



ANNUAL REPORT 2024 OF CHOLON REAL ESTATE JOINT STOCK COMPANY

STOCK CODE: RCL



I. GENERAL INFORMATION:

1. Overview

- Company Name: **ChoLon Real Estate Joint Stock Company**
- Business Registration Certificate: **0300450962**
- Charter Capital: **138,587,140,000 VND**
- Owner's Investment Capital: **138,587,140,000 VND**
- Address: **118 Hung Phú, Hung Phú Ward, District 8, Ho Chi Minh City**
- Phone Number: **(028) 38.557.332 – (028) 38.547.678**
- Website: **www.cholonres.com.vn**
- Stock Code: **RCL**

Company Formation and Development

- Cholon Real Estate Joint Stock Company was established by the equitization of the state-owned enterprise, 8th District Construction and Housing Services Company, under Decision No. 5828/QĐ-UB dated December 31, 2003, by the People's Committee of Ho Chi Minh City.
- On June 14, 2007, Cholon Real Estate Joint Stock Company was officially listed at the Hanoi Stock Exchange with the stock code RCL.

2. Business Sectors and Operating Areas

a. Business Sectors

- Real estate business, land use rights that are owned, used, or leased.
- Real estate consulting, brokerage, property auction, land use rights auction. Detailed: Real estate brokerage, real estate exchange services, real estate consulting and management services.
- Wholesale materials and equipment for construction. Bán buôn vật liệu, thiết bị lắp đặt khác trong xây dựng

b. Operating Areas

- The main operating areas of the company are focused on District 8, Nha Be District, Dong Thap, Dong Nai, Tay Ninh, Binh Duong, Vinh Long, and some neighboring provinces of Ho Chi Minh City.

3. Information on Governance Model, Business Organization, and Management Team:

a. Governance Model, Organizational Structure, and Management of the Company

The governance model includes the General Shareholders' Meeting, the Board of Directors, and the Supervisory Board. The Executive Board, headed by the CEO and Vice CEOs, is in charge. The organizational structure of the company is built on the principle of delegation, with functional departments tightly related to each other. The CEO manages and directs the company through delegation of authority to directly handle specific tasks of each department via the relevant Vice CEO.

In general, the governance model of the company aims to enhance and improve the effectiveness of management by the Board of Directors and the executive apparatus.

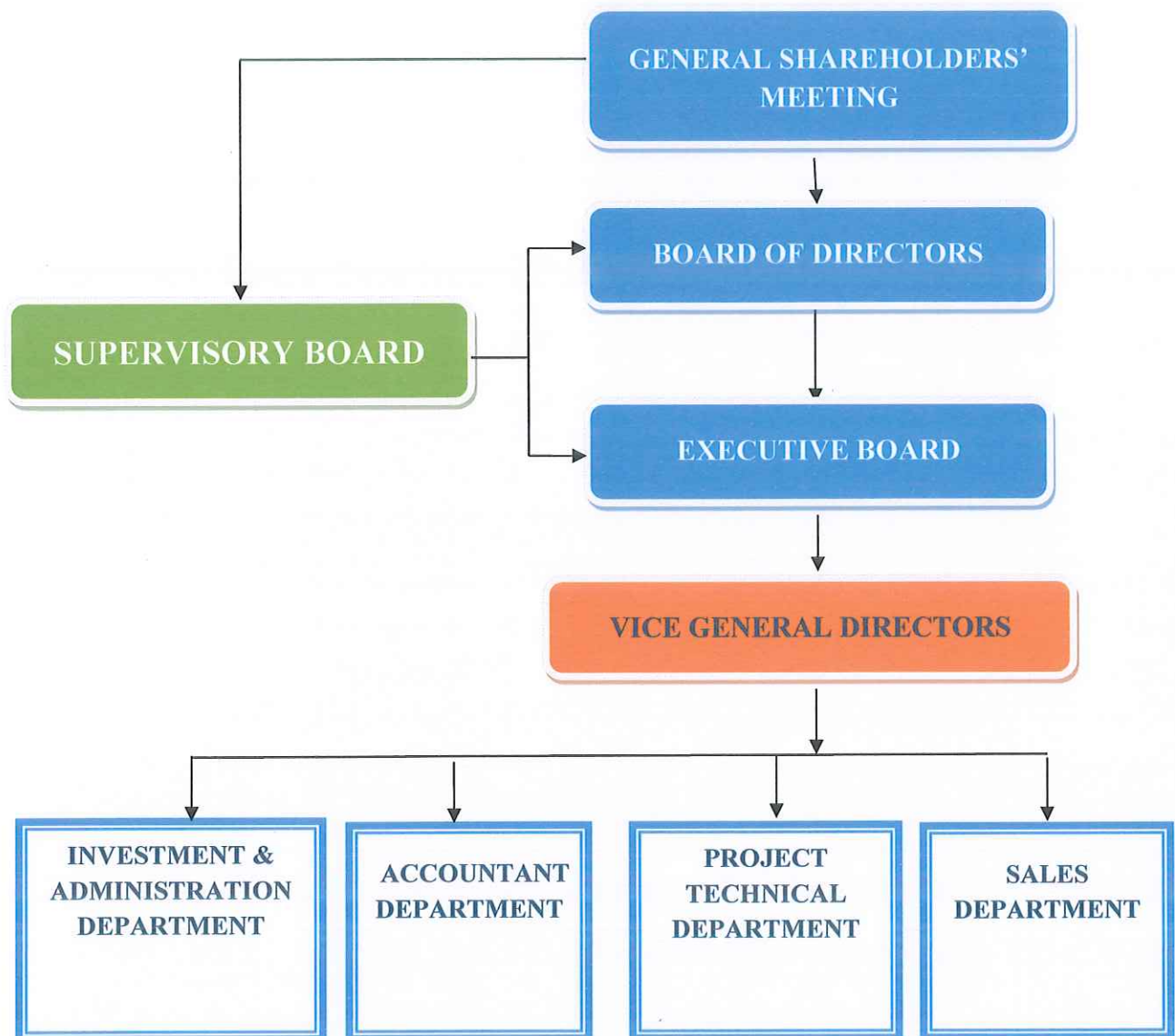
According to the company's charter, the organizational structure and management of Chợ Lớn Real Estate Company include:

General Shareholders' Meeting (GSM): The highest authority in the company, deciding all important issues according to the Enterprise Law and the Company Charter. The GSM approves major investment policies for the company's development, determines capital structure, and elects the management and operational authorities of the company.

Board of Directors (BOD): The governing body of the company, which has full authority to represent the company in deciding issues related to the company's interests, except for matters that are within the GSM's domain. It determines policies for the company's sustainability and development, implementing resolutions for specific times according to the company's production and business situation. According to the charter, the Chairman of the BOD is the legal representative of the company, working alongside the CEO in managing the company's operations.

Supervisory Board: Elected by the General Shareholders' Meeting to represent shareholders in overseeing all business, management, and operational activities of the company.

Executive Board: Appointed by the Board of Directors, comprising the CEO, Vice CEOs, and the Chief Accountant. The CEO, appointed by the BOD, is responsible to the BOD and makes decisions on all issues related to the company's production and business activities.

ORGANIZATION STRUCTURE CHART

b. List of Associated Companies

1/ RCL Construction Investment Joint Stock Company

Address: 97/10 Hung Phú, Hung Phú Ward, District 8, Ho Chi Minh City
TPHCM

4. Development Orientation of the Company:**➤ Main development goals:**

- Maintain stable operations and ensure sustainable growth of the company. Expand business activities primarily in the real estate sector.
- Invest in and develop projects with good expected performance and quick capital recovery.
- Continuously improve the quality of life for employees, ensure legitimate interests for shareholders, investors, and fully contribute to the budget as per regulations.
- Strive to meet and exceed the annual revenue, profit, and dividend targets set by the General Shareholders' Meeting (GSM).

➤ Medium- and Long-term Development Strategy

- Focus on finding new projects in suburban areas of Ho Chi Minh City and neighboring provinces such as Binh Duong, Long An, Vinh Long, Dong Thap, Vung Tau, Dong Nai, etc.
- Concentrate investments in housing projects aimed at people with low to medium incomes, as per market demand.
- Continue restructuring the company to ensure a well-skilled, lean, and efficient organizational structure to complete tasks set by the GSM.
- Develop appropriate financial plans to ensure proactive and effective use of available capital.
- Establish cost standards and strictly manage business production costs to save on expenses, reduce prices, and increase profits.
- Enhance brand promotion activities, expand markets, and improve the company's business reputation.
- Continue expanding into other sectors such as design consulting, construction supervision, project management, and the management of office buildings and commercial real estate.
- Diversify the company's real estate products, moving from only investing in townhouses, villas, and garden houses to including high-rise apartments for sale or rent to serve a variety of customer segments. *trợ khách hàng.*

➤ **Goals for Contribution to the Social and Environmental Community**

- Use safe, environmentally friendly construction materials and technologies that do not pollute the environment, conserve natural resources, and ensure sustainable development.
- Monitor the construction of projects to ensure quality, labor safety, fire prevention, compliance with occupational hygiene, and to avoid disturbing the community with noise.
- Implement programs for gratitude and encourage employees to contribute to building charitable houses, donate to local communities, and participate in social programs organized by the City.

5. Risks:

- The legal documentation process related to projects may take a long time, affecting project implementation and the company's financial situation.
- The real estate market is under pressure due to competition, a decrease in available clean land, and pressure to lower prices to sell products, while investment costs increase, affecting the company's revenue and profit.
- The financial market and the policies of the State Bank of Vietnam to limit real estate loans present challenges for investors and residents, affecting the company's operating capital.
- Global issues such as pandemics, natural disasters, and wars also impact the company's business operations.

BUSINESS PERFORMANCE DURING THE YEAR

1. Business Performance

a. Business performance results during the year:

- In 2024, the real estate market showed no signs of recovery. Companies in the industry continued to face many difficulties regarding legal investment procedures and capital mobilization. The property transaction market remained sluggish, with investors maintaining a wait-and-see attitude. The Company's own longstanding legal entanglements have yet to be resolved, and no new projects have been implemented, severely impacting its business activities and revenue streams.
- Due to the frozen real estate market and legal bottlenecks affecting all of the Company's projects, there were no products available to launch to the market, significantly affecting revenue and profit. Total revenue reached only VND 17.02 billion, equivalent to 28.37% of the plan; profit before tax was VND 1.87 billion, achieving 20.78% of the target. During the year, the Company focused on maintaining regular contact with competent authorities to resolve investment procedure issues, issuing house and land ownership certificates to customers at the Bui Minh Truc Residential Area Phase III to recover outstanding debts, and boosting rental activities for land and properties..

2. Performance Compared to Plan

Revenue: VND 17.02 billion / VND 60 billion, achieving 28.37% of the target

Profit before tax: VND 1.87 billion / VND 9 billion, achieving 20.78% of the target

Dividend: 2% in shares / 3%, achieving 66.67%

Return on Equity (ROE) 0,52%

1. Organization and Human Resources:

a. The Board of Directors

Chairman of the Board of Directors

Mr TRẦN VĂN CHÂU

Born 1955

Nationality: Việt Nam

Professional Qualifications: Civil Engineer, Bachelor of Economics

Professional Experience:

- 1987 – 2005: Deputy Head and subsequently Head of General Planning Department; Party Committee Member, Company 756
- 2005 – 2007: Deputy General Director, Party Secretary, Cholon Real Estate Joint Stock Company
- 2007 – 2008: Chairman of the Board of Directors, Party Secretary, Cholon Real Estate Joint Stock Company
- 2008 – 2014: General Director, Party Secretary, Cholon Real Estate Joint Stock Company
- 2014 – present: Chairman of the Board of Directors, Cholon Real Estate Joint Stock Company
- 2013 – 2022: Member of the Board of Directors, Cholon Water Supply Joint Stock Company

Member of the Board of Directors

Ms LÊ THỊ THANH NGÂN

Born: 1976

Nationality: Việt Nam

Professional Qualifications: Master of Laws, Bachelor of Economic Management

Professional Experience:

- May 2010 – March 2013: Deputy Head of Administration Department, Cholon Real Estate Joint Stock Company
- April 2013 – July 2015: Head of Administration Department, Cholon Real Estate Joint Stock Company
- May 2014 – April 2017: Member of the Supervisory Board, Cholon Real Estate Joint Stock Company
- August 2015 – June 2016: Deputy General Director, Cholon Real Estate Joint Stock Company
- July 2016 – December 2018: Chief of Office, Saigon Real Estate Corporation
- April 2021 – April 2022: Head of Business Planning Department, Saigon Real Estate Corporation
- December 2016 – Present: Chairwoman of the Trade Union, Saigon Real Estate Corporation
- July 2022 – Present: Member of the Board of Directors, Cholon Real Estate Joint Stock Company

Member of the Board of Directors and Vice General Director

Mr TRẦN TUẤN ĐẠT

Born: 1984

Nationality: Việt Nam

Professional Qualifications: Civil Engineer

Professional Experience

- 2010 – 2015: Technical Officer, Construction Enterprise under Cholon Real Estate Joint Stock Company
- 2015 – 2015: Deputy Director, Construction Enterprise under Cholon Real Estate Joint Stock Company
- 2015 – 2017: Deputy Head of Project Management Department, Cholon Real Estate JSC
- 2016 – Present: Member of the Board of Directors, Cholon Real Estate JSC
- 2017 – 29/02/2020: Head of Project Management Department cum Deputy General Director, Cholon Real Estate JSC
- 01/03/2020 – Present: Deputy General Director, Cholon Real Estate Joint Stock Company

Member of the Board of Directors

Mr NGUYỄN BẢO HUY

Born: 1976

Nationality: Việt Nam

Professional Qualifications: Master of Business Administration

Professional Experience:

- 10/2009 – 09/2016: Chief Accountant, My Dinh Joint Stock Company
- 10/2016 – 07/2018: Chief Accountant, LECADE Trading – Service – Manufacturing – Interior Construction Co., Ltd.
- 06/2019 – 09/2024: Chief Accountant, Cholon Real Estate Joint Stock Company
- 09/2022 – Present: Deputy General Director, Cholon Real Estate Joint Stock Company
- 04/2024 – Present: Member of the Board of Directors, Cholon Real Estate Joint Stock Company

Member of the Board of Directors

Independent Member

Ms NGUYỄN ĐỖ NGỌC BẢO

Born: 1972

Nationality: Việt Nam

Professional Qualifications: Bachelor's Degree in Executive Management

Professional Experience:

- 1997 – 1999: Project Assistant at Project Design & Development Joint Venture Company (Australia)
- 1999 – Present: Human Resources and Partnership Director at NTP Trading Co., Ltd.
- 04/2024 – Present: Member of the Board of Directors, Cholon Real Estate Joint Stock Company

c. Supervisory Board

Head of the Supervisory Board

Ms NGUYỄN THỊ NGỌC DUYÊN

Born: 1978

Nationality: Việt Nam

Professional Qualifications: Master of Finance and Accounting

Professional Experience:

- 2000 – 2005: Investment Manager, TVH Financial Investment JSC
- 2005 – 2006: Finance Director, Asia Golden Wood Joint Stock Company
- 2006 – 02/2008: Investment Specialist, Kinh Do Group
- 02/2008 – 09/2008: Corporate Finance Consulting Director, Kinh Do Securities JSC
- 09/2008 – 2011: Director of Research & Analysis, Thanh Viet Fund Management JSC
- 2011 – 2014: Assistant to Equity Investment Director, Vina Wealth Fund Management JSC
- 2014 – 2015: Investment Director, Sao Vang Fund Management JSC
- 2015 – 2017: Head of Finance and Accounting Department, Dong A Bank Securities One-Member Co., Ltd.
- 2014 – Present: Head of Supervisory Board, Cholon Real Estate JSC
- 2017 – Present: Assistant to General Director, Bac Binh Construction Investment Co., Ltd.

Supervisory Board Member

Mr NGUYỄN TẤN HUY

Born: 1988

Nationality: Việt Nam

Professional Qualifications: Master of Finance

Professional Experience:

- 12/2012 – 08/2014: Accountant, National Securities Joint Stock Company
- 08/2014 – 07/2016: Corporate Finance Consultant, Bao Viet Securities Joint Stock Company
- 07/2016 – 06/2017: Investment Officer, Daiichi Life Vietnam Fund Management Company
- 10/2017 – 07/2019: Director of Investment Product Division, Priority Banking Department, Asia Commercial Bank (ACB)
- 02/2020 – 05/2023: Deputy Director of Investment Technology Business Unit, M_Service Joint Stock Company
- 07/2022 – 05/2023: Head of Representative Office in Ho Chi Minh City, CV Securities Joint Stock Company
- 05/2023 – Present: Chief Executive Officer, CV Securities Joint Stock Company
- 04/2024 – Present: Supervisory Board Member, Cholon Real Estate Joint Stock Company

Supervisory Board Member

Mr NGUYỄN XUÂN DŨNG

Born: 1957

Nationality: Việt Nam

Professional Qualifications: Architect

Professional Experience:

- 1983 – 1984: Staff, Construction – Housing – Public Works Unit, District 8

- 1984 – 1987: Technical Officer, Construction Department, District 8
- 1987 – 1989: Technical Officer, Housing Development Enterprise, District 8
- 1989 – 1996: Technical Officer, Housing Construction and Services Company, District 8
- 1996 – 2000: Deputy Head of Planning and Finance Department, Housing Construction and Services Company, District 8
- 2000 – 2004: Head of Technical Design Department, Housing Construction and Services Company, District 8
- 2004 – 2007: Head of Technical Design Department, Cholon Real Estate Joint Stock Company
- 2007 – 2014: General Director of Technical Design, Cholon Real Estate Joint Stock Company
- 2017 – 04/2022: Specialist, Technical Design Department, Cholon Real Estate Joint Stock Company
- 04/2022 – Present: Supervisory Board Member, Cholon Real Estate Joint Stock Company

b. The Executive Board:

No	Full name	Postion
1	Trần Tuấn Đạt	Vice General Director
2	Nguyễn Bảo Huy	Vice General Director

+ Curriculum Vitae and Related Persons of the Executive Board

Mr Trần Tuấn Đạt – Vice General Director

As presented in Point a, Clause 2 above

Mr Nguyễn Bảo Huy – Vice General Director

As presented in Point a, Clause 2 above

c. **Changes in the Executive Board:** None.

d. **Labor Policies:**

✚ **Total number of employees of the Company as of 31/12/2024: 19 people, including:**

No.	Classification of Labor	No. of People	Percentage (%)
I	Contract Type		
1	Long-term contract	18	94,74%
2	Short-term contract	01	5,26%
	<u>Total</u>	19	100,00%
II	Gender		
1	Male	14	73,68%
2	Female	05	26,32%
	<u>Total</u>	19	100,00%
III	Education Level		
1	Postgraduate	02	10,53%
2	University, College	10	52,63%
3	Intermediate Vocational	04	21,05%
4	Technical Workers and Other Education Levels	03	15,79%
	<u>Total</u>	19	100,00%

✚ **Training, Salary, Bonus, and Allowance Policies:**

- **Training Policy:** The Company creates all favorable conditions to support each employee in developing their career, aiming to build a professional workforce with high expertise. Annually, based on work requirements, employees are provided with professional and skills training to enhance their knowledge. This facilitates the appropriate allocation of human resources in line with qualifications and departmental needs, thereby meeting the Company's development demands.
- **Salary Policy:** Salaries are applied in accordance with Decree No. 90/2019/ND-CP dated November 15, 2019, issued by the Government (effective from January 1, 2020), and the Company's productivity-based salary scale approved by the Board of Directors.
- **Bonus Policy:** Employees are entitled to bonuses based on the Company's salary and bonus regulations, approved by the Employee Conference. Annual bonuses include the 13th-month salary, holiday and Tet bonuses, and special bonuses for employees with outstanding achievements when the Company performs well.
- **Allowance and Social Insurance:** All employees are entitled to allowances, social insurance, health insurance, and unemployment insurance in accordance with

current legal regulations. Additionally, the Company organizes annual health check-ups for all employees.

- **Support Policy:** Each year, the Company allocates part of its profits to assist employees facing difficulties. Moreover, the Company also provides support to two wounded veterans, contributes to building houses of gratitude and charity, and donates to scholarship and educational encouragement funds...

2. Investment Status and Project

FELISA RIVERSIDE APARTMENT PROJECT



Bình Đông Chợ Lớn High-rise Project (The Commercial Name: Felisa Riverside) is conveniently located with a river view, just 500 meters from the Chợ Lớn center and 200 meters from the East-West Boulevard, providing easy access to transportation and complete infrastructure

Total construction area: 3,593.1 m²

Construction area: 1,565 m²

Traffic land area: 1,034 m²

Park area: 994 m²

Total number of apartments: 294 apartments

Project implementation period: 2018 – 2025

The construction has been completed, and the relevant authorities have approved the building for use. The apartments have been handed over to the buyers, and the Company is currently processing the property ownership certificates for the apartment owners.



APARTMENT B BÙI MINH TRỰC PROJECT

Apartment B Bùi Minh Trực is situated between Bùi Minh Trực and Tạ Quang Bửu Streets, Phường 5, District 8, in the heart of an established residential area, at the junction between Chợ Lớn and South Saigon



RESIDENTIAL BÙI MINH TRỰC III PROJECT



The People's Committee of District 8 has approved the adjustment of the project's boundary planning and initiated procedures for issuing property ownership certificates to homebuyers for debt recovery.

The process of issuing ownership certificates to buyers is ongoing.

28 HA NHƠN ĐỨC RESIDENTIAL – NHÀ BÈ PROJECT



The Nhơn Đức Residential, located in Nhơn Đức Commune, Nhà Bè District, is positioned at the southern gateway of the city, adjacent to District 7 and Cần Giờ. It serves as a connection for the city's development towards the East Sea.

The project has completed the infrastructure system, including electricity, water supply, and auxiliary works.

The Company is currently in contact with the relevant authorities to assess land use fees and finalize the house samples for commercial operation.

SOUTH XUYÊN Á – MỘC BÀI – TÂY NINH RESIDENTIAL PROJECT



The South Xuyên Á – Mộc Bài – Tây Ninh Residential Area is located in Tây Ninh Province. The People's Committee of Tây Ninh has issued the land allocation decision, and the 1/500 planning has been approved. The Company is working with joint venture partners to complete the legal procedures for the project..

SABINCO – BÌNH DƯƠNG PROJECT



The Sabinco Project – Trương Bình Hiệp – Bình Dương is a joint venture between Cholon Real Estate JSC and Saigon-Binh Duong Investment JSC, with Saigon-Binh Duong Investment JSC as the main investor. Total area: 193,041 m²

The project has completed the land use payment, and it is currently leveling the ground and constructing the technical infrastructure. Once completed, the Company will receive the products for business operations as per the signed contract.

1. Location: Situated in Trương Bình Hiệp Ward, Thủ Dầu Một City, Bình Dương Province.:



- To the North: Bordered by existing residential areas.
- To the South: Bordered by Mủ U Stream and Hồ Văn Công Street.
- To the East: Bordered by Nguyễn Chí Thanh Street and existing residential areas.
- To the West: Bordered by existing residential areas.

2. Project Scale: The total area of the project is 193,041 m², consisting of:

Residential land: 94,467.4 m², accounting for 48.94%

Educational land: 10,695.3 m², accounting for

5.54%

Commercial and service land: 4,447.3 m², accounting for 2.3%

Traffic land: 70,428.9 m², accounting for 36.48%

VĨNH LONG PROJECT

The Company is investing in land plot products at the New Administrative Center of Vĩnh Long Province and Long Hồ District, with a total clean land area of 6,928 m².



LALALAND – SA ĐÉC – ĐỒNG THÁP PROJECT

The Tân Quy Tây-Shine Garden townhouse project spans a total area of 3,972 m², located in Tân Quy Tây Commune, Sa Đéc City, Đồng Tháp Province. The project consists of 49 townhouse units (1 ground floor, 2 upper floors + terrace), with the developer being Shine Capital & Investment Co., Ltd.

Cholon Real Estate JSC is currently the main partner of Shine Capital & Investment Co., Ltd. and owns 16 townhouses in the Shine Garden project. The project has completed the construction of the rough houses and technical infrastructure, with interior designs tailored to customer preferences. The Company is currently offering the units for sale.





3. Financial Situation

a. Financial Overview

Unit: million VND

Indicator	2024	2023	% Change
Total Assets	492,854	471,017	104.64%
Net Revenue	14,946	13,590	109.98%
Operating Profit	1,461	1,366	106.95%
Other Profit	405	-	-
Profit Before Tax (PBT)	1,866	1,365	136.70%
Profit After Tax (PAT)	1,507	1,161	129.80%
Dividend Payout Ratio	2%	-	-

b. Key Financial Indicators:

No.	Indicator	2024	2023
1	<i>Liquidity Ratios:</i>		
1.1	+ <i>Current Ratio:</i>	1,70	1,66
	Current Assets / Current Liabilities		
1.2	+ <i>Quick Ratio:</i>	1,12	1,19
	(Current Assets - Inventory) / Current Liabilities		
2	<i>Capital Structure:</i>		
2.1	+ Debt-to-Total Assets Ratio	41,72%	38,99%
2.2	+ Debt-to-Equity Ratio	71,59%	63,90%
3	<i>Activity Ratios:</i>		
3.1	+ <i>Inventory Turnover</i>	0,08	0,08
	Cost of Goods Sold / Average Inventory		
3.2	+ <i>Net Revenue-to-Total Assets Ratio</i>	0,03	0,03
4	<i>Profitability Ratios:</i>		
4.1	+ <i>Net Profit Margin (NP / Net Revenue)</i>	10,08%	8,54%
4.2	+ <i>Return on Equity (ROE)</i>	0,52%	0,40%
4.3	+ <i>Return on Assets (ROA)</i>	0,31%	0,24%
4.4	+ <i>Operating Profit Margin (Operating Profit / Net Revenue)</i>	9,77%	10,05%

4. Shareholder Structure and Changes in Ownership Capital**a. Shareholding as of March 25, 2025**

- + Charter Capital: **VND 138,587,140,000**
- + Total Number of Shares: **13,858,714 shares**
- + Type of Shares in Circulation: **Ordinary shares**
- + Number of Freely Transferable Shares: **13,858,714 shares**

b. Ownership Capital as of March 25, 2025:

	Number of Shareholders	Number of Shares	Percentage (%)	Major Shareholders
Domestic Shareholders				
Individuals	348	8.474.049	61,146%	Ông Trần Văn Châu Number of Shares Owned and Ownership Percentage: 1.328.893 shares– 9,59%
Organizations	11	5.345.267	38,57%	Saigon Real Estate Corporation - State-Owned Number of Shares Owned and Ownership Percentage:: 2.772.000 shares – 20,00% N.T.P Trading Co., Ltd Number of Shares Owned and Ownership Percentage: 1.441.330 shares - 10,40%
Foreign Shareholders				
Individuals	19	33.973	0,245%	
Organizations	03	5.425	0,039%	

➤ *Changes in Ownership Capital During the Year: **No changes***

➤ *Share Buyback Transactions: **None***

5. Report on Environmental and Social Impact

The Company's business activities involve construction and real estate development. In order to minimize any negative impact on the environment, the Company prioritizes selecting partners and equipment suppliers who provide environmentally friendly construction solutions, use energy-efficient equipment, and materials that have minimal impact on the environment..

❖ MATERIAL RESOURCE MANAGEMENT AND ENERGY CONSUMPTION

The Company always complies with regulations on material resource management, prioritizing the use of eco-friendly construction materials as stipulated by Decision No. 567/QĐ-TTg dated April 28, 2010, Directive No. 10/CT-TTg dated April 16, 2012, by the Prime Minister, and Circular No. 09/2012/TT-BXD dated November 28, 2012, issued by the Ministry of Construction.

In the process of preparing the investment project feasibility report, the Company hires independent consulting firms to assess environmental impact before project implementation and to propose solutions to minimize environmental impact.

❖ **COMPLIANCE WITH ENVIRONMENTAL PROTECTION LAWS**

✓ **Number of violations and fines for non-compliance with environmental laws:** None

✓ **Total amount of fines for environmental law violations:** None

❖ **LABOR POLICIES**

✓ **Number of employees and average salary**

- Number of employees: 19 người
- Average salary: VND 9,000,000 per employee per month

✓ **Labor policies to ensure health, safety, and welfare for employees:**

- The Company is committed to protecting employee health, ensuring workplace safety, and fire prevention. Each year, the Company organizes regular health check-ups for employees and ensures full social insurance coverage. Training sessions on occupational safety and fire prevention are also organized.
- In addition, welfare benefits for employees are clearly defined and publicly disclosed in the Company's annual collective labor agreement. Specifically, the Company provides a scholarship fund for employees' children, summer vacation programs for staff and their families, holiday bonuses, sick leave support, lunch allowances, travel allowances, mobile phone subsidies, and short-term vocational training courses to improve professional skills...

✓ **Employee Training Activities**

- To enhance competitiveness and improve professional expertise, the Company registers employees in charge of specialized areas to participate in workshops, conferences, and specialized training courses annually.

❖ **CORPORATE SOCIAL RESPONSIBILITY REPORT**

- Cholon Real Estate JSC recognizes its corporate social responsibility to the community. In addition to its core business activities, the Company focuses on investing in and supporting social development initiatives, particularly in the areas where it operates. The Company is involved in activities such as providing support for children with disabilities during the Tet holiday, contributing to the Poor Fund, supporting regions affected by natural disasters, and providing monthly support to three war veterans.

❖ **GREEN CAPITAL MARKET ACTIVITIES REPORT**

- In the context of global climate change and natural disasters, Vietnam recognizes the importance of green growth for sustainable development. As

such, the national strategies for green growth from 2011 to 2020, with a vision toward 2050, focus on green finance. The Government has set three main objectives: (1) reducing greenhouse gas emissions and promoting the use of clean and renewable energy; (2) greening production and encouraging the development of green industries and sustainable agriculture; (3) promoting sustainable lifestyles and consumption. To contribute to the Government's goals, the Company's business activities and projects always aim to meet environmentally-friendly standards.

I. GENERAL DIRECTOR'S REPORT

1. Business Performance Evaluation

In 2024, although the Government introduced some measures to ease the difficulties faced by real estate businesses, the market situation has remained unfavorable. Many companies in the sector have had to scale down operations, reduce staff, and lower employee incomes. Despite not facing difficulties in credit or bonds, the Company has encountered significant legal obstacles, which have prevented the launch of new projects and severely impacted its business operations. During the year, the Company primarily focused on resolving legal issues for existing projects. The delay in project implementation due to legal obstacles has significantly impacted revenue and profit, as no new products have been brought to market. The Company's revenue mainly comes from leasing office spaces and apartments. Despite cash flow difficulties due to low revenue, the Company still invested in expanding its business by acquiring 16 townhouses in the Lalaland – Sa Déc – Đồng Tháp project, anticipating a recovery in the real estate market in 2025 and beyond.

2. Financial Assessment

a. Asset Assessment:

- Short-term assets: Increased by 7.1%, mainly due to the completion of the divestment of the securities portfolio, which reduced the value of short-term financial investments and increased inventory due to investments in the Lalaland – Đồng Tháp project.
- Long-term assets: Slightly increased by 0.12% due to the recognition of office renovation expenses.
- Inventory: Increased by 28.0% compared to the beginning of the year due to investments in projects.
- Equity: Reached VND 287.232 billion, a decrease of 0.05% compared to the previous year due to a reduction in profit after tax for 2024 compared to 2023.

- Liquidity ratios: The current ratio increased from 1.66 to 1.70, while the quick ratio decreased from 1.19 to 1.12, showing that the Company still maintains good financial control.
- Overall, the financial indicators remain stable and well-controlled, with no bad debts or overdue receivables arising.

b. Debt Assessment

- The Company has sufficient ability to pay off its debts.
- Short-term debt increased by 4,73%, mainly due to amounts owed to suppliers for the Lalaland project in Sa Đéc, Đồng Tháp.
- In 2024, the Company incurred a long-term loan for the Lalaland project in Sa Đéc, Đồng Tháp.
- The debt ratio in the capital structure increased, and the liabilities from advance payments from customers and short-term payables to suppliers also rose due to the Company's investment in additional projects to generate revenue and increase business efficiency.

3. Improvements in Organizational Structure, Policies, and Management:

- The Company has restructured its organizational structure, streamlining the management to reduce costs, eliminate unnecessary middle management, and improve workflow between departments. This has helped enhance labor productivity and apply 4.0 technologies in corporate governance.
- Additionally, the Company focuses on training and improving the professional competence of its workforce, building a dynamic and creative corporate culture, and effectively utilizing both internal and external resources to achieve the highest efficiency.

4. Business development plan

2025 BUSINESS PLAN

TOTAL REVENUE

VND 50 billion

PROFIT BEFORE TAX

VND 9 billion

2024 BUSINESS PLAN TOTAL

Estimated at 3%



- In 2025, the Company will focus on resolving legal procedures to enable the implementation of construction projects, thereby generating revenue for future development.
- The upcoming orientation includes marketing residential products at Bui Minh Truc Residential Areas in District 8, land plot products at the Sabinco Project – Binh Duong, the Lalaland Project – Sa Dec – Dong Thap, and Vinh Long, as well as leasing unused premises, houses, and apartments to increase revenue and profit, meeting societal needs and ensuring shareholder interests.
- Immediately after the 2025 Annual General Meeting of Shareholders passes a resolution, the Board of Directors and Executive Board will carry out their assigned functions and duties in accordance with the Company's Charter, focusing on fulfilling the tasks assigned by the General Meeting to ensure corporate development and protect the rights of all shareholders and investors.
- To achieve these targets, the Company will prioritize the following solutions:
 - ✓ Strive to grow revenue and profit indicators.
 - ✓ Continue restructuring the Company to ensure a streamlined, highly skilled, and efficient organizational structure, meeting the targets set by the General Meeting of Shareholders.
 - ✓ Strengthen the leadership and management role of the Board of Directors and Executive Board, build unity and innovation within the team, enhance professional qualifications, and strictly comply with internal regulations to boost productivity and growth.
 - ✓ Intensify research and development of new projects in suburban areas of Ho Chi Minh City and neighboring provinces such as Binh Duong, Long An, Vung Tau, Vinh Long, and Dong Nai to create a future land bank.
 - ✓ Finalize investment procedures for the B Bui Minh Truc III Apartment Project; continue business activities at the Lalaland – Sa Dec – Dong Thap

project and Vinh Long land plots; cooperate with partners to resolve legal issues related to the 28-ha Nhon Duc – Nha Be project and the Moc Bai – Tay Ninh project.

- ✓ Plan for effective capital utilization for high-yield investment projects.
- ✓ Establish norms and closely manage operating costs to reduce expenses, lower product prices, and increase profits.
- ✓ Coordinate with the Supervisory Board to maintain safety, efficiency, and improve the Company's operating mechanism.
- ✓ Stay updated with legal documents, decrees, and circulars relating to the securities market to ensure timely and compliant reporting.
- ✓ Continue implementing all employee policies and benefits, ensuring both physical and mental well-being, and maintain political security, order, and fire prevention at company premises and construction sites.
- ✓ Prioritize collaboration with reputable partners and investors who share the Company's development goals to leverage mutual strengths in the construction and real estate sectors; through partnerships, improve the Company's and its partners' market presence.
- ✓ Continue participating in community service activities, focusing on human resource development and rigorous management of environmental and fire safety standards to enhance the Cholonres brand reputation and increase the Company's competitive advantage in the real estate and construction industry.

II. BOARD OF DIRECTORS' EVALUATION OF COMPANY OPERATIONS

1. Evaluation by the Board of Directors on Company Operation

In general, during the past year, the Company's leadership and all employees have made significant efforts to research and propose solutions to help the Company overcome difficulties during this challenging period. The leadership has actively worked with state management agencies to resolve legal issues related to investment procedures for projects. However, these challenges are widespread across the real estate sector in Ho Chi Minh City and nationwide and have yet to be resolved.

Throughout the year, the Board of Directors and the management actively sought new projects in suburban districts of Ho Chi Minh City and neighboring

provinces such as Tay Ninh, Binh Duong, Vung Tau, Long An, Vinh Long, and Dong Thap to expand the Company's land bank for future development.

The Company has oriented and planned the effective use of its own capital and flexible borrowing for project investment and construction activities, aiming for high investment efficiency in new projects.

In addition, the Company pays attention to employee welfare and community engagement activities, striving to create clean, safe, and environmentally friendly living environments for its residential projects while building and strengthening customer trust in the Company's brand and reputation

2. Evaluation of the General Director's Performance

The General Director regularly reports to the Board of Directors, providing full and timely information for the Board to guide and supervise the Company's overall operations. The General Director has demonstrated a strong sense of responsibility in managing and leading the Company's business activities and has proposed flexible solutions to successfully fulfill the tasks assigned by the General Meeting of Shareholders.

When encountering issues beyond their authority, the General Director has actively sought direction or directly consulted with the Board of Directors to implement appropriate solutions.

The General Director has fostered unity across the organization, promoting creativity and initiative among staff to ensure the successful implementation of the goals set by the General Meeting of Shareholders.

Through monitoring and oversight, the Board of Directors has recognized that the General Director has effectively implemented resolutions from the General Meeting and the Board, and provided timely updates to adjust the execution process in line with actual conditions and the Board's requirements

3. Plans and Directions of the Board of Directors:

In 2025, as the government proceeds with restructuring and streamlining the state apparatus, reorganizing administrative units at all levels, and building a two-tier local government model, such changes will significantly impact business operations in the early stages. Therefore, the Company must focus on maintaining regular communication with city departments and agencies to resolve legal bottlenecks, allowing projects to proceed to construction and generate future revenue.

The Board of Directors will continue to accompany the General Director in proactively seeking new projects and investment opportunities to expand the Company's land bank, with a strategic focus on developing projects in the affordable housing segment.

In addition, the Board will closely monitor business operations and provide timely guidance to the General Director to enhance performance and achieve the targets set by the General Meeting of Shareholders.

To strengthen corporate governance and maintain stable, sustainable growth, the Board is committed to innovation, gradually building and improving internal management and operational processes, and optimizing the Company's organizational structure.

The Board will also continue to strictly supervise and decisively guide the General Director and executive team in implementing resolutions from the Annual General Meeting of Shareholders and decisions from the Board of Directors, ensuring maximum benefits for shareholders.

III. CORPORATE GOVERNANCE

1. Board of Directors

a. Subcommittees under the Board of Directors:

The Board of Directors has established dedicated subcommittees composed of internal specialists and external advisors to enhance corporate governance effectiveness. These subcommittees include:

- Investment Subcommittee
- Legal Subcommittee
- Human Resources and Remuneration Subcommittee

In 2024, these subcommittees effectively fulfilled their advisory roles to the Board through the following activities:

Investment Subcommittee	Legal Subcommittee	Human Resources and Remuneration Subcommittee
<ul style="list-style-type: none"> - Advised the Board of Directors by providing regular updates on the real estate and construction markets to support the development of business plans aligned with the Company's financial and human resources. - Continued conducting market surveys and investment research for new projects in both central and suburban districts of Ho Chi Minh City, 	<ul style="list-style-type: none"> - Participated in the drafting and review of contracts related to real estate sales, business operations, and leasing of the Company's premises. - Focused on strengthening coordination with municipal authorities to resolve legal bottlenecks encountered during the implementation of new projects, particularly in a market context where many 	<ul style="list-style-type: none"> - Proposed strategies to modernize the working style, enhance workforce qualifications, and restructure the organizational model toward a lean and efficient structure that fosters accountability and competitiveness in the market. - Provided consultation to the Company's leadership regarding compensation policies, bonus schemes, and

<p>and expanded investment scope to neighboring provinces such as Long An, Binh Duong, Vinh Long, and Vung Tau.</p> <ul style="list-style-type: none"> - Executed the investment in the Lalaland Project located in Sa Dec City, Dong Thap Province – a project with reasonable costs, clear legal framework, and strong potential for future commercial viability. - Completed the renovation and upgrading of the Company's office premises to improve functionality, aesthetics, and operational efficiency, while leasing out part of the space to generate additional revenue. 	<p>developments have stalled due to regulatory hurdles.</p> <ul style="list-style-type: none"> - Collaborated with legal consulting firms to review and assess the legal documentation of existing projects such as the 28-ha Nha Be project, the Moc Bai – Tay Ninh project, and the Da Nang project. 	<p>collective labor agreements to ensure compliance with the Law on Social Insurance and other relevant legal regulations</p>
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b. Activities of the Board of Directors:

Based on the resolutions approved at the Annual General Meeting of Shareholders, and with active support from the subordinate subcommittees, the Board of Directors has consistently strengthened its leadership, oversight, and consultation responsibilities, closely following the business plan, directing the Executive Board to fulfill the targets assigned by the AGM, and making timely decisions to improve the Company's operational performance and promote sustainable development.

Throughout the year, the Board regularly and periodically supervised the Executive Board and its supporting departments in terms of operations, financial management, compliance with the Company's Charter, internal regulations, resolutions and decisions of the Board, as well as applicable laws. The Board closely monitored transactions of major shareholders, particularly those involving the Company's leadership, through public disclosures, thereby enhancing transparency and accountability, and facilitating shareholder supervision.

In 2024, the Board held 09 meetings to discuss and resolve business challenges. Key agenda items included: business direction, solutions to operational difficulties, investment strategy approval, and exploration of new project opportunities. Additionally, regular internal meetings were held between

Board members and the Head of the Supervisory Board to review the implementation of key initiatives and to assess both domestic and global economic developments for future planning.

Independent and non-executive members attended all Board meetings and made meaningful contributions. They also proposed business strategies and directions that supported the Board in resolving challenges and improving Company performance. All Board members have obtained the legally required corporate governance training certificates.

2. Supervisory Board

The Supervisory Board, representing shareholders, regularly monitored the Board of Directors and the General Director across key areas including governance, operational cost control, and financial audit. In addition to routine oversight, the Supervisory Board appointed representatives to attend regular meetings to ensure the Company's operations complied with legal regulations, resolutions of the AGM, and the Company's Charter. They also provided timely input and advisory support for emerging issues to ensure sound governance.

Based on financial results and internal reports, the Supervisory Board conducted reviews, analyses, and assessments to provide recommendations to the Board of Directors and Executive Management regarding risks and areas requiring close attention.

The Supervisory Board also maintained regular communication with the Chief Accountant and Accounting team to monitor, review, and assess financial figures reflected in the financial statements.

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

a. Salaries, bonuses, allowances, and other benefits:

- The salary of the Full-time Chairman of the Board is approved annually by the General Meeting of Shareholders. In 2024, it was set at VND 780 million/year.
- Salaries for the Executive Board and Chief Accountant are paid according to a Company-constructed salary framework verified by the Labor, War Invalids and Social Affairs Office of District 8, and a productivity-based salary plan approved by the Board as authorized by the AGM. The average monthly salary ranged from VND 21 million to VND 32 million, depending on the Company's business performance.
- Allowances approved annually by the AGM for Board members and related officers are as follows:
 - Chairman of the Board: VND 7,000,000/month

- Board Member: VND 5,000,000/month
 - Head of Supervisory Board: VND 5,000,000/month
 - Supervisory Board Member: VND 3,000,000/month
 - Board Secretary: VND 3,500,000/month
 - Information Disclosure Officer: VND 3,500,000/month
 - Investor Relations (IR) Officer: VND 3,500,000/month
- Bonuses for the Board of Directors, Supervisory Board, and Executive Board are based on the Company's bonus policies and business performance.
 - Non-cash or intangible benefits: None.
 - Other reasonable expenses related to business travel and activities by Board members, Supervisory Board, and Executive Board are accounted for as part of the Company's management expenses

b. Insider trading in Company shares: none

c. Contracts or transactions with internal shareholders: none

d. Compliance with corporate governance regulations:

The Company has developed internal corporate governance regulations for listed companies, ensuring structured and effective oversight for the benefit of shareholders and stakeholders. Timely, transparent disclosures are made regarding business operations. The Company has appointed a Corporate Governance Officer and Investor Relations Officer to enhance communication with investors.

The Board practices open, democratic, and transparent governance. It complies fully with legal and listing requirements, including mandatory audits and periodic reporting (quarterly, semi-annually, and annually). All audit reports are conducted by an independent audit firm appointed by the AGM.

IV. FINANCIAL STATEMENTS

1. Auditor's Opinion

Independent Audit Firm:

- Moore AISC Auditing and Informatics Services Company Limited.

Audit Opinion: T In our opinion, the financial statements present fairly, in all material respects, the financial position of Cho Lon Real Estate Corporation as of December 31, 2024, and its financial performance and cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting Regime, and all relevant legal requirements.

2. Audited Financial Statements

The Company's financial statements for 2024 have been audited in accordance with legal accounting standards.

(See attached 2024 financial report)

**LEGAL REPRESENTATIVE OF THE COMPANY
CHAIRMAN OF THE BOARD OF DIRECTORS**



TRẦN VĂN CHÂU

