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| **I.D.I INTERNATIONAL DEVELOPMENT AND INVESTMENT CORPORATION**      Number: 0424//2025/BC-BKS | **SOCIALIST REPUBLIC OF VIETNAM**  **Independence – Freedom – Happiness**  *Thanh Hoa, April 24th, 2025* |

**REPORT SUPERVISORY BOARD ACTIVITIES REPORT FOR THE YEAR 2024 AND DIRECTION FOR THE YEAR 2025**

* Based on the functions and duties of the Supervisory Board as prescribed by the Enterprise Law and the Charter of I.D.I International Investment and Development Joint Stock Company.
* Based on the audit report from the Southern Financial, Accounting, and Auditing Consulting Services Co., Ltd. (AASCS), the company’s operations, reports, and records for the year 2024.

The Supervisory Board of I.D.I International Investment and Development Joint Stock Company has carried out control over the company's activities for the fiscal year ending December 31, 2024, with the following specific details:

**1. Structure of the Supervisory Board**

In compliance with Article 137 of the 2020 Enterprise Law regarding corporate governance models, on April 22, 2024, the Annual General Meeting of Shareholders for 2024 approved the election of the Supervisory Board for the 2024-2029 term. The current Supervisory Board of I.D.I International Investment and Development Joint Stock Company includes:

| **No.** | **Full Name** | **Position Nominated** |
| --- | --- | --- |
| 1 | Mr. Tu Thien Thoai | Head of Supervisory Board |
| 2 | Ms. Nguyen Thi Thanh Loan | Supervisory Board Member |
| 3 | Ms. Doan Nguyen Kim Phuong | Supervisory Board Member |

**2. Activities of the Supervisory Board**

In the 2024 fiscal year, the Supervisory Board performed tasks according to the laws and the company’s Charter, including:

* **Financial Inspection**: The Supervisory Board monitored the preparation of the company’s financial statements and the independent audit results. The financial statements were correctly prepared and accurately reflected the company's financial situation.
* **Corporate Governance Inspection**: The Supervisory Board reviewed the decisions made by the Board of Directors and the Executive Board to ensure legality and transparency in the company's operations.
* **Legal Compliance Monitoring**: The Supervisory Board also oversaw the compliance with laws governing the company’s business activities, ensuring all actions adhered to legal regulations. The Board ensured compliance with the company’s Charter, internal regulations, and procedures, and verified the reasonableness of business operations and resource allocation for implementing business plans.
* **Monitoring Other Activities**: The Supervisory Board also oversaw important activities such as investments, project development, transactions with major shareholders, the Board of Directors, the General Director, the Supervisory Board, and related parties according to legal regulations.
* **Coordination**: The Supervisory Board cooperated with the Board of Directors, the Executive Board, shareholders, and performed other tasks as required by law and the company’s Charter to protect the legitimate rights of the company and shareholders.

**3. Report on the 2024 Financial Statement Audit**

In 2024, the Supervisory Board carried out checks on the appropriateness, legality, accuracy, and diligence in accounting, statistics, and the preparation of financial statements. The quarterly, semi-annual, and annual financial statements were audited by AASCS. The Supervisory Board reviewed and approved the contents and financial data presented by AASCS without exception. The financial reports were prepared in compliance with the company's Charter, accounting standards, and regulations, ensuring accuracy and honesty.  
The company's financial activities were carried out according to regulations, and the audited financial statements revealed no significant errors.

**4. Monitoring the Board of Directors’ and Executive Board’s Legal Compliance and Resolutions**

a) **Monitoring the Activities of the Board of Directors**

* In 2024, the Board of Directors successfully implemented the goals and tasks proposed by the General Shareholders Meeting, complying with the company's Charter and current legal regulations.
* The Board of Directors held periodic and unscheduled meetings as required to supervise and direct the company's business activities. Meetings, chaired by the Chairman of the Board of Directors, discussed the company’s issues, especially reforms, organizational structures, salary systems, and boosting business development to best fulfill the plans set by the Shareholders Meeting.
* The Board of Directors’ decisions were lawful, transparent, and made in the best interests of the company.
* The Board of Directors monitored the investment process, prioritizing strategic projects with high efficiency and rapid capital recovery.
* The Board of Directors directed the restructuring of the market and the development of new potential markets, gradually showing positive and safe outcomes for the company.
* Under its leadership and direction, in 2024, the Board of Directors issued 32 resolutions related to the company’s strategic goals, laying the foundation for the Executive Board to implement the company’s plans.
* Despite a challenging economic year in 2024, the Board of Directors and Executive Board worked very actively and tirelessly, striving to maintain and stabilize operations. The Board had to make numerous strategic decisions to help the company meet its objectives. Although revenue and profit did not meet expectations, it showed the company’s significant efforts in a difficult economic context.

b) **Monitoring the Activities of the Executive Board**

* The General Director and Executive Board followed their roles and functions, adhering to the Enterprise Law, the company’s Charter, internal regulations, and other legal provisions.
* Based on resolutions from the Shareholders Meeting and decisions from the Board of Directors, the Executive Board proactively developed management plans, driving business operations and maximizing the effectiveness of the organization and management.
* The Executive Board issued strong directives on cost control and product pricing, ensuring that procurement and large investment projects were handled rigorously, thus guaranteeing the quality and cost-efficiency of products. These measures not only enhanced the company's competitiveness but also contributed positively to increasing the gross profit margin.
* The Executive Board imposed regulations across all departments to save costs and eliminate unnecessary expenses, thus improving the efficiency of capital usage. Overall, the company’s leadership structure is functioning well, with all employees strictly following assignments to complete their duties.

**5. Coordination Between the Supervisory Board, Board of Directors, and Executive Board**

The Supervisory Board received strong cooperation from the Board of Directors, Executive Board, and the company’s management staff, receiving all necessary reports and documents for the oversight work. The Supervisory Board participated in some meetings of the Board of Directors, providing feedback to ensure that the company’s activities aligned with shareholder interests.  
The Supervisory Board conducted regular and unexpected inspections of the company’s activities to prevent material losses, operational violations, reduce waste, and mitigate operational risks.

**6. Monitoring the Implementation of the 2024 Shareholders’ Meeting Resolutions**

6.1. **Business Performance**  
Consolidated business results for 2024:

| **Indicator** | **2024 (VND billion)** | | **Actual 2024/Plan 2024 (%)** |
| --- | --- | --- | --- |
| **Plan** | **Implementation** |
| Net Revenue | 8,499 | 7,137 | 83.98 |
| Net Profit After Tax | 276 | 72.7 | 26.34 |

(Source: Audited Consolidated Financial Statements 2024)

Although the company did not achieve its expected revenue and profit targets for 2024, the Supervisory Board recognizes that the company’s proactive measures and timely directions under difficult conditions have led to commendable results despite a challenging business environment.

6.2. **Profit Distribution and Dividend Payment**  
The Board of Directors directed the profit distribution and dividend payments for 2022 and 2023 as per the Shareholders Meeting resolution. The company completed the dividend payment within six months of the meeting.

6.3. **Audit Firm Selection**  
The company signed an audit contract with AASCS to audit the 2024 financial statements based on their reputation, audit experience, and reasonable audit fees.

6.4. **Board of Directors and Supervisory Board Remuneration**  
The remuneration and benefits for the Board of Directors, Executive Board, and Supervisory Board were in compliance with legal regulations. The total remuneration for the Board of Directors and Supervisory Board in 2024 was as follows:

* **Board of Directors Remuneration**
  + Chairman of the Board of Directors: VND 360,000,000/year
  + Vice Chairman of the Board of Directors: VND 240.000.000/year
  + Board Members: VND 120,000,000/year
  + 2 Independent Members: VND 240,000,000/year  
    Total: VND 960,000,000
* **Supervisory Board Remuneration**
  + Head of Supervisory Board: VND 60,000,000/year
  + 2 Members: VND 48,000,000/year each  
    Total: VND 108,000,000

6.5. **Related Party Transactions**  
Transactions with related parties in 2024, as approved by the Shareholders Meeting and Board of Directors, are reflected in the financial statements.

**7. Direction for the Year 2025**

The Supervisory Board will focus on the following key tasks in the 2025 fiscal year:

* Continue financial control to ensure transparency in all of the company’s financial activities.
* Supervise the Board of Directors and Executive Board to ensure compliance with laws, the company’s Charter, and resolutions from the General Shareholders Meeting.
* Verify the accuracy and prudence in managing the company’s capital and assets.
* Maintain centralized financial management, corporate governance, labor management, and related employee policies.
* Ensure effective coordination between related departments and subsidiaries.

The above is the full report of the Supervisory Board's activities in 2024 and the direction for the tasks in 2025.

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| **ON BEHALF OF THE SUPERVISORY BOARD** **CHAIRMAN OF THE SUPERVISORY BOARD**  **TU THIEN THOAI** |