

No.: 01./2025/BC-HĐQT

Ha Noi, dated 01. month 04. year 2025

REPORT
**OF THE BOARD OF DIRECTORS (BOD) ON GOVERNANCE AND
PERFORMANCE OF THE BOD AND ITS MEMBERS IN 2024, AND THE
OPERATIONAL ORIENTATION FOR 2025**

In accordance with the rights and responsibilities of the Board of Directors ("BOD") as stipulated by the Law on Enterprises and the Charter of Everest Securities Joint Stock Company, the Board of Directors respectfully presents to the General Meeting of Shareholders a report on the management and performance outcomes of the Board of Directors and each individual member for 2024, along with the operational direction for 2025 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

As of December 31, 2024, the Board of Directors of Everest Securities Joint Stock Company has 10 members as follows:

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| - Mr. Nguyen Hai Chau | - Chairman of the Board of Directors |
| - Ms. Do Thi Hong Hai | - Independent Member of the Board of Directors |
| - Mr. Tran Dinh Cuong | - Independent Member of the Board of Directors |
| - Mr. Hoang Don Hung | - Independent Member of the Board of Directors |
| - Mr. Pham Hong Minh | - Member of the Board of Directors and General Director |
| - Mr. Vu Manh Tien | - Member of the Board of Directors |
| - Ms. Vu Hai Anh | - Member of the Board of Directors |
| - Mr. Ngo Thanh Tung | - Member of the Board of Directors |
| - Mr. Nguyen Xuan Ha | - Member of the Board of Directors |
| - Mr. Nguyen Thanh Chung | - Member of the Board of Directors |

In 2024, the Board of Directors held meetings and issued decisions, business plans and set out important goals for the Company, directing the implementation of specific contents as follows:

1. Directing and supervising the implementation of the 2024 production and business plan.

In 2024, the Vietnamese stock market faced significant fluctuations and was under considerable pressure due to complex developments related to both domestic and foreign monetary policies, as well as the international economy and stock market dynamics. While a loose monetary policy, abundant domestic capital flows, and reforms from regulatory agencies provided positive support for the market, challenges remained from exchange rate pressures and the monetary policies of major economies.

In the first half of 2024, the market experienced a surge with a growth rate exceeding 10% on the VN-Index, and liquidity peaked at over VND 21 trillion per session, despite a brief correction in April. The growth-oriented strategy, characterized by a credit growth target of 15% for 2024 and the approval of two crucial draft laws—the Land Law and the amended Law on Credit Institutions—served as key catalysts for the banking sector and the market as a whole. Furthermore, from March to June, the timely intervention by the State Bank to address concerns regarding exchange rate and gold fluctuations bolstered investor confidence in the policy adjustments. However, this period of robust growth was swiftly succeeded by a slowdown in the latter half of the year, attributed to net selling by foreign investors and a deficiency of strong supportive information in the market. The VN-Index entered a sideways phase, oscillating between 1.200 and 1.300 points, despite numerous attempts to break out. Market liquidity also significantly diminished, with an average trading value of approximately VND 18 trillion per session, indicating a growing cautiousness among investors. By the end of 2024, the VN-Index is projected to rise by 12% compared to the end of 2023, with the average daily trading value on HOSE reaching VND 21.500 billion, reflecting a 23% increase over the same period last year.

Facing General Difficulties and Challenges, the Board of Directors (BOD) has proactively developed an operational strategy focusing on key factors to ensure the stability and development of the company, specifically:

- Researching Market Trends and Defining the Company's Direction: The BOD places special emphasis on updating market trends in the financial sector in general and the securities industry in particular, including investor behavior and the operations of securities firms and financial institutions. Based on this, the company determines its development direction and target market.

- Strengthening the Organizational Structure: The company's operations are closely associated with improving the organizational structure and enhancing the capacity and efficiency of its workforce. Accordingly, in 2024, the BOD approved a plan to restructure the organizational chart and reallocate the company's workforce. This includes reviewing and reorganizing the organizational structure, recruiting talent, and enhancing training and development programs to improve employees' professional qualifications and skills.

- Enhancing the Quality of Advisory Services and Customer Care, Keeping Up with Market Trends: The BOD identifies customers as the central focus of all business activities. Therefore, improving the quality of advisory services and customer care is considered one of the top priorities. The BOD directs relevant departments to continuously enhance processes and service quality while strengthening interactions and listening to customer feedback to best meet their needs. Additionally, professional departments must closely monitor market trends, actively analyze and forecast both microeconomic and macroeconomic conditions to make appropriate and timely management and investment decisions, thereby maximizing opportunities while minimizing potential risks.

- Improving the Efficiency of Proprietary Trading Activities: The BOD directs relevant departments to enhance market analysis and forecasting to make effective proprietary investment decisions, contributing to generating additional value for the company.

- Tightening and Controlling Costs: In the context of economic difficulties, tightening and controlling costs is extremely important. The BOD requires departments to review and cut unnecessary expenses while improving resource utilization efficiency to ensure that the

company's operations are maintained sustainably and in line with the overall economic situation.

In general, the Board of Directors' 2024 operating strategy demonstrates initiative and flexibility and helps the Company somewhat overcome obstacles, challenges, and internal difficulties, as well as other objective hardships. Nevertheless, the Company has not achieved its set business plan. Accordingly, the operating revenue is VND 251.595 million, the profit after tax is VND 17.177 million, specifically:

Unit: Million dong

No.	Category	Plan in 2024	Implementation in 2024
1	Charter Capital	1.648.006	1.648.006
2	Operating Revenue	271.100	251.595
3	Profit After Tax	107.100	17.177

Source: Resolution of the 2024 Annual General Meeting of Shareholders No. 01/2024/NQ-DHĐCĐ dated April 25, 2024 and audited financial statements for 2024

2. Implementation of the Resolutions of the General Meeting of Shareholders

In 2024, the Board of Directors (BOD) and the Executive Board of the Company have strictly implemented the contents of the Annual General Meeting of Shareholders' Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 25, 2024. However, due to significant challenges faced by the global and Vietnamese economies, coupled with complex market fluctuations and unfavorable factors, the business operations of enterprises, including EVS, were significantly affected.

Despite the Company's efforts to implement various adaptive solutions, difficulties arising from the macroeconomic environment have limited operational efficiency. Consequently, the Company's business performance in 2024 only partially met the targets set by the GMS, as outlined in Section 1 of this report.

In 2025, with positive signals and a brighter outlook for both the market and the economy, and maintaining an optimistic spirit and strong determination to overcome challenges, the Company is confident that it will soon navigate through this difficult period, seize opportunities, gradually stabilize operations, and achieve its set objectives.

3. Meetings of the Board of Directors and Activities of Each BOD Member

In 2024, amid general economic difficulties, the Board of Directors (BOD) maintained continuous and effective operations to help the Company sustain its business activities and promptly address challenges. This was demonstrated through the organization of both regular and extraordinary meetings, conducted in-person and online. During these meetings, the BOD discussed and issued important Resolutions/Decisions to ensure smooth management and operations, enabling timely solutions to the challenges the Company faced. Notably, the BOD strengthened its close coordination with the Executive Board in overseeing all aspects of business operations. This collaboration allowed the Company to promptly identify market

opportunities and challenges, ensuring well-informed and timely decisions to respond to fluctuations effectively.

3.1. Board of Directors meetings in 2024

No.	BOD Member	BOD meetings attended	Attendance rate	Reason for being absent
1	Nguyen Hai Chau	18	18/18	
2	Nguyen Thanh Chung	15	15/18	Absent
3	Do Thi Hong Hai	18	18/18	
4	Vu Manh Tien	18	18/18	
5	Vu Hai Anh	18	18/18	
6	Tran Dinh Cuong	18	18/18	
7	Hoang Don Hung	18	18/18	
8	Ngo Thanh Tung	18	18/18	
9	Nguyen Xuan Ha	18	18/18	
10	Pham Hong Minh	18	18/18	

The Resolutions/Decisions of the Board of Directors in 2024 are as follows:

No	Resolutions/Decisions	Date	Content	Passage Rate
1	01/2024/NQ-HDQT	04/01/2024	Approval of the restructuring plan for the organizational chart and company-wide workforce reallocation.	82%
2	02/2024/QĐ-HDQT	15/01/2024	Dismissal of Ms. Ngo Thi Thu Huong from the position of Director of Everest Securities Corporation – Nguyen Trai Branch.	100%
3	03/2024/QĐ-HDQT	15/01/2024	Appointment of Mr. Le Minh Khue as Director of Everest Securities Corporation – Nguyen Trai Branch.	100%
4	04/2024/QĐ-HDQT	15/01/2024	Dismissal of Mr. Pham Hong Minh from the position of Director of Everest Securities Corporation – Saigon Branch.	100%

5	05/2024/QĐ-HĐQT	15/01/2024	Appointment of Mr. Ta Minh Anh as Director of Everest Securities Corporation – Saigon Branch.	100%
6	06/2024/QĐ-HĐQT	01/03/2024	Approval of transactions between the Company and an insider – Mr. Ngo Thanh Tung.	100%
7	07/2024/QĐ-HĐQT	05/03/2024	Convening the 2024 Annual General Meeting of Shareholders of Everest Securities Corporation.	100%
8	08/2024/NQ-HĐQT	27/03/2024	Approval of the contract/transaction between the Company and Dong Nai Building Materials and Fuel Joint Stock Company (DBFC) – a related party of an insider.	100%
9	09/2024/QĐ-HĐQT	01/04/2024	Dismissal of Mr. Le Manh Dan from the position of Director of Everest Securities Corporation – Ms. Trieu Branch.	100%
10	10/2024/NQ-HĐQT	04/04/2024	Decide on the date, location, agenda, and draft documents for the 2024 Annual General Meeting of Shareholders.	100%
11	11/2024/QĐ-HĐQT	01/04/2024	Appointment of Ms. Nguyen Thi Thanh Hang as Director of Everest Securities Corporation – Ms. Trieu Branch.	100%
12	11A/2024/NQ-HĐQT	05/04/2024	Approval of the extension plan for principal and interest payments on bonds issued by Cam Lam Investment Co., Ltd.	100%
13	12/2024/QĐ-HĐQT	08/04/2024	Approval of engaging consultants to advise the Board of Directors and Executive Board on governance and management matters.	90%
14	14/2024/NQ-HĐQT	23/04/2024	Approval of amendments to the General Meeting of Shareholders meeting documents.	100%
15	15/2024/NQ-HĐQT	15/05/2024	Approval of the dismissal of Ms. Ngo Thi Thu Huong from the position of Deputy General Director of Everest Securities Corporation.	100%

16	15A/2024/NQ-HĐQT	15/05/2024	Approval of inviting Ms. Ngo Thi Thu Huong to serve as an advisor to the EVS Audit Committee, under the Board of Directors.	100%
17	16/2024/NQ-HĐQT	16/05/2024	Approval of the corporate bond trading plan.	100%
18	17/2024/NQ-HĐQT	20/05/2024	Establishment of the Human Resources Committee, under the Board of Directors.	100%
19	18/2024/NQ-HĐQT	20/05/2024	Establishment of the Risk Management Committee, under the Board of Directors.	100%
20	19/2024/NQ-HĐQT	20/05/2024	Establishment of the Technology Subcommittee, under the Board of Directors.	100%
21	20/2024/NQ-HĐQT	20/05/2024	Establishment of the Business Development Subcommittee, under the Board of Directors.	100%
22	21/2024/NQ-HĐQT	30/09/2024	Approval of adjustments to the hospitality expense limit and business travel allowances outlined in Sections II and III of Appendix 02 of the EVS Financial Regulations.	100%
23	21A/2024/NQ-HĐQT	09/10/2024	Approval of the issuance of the EVS Risk Management Regulations.	100%
24	22/2024/NQ-HĐQT	24/10/2024	Approval of the investment plan in Mai Vien Real Estate Investment Joint Stock Company and G-AutoMobile Joint Stock Company.	100%
25	24/2024/NQ-HĐQT	24/12/2024	Approval of the plan to transfer LACCH2124001 bonds issued by Hoa Lam An Trading & Services Joint Stock Company.	100%
26	25/2024/NQ-HĐQT	25/12/2024	Approval of the credit limit renewal plan at NCB in 2025 and related matters.	100%
27	26/2024/NQ-HĐQT	26/12/2024	Appointment of Mr. Nguyen Thanh Hai as an advisor to the Board of Directors.	100%

(The Company's transactions as prescribed in Clause 3, Article 280 of Decree 155/2020/ND-CP, if any, will be fully recorded in the 2024 Corporate Governance Report and posted on the Company's website).

To ensure flexibility and efficiency in operations, in addition to in-person meetings, the Board of Directors (BOD) also maintains discussions and seeks opinions from members through remote conferences, email, and phone communication. This approach helps reduce costs while enhancing the effectiveness of information exchange among BOD members, ensuring that tasks are handled promptly and efficiently.

The Chairman of the BOD is responsible for overall leadership, developing the agenda and operational plans of the BOD, closely monitoring business activities, and ensuring the implementation of resolutions approved by the General Meeting of Shareholders (GMS). Additionally, the Chairman, along with other BOD members, directs and oversees the execution of decisions and handles arising matters within the Company's operational areas under the authority and duties of the BOD.

3.2. Other Directives and Supervisory Activities of the Board of Directors

In 2024, the members of the Board of Directors (BOD) worked closely together with a high sense of responsibility to make accurate and timely decisions, gradually addressing the challenges faced by the Company. The BOD played a key role in setting directions, providing guidance, supervising the implementation of policies and decisions, and effectively supporting the Executive Board in the Company's business operations.

- **Collaboration with the Executive Board:** The Chairman of the BOD frequently communicates with the Executive Board to stay updated on business performance, provide strategic direction, and address proposals and recommendations, ensuring that business operations align with market fluctuations.
- **Monitoring Business Plans and Market Adaptation:** The BOD actively monitored the key targets assigned by the General Meeting of Shareholders (GMS) and adjusted the Company's activities flexibly based on real-time market analysis. Although the business results did not fully meet the planned targets, all decisions made by the BOD were based on a thorough evaluation of the Company's actual conditions, considering market challenges and economic fluctuations. Additionally, the BOD regularly revised, adjusted, supplemented, and issued securities trading regulations and procedures to ensure full and timely compliance with disclosure requirements set by the State Securities Commission and other authorities.
- **Close Oversight by the Executive Board:** The Executive Board closely directed and managed all aspects of the Company's operations, ensuring alignment with the BOD's goal of sustainable development. The focus remains on maintaining, strengthening, and gradually improving the Company's performance to overcome challenges. Furthermore, the Executive Board provided timely reports to the BOD, enabling strategic adjustments in response to market developments and new positive signals expected in 2025.

4. Remuneration of the Board of Directors and Audit Committee in 2024

Unit: VND

No.	Category	Number of people	Remuneration fund paid in 2024 (VND)
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A	Board of Directors Remuneration		
1	Chairman of the Board	1	3.650.000.000
2	Board of Directors Members	10	4.566.640.782
B	Audit Committee Remuneration		
1	Chairman of the Audit Committee	1	600.000.000
2	Audit Committee Members	1	320.400.000
	Total		9.137.040.782

The total remuneration fund for the Board of Directors and the Audit Committee in 2024 approved by the General Meeting of Shareholders is VND 9.500.000.000 (Nine billion, five hundred million dong), the remuneration paid to the members of the Board of Directors is: VND 9.137.040.782 (Nine billion, one hundred thirty-seven million, zero hundred forty thousand, seven hundred eighty-two dong).

For members of the Board of Directors who concurrently hold other positions at the Company, other income is paid according to the Company's salary regime.

5. Supervision Results of the Executive Board and Management Personnel

Despite facing general economic challenges, the Executive Board and management personnel have made significant efforts to ensure effective business operations. All Company activities have been fully reported to the Board of Directors (BOD), while also providing necessary information and maximum support to the Audit Committee and other subordinate units of the BOD.

The Executive Board has proactively implemented directives, policies, resolutions, and decisions issued by the BOD, focusing on the following key areas:

- Efficient and Prudent Investment Implementation: The Company has diversified its investment portfolio to minimize risks while ensuring that asset purchases, expenditures, and business decisions align with its financial situation and real-time market conditions.
- Regulatory Compliance in Securities Trading: The Company has reviewed, adjusted, supplemented, and issued securities trading regulations and procedures in full compliance with current legal requirements.
- Market Adaptation and Responsiveness: The Company has promptly updated and aligned its operations to meet evolving market demands and regulatory requirements.
- Employee Training and Compensation Policies: The Company has focused on employee training and development, workforce improving quality, and implementing appropriate fee policies and commission structures.

II. ACTIVITIES OF INDEPENDENT BOARD MEMBERS AND EVALUATION RESULTS OF THE INDEPENDENT BOARD MEMBERS ON THE PERFORMANCE OF THE BOARD OF DIRECTORS

1. List of Independent Board Members

Currently, within the structure of the Board of Directors (BOD) of EVS, 3 out of 10 members meet the criteria for independent board membership, in accordance with Decree No. 155/2020/NĐ-CP, issued on December 31, 2020. The list of independent BOD members is as follows:

- Ms. Do Thi Hong Hai – Independent Board Member
- Mr. Tran Dinh Cuong – Independent Board Member
- Mr. Hoang Don Hung – Independent Board Member

2. Activities of Independent Board Members

In accordance with legal regulations, the Company's Charter, and other internal regulations, in 2024, the Independent Board Members fully exercised their rights, functions, and responsibilities in overseeing and managing the Company through the Board of Directors (BOD). Their contributions enhance the transparency, objectivity, and efficiency of the Company's operations. As independent members, they provided objective opinions, contributions, and evaluations, helping the BOD make well-informed decisions by considering various perspectives.

In addition to actively attending all BOD meetings and participating in the review and consultation of various corporate activities, the Independent Board Members played a critical role in assessing and monitoring the performance of the BOD, the Executive Board, and the Company as a whole. This ensures compliance with regulations, protected shareholder interests, mitigated conflicts, and balances the interests of all stakeholders

3. Evaluation of the Board of Directors' Performance

3.1. Organization of BOD Meetings

- In 2024, the Board of Directors (BOD) convened and conducted meetings in compliance with legal regulations and the Company's Charter. Meeting notices and relevant documents were fully distributed to BOD members in advance, ensuring they had adequate time for review and preparation. The matters discussed during meetings were thoroughly and comprehensively considered by the members to make well-informed decisions and propose the most effective solutions for the Company.
- The BOD regularly reviewed and assessed key strategic issues, including business development strategies, corporate culture, and management systems, during its periodic meetings. This focus demonstrated the BOD's commitment to establishing a strong foundation for the Company's sustainable development, despite prevailing economic challenges, while also preparing for future opportunities when the economy and market conditions improve.
- All BOD decisions made during these meetings strictly adhered to legal regulations, the Company's Charter, internal governance policies, and resolutions of the General Meeting of Shareholders (GMS). These decisions were aligned with approved business strategies and plans, while also taking into account the Company's actual circumstances and market fluctuations. Meeting minutes were fully documented, signed by attending members, and properly formatted in compliance with legal requirements, ensuring transparency and legal validity of all decisions.

3.2. Supervision of the CEO and Other Executive Board Members

- The Board of Directors (BOD) has maintained regular and strict supervision over the operations and management activities of the Executive Board, ensuring that the Company's activities remain stable, secure, and legally compliant. The frequent participation of BOD members holding executive positions in Executive Board meetings has allowed the BOD to stay well-informed about the Company's performance. Additionally, the coordination between the BOD and the Executive Board has facilitated the timely development of appropriate policies and decisions in response to the economic and market fluctuations in 2024, enabling the Company to address challenges effectively.
- In the challenging landscape of 2025, where the economy and stock market are expected to face continued difficulties, the management team at all levels has demonstrated proactiveness and a strong sense of responsibility in executing their assigned tasks under the directives of the relevant authorities. This has played a crucial role in ensuring the Company's operational stability. Moreover, the focus remains on enhancing service quality and improving employees' professional skills to better meet customer needs and prepare for emerging opportunities when the economic situation improves.
- Throughout its operations, the Executive Board has received professional support and guidance from the BOD. BOD members have shared their expertise and provided strategic advice to management-level executives during periodic meetings. This interaction has helped improve management capabilities and enabled more accurate decision-making, ensuring that the Company can promptly adapt to market fluctuations.

3.3. General Evaluation of the Board of Directors' Performance

- Overall, the Board of Directors (BOD) in 2024 has operated in compliance with the resolutions of the General Meeting of Shareholders (GMS), the Company's Charter, and Internal Governance Regulations, demonstrating the BOD's commitment to ensuring transparency and clarity in the Company's operations. Although the Company did not achieve its expected business results as planned, given the challenging economic conditions and numerous obstacles, the BOD made significant efforts to maintain operational stability while focusing on long-term objectives to gradually enhance the Company's capabilities and prepare for future growth opportunities.
- All BOD members have demonstrated dedication and professionalism, carrying out their responsibilities with a high sense of accountability. They have fulfilled their roles effectively, making timely and well-informed decisions in strict compliance with legal regulations. The BOD has successfully executed its strategic leadership function, overseeing, adjusting, and controlling key business decisions. The Executive Board's policies and actions have been carefully reviewed and evaluated by the BOD to ensure optimal corporate benefits, aligned with objective market conditions. The BOD's efforts in 2024 have not only helped the Company navigate economic difficulties but also laid a strong foundation for future growth and development.

III. ACTIVITIES OF THE AUDIT COMMITTEE AND SUB-COMMITTEES/ COUNCILS/ UNITS UNDER THE BOARD OF DIRECTORS.

1. List and members of Sub-committees/ Councils/ Units under the Board of Directors

In order to increase the efficiency of operations within its authority and bring maximum benefits to the Company, the Board of Directors has established the Audit Committee and

Sub-committees/Councils/Units under the Board of Directors as supporting agencies for the Board of Directors in the Company's operations. The Sub-committees/Councils/Units under the Board of Directors and the members of each unit up to the present time are as follows:

No.	Full name	Position
I	Audit Committee	
1	Ms. Do Thi Hong Hai	Chairman of the Audit Committee
2	Mr. Nguyen Hai Chau	Member of the Audit Committee
II	Standing Board of Directors	
1	Mr. Nguyen Hai Chau	Chairman of the Board of Directors
2	Mr. Vu Manh Tien	Member of the Board of Directors
3	Mr. Pham Hong Minh	Member of the Board of Directors & General Director
4	Ms. Do Thi Hong Hai	Independent Member of the Board of Directors
5	Mr. Tran Dinh Cuong	Independent Member of the Board of Directors
6	Mr. Hoang Don Hung	Independent Member of the Board of Directors
7	Ms. Vu Hai Anh	Member of the Board of Directors
III	Investment Council	
1	Mr. Nguyen Hai Chau	Chairman of the Investment Council
2	Mr. Vu Manh Tien	Member of the Investment Council
3	Mr. Nguyen Thanh Chung	Member of the Investment Council
4	Ms. Ngo Thi Thu Huong	Member of the Investment Council
IV	Human Resource Committee	
1	Mr. Nguyen Hai Chau	Head of Human Resource Committee
2	Mr. Pham Hong Minh	Member of Human Resource Committee
3	Mr. Ngo Thanh Tung	Member of Human Resource Committee
4	Ms. Vu Hai Anh	Member of Human Resource Committee
V	Risk Management Committee	
1	Mr. Vu Manh Tien	Head of the Risk Management Committee

No.	Full name	Position
2	Ms. Do Thi Hong Hai	Member of the Risk Management Committee
3	Mr. Hoang Don Hung	Member of the Risk Management Committee
4	Ms. Ngo Thi Thu Huong	Secretary of the Risk Management Committee
VI	Technology Subcommittee	
1	Mr. Nguyen Hai Chau	Head of the Technology Subcommittee
2	Mr. Pham Hong Minh	Member of the Technology Subcommittee
VII	Business Development Subcommittee	
1	Mr. Pham Hong Minh	Head of the Business Development Subcommittee
2	Ms. Do Thi Hong Hai	Member of the Business Development Subcommittee
3	Mr. Nguyen Thanh Chung	Member of the Business Development Subcommittee

2. Activities of the Audit Committee

- ✓ The Audit Committee's activities mainly include the following key areas:
- Supervising and reviewing the Company's financial statements and official disclosures related to its financial performance, as well as evaluating the internal control and risk management systems.
 - Reviewing related-party transactions that fall under the approval authority of the Board of Directors (BOD).
 - Monitoring compliance to ensure the Company adheres to legal regulations, regulatory requirements, and internal corporate policies.
 - Developing and recommending risk identification and management policies, and considering solutions to the BOD for handling risks that arise in the Company's operations.
 - Carrying out other activities as prescribed by the Company's Charter and applicable laws.

✓ Audit Committee meetings in 2024:

No.	Audit Committee member	Meetings attended	Attendance rate	Voting rate	Reason for being absent
1	Do Thi Hong Hai	3	3/3	100%	

2	Nguyen Hai Chau	3	3/3	100%	
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- ✓ The Audit Committee held meetings in 2024 covering the following key topics:
- Finalizing the organizational structure and operations of the Audit Committee.
 - Reviewing accounting records and auditing the Company's financial statements.
 - Comprehensive assessment of business operations, financial status, and legal compliance of the Company in 2024.
 - Planning for inspection and supervision of the Company's operations and financial situation for 2024.

3. Activities of the Standing Board of Directors

- ✓ The activities of the Standing Board of Directors include the following main contents:
- On behalf of the Board of Directors to resolve a number of issues under the authority of the Board of Directors related to personnel, including appointment, dismissal, removal, decision on salary, benefits... for positions according to the Company's internal regulations.
 - Organizing, inspecting and supervising the implementation of policies, resolutions, decisions and directions of the General Meeting of Shareholders and the Board of Directors.
 - Monitoring, directing and inspecting, supervising the Company's executive apparatus in performing assigned tasks, the ability to organize and implement business plans, complying with the Company's internal regulations, the Company's Charter and current regulations of law.
 - Exercising other powers and tasks assigned/authorized by the Board of Directors arising during the operation and reporting to the Board of Directors at meetings on decisions and approvals related to the above issues.

- ✓ Meetings of the Standing Board of Directors in 2024:

No.	Standing Member of Board of Directors	Meetings attended	Attendance rate	Voting rate	Reason for being absent
1	Nguyen Hai Chau	1	1/1	100%	
2	Vu Manh Tien	1	1/1	100%	
3	Pham Hong Minh	1	1/1	100%	
4	Do Thi Hong Hai	1	1/1	100%	
5	Tran Dinh Cuong	1	1/1	100%	
6	Hoang Don Hung	1	1/1	100%	
7	Vu Hai Anh	1	1/1	100%	

4. Investment Council's activities

- ✓ The Investment Council's activities include the following main contents:
 - The Investment Council is under the Board of Directors, specializing in and assisting the Board of Directors in investment work with the aim of orienting, promoting and developing the Company's investment activities to achieve the highest efficiency;
 - Advise and make recommendations to the Board of Directors in developing, adjusting and supplementing investment orientations and strategies, investment policies, operating mechanisms, investment management, regulations, processes, rules... and other issues related to investment activities in accordance with the actual business operations at EVS and the policies and guidelines of competent State agencies, and legal regulations;
 - Propose investment opportunities and plans to the Board of Directors for approval;
 - Decide on investments within the scope of authorization/assignment of the Board of Directors according to the Investment Regulations, relevant documents of the Company and legal regulations;
 - Review and evaluate the suitability and effectiveness of EVS' investment processes and mechanisms to make recommendations and proposals to the Board of Directors on changes required;
 - Monitor compliance with regulations, processes and investment policies of the Board of Directors;
 - Monitor investment activities carried out by the General Director;
 - Other activities as assigned by the Board of Directors, Company regulations and laws.
- ✓ Investment Council meetings in 2024:

No.	Member of the Investment Council	Meetings attended	Attendance rate	Voting rate	Reason for being absent
1	Nguyen Hai Chau	1	1/1	100%	
2	Vu Manh Tien	1	1/1	100%	
3	Nguyen Thanh Chung	1	1/1	100%	
4	Ngo Thi Thu Huong	1	1/1	100%	

5. Activities of the Human Resources Committee

- ✓ Activities of the Human Resources Committee include the following main contents:
 - Advising the Board of Directors on the organizational structure for the Board of Directors;
 - Advising the Board of Directors on human resource development and management strategies;
 - Consulting, supporting, and supervising the implementation of training plans including: training programs, training targets, training schedules, and training costs.

✓ Meetings of the Human Resources Committee in 2024:

No.	Member of the Human Resources Committee	Meetings attended	Attendance rate	Voting rate	Reason for being absent
1	Nguyen Hai Chau	1	1/1	100%	
2	Pham Hong Minh	1	1/1	100%	
3	Ngo Thanh Tung	1	1/1	100%	
4	Vu Hai Anh	1	1/1	100%	

6. Activities of the Risk Management Committee

✓ The activities of the Risk Management Committee include the following main contents:

- Advise the Board of Directors in promulgating processes and policies under the authority of the Risk Management Committee related to risk management in business activities according to the provisions of law and regulations of the Company;
- Analyze and give warnings about the Company's capital safety level in the face of risks, potential risks that may affect and preventive measures for short-term and long-term risks;
- Review and evaluate the suitability and effectiveness of current risk management processes and policies to make recommendations and proposals to the Board of Directors on requirements for changes to current processes, policies, and business strategies of the Company;
- Advise the Board of Directors in deciding to approve investments, related transactions, governance policies and risk management plans within the scope of functions and tasks assigned by the Board of Directors.

✓ Risk Management Committee meetings in 2024:

No.	Member of Risk Management Committee	Meetings attended	Attendance rate	Voting rate	Reason for being absent
1	Vu Manh Tien	1	1/1	100%	
2	Do Thi Hong Hai	1	1/1	100%	
3	Hoang Don Hung	1	1/1	100%	
4	Ngo Thi Thu Huong	1	1/1	100%	

7. Activities of the Technology Subcommittee

✓ The activities of the Technology Subcommittee include the following main contents:

- Advising the Board of Directors on plans, norms, and strategic orientations for technology development to improve governance capacity and competitiveness in securities management;
 - Researching, developing and appraising before submitting to the Board of Directors policies related to technology issues under the authority of the Board of Directors.
- ✓ Meetings of the Technology Subcommittee in 2024:

No.	Member of the Technology Subcommittee	Meetings attended	Attendance rate	Voting rate	Reason for being absent
1	Nguyen Hai Chau	1	1/1	100%	
2	Pham Hong Minh	1	1/1	100%	

8. Activities of the Business Development Subcommittee:

- ✓ The activities of the Business Development Subcommittee include the following main contents:
- Advise the Board of Directors to orient EVS's product development in each specific period;
 - Evaluate and approve EVS's products/product programs based on market demand, expected revenue, risk level and investment costs related to each specific product;
 - Monitor the implementation of products/product programs to ensure that product-related risks are identified, assessed and controlled appropriately, in compliance with relevant policies and approvals;
 - Advise the Board of Directors and the Executive Board to establish control steps and assign responsibilities to relevant units and individuals in product development when necessary;
 - Evaluate and approve high-risk modifications and adjustments to existing products and related complex transactions.
- ✓ Business Development Subcommittee meetings in 2024:

No.	Member of Business Development Subcommittee	Meetings attended	Attendance rate	Voting rate	Reason for being absent
1	Pham Hong Minh	1	1/1	100%	
2	Do Thi Hong Hai	1	1/1	100%	
3	Nguyen Thanh Chung	1	1/1	100%	

IV. ORIENTATION AND OPERATION PLAN OF THE BOARD OF DIRECTORS IN 2025

The Company sets some business plan targets for 2025 as follows:

Unit: Million dong

No	Category	Implementation in 2024	Plan in 2025
1	Charter Capital	1.648.006	1.648.006
2	Operating Revenue	251.595	174.700
3	Profit Before Tax	21.324	11.700
4	Profit After Tax	17.177	9.360

To facilitate the business objectives in 2025, the Board of Directors of the Company proposes that the General Meeting of Shareholders approve a number of key activities in 2025 as follows:

- Strengthen supervision and risk management: Strengthen supervision, inspection and risk management for business activities, ensuring full compliance with legal regulations.
- Improve the efficiency of brokerage, research and consulting activities: Actively research and implement solutions to improve the efficiency of brokerage, research and consulting activities, focusing on clearly identifying target customers, providing products and services with competitive advantages, suitable for the market situation.
- Develop products and trading systems: Continue to deploy bond products and trading systems, and promote the implementation of derivative securities business after being approved by the General Meeting of Shareholders.
- Investment in facilities and technology: Focus on investing in facilities and information technology systems to improve productivity, work efficiency, improve customer service quality and competitiveness.
- Effective investment and risk reduction: Continue to focus on thorough research on the general economic situation and the stock market situation in particular, the fundamental factors and actual conditions of the Company to make reasonable and effective proposals and decisions in the context of many obstacles and challenges. At the same time, diversify the investment portfolio to minimize risks as well as comply with investment discipline and strict risk management.

The above is the report of the Board of Directors on the governance and performance of the Board of Directors and each member of the Board of Directors in 2024 and the direction of operation in 2025, the Board of Directors reports to the General Meeting of Shareholders of Everest Securities Joint Stock Company for consideration and approval./.

Recipient:

- As above;
- Executive Board;
- Archive: BOD office.

PP. BOARD OF DIRECTOR

PRESIDENT



Nguyen Hai Chau