

No: /BC-ĐHĐCĐ

Hanoi, April 09, 2025

DRAFT

REPORT ON THE BOARD OF SUPERVISORS' ACTIVITIES

Dear delegates,

Dear shareholders.

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of organization and operation Hanoi Education Investment and Development Joint Stock Company;
- Pursuant to the Regulations of the Board of Supervisors of Hanoi Education Investment and Development Joint Stock Company;
- Pursuant to the Separate Financial Statements and Consolidated Financial Statements for 2024 of Hanoi Education Investment and Development Joint Stock Company audited by AASC Auditing Limited Company;
- Pursuant to the information and documents which Board of Supervisors was provided;

The Board of Supervisors (BOS) of Hanoi Education Investment and Development Joint Stock Company (HEID) would like to report the results of inspection and supervision of the Company's activities in 2024 to the General Meeting of Shareholders (GMS) as follows :

1. ACTIVITIES OF THE BOS

1.1. Summary of the BOS's activities

Based on the functions and duties according to the regulations of the BOS, we have supervised the management and operation of the Company by the Board of Directors (BOD) and the Chief Executive Officer (CEO) in 2024, specifically as follows:

- Monitor the rationality, legality, honesty and level of prudence in the management and operation of business activities of the BOD and Board of Management (BOM) of the Company.
- Supervise the BOD in implementing the resolutions of the GMS, and the BOM in implementing the resolutions of the BOD.

- Participate in regular and periodic supervision through attending BOD's meetings, mid-term and 6-month review meetings and annual review meetings of the Company.

- Assess the completeness, reasonableness and legality of the Company's quarterly and annual financial reports and the BOD's report on corporate governance.

- Check the implementation of Internal regulations to ensure fairness, transparency and democracy in the Company.

- Supervise the implementation of information disclosure according to the regulations of the State Securities Commission and the Company's Charter.

- Supervise the implementation of other business activities and production in accordance with the provisions of the Law and the Company's Charter and resolutions of the GMS.

- The members of the BOS regularly maintain a regime of exchanging, discussing and unifying opinions to effectively perform the inspection and supervision work according to the tasks stipulated in the Company's charter and current regulations. In 2024, the BOS held 06 regular meetings (in person and online) to discuss professional work and activities of the BOS .

1.2. Remuneration of the BOS

- Head of the BOS: 5,000,000 VND/month (excluding personal income tax).

- Member of the BOS: 3,000,000 VND/month (excluding personal income tax).

2. RESULTS OF MONITORING THE ACTIVITIES OF THE BOD AND THE BOM

- The BOD properly performed its obligations in accordance with the provisions of the Law and the Company's Charter. The BOD hold regular and extraordinary meetings (if necessary) to organize the implementation of the Resolution of the GMS and to provide strategic directions for the Company's production and business development (in 2024, the BOD held 07 meetings) and the BOD's resolutions had all been deployed and implemented by the BOM.

- The BOM performed its assigned functions and tasks, and had specific policies and measures suitable to the actual situation in terms of operations: Human resource

management, labor, production, materials, assets, etc. The BOM made appropriate decisions in implementing the BOD's resolution, improving production and business efficiency, quality of educational books, meeting the diverse and increasing needs of the market and society.

- In general, the management and operation of the company has fully complied with the provisions of the Law, regulations on the activities of listed companies, the resolution of the GMS and the Company's charter. In the past year, the company did not have any disputes related to production and business activities.

- The Company strictly implemented the information disclosure regime according to the regulations of the State Securities Commission, posted separate and consolidated financial statements periodically every quarter in accordance with regulations;

- In 2024, the BOS did not receive any written comments from shareholders or employees of the company regarding the management of the BOD and the BOM of the Company.

- Based on the results of inspection and supervision, the BOS has no additional comments on the content of the report evaluating the management and operation work in 2024 of the BOD and the BOM.

- Regarding transactions between HEID, subsidiaries, companies in which HEID owned 50% or more of the charter capital with members of the BOD and related persons of such members; transactions between HEID and companies in which members of the BOD are founding members or managers within the last 3 years prior to the transaction: The order and procedures for approving these transactions were carried out in accordance with the provisions of the Law on Enterprise 2020, the Law on Securities 2019, and the Company's regulations on corporate governance.

3. RESULTS OF FINANCIAL STATEMENT ASSESSMENT:

The Company prepared and published quarterly financial reports in a complete and timely manner, meeting the contents and forms prescribed by Vietnam Education Publishing House (VEPH) and the current financial regime.

3.1. Separate financial statements for fiscal year 2024

Some key indicators on the parent company's assets and capital in 2024
(According to the separate financial statements issued on March 14, 2025, audited by
AASC Auditing Limited Company)

No .	Items	Unit	As of 12/31/2024	As of 12/31/2023	Compare Actual to End of Period
I	TOTAL ASSETS	Billion Dong	625.5	601.1	104.07%
1	Current assets	Billion Dong	473.3	450.1	105.16%
2	Non-current assets	Billion Dong	152.2	151.0	100.80%
II	TOTAL CAPITAL	Billion Dong	625.5	601.1	104.07%
1	Liabilities	Billion Dong	201.7	213.5	94.49%
	Current liabilities	Billion Dong	201.7	213.5	94.49%
	Non-current liabilities	Billion Dong	0.0	0.0	
2	Equity	Billion Dong	423.8	387.6	109.34%
	In there:				
	+ Owner's equity	Billion Dong	150.0	150.0	100.00%
	+ Share capital surplus	Billion Dong	1.9	1.9	100.00%
	+ Development investment fund	Billion Dong	187.1	152.6	122.62%
	+ Other funds of equity	Billion Dong	33.9	30.5	111.26%
	+ Undistributed profit after tax	Billion Dong	50.8	52.5	96.68%
III	INCOME STATEMENT		2024	2023	
	Total Revenue (Net Revenue + financial revenue + other income)	Billion Dong	1131.1	1057.8	106.93%
	Profit before tax	Billion Dong	85.3	87.0	98.09%
	Profit after tax	Billion Dong	67.5	69.5	97.09%

No.	Items	Unit	Plan 2024	Actual results of 2024	Compare Actual to Plan
1	Net revenue from sales and services	Billion Dong	936	1.114	119%
2	Profit	Billion Dong	64	85.3	133%
3	Dividend Rate		Minimum 14%	Expected 14%	100%

- During the year, the Company made provisions according to current regulations,
in which the company is making provisions as of December 31, 2024: VND 18.36 billion

for bad debts (decreasing VND 202 million compared to the same period); made provisions: VND 13.82 billion for inventory devaluation (increasing VND 765.2 million compared to the same period).

3.2. Consolidated financial statements for fiscal year 2024

Some key indicators on consolidated assets and capital situation in 2024
(According to the consolidated financial statements issued on March 14, 2025 audited by AASC Auditing Company Limited)

No.	Items	Unit	As of 12/31/2024	As of 12/31/2023	Compare Actual to End of Period
I	TOTAL ASSETS	Billion Dong	668.4	636.4	105.0%
1	Current assets	Billion Dong	597.2	563.3	106.0%
2	Non-current assets	Billion Dong	71.2	73.1	97.3%
II	TOTAL CAPITAL	Billion Dong			
1	Liabilities	Billion Dong	207.9	219.8	94.6%
	Current liabilities	Billion Dong	206.6	218.5	94.5%
	Non-current liabilities	Billion Dong	1.3	1.3	101.3%
2	Equity capital	Billion Dong	460.5	416.6	110.5%
	In there:				
	+ Owner's equity	Billion Dong	150.0	150.0	100.0%
	+ Share capital surplus	Billion Dong	1.9	1.9	100.0%
	+ Development investment fund	Billion Dong	187.4	152.7	122.7%
	+ Other funds of equity	Billion Dong	33.9	30.5	111.3%
	+ Undistributed profits after tax	Billion Dong	85.2	79.7	106.9%
	+ Non-controlling interests	Billion Dong	2.1	1.8	115.4%
III	INCOME STATEMENT		2024	2023	
	Total Revenue (Net revenue + financial revenue + Other income)	Billion Dong	1,152.0	1,067.9	107.9%
	Profit before tax	Billion Dong	96.0	89.9	106.8%
	Profit after tax	Billion Dong	75.7	71.9	105.3%

- An evaluation of key performance indicators related to the company's 2024 business operations and certain financial metrics reveals that, overall, the company maintains a relatively healthy and stable financial position. In 2024, the company exceeded its planned business performance targets, ensuring the well-being of its employees and safeguarding the rights of its shareholders

The BOM has still made efforts and actively urged debt collection, especially bad debts that have existed for many years. Up to now, the process of changing textbooks according to the 2018 General Education Program issued by the Ministry of Education and Training has completed 12 levels of education. Accordingly, the company needs to carefully analyze and forecast market trends to manage inventory items well, avoiding the risk of loss for the company.

- AASC Auditing Limited Company issued an independent audit report on the Company's separate and consolidated financial statements for 2024 with the following basic opinions :

+ The BOM of HEID is responsible for the preparation and fair presentation of the Company's separate/ consolidated financial statements in accordance with Vietnamese accounting standards, accounting regimes for enterprises and legal regulations related to the preparation and presentation of financial statements and is responsible for internal control that the BOM determines is necessary to ensure the preparation and presentation of separate financial statements that are free from material misstatement, whether due to fraud or error.

+ The above financial statements have honestly and reasonably reflected in all material aspects the financial situation of HEID as of December 31, 2024 , as well as the business performance and cash flow situation in the fiscal year ending on the same day;

+ The Company's financial statements comply with Vietnamese accounting standards, corporate accounting regimes and legal regulations related to the preparation and presentation of financial statements.

- The BOS has no other opinion on the contents of the Separate and Consolidated Financial Statements issued on March 14, 2025, audited by AASC Auditing Limited Company.

- The BOS believes in the work of collecting audit evidence and opinions that the independent auditor assesses as complete, honest and objective. This is the basis for

approving the assessment of the Company's separate and consolidated financial statements for 2024. Therefore, the BOS agrees with the figures shown in the Company's separate and consolidated financial statements issued on March 14, 2025 which were audited by AASC Auditing Limited Company.

5. PROPOSALS AND RECOMMENDATIONS OF THE BOS IN 2025

- It is recommended that the BOM be more proactive in providing and updating information and documents regarding the company's financial status and business operations, fully and promptly, to the BOS.

- In addition to make allowance for inventory devaluation according to regulations, the company needs to continue researching inventory management solutions and effective and definitive solutions for slow-moving books, outdated in content and programs, old and damaged books, books that are unable to be sold, to recover part of their value and minimize losses (if any) .

- Review the portfolio of short-term investments (investments in trading securities) and capital contributions to subsidiaries to have an adjustment plan in line with the Company's business orientation, avoiding losses.

- Continue to review and improve internal regulations, update current state regulations, in accordance with the company's actual operations.

- Coordinate with VEPH and State agencies to continue to promote the work of preventing and combating piracy in the context of fierce competition for market share.

- The BOM needs to update the latest information and policies of State management agencies on management policies, quality and price management of textbooks in particular and publications in general, new policy documents related to the fields of tax, finance... to have measures to implement and comply with the provisions of the Law.

- Closely follow the mechanisms, policies and directions of the Ministry of Education and Training on amending the General Education program to come up with appropriate business solutions .

Above is the entire report of the BOS of HEID. On behalf of the BOS, I would like to sincerely thank the BOD, the BOM and the departments and professional offices for creating conditions for us to complete the tasks assigned by the GMS.

Best regards./.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD**

Recipient:

- BOD;
- BOM, Chief Accountant;
- Shareholders;
- Save: 2025 Annual GMS's documents.

Nguyen Cong Dung