/2024/NQ-LBE	30/9/2024	Regarding the Dismissal of Mrs. Lê Thị Minh Trang	100%
25	55/2024/NQ-LBE	30/9/2024	Regarding the Dismissal of Mr Bui Văn Huỳnh	100%
26	58/2024/NQ-LBE	14/10/2024	Regarding the Appointment of Mrs. Lê Thùy Phương	100%
27	61/2024/NQ-HDQT	14/10/2024	Regarding the Signing of the Sale and Purchase Agreement with NCLQ	100%
28	63/2024/NQ-HDQT	20/10/2024	Regarding the Signing of the Sale and Purchase Agreement with the Related Entity (Ocean Capital LLC	100%
29	73/2024/NQ-HDQT	16/12/2024	Regarding the Issuance of Amendments to the Charter and Regulations	100%

Activities of Independent Board Members:

The Board of Directors has 2 independent members, including Mr. Nguyễn Công Thắng and Mrs. Phan Thị Diệu Hằng, who were elected by the General Shareholders' Meeting in 2023. In the past period, the independent members of the Board of Directors have fully carried out their duties as stipulated in the Company's Charter. They actively and proactively exchanged information with the Board and Executive Board to provide reasonable and effective recommendations and proposals. Independent Board members perform their duties in two main ways:

- **Participation in meetings:** They attend in-person and online meetings, review the content of written proposals, gather information, exchange opinions, and provide proposals to improve the business operations of the company.
- **Proactive suggestions and discussions:** They actively propose, participate in discussions, and exchange ideas with Board members, Executive Board members, relevant departments, and units in the areas they are assigned to oversee. Specifically:
 - **Mr. Nguyen Cong Thang** is responsible for advising and giving feedback on IT-related issues, including hardware and software in the company's management system. As the company implements its strategy to expand internationally, IT tools have been emphasized
 - **Mrs. Phan Thi Dieu Hang** is responsible for the company's legal matters, including finalizing projects, supporting the maintenance and establishment of relationships with local stakeholders, and advising on organizational issues, human resources, and policies related to employees. She also supports the maintenance and establishment of relationships with local stakeholders.

e) List of Board Members with Corporate Governance Training Certificates:

In 2024, the company registered to attend the Conference of Registered Securities Organizations at the Vietnam Securities Depository, which will be held on August 16, 2024, at Riverside Palace Building - 360D Bến Vân Đồn, District 4, Ho Chi Minh City, organized by the Vietnam Securities Depository and Clearing Corporation.

2. Supervisory Board / Audit Committee

a. Information about the members of the Supervisory Board:

No.	Member of Supervisory Board	Title	Start Date / No longer a member of the Supervisory Board	Education
1	Cao Văn Bằng	Head of the Supervisory Board	Appointment 30/3/2024	Bachelor of Finance
2	Nguyễn Thị Thu	Member of the Supervisory Board	Appointment 30/3/2024	Bachelor of Finance
3	Tổng Thị Thanh Nga	Member of the Supervisory Board	Appointment 30/3/2024	Bachelor of Languages
4	Ngô Văn Minh	Member of the Supervisory Board	Terminated 19/3/2024	Bachelor of Business Management
5	Trần Minh Đức	Member of the Supervisory Board	Terminated 30/3/2024	
6	Đồng Hải Nam	Head of the Supervisory Board	Terminated 30/3/2024	

b. The meeting of Supervisory Board

No.	Member of the Supervisory Board/Audit Committee	Quantity of meeting	Attention rate	Voting Ratio	Reason for not attending the meeting
1	Cao Văn Bằng	2	100%	100%	None
2	Nguyễn Thị Thu	2	100%	100%	None
3	Tổng Thị Thanh Nga	2	100%	100%	None

Evaluation of the Activities of the Supervisory Board in 2024

In 2024, the Supervisory Board (SB) of LVA Trading and Service Joint Stock Company carried out the following tasks:

- In 2024, the SB held two meetings, regularly once every six months. In addition, the SB frequently exchanged and evaluated emerging issues related to the management and operation of the Company for the purpose of control by the SB.
- The SB monitored the implementation of the business plan and services across the Company through monthly, quarterly, and annual reports for 2024.
- The SB supervised the compliance with the resolutions of the Annual General Shareholders' Meeting (AGM) 2024 and the Extraordinary General Shareholders' Meeting (EGM) 2024, the adherence to the Company's Charter, State laws, and other regulations, resolutions, and decisions of the Board of Directors (BOD) and the Executive Board in the management and execution of tasks in 2024.
- The SB participated in discussions with the BOD and the Executive Board on issues related to the Company's business activities through attending BOD meetings and meetings with the Executive Board.
- The SB contributed opinions on the amendments, additions, and reviews of the Company's internal management documents.
- The SB reviewed the quarterly, mid-year, and annual financial statements to assess the accuracy and reasonableness of the financial data, ensuring compliance with accounting standards, accounting regimes, and related legal policies and regulations.
- The SB approved the contents and procedures related to tendering and the selection of the independent audit firm for the 2024 financial statements.
- Through the monitoring activities, the SB provided recommendations to the BOD and the Executive Board on measures to enhance control, minimize risks, ensure compliance with legal regulations, the Charter, and internal regulations, contributing to improving

the quality and effectiveness of operations and achieving the business plan goals for 2024, as approved by the AGM.

- The SB rigorously implemented the 2024 action plan approved by the AGM, adhering to the resolutions of the AGM, the action plan, and actual circumstances. The SB executed its responsibilities and rights in compliance with the Law on Enterprises, the Company Charter, maintaining a good working relationship with the BOD and the General Director. The SB fulfilled all supervisory and other reporting duties when required. The SB members worked with a high level of responsibility, independence, objectivity, and caution, always prioritizing the interests of the shareholders and LVA Trading and Service Joint Stock Company.

3. Transactions, Remuneration, and Benefits of the Board of Directors, Executive Board, and the Supervisory Board/Audit Committee

a) **Salaries, Bonuses, Remuneration, and Other Benefits:** Salaries, bonuses, remuneration, other benefits, and expenses for each member of the Board of Directors, members of the Supervisory Board/Audit Committee, the Director or CEO, and other management staff. The value of these remuneration, benefits, and expenses should be disclosed in detail for each individual, specifying the exact amounts. Non-monetary benefits or benefits that cannot be monetized must be listed and fully explained.

Lương, thưởng và thù lao của HĐQT :

No.	Full name	Title	Remuneration received	Salary	Bonus	Tenure in the position during the year
1	Trần Việt Thắng	Nguyên CT HĐQT	12.000.000	-		01/01/2024-31/12/2024
2	Nguyễn Văn Ngôi	Nguyên TV HĐQT	6.000.000	-		01/01/2024-30/3/2024
3	Nguyễn Thị Cẩm Tú	Nguyên TV HĐQT	12.000.000			01/01/2024-12/11/2024
TỔNG CỘNG			30.000.000			

Lương, thưởng và thù lao của Ban Kiểm Soát :

No.	Full name	Title	Remuneration received	Salary	Bonus	Tenure in the position during the year
1	Đổng Hải Nam	Trưởng BKS	4.500.000	-		01/01/2024-30/3/2024
2	Trần Minh Đức	TV BKS	3.000.000	-		01/01/2024-31/12/2024
3	Ngô Văn Minh	TV BKS	3.000.000	-		01/01/2024.-30/3/2024
TỔNG CỘNG			10.500.000			

Lương, thưởng và thù lao của Ban Điều Hành :

No.	Full name	Title	Remuneration received	Salary and bonus	Tenure in the position during the year
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1	Bùi Văn Huỳnh	PGĐ		14.947.826	24/06/2024-31/12/2024
2	Lê Minh Trang	PGĐ		12.223.919	01/01/2024-23/06/2024
3	Phạm Thị Thu Phương	Kế toán trưởng		40.000.000	24/6/2024-31/12/2024
4	Trần Thị Thúy Linh	Kế toán trưởng		43.119.816	14/11/2024-19/3/2024
5	Đào Thị Kim Oanh	Giám đốc		50.000.000	01/01/2024-13/11/2024
TỔNG CỘNG				160.291.561	

b) Insider Share Transactions:

No.	Person conducting the transaction	Relationship with internal shareholders	Số cổ phiếu sở hữu đầu kỳ		Số cổ phiếu sở hữu cuối kỳ		Lý do tăng, giảm
			Số cổ phiếu/	Tỷ lệ %	Số cổ phiếu/	Tỷ lệ %	
1	Trương Thanh Minh	Chairman	0	0%	222.827	11,14%	Bought in 08/01.2024
2	Bùi Quốc Hưng	BOD member	0	0%	289.700	14,49%	Bought in 10/01/2024
3	Nguyễn Thị Mai Lan	Related person of Mr. Trần Việt Thắng	218.726	10,94%	2.626	0.13%	Sold out 27/03/2024
4	Anphatek., JSC	Related person of Mr. Trần Việt Thắng	328.363	16.42%	12.063	0.6%	Sold out 27/03/2024
5	Anphatek., JSC	Related person of Mr. Trần Việt Thắng	12.063	0.6%	63	0%	Sold out 23/05/2024
6	Bùi Thị Vân Anh	BOD member	0	0	285.800	14.29%	Bought in 27/03/2024
7	Đào Thị Kim Oanh	BOD member	0	0%	226.100	11.31%	Bought in 12/04/2024
8	Trương Thanh Minh	Chairman	495.127	24,76%	222.827	11.14%	Sold out 19/10/2024
9	Lê Vân Anh	Chairman 's related person	0	0%	272.300	13.62%	Bought in 19/10/2024

c) Contracts or Transactions with Related Parties: Information about contracts or transactions that have been entered into or executed during the year with the company, subsidiaries, companies controlled by members of the Board of Directors, members of the Supervisory Board/ Audit Committee, the CEO (General Director), executives, and individuals related to the aforementioned persons."

ST T	Individual/ Organization	Relationship with company	Social Security Number	Address	Time of transaction with the company	Content, Quantity, and Total Transaction Value
1	Nguyễn Thị Hà	Related person of Phạm Thị Thu (Supervis or board member)	038197019422	DP Vĩnh Thành, Trung Sơn, thành phố Sầm Sơn, tỉnh Thanh Hóa	15/10/202 4	Product Supply contract. Transaction Value: VND 115.101.000
2	Bùi Trọng Hiếu	Related person of Phạm Thị Thu (Supervis or board member)	030095008787	Bồ Dương, Hồng Phong, Ninh Giang, Hải Dương	15/10/202 4	Product Supply contract. Transaction Value: VND 172.119.600 vnd
3	Công ty TNHH OCean Capital	Related person of Mr Trương Thanh Minh CTHĐQT	0104623626	Tầng 1, tòa nhà C+ office, đường Thành Thái, tổ 28, phường Dịch Vọng, quận Cầu Giấy, Hà Nội	21/10/202 4	Product Supply contract. Transaction Value: VND4.792.968.500

d) Evaluation of the Implementation of Corporate Governance Regulations: (Specify the aspects that have not been implemented in accordance with the legal regulations on corporate governance. Include the causes, solutions, and plans for correction/strategies to enhance the effectiveness of corporate governance

Over the past year, the company has strictly complied with corporate governance regulations, fully adhering to the law, the Company's Charter, and internal regulations. The company also fulfilled its information disclosure obligations in accordance with legal requirements, contributing to stable and efficient operations. All activities were directed toward achieving the company's overall objectives while ensuring the rights of shareholders and creating favorable conditions for transparent and effective supervision of the company's operations.

VI. Financial Statements

1. Audit Opinion:

"AAC Audit and Accounting Company has expressed the following opinion: 'In our opinion, based on the material aspects, the financial statements fairly and accurately reflect the financial position of the Company as of December 31, 2024, as well as the results of operations and cash

flows for the fiscal year ending on that date, in accordance with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations related to the preparation and presentation of financial statements.

2. Audited Financial Statements: (The audited annual financial statements include: the Balance Sheet; the Income Statement; the Cash Flow Statement; and the Notes to the Financial Statements in accordance with the accounting and auditing laws. In cases where, under the accounting and auditing regulations, the company is required to prepare consolidated or combined financial statements, the financial statements presented in the Annual Report will be the consolidated or combined financial statements, along with the disclosure of the address for publishing and providing the parent company's financial statements.)

The 2024 financial statements of the Company (covering the fiscal year from January 1, 2024 to December 31, 2024) were audited by AAC Audit and Accounting LLC, an entity approved by the Annual General Meeting of Shareholders in 2024.

The financial statements accurately and fairly reflect the financial position, operating results, and cash flows of the Company, in accordance with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations.

The financial statements were prepared in compliance with standards, maintaining detailed and summary ledgers as required.

The Company also performs well in disclosing information regularly on the Hanoi Stock Exchange, ensuring full, timely, and compliant with the Securities Law No. 54/2019/QH14 and its implementing guidelines.

Recipient:

- Hanoi Stock Exchange
- State Securities Commission of Vietnam
- Saved Office.

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



CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ
Trương Thanh Minh

