

PERIODIC INFORMATION DISCLOSURE

To: - The State Securities Commission of Vietnam;
- The Ho Chi Minh Stock Exchange.

1. Name of the Organization: An Duong Thao Dien Real Estate Investment Joint Stock Company

- Securities code: HAR

- Address of head office: No. 02 Ngo Duc Ke Street, Ben Nghe Ward, District 1, Ho Chi Minh City

- Telephone: 08 62754816

- E-mail: info@adtdgroup.com

2. Content of the Information Disclosure:

- Minutes of The Annual General Meeting of Shareholders in 2025.

- Resolution The Annual General Meeting Of Shareholders in 2025
(attached the document)

3. This information was disclosed on the website of An Duong Thao Dien Real Estate Investment Joint Stock Company on Apr 28th 2025, at the following link:

https://adtdgroup.com/index.php/en/index.php?option=com_k2&view=item&layout=item&id=35&Itemid=247.

We hereby certify that the information disclosed above is true and accurate, and we take full responsibility before the law for the content of the disclosed information.

HCM city, April 18th, 2025

Organizational Representative

Authorized Representative for Information
Disclosure

(Signature and Full Name)

Do Nguyen Tuyet Van



No: 180425/NQ-ĐHĐCĐ

Ho Chi Minh City, April 18, 2025

RESOLUTION
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
AN DUONG THAO DIEN
REAL ESTATE INVESTMENT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of Organization and Operations of An Duong Thao Dien Real Estate Investment Joint Stock Company;
- Pursuant to the minutes of the Annual General Meeting of Shareholders in 2025 No.180425/BBH-ĐHĐCĐ dated April 18, 2025.

RESOLVED

On April 18, 2025, at 243 Nguyen Van Huong, Thao Dien Ward, Thu Duc City – Ho Chi Minh City, the Annual General Meeting of Shareholders in 2025 of An Duong Thao Dien Real Estate Investment Joint Stock Company was held with the participation of 87 shareholders holding 51.731.937 shares, accounting for 54,0653% of the total voting shares of the Company.

After listening to the content of the reports and proposals, the General Meeting of Shareholders discussed and voted to approve the resolution with the following contents:

Article 1: Approved the Report on the Activities of the Board of Directors for 2024.

The General Meeting approved with the number of shares in favor being 48.596.418 shares, accounting for 93,9389% of the total shares with voting rights of all shareholders attended.

Article 2: Approved the Report on the Activities of the Audit Committee for 2024.

The General Meeting approved with the number of shares in favor being 48.595.418 shares, accounting for 93,9370% of the total shares with voting rights of all shareholders attended.

Article 3: Approved the Report of the Independent Board of Directors for 2024.



The General Meeting approved with the number of shares in favor being 48.615.418 shares, accounting for 93,9756% of the total shares with voting rights of all shareholders attended.

Article 4: Approved the Report of the General Director of the Company on the operational and business activities in 2024 and the operational plan for 2025

The General Meeting approved with the number of shares in favor being 48.595.418 shares, accounting for 93,9370% of the total shares with voting rights of all shareholders attended.

Article 5: Approved the Proposal for the audited Financial Statements for 2024.

The General Meeting approved with the number of shares in favor being 48.473.018 shares, accounting for 93,7004% of the total shares with voting rights of all shareholders attended.

Article 6: Approved the Proposal for the results of business operations and profit distribution for 2024

The General Meeting approved with the number of shares in favor being 48.553.918 shares, accounting for 93,8568% of the total shares with voting rights of all shareholders attended.

Article 7: Approved the Proposal for the business plan for 2025

The General Meeting approved with the number of shares in favor being 48.603.418 shares, accounting for 93,9524% of the total shares with voting rights of all shareholders attended.

Article 8: Approved the Proposal for Board of Directors Remuneration

The General Meeting approved with the number of shares in favor being 48.574.218 shares, accounting for 93,8960% of the total shares with voting rights of all shareholders attended.

Article 9: Approved the Proposal for selecting the auditor for the financial statements for 2025.

The General Meeting approved with the number of shares in favor being 48.623.418 shares, accounting for 93,9911% of the total shares with voting rights of all shareholders attended.

Article 10: Implementation Provisions

This resolution was unanimously approved by the General Meeting of Shareholders of An Duong Thao Dien Real Estate Investment Joint Stock Company in full at the Annual General Meeting of Shareholders in 2025. The Board of Directors, the Board of Management, and related individuals are responsible for implementing this resolution.

This resolution is effective from the date of signing.

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Recipients:

- BoD;
- Board of Management;
- Secretary.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRPERSON**



Nguyễn Gia Bao



**MINUTES OF THE ANNUAL GENERAL MEETING
OF SHAREHOLDERS IN 2025**

- **Enterprise's name** : An Duong Thao Dien Real Estate Investment Joint Stock Company
- **Address** : 2 Ngo Duc Ke, Ben Nghe Ward, District 1, Ho Chi Minh City
- **Telephone** : (028) 6275 4816 **Fax:** (028) 3822 6826
- **Enterprise Registration No.** : 0305087904 issued by the Department of Planning and Investment of Ho Chi Minh City, registered for the first time on July 10, 2007, with the 15th amendment dated October 4, 2022.
- **Meeting Time** : 08:30 AM, April 18, 2025.
- **Venue** : 243 Nguyen Van Huong, Thao Dien Ward, Thu Duc City, Ho Chi Minh City

PART I: PARTICIPANTS

1. Board of Directors and Board of Management of the Company, including the following:

- Mr. Nguyen Gia Bao - Chairman of the Board of Directors
- Mr. Nguyen Nhan Bao - Member of the Board of Directors
- Mrs. Ngo To Giao - Member of the Board of Directors cum General Director
- Mr. Bui Duc Nhan - Member of the Board of Directors
- Mrs. Le Thi Thu Hien - Independent Member of the Board of Directors
- Mrs. Le Thi Ngoc Anh - Chief Accountant

2. Attendees:

Comprising shareholders/authorized representatives of shareholders who have completed the registration process to attend in accordance with the regulations specified in the Company's charter for organization and operation.

PART II: INTRODUCTION OPENING OF THE MEETING

1. Report on Voter Eligibility

- Reporting individual: Ms. Nguyen Thi Phuong Mai - Head of the Vote Counting Committee
- Report contents:
 - Total number of shareholders invited to attend: All shareholders whose names are on the list of shareholders as of March 17, 2025, own 95.684.090 shares of An Duong Thao Dien Real Estate Investment Joint Stock Company.
 - Shareholders attending the General Meeting: at 08:30 AM, there were 79 shareholders attending and representing shareholders, holding and representing ownership of 51.280.837 voting shares, accounting for 53,5939% of the total voting shares of the Company.

In accordance with current law and the Company's Charter, the Annual General Meeting of Shareholders in 2025 of An Duong Thao Dien Real Estate Investment Joint Stock Company is authorized to conduct the General Meeting.

2. Approval of the Working Regulations.

The General Meeting voted with 95,1976% unanimity and approved the Working Regulations.

3. Introduction of the Presiding Committee, including:

Mr. Nguyen Gia Bao	Chairman of the BoD - Chairperson of the General Meeting
Mr. Nguyen Nhan Bao	Member of the BoD – Member
Mr. Bui Duc Nhan	Member of the BoD – Member

The General Meeting voted with 95,1976% unanimity and approved the list of the Presiding Committee.

4. The Chairperson introduces the Secretary Committee, including:

Mr. Huynh Tuong Linh	Secretary
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5. Chairperson introduces the Vote Counting Committee, bao gồm:

The Vote Counting Committee:

Ms. Nguyen Thi Kim Thai	Head of the Vote Counting Committee
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The General Meeting voted with 95,1976% unanimity and approved the Vote Counting Committee.

6. Approval of the General Meeting Agenda:

The General Meeting has voted with 95,2132% unanimity and approve the General Meeting Agenda.

PART III: CONTENT OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

A. THE GMS LISTENS TO PRESENTATIONS OF REPORTS

Content 01: Report on the Activities of the Board of Directors for 2024

Presenter: Mr. Nguyen Gia Bao – Chairman of the Board of Directors

Content 02: Report on the Activities of the Audit Committee for 2024

Presenter: Mr. Bui Duc Nhan – Member of the Board of Directors

Content 03: Report of the Independent Board of Directors for 2024

Presenter: Mr. Bui Duc Nhan – Member of the Board of Directors

Content 04: Report of the General Director of the Company on the operational and business activities in 2024 and the operational plan for 2025.

Presenter: Mrs. Ngo To Giao – General Director

B. THE GMS LISTENS TO PRESENTATIONS OF PROPOSALS

Content 05: Proposal for the audited Financial Statements for 2024.

Content 06: Proposal for the results of business operations and profit distribution for 2024

Content 07: Proposal for the Business Production Plan for 2025.

Content 08: Proposal for Board of Directors Remuneration.

Content 09: Proposal for selecting the auditor for the financial statements for 2025.

PART IV. DISCUSSION:

1. Could the Company please clarify whether it will implement any real estate projects in 2025, and in which areas will it develop industrial real estate? What is the progress of the projects?

The Presiding Committee provided the following responses:

In the field of real estate project investment, the Company has been undertaking design and licensing activities for projects through its affiliated companies—namely, Phuong Dong Production and Trading Joint Stock Company and Banking Mechanical Joint Stock Company. These projects are currently in a phase of planning adjustments.

Regarding the industrial real estate development strategy, as discussed in previous shareholders' meetings and following the restructuring of the investment portfolio during 2022–2023, the Company continuously monitors and carefully evaluates market conditions. Its investment focus is on industrial zones in the Southern region, particularly in Dong Nai and Binh Duong, where the Company develops factory rental solutions or facilities tailored to partner requirements.

The Company remains committed to providing timely updates to shareholders as these projects progress.

2. Why are the documents for the General Meeting of Shareholders not sent directly via email to shareholders?

The Presiding Committee provided the following responses:

Due to the large volume of data contained in the General Meeting of Shareholders documents and the significant number of shareholders, distributing copies via email to everyone is not practical. Instead, the documents have been made available on the Company's website and through the online attendance system. This approach ensures that the information is delivered in a timely manner and in compliance with legal requirements.

3. How is the business performance of Phuong Dong Production and Trading Joint Stock Company?

The Presiding Committee provided the following responses:

Beyond the project currently in the licensing stage, Phuong Dong Production and Trading Joint Stock Company primarily focuses on maintaining stable revenue from leasing commercial spaces at centers in District 5, Ho Chi Minh City. Its business performance to date has met the established targets. The operating results of Phuong Dong Production and Trading Joint Stock Company are reflected in the Company's financial statements as an affiliate, and shareholders can refer to these documents for more detailed information.

4. Why has the Company not paid dividends in recent years?

The Presiding Committee provided the following responses:

Recent years have presented significant challenges for the market in general and for real estate investment and business activities in particular, including the impacts of pandemics, economic recessions, geopolitical instability, and other external factors. In response, the Company has implemented timely and decisive measures, such as enhancing operational efficiency, reducing operating costs, and restructuring its investment and bond portfolios to minimize financial expenses. These efforts have positioned the Company as one of the leading entities in the real estate sector with an optimal debt structure and minimal financial costs.

Although the Company has recorded some profits, the Board of Directors has chosen to retain these earnings to build resources in anticipation of the implementation phase of future projects, while ensuring stable operations during the project licensing period.

5. The Company's current stock price is too low. Will the Company present a plan to improve it?

The Presiding Committee provided the following responses:

The Company's stock price is primarily influenced by its business performance and the prevailing market conditions. From a market perspective, the Company does not have the any instrument to directly manipulate the stock price.

Regarding business operations, as previously outlined, the Company has not achieved significant progress recently, largely due to broad economic and social challenges as well as delays in the licensing process. Nonetheless, the Company remains committed to executing its business plan and will continue to provide prompt and transparent updates concerning project progress, with the aim of ensuring maximum shareholder value.

6. The company owns large assets and prime land holdings, but the efficiency of asset utilization is low. Does the company have a specific roadmap for effective capital use?

The Presiding Committee provided the following responses:

In recent times, the Company has implemented and maintained practical measures to optimize capital utilization. Specifically, it has focused on increasing revenue from its core business of leasing residential and commercial properties in Thao Dien Ward, Thu Duc City, while reducing operating costs and restructuring its loans and investments. These actions are aligned with the Company's medium- and long-term vision for developing projects on its existing land holdings. However, under the current market conditions, real estate projects require additional time to mature. The Company appreciates its shareholders' understanding and continual support.

7. Does the company consider the allocation of profits to buy treasury stocks?

The Presiding Committee provided the following responses:

The Company acknowledges the shareholders' suggestion to allocate profits for the repurchase of treasury shares. The Board of Directors will conduct a comprehensive study and evaluation of this proposal, ensuring full compliance with legal regulations and alignment with the Company's strategic business plan, with the ultimate goal of optimizing benefits for shareholders.

8. Does the Board of Directors have a human resources plan in the near future?

The Presiding Committee provided the following responses:

Believing that human resources are key to sustainable success, the Company's Board of Directors consistently prioritizes the development and implementation of a human resources plan tailored to each stage of the Company's growth. As projects progress into the implementation phase, the Company will recruit qualified personnel who meet the strategic requirements of the enterprise.

PART V. SHAREHOLDER VOTING

At 10h10 AM (before the voting time), the shareholders attending the General Meeting consist of 87 shareholders and representatives of shareholders, holding and representing 51.731.937 shares with voting rights, accounting for 54,0653% of the total shares with voting rights of the Company.

Statistics of issued votes, collected votes, and uncollected votes:

- Total issued votes: 87 represent 51.731.937 voting shares, accounting for 100,0000% on total number of votes of attending shareholders.
- Total collected votes: 53 represent 49.752.327 voting shares, accounting for 96,1733% on total number of votes of attending shareholders.
- Total uncollected votes: 34 represent 1.979.610 voting shares, accounting for 3,8267% on total number of votes of attending shareholders.

The GMS listened to presentations and voted by secret ballot on the following contents:

Content 1: Approval of the Report on the Activities of the Board of Directors for 2024

➤ Voting results:

Total valid votes: 53 represent for: 49.752.327 voting shares, account for: 96,1733% on total number of votes of attending shareholders.

- *Total Votes for approval: 48 represent: 48.596.418 voting shares, accounting for: 93,9389% on total number of votes of attending shareholders.*
- *Total Votes for dis-approval: 3 represent: 1.146.909 voting shares, accounting for: 2,2170% on total number of votes of attending shareholders.*
- *Total Votes for abstention: 2 represent for: 9.000 voting shares, accounting for: 0.0174% on total number of votes of attending shareholders.*

Total invalid votes: 0.

Thus, Content 1 has been approved.

Content 2: Approval of the Report on the Activities of the Audit Committee for 2024

➤ Voting results:

Total valid votes: 53 represent for: 49.752.327 voting shares, account for: 96,1733% on total number of votes of attending shareholders:

- *Total Votes for approval: 47 represent: 48.595.418 voting shares, accounting for: 93,9370% on total number of votes of attending shareholders.*
- *Total Votes for dis-approval: 3 represent: 1.146.909 voting shares, accounting for: 2,2170% on total number of votes of attending shareholders.*

- *Total Votes for abstention: 3 represent for: 10.000 voting shares, accounting for: 0,0193% on total number of votes of attending shareholders.*

Total invalid votes: 0.

Thus, Content 2 has been approved.

Content 3: Approval of the Report of the Independent Board of Directors for 2024

➤ Voting results:

Total valid votes: 53 represent for: 49.752.327 voting shares, account for: 96,1733% on total number of votes of attending shareholders:

- *Total Votes for approval: 48 represent: 48.615.418 voting shares, accounting for: 93,9756% on total number of votes of attending shareholders..*
- *Total Votes for dis-approval: 2 represent: 1.126.909 voting shares, accounting for: 2,1784% on total number of votes of attending shareholders.*
- *Total Votes for abstention: 3 represent for: 10.000 voting shares, accounting for: 0,0193% on total number of votes of attending shareholders.*

Total invalid votes: 0.

Thus, Content 3 has been approved.

Content 4: Approval of the Report of the General Director of the Company on the operational and business activities in 2024 and the operational plan for 2025

➤ Voting results:

Total valid votes: 53 represent for: 49.752.327 voting shares, account for: 96,1733% on total number of votes of attending shareholders:

- *Total Votes for approval: 47 represent: 48.595.418 voting shares, accounting for: 93,9370% on total number of votes of attending shareholders.*
- *Total Votes for dis-approval: 3 represent: 1.146.909 voting shares, accounting for: 2,2170% on total number of votes of attending shareholders.*
- *Total Votes for abstention: 3 represent for: 10.000 voting shares, accounting for: 0,0193% on total number of votes of attending shareholders.*

Total invalid votes: 0.

Thus, Content 4 has been approved.

Content 5: Approval of the Proposal for the audited Financial Statements for 2024

➤ Voting results:

Total valid votes: 53 represent for: 49,752,327 voting shares, account for: 96,1733% on total number of votes of attending shareholders:

- *Total Votes for approval: 47 represent: 48,473,018 voting shares, accounting for: 93,7004% on total number of votes of attending shareholders..*
- *Total Votes for dis-approval: 4 represent: 1,277,309 voting shares, accounting for: 2,4691% on total number of votes of attending shareholders.*
- *Total Votes for abstention: 2 represent for: 2,000 voting shares, accounting for: 0,0039% on total number of votes of attending shareholders.*

Total invalid votes: 0.

Thus, Content 5 has been approved.

Content 6: Approval of the Proposal for the results of business operations and profit distribution for 2024

➤ Voting results:

Total valid votes: 53 represent for: 49,752,327 voting shares, account for: 96,1733% on total number of votes of attending shareholders:

- *Total Votes for approval: 48 represent: 48,553,918 voting shares, accounting for: 93,8568% on total number of votes of attending shareholders..*
- *Total Votes for dis-approval: 3 represent: 1,196,409 voting shares, accounting for: 2,3127% on total number of votes of attending shareholders.*
- *Total Votes for abstention: 2 represent for: 2,000 voting shares, accounting for: 0,0039% on total number of votes of attending shareholders.*

Total invalid votes: 0.

Thus, Content 6 has been approved.

Content 7: Approval of the Proposal for the business plan for 2025

➤ Voting results:

Total valid votes: 53 represent for: 49,752,327 voting shares, account for: 96,1733% on total number of votes of attending shareholders:

- *Total Votes for approval: 48 represent: 48,603,418 voting shares, accounting for: 93,9524% on total number of votes of attending shareholders..*
- *Total Votes for dis-approval: 3 represent: 1,146,909 voting shares, accounting for: 2,2170% on total number of votes of attending shareholders.*
- *Total Votes for abstention: 2 represent for: 2,000 voting shares, accounting for: 0,0039% on total number of votes of attending shareholders.*

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Total invalid votes: 0.

Thus, Content 7 has been approved.

Content 8: Approval of the Proposal for Board of Directors Remuneration

➤ Voting results:

Total valid votes: 53 represent for: 49,752,327 voting shares, account for: 96,1733% on total number of votes of attending shareholders:

- *Total Votes for approval: 47 represent: 48,574,218 voting shares, accounting for: 93,8960% on total number of votes of attending shareholders..*
- *Total Votes for dis-approval: 4 represent: 1,176,109 voting shares, accounting for: 2,2735% on total number of votes of attending shareholders.*
- *Total Votes for abstention: 2 represent for: 2,000 voting shares, accounting for: 0,0039% on total number of votes of attending shareholders.*

Total invalid votes: 0.

Thus, Content 8 has been approved.

Content 9: Approval of the Proposal for selecting the auditor for the financial statements for 2025

➤ Voting results:

Total valid votes: 53 represent for: 49,752,327 voting shares, account for: 96,1733% on total number of votes of attending shareholders:

- *Total Votes for approval: 49 represent: 48,623,418 voting shares, accounting for: 93,9911% on total number of votes of attending shareholders..*
- *Total Votes for dis-approval: 2 represent: 1,126,909 voting shares, accounting for: 2,1784% on total number of votes of attending shareholders.*
- *Total Votes for abstention: 2 represent for: 2,000 voting shares, accounting for: 0,0039% on total number of votes of attending shareholders.*

Total invalid votes: 0.

Thus, Content 9 has been approved.

PART VI: APPROVAL OF THE MEETING MINUTES

Presenter of the Minutes of the General Meeting: Mr. Huynh Tuong Linh – Secretary.

The General Meeting voted and unanimously approved the full text of the Meeting Minutes and Resolutions of the Annual General Meeting of Shareholders in 2025 with 93,5511% approval votes.

This minutes is made into 04 copies and is kept at the An Duong Thao Dien Real Estate Investment Joint Stock Company.

The General Meeting ended at 10:50 AM on the same day./.

SECRETARY



Huynh Tuong Linh

**ON BEHALF OF
PRESIDING COMMITTEE
CHAIRPERSON**



Nguyen Gia Bao



**AN DUONG THAO DIEN REAL ESTATE INVESTMENT
JOINT STOCK COMPANY**

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025



**REPORT ON THE ACTIVITIES OF
THE BOARD OF DIRECTORS IN 2024**

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04/2025



I. GENERAL SITUATION

The year 2024 continued to be a challenging year for the global economy, with many unstable factors threatening sustainable recovery and development. The combination of monetary easing and the ongoing conflict between Russia and Ukraine has increased risk levels, causing inflation to remain high despite signs of cooling. The response from central banks worldwide has been to maintain tight monetary policies and raise interest rates. In this context, the real estate sector faced many challenges, with recovery signals not yet truly sustainable or synchronized.

Amidst these challenges, An Duong Thao Dien has demonstrated its professional management capacity. Instead of being passive, the Board of Directors proactively developed a comprehensive strategy, focusing on adjusting the organizational structure, developing team capabilities, and building an effective risk management system. A comprehensive review of the operational model, streamlining management processes, and optimizing resources became important steps for the company to adapt to market changes.

Investing in people is considered a key factor in the development strategy. The company has implemented specialized training programs, built a continuous learning environment, and maintained a stable human resources policy. Corporate culture has become an internal strength, with unity, creativity, and determination to overcome challenges. Each staff member is motivated and has renewed confidence to collectively overcome the challenging period.

Although the real estate market is in a phase of adjustment, the leadership of An Duong Thao Dien remains optimistic. Well-prepared solutions are in place to seize new opportunities as soon as the market shows positive changes. The year 2024 is not only a year of challenges but also a year to affirm capabilities, proving the company's ability to adapt to market fluctuations.

With strategic vision and relentless efforts, An Duong Thao Dien is building a solid foundation for sustainable development. We – An Duong Thao Dien – are always ready to face challenges and continue our development journey with professionalism and creativity.

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

(For details, please refer to the Company's 2024 Governance Report published on the Company's website on January 24, 2025).

1. Summary of the meetings of the Board of Directors

In 2024, the Board of Directors held 07 meetings as called by the Chairman of the Board of Directors, with the participation of the Board of Management to exchange, discuss, and decide on matters within the responsibility of the Board of Directors. Seven resolutions were promptly issued for implementation by the Board of Management. Specifically, as follows:

No.	Resolution/ Decision No.	Date	Content
1	29032024/NQ-HDQT	29/03/2024	Re: Extension of the organization of the General Meeting of Shareholders in 2024.

No.	Resolution/ Decision No.	Date	Content
2	29042024/NQ-HDQT	29/04/2024	Re: Finalization of the shareholder list for organizing the 2024 Annual General Meeting of Shareholders
3	29052024/NQ-HDQT	29/05/2024	Re: Organization of the 2024 Annual General Meeting of Shareholders and approval of meeting documents
4	26062024/NQ-HDQT	26/06/2024	Re: Selection of the service provider for reviewing the semi-annual financial statements and auditing the 2024 financial statements
5	22072024/NQ-HDQT	22/07/2024	Re: Approval of the semi-annual corporate governance report year 2024
6	221024/NQ-HDQT	22/10/2024	Re: Termination of the audit service contract No. 27/2024/UHYHN-HĐKT signed on 26/6/2024
7	181124/NQ-HDQT	22/11/2024	Re: Selection of the audit firm for the financial statements for the fiscal year 31/12/2024

The resolutions and decisions of the Board of Directors are all made with the consensus and agreement of the members and in accordance with the Company's Charter.

2. Activities of independent members of the Board of Directors and the evaluation results of independent members on the activities of the Board of Directors.

❖ Activities of independent members of the Board of Directors

In 2024, the independent members of the Board of Directors actively and effectively contributed to the evaluation and oversight processes, ensuring transparency and efficiency in all of the Company's activities. The Board carefully reviewed the documents submitted by the Board of Management, including 07 important resolutions and decisions, to approve the strategic directions for the Company.

During meetings, the independent members of the Board of Directors provided insightful and valuable opinions, contributing to the formulation of development strategies and the determination of business targets. Independent members actively discussed opportunities and challenges in each operational area, proposing specific solutions to optimize operational effectiveness.

In addition, the members also participated in organizing seminars and specialized working sessions on corporate governance, helping to update the latest trends and best governance practices. These activities not only enhanced decision-making quality but also strengthened the trust of shareholders and stakeholders.

❖ Evaluation results of independent members on the activities of the Board of Directors

- In 2024, the Board of Directors (BOD) demonstrated a high level of responsibility and

transparency in governance, strictly adhering to legal regulations for public companies. The BOD meetings were conducted according to proper procedures, timely and efficiently, ensuring smooth discussions and decisions on important matters. The content of the meetings was always discussed comprehensively by the members, leading to strategic orientations and solutions to maximize the Company's benefits.

- Key issues were addressed transparently and democratically, ensuring that each viewpoint was heard and carefully considered before passing the resolutions. The Board of Directors and the Board of Management seriously implemented these decisions, ensuring consistency in management and operation.
- To improve governance quality, the BOD proactively updated and applied international standards and implemented improvements in its operations. Notably, the Board cooperated with an independent audit firm to conduct internal audits to ensure transparency and effectiveness in management operations. These steps have laid a solid foundation for flexible and reasonable governance solutions, while also strengthening investor confidence.
- The BOD has fully performed its function of representing shareholders in overseeing the activities of the Board of Management, providing timely guidance and direction to effectively utilize resources. The BOD emphasizes compliance with legal regulations and the Company's Charter in all decisions.
- Not only did the BOD supervise, but it also actively coordinated with the Board of Management to seek, develop, and propose strategic solutions to overcome challenges and difficulties in the business operations of 2024. This collaboration not only resulted in effective management but also ensured the Company's sustainable development in the future..

3. Results of the Board of Directors' supervision of the Board of Management and other managers

Supervision method:

In 2024, the Board of Directors of An Duong Thao Dien implemented a comprehensive and strategic supervision approach. Based on the Company's Charter and the Internal Governance Regulations, the Board of Directors established a multi-dimensional monitoring system to ensure transparency, efficiency, and compliance with legal regulations. The supervision method not only focused on checking and monitoring but also aimed at supporting, guiding, and enhancing the operational capacity of the Board of Management.

The supervision mechanism was built on three main pillars: (1) Regular monitoring through periodic and ad-hoc reports, which helps the Board of Directors closely monitor all activities of the Board of Management; (2) Detailed evaluation of financial reports, business results, and the effectiveness of implementing resolutions; (3) Direct and frequent communication to understand the difficulties and challenges faced by the Board of Management, in order to provide timely support and guidance.

In 2024, the Board of Directors directed the Board of Management on several key tasks as follows:

- Developing the business plan for 2024 for presentation at the 2024 Annual General Meeting of Shareholders.
- Implementing the targets set by the General Meeting of Shareholders and the Board of Directors.
- The Board of Directors regularly reviewed and assessed the implementation of the business plan and economic targets, providing timely directives to the Board of Management to meet the resource requirements for the Company's activities.
- Other issues under the Board's authority, ...

❖ **Supervision results:**

The Board of Directors highly appreciated the operational capabilities of the Board of Management. The solutions were developed flexibly, with a deep understanding of the difficulties and challenges the Company faced. The Board of Management demonstrated a quick adjustment capacity, always staying updated with market fluctuations and making appropriate decisions. The collaboration with the Board of Directors was proactive, transparent, and created an effective and professional working environment.

4. Remuneration, operating expenses, and other benefits of the Board of Directors and individual member of the Board

Based on the business results of 2024 and the resolutions of the 2024 Annual General Meeting of Shareholders, the remuneration for the Board of Directors was approved by the General Meeting of Shareholders as follows:

Position	Remuneration	Operating expenses	Other benefits
Chairman of the Board of Directors	48,600,000	-	-
Member of the Board of Directors	121,544,316	-	-
Total	170,144,316	-	-
Total amount spent in 2024	170,144,316	-	-

5. Operational direction of the Board of Directors in 2025

In 2025, the Board of Directors (BOD) of An Duong Thao Dien will continue to focus on core principles such as compliance, transparency, and accountability. With a clear vision and strong determination, the BOD is confident that these efforts will contribute significantly to the Company's sustainable development, bringing optimal benefits to investors and the community.

Regarding the activities of the Board of Directors:

- Implement and ensure that the BOD's activities comply with the legal regulations and the Company's Charter.
- Ensure that the activities of the BOD are always based on the best interests of shareholders and the Company.
- Conduct regular meetings and discussions to stay updated on the Company's business operations

and provide timely guidance to ensure the business plan assigned by the General Meeting of Shareholders is fulfilled.

- Continue to improve and optimize the structure of the BOD to meet the legal requirements for corporate governance applicable to public companies and move towards international standards.
- Continue to improve and implement internal audit activities in accordance with legal regulations.
- Ensure the rights and benefits of shareholders in accordance with the law.

Regarding business operations:

- **Business orientation:** The Board of Directors has clearly defined the Company's business direction, focusing primarily on the real estate sector to build trust with customers. With a stable land bank and effective business strategy, An Duong Thao Dien commits to offering customers real estate products with clear legal status, reasonable prices, and high-quality living spaces.
- **Personnel:** Review, assess, and reorganize personnel according to the new organizational structure in a streamlined, efficient manner to meet the business operations' requirements; change the method of employee evaluation based on job results and achievements. Regularly assess and build appropriate solutions to improve workforce quality; develop and apply a salary and bonus mechanism aligned with business performance and labor productivity.
- **Sustainable business plan:** In the near future, the BOD will build a detailed plan and direction to ensure efficient and sustainable business operations. An Duong Thao Dien's real estate products will be developed based on customer demand while focusing on areas with strong development potential. The Company will also pay special attention to building a professional customer service system to quickly respond to all customer requests and feedback.
- **Enhancing quality management:** The BOD commits to enhancing the management and quality control of real estate projects to meet customer requirements for quality and safety. In addition, the company will research and apply advanced technologies to optimize construction processes and minimize environmental impact.
- **Investment restructuring:** In the face of fluctuations and challenges in the real estate market, the Company has decided to restructure its investments to generate resources for development, expanding the business by focusing on investing in the industrial real estate sector. In this way, An Duong Thao Dien not only strengthens its position in the market but also aligns its development with future market trends and actual demand.

6. Business targets for 2025

- **Total revenue:** 65,000,000,000 VND.
- **Profit before tax:** 15,000,000,000 VND.

III. REPORT ON TRANSACTIONS

1. Transactions between the company, subsidiaries, or companies controlled by the public company (holding 50% or more of the charter capital) and members of the Board of Directors or their related persons:

None

2. Transactions between the company and any company in which a member of the Board of Directors is a founding member or an executive manager within the last 3 years before the transaction:

None

Above is a summary report on the activities of the Board of Directors regarding the implementation of the resolutions of the 2024 General Meeting of Shareholders and the operational direction for 2025. We respectfully submit this for the General Meeting's consideration and approval!

ON BEHALF OF THE BOD

CHAIRMAN



NGUYEN GIA BAO



**AN DUONG THAO DIEN REAL ESTATE INVESTMENT
JOINT STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**



**REPORT OF THE INDEPENDENT
MEMBER OF THE
BOARD OF DIRECTORS IN 2024**

In 2024, the Board of Directors has a total of 5 members, including 01 independent member as follows:

Full Name	Appointment Date	Position at An Duong Thao Dien Real Estate Investment Joint Stock Company
Mrs. Le Thi Thu Hien	14/06/2022	Independent member of the Board of Directors, Head of the Audit Committee

I. ORGANIZATION OF BOARD OF DIRECTORS' MEETINGS

- Board of Directors' meetings are organized with high professionalism, the agenda is clearly defined and communicated in advance. The venue and time are chosen appropriately, maximizing participation from all members. Meeting minutes are recorded thoroughly, stored systematically, ensuring transparency and easy retrieval.
- Discussions are constructive, objective, and in-depth. Member of the Board of Directors are encouraged to present counterarguments, fostering an open dialogue environment. Decisions are made based on consensus, always aiming for the best interests of the Company.
- Member of the Board of Directors demonstrate a high level of responsibility through full and quality attendance. Each member is well-prepared, thoroughly reviews materials, actively participates, and contributes significant professional expertise.
- Issues related to business strategy, financial strategy, and management system development are thoroughly discussed and closely monitored between the Board of Directors and the Board of Management. The implementation of the Company's activities follows a clear delegation of authority, with risks being analyzed and identified promptly to ensure stability, compliance with legal regulations, and achievement of the targets set by the Annual General Meeting of Shareholders.

II. SUPERVISION OF THE BOARD OF DIRECTORS FOR GENERAL DIRECTOR

- The Board of Directors has conducted the supervision of the Board of Management in a professional and effective manner. Member of the Board of Directors holding positions in the Board of Management regularly attend both periodic and unusual meetings, ensuring continuous and timely control of the company's operations.
- All decisions made by the Board of Management are carefully analyzed, criticized, and consulted by the Board of Directors. This supervision method helps the Board of Directors accurately grasp the company's operational situation while staying up to date with the requirements arising from business realities.
- The Board of Directors focuses on risk management solutions. By assisting the Board of Management in early identification of potential issues, the Board of Directors plays a crucial role in maintaining the company's sustainability and stability, while effectively protecting the interests of investors.
- The Board of Directors pays special attention to risk management solutions, aiming to

support the Board of Management in identifying issues early and helping the company maintain operational sustainability and stability, safeguarding the interests of investors.

- The Board of Directors regularly evaluates and provides guidance to the Board of Management in developing and executing development strategies. Business directions, market expansion plans, and investment development plans are thoroughly discussed and closely supervised to ensure feasibility and alignment with the company's long-term objectives.

III. RESULTS OF SUPERVISION OVER THE FINANCIAL STATEMENTS, OPERATING SITUATION, FINANCIAL SITUATION OF THE COMPANY

- The financial statements are prepared and disclosed in accordance with current accounting standards and legal regulations.
- The selected auditing firm ensures reliability, integrity, compliance with audit deadlines, adherence to professional regulations, and guarantees independence and objectivity in providing the audit opinion.
- In 2024, the Company recorded total revenue of 21.14 billion VND, a decrease of 58.01% compared to 2023, while pre-tax profit reached 9.86 billion VND, a decrease of 72.57% compared to the same period. This decline is primarily due to the revenue from the restructuring of investments and income from contract liquidation in 2023, which did not occur in 2024. However, revenue from business activities remained stable, reflecting the Company's adaptability in a market still facing many fluctuations, indicating that the focus on core activities is being effectively implemented.

IV. TRANSACTION BETWEEN INTERNAL PERSONS OF THE COMPANY, AFFILIATED PERSONS OF INTERNAL PERSONS AND COMPANY

- The Company has complied with relevant regulations regarding the approval authority, monitoring, and disclosure of transactions between internal persons of the company, affiliated persons of internal persons and company.

V. ASSESSING ACTIVITIES OF THE BOARD OF DIRECTORS

- The Board of Directors has set strategic business development directions, appropriate medium and long-term investment development plans, and fully implemented the objectives and tasks according to the resolutions of the Annual General Meeting of Shareholders 2024.
- The Board of Directors' meetings are organized, discussions are conducted, and votes are taken on matters that comply with legal regulations and fall within the Board's authority. Matters voted on by written resolution are carried out in accordance with the prescribed procedures.
- The member of the Board of Directors fulfill their roles and responsibilities, attend meetings fully, and their voting opinions contribute to building and developing the Company's activities and development orientation.
- The Board of Directors has proposed effective and timely solutions to support the Board of Management in the company's operations, ensuring proper monitoring and control to

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comply with legal regulations.

Above is the report on the activities of the Independent member of the Board of Directors.

The Board of Directors respectfully submits for the General Meeting's consideration and approval.

Independent member of the
Board of Directors



Mrs. L. Phi Thu Hien



**AN DUONG THAO DIEN REAL ESTATE INVESTMENT
JOINT STOCK COMPANY**

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025



**REPORT ON THE ACTIVITIES OF THE
AUDIT COMMITTEE IN 2024**

❖

04/2025

Dear Shareholders,

In accordance with the tasks assigned by the General Meeting of Shareholders and based on the functions and duties of the Audit Committee as defined in the Law on Enterprises and the Company's Charter, the Audit Committee respectfully presents the report to the 2025 Annual General Meeting of Shareholders of An Duong Thao Dien Real Estate Investment Joint Stock Company, scheduled for April 18, 2025, with the following contents:

I. ACTIVITIES OF THE AUDIT COMMITTEE IN 2024

1. Summary of the meetings of the Audit Committee

The Audit Committee consists of 02 members and has held regular meetings as required by law and the Company's Charter. All members of the Audit Committee attended the meetings, and members were also assigned to attend meetings of the Board of Directors.

2. Activities of the Audit Committee in 2024

- Supervising the implementation of General Meeting of Shareholders' resolutions: The Audit Committee monitored the implementation of the resolutions passed by the General Meeting of Shareholders and checked the legality and appropriateness of the business activities according to the resolutions from the Board of Directors in 2024.
- Supervising the activities of the Board of Management: The Audit Committee monitored the management and operations of the Board of Management by coordinating with related departments to ensure compliance with legal regulations, the Company's Charter, and internal rules.
- Internal audit activities: The Audit Committee oversaw the internal audit activities to evaluate the Company's processes and regulations, aiming to identify weaknesses in management.
- Ensuring the accuracy of financial reports: The Audit Committee reviewed financial statements before publication, ensuring compliance with Vietnam's accounting standards and related regulations. The Committee also reviewed quarterly financial reports.
- Supervising independent audit services: The Audit Committee reviewed and evaluated the proposed audit plans from the independent audit firm, ensuring the plans were appropriate in terms of scope, targets, methods, and timing.



II. REMUNERATION, OPERATING EXPENSES, AND OTHER BENEFITS OF THE AUDIT COMMITTEE AND INDIVIDUAL MEMBER OF THE AUDIT COMMITTEE

Unit: million VND/month

Position	Remuneration	Operating expenses	Other benefits
Head of Audit Committee	-	-	-
Member Audit Committee	-	-	-
Total	-	-	-
Total amount spent in 2024	-	-	-

III. SUPERVISION RESULTS REGARDING THE FINANCIAL STATEMENTS, OPERATIONAL SITUATION, AND FINANCIAL CONDITION OF THE COMPANY

1. Evaluation of the Financial Statements 2024

- The recording, storage of documents, accounting information system, and preparation of basic books were carried out in accordance with current regulations.
- The Company has complied with regulations regarding the preparation of financial statements and quarterly and annual information disclosure as required by the Stock Exchange and state regulations.
- The accounting work at the Company has fully complied with the relevant regulations, ensuring the principles of accuracy, prudence, and fairness. The financial statements have been prepared based on full compliance with current regulations. The Audit Committee has not found any violations in the financial and accounting work during the period.
- The chosen audit firm ensures reliability, honesty, compliance with audit deadlines, adherence to professional regulations, and maintains independence and objectivity when providing audit opinions.

2. Operational and financial condition of the Company in 2024

Unit: million VND

No.	Indicator	FY2023	FY2024	% YoY
1	Total asset	1,071,589	1,079,949	0.78%

2	Net revenue	18,272	17,815	-2.50%
3	Profit from business activities	27,643	11,143	-59.69%
4	Profit after corporate income tax	35,939	9,857	-72.57%

Source: Audited Financial Statements 2024

III. SUPERVISION RESULTS REGARDING THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT

1. Supervision results of the activities of the Board of Directors

The Board of Directors (BOD) has organized its activities in accordance with the regulations of the Company's Charter and the Law on Enterprises. The BOD meetings have been conducted in full. In 2024, the BOD closely followed the resolutions set forth by the 2024 General Meeting of Shareholders and implemented the corresponding resolutions.

The BOD members attended all meetings in person and provided written opinions on matters within the Board's authority, demonstrating a high level of responsibility. The Board members provided direction, strategies, and regularly guided and supervised the Company's activities to ensure that the Board of Management operated in compliance with the Company's regulations and policies. The BOD's governance report fully and accurately reflects the activities as well as the management guidance. The Board has continuously monitored the Board of Management's execution of the business plans approved by the General Meeting of Shareholders.

The Board of Directors has effectively fulfilled its function of providing strategic direction for the Company by formulating, controlling, and adjusting strategic decisions. The key decisions of the Board of Management were analyzed, criticized, and consulted by the Board of Directors to ensure appropriate solutions for the Company.

2. Supervision results of the activities of the Board of Management

The Board of Management has diligently implemented the resolutions of the General Meeting of Shareholders and effectively carried out its duties in compliance with legal regulations and the Company's Charter.

IV. REPORT ON TRANSACTIONS:

1. Transactions between the company, subsidiaries, or companies controlled by the public company (holding 50% or more of the charter capital) and members of the Board of Directors, General Director, other manager or their related persons: None

2 Transactions between the between the Company and the company that its member of Board of Directors, General Director or other manager is a founding member or an executive manager within the last 3 years before the transaction: None.

V. EVALUATION RESULTS ON THE COMPANY'S INTERNAL CONTROL SYSTEM AND RISK MANAGEMENT

The internal control system and risk management of the Company in 2024 have been further improved and standardized to timely detect potential and emerging risks, aiming to minimize negative impacts on the Company's business operations.

VI. EVALUATION RESULTS ON COORDINATION BETWEEN THE AUDIT COMMITTEE, BOARD OF DIRECTORS, AND GENERAL DIRECTORS

- The Audit Committee received support from the Board of Directors and the Board of Management in carrying out the Audit Committee's duties in 2024.
- The Audit Committee, the Board of Directors, the General Director, and the shareholders cooperated closely in their working relationships based on the following principles:
 - Always acting in the best interest of the Company and its shareholders.
 - Strictly adhering to relevant legal regulations, the Company's Charter, and corporate governance rules.
 - Practicing the principles of focus, democracy, openness, and transparency.
 - Cooperating with the highest level of responsibility, honesty, and collaboration, actively working together to resolve obstacles and difficulties.

VII. OPERATIONAL DIRECTION FOR 2025

In 2025, the Audit Committee will continue to maintain the activities that have been successfully implemented in 2024, further improving its operational methods and refining the system of regulations and internal governance rules of the Company.

VIII. CONCLUSION

Dear Shareholders, the Audit Committee has reported and presented the evaluation of the business results for 2024 and the operational direction for 2025 of An Duong Thao Dien Real



Estate Investment Joint Stock Company.

Above is the 2024 report of the Audit Committee, respectfully submitted to the 2025 Annual

Best regards.

Best regards.

ON BEHALF OF THE AUDIT COMMITTEE

HEAD OF THE AUDIT COMMITTEE



LÊ THỊ THU HIỀN



**AN DUONG THAO DIEN REAL ESTATE INVESTMENT
JOINT STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**



**REPORT OF THE BOARD OF
MANAGEMENT IN 2024**

❖

04/2025

★ S.D.K. ★

I. REPORT ON BUSINESS PERFORMANCE FOR 2024

1. General Overview

1.1. GDP Growth

Vietnam's GDP growth in 2024 reached 7.09% compared to the previous year, thanks to the strong global economic recovery, leading to increased demand for goods and opening up favorable opportunities for exports. At the same time, the Government's economic and social policies, focusing on promoting economic growth, macroeconomic stability, and controlling inflation, have created favorable conditions for domestic production and consumption. Vietnam continues to stand out as a bright spot for economic growth in the region and globally, with projected growth surpassing many countries in the region.

1.2. Foreign Direct Investment (FDI)

According to the General Statistics Office of Vietnam, the total foreign direct investment into Vietnam in 2024 is estimated to reach USD 25.35 billion, an increase of 9.4% compared to the previous year. This figure not only reflects the strong recovery of the economy but also highlights the attractiveness of Vietnam, along with the strong confidence of foreign investors in the business environment in Vietnam.

1.3. Consumer Price Index (CPI)

The average CPI in 2024 increased by 3.63% compared to 2023, reflecting the efforts of the Government and ministries in addressing difficulties, promoting growth, maintaining macroeconomic stability, and controlling inflation.

1.4. Monetary Policy

In 2024, the State Bank of Vietnam (SBV) adjusted the credit target for credit institutions twice to ensure sufficient funding for the economy, supporting production and business activities, while keeping inflation under the target. The SBV also maintained low policy interest rates to encourage lower borrowing costs, making it easier for businesses and individuals to access credit, while boosting economic growth and controlling inflation. In this context, the SBV managed the exchange rate flexibly and coordinated monetary policy tools to limit exchange rate pressures. The SBV also announced a plan to sell foreign currencies to credit institutions to ensure liquidity support during periods of significant pressure. Thanks to these measures, the foreign exchange market remained stable, market sentiment was maintained, and foreign liquidity flowed smoothly, meeting the legitimate needs of the economy.

1.5. Vietnam's Real Estate Market in 2024

According to the Vietnam Association of Real Estate Brokers (VARs), the real estate market in Vietnam in 2024 showed positive signs of recovery, thanks to significant progress in improving the legal framework, with the Housing Law of 2023, the Real Estate Business Law of 2023, and the Land Law of 2024 officially coming into effect. 2024 can be seen as a pivotal year, laying a solid foundation and providing momentum for the sustainable development of the real estate market in the next phase.

2. Business Results for 2024

No.	Indicators	Unit	FY2024
1	Total Revenue	VND	21,141,892,977
2	Profit after tax	VND	9,857,049,923
3	Undistributed earnings	VND	87,314,709,927
-	<i>Undistributed post-tax profits of previous year</i>	<i>VND</i>	<i>77,650,620,257</i>
-	<i>Undistributed post-tax profits of current year</i>	<i>VND</i>	<i>9,664,089,670</i>

At the beginning of 2024, both the global and domestic economies were still negatively affected by the economic recession of 2023, causing the real estate market to continue facing many challenges. However, as the economy recovered in Q2/2024, the real estate market began to improve with real estate exchanges and brokers returning to activity, leading to a significant increase in supply and transaction volume. Notably, in Q3/2024, the early application of new laws regarding land, housing, and credit reinforced market confidence and provided a driving force for the real estate industry.

The Company's business operations followed the general trend, facing difficulties in the early part of the year but gradually recovering from Q2/2024 onwards, contributing to improved revenue in the later quarters of the year. Profit after tax reached 27.43% compared to 2023 but fell short of expectations, mainly due to a decline in financial revenue. However, the positive aspect is that in 2024, the Company has restructured and identified operational risks from resources and the resilience of its core business market - real estate, thereby establishing a solid foundation for long-term growth. Given the prospects for economic recovery and improving market sentiment, the Company has set the goal of enhancing core business activities while seeking potential investment opportunities to optimize operational efficiency and sustainable value.

3. Improvements in Organizational Structure, Policies, and Management

To fully leverage the potential, strengths, and capabilities of the Company, the Board of Management has made improvements and changes in policies, organizational structure, and strategies, such as:

Organizational Structure:

- Over the past year, the Company has continued to review and adjust its business model, governance structure, and the functions and tasks of each department. The Company maintains a streamlined organizational structure, with clear assignment of tasks and functions for departments, to optimize costs, manage capital efficiently, and ensure the sustainable development of business activities.
- The Company proactively forecasts staffing needs and prepares recruitment plans early to ensure adequate human resources for departments, efficiently supporting current business activities and future development plans.
- The Company regularly coordinates between departments to review and adjust current processes and regulations, ensuring flexibility and timely updates in line with actual conditions.
- The Company implements and adjusts its salary, bonus, and benefit policies based on job performance, ensuring compliance with legal regulations. At the same time, the Company emphasizes training to enhance employees' capabilities and skills, meeting the job requirements and the Company's long-term development orientation.

Policies and Management:

- In the context of an economy that is recovering but still facing many uncertainties, the Company continues to maintain a workforce that is both high in quality and quantity, ensuring work efficiency.
- The Company fully complies with legal regulations regarding salary and bonus payments to employees, and applies diverse benefit and welfare policies to recognize the efforts and contributions of individuals and teams. The Company always ensures that employees receive the best benefits, thereby boosting morale and fostering long-term commitment to the Company.

- The Company values training alongside work, encouraging learning from predecessors to enhance professional knowledge. This helps improve the work performance of both management and staff, preparing for the sustainable development of the Company.
- The Company proactively strengthens inspection and coordination between departments, while also building work plans to prepare for the implementation of business plans.

II. BUSINESS DIRECTION FOR 2025

Vietnam's Economic Outlook for 2025

The economic outlook for Vietnam in 2025 is forecasted to be stable, with positive macroeconomic growth, thanks to a flexible monetary policy to support growth and control inflation. The State Bank of Vietnam will maintain reasonable interest rates to facilitate easy access to credit for businesses and individuals. Public investment will continue to play an important role in infrastructure development, boosting large projects, while private investment will be encouraged through incentive policies, contributing to the growth of industries such as manufacturing, real estate, and the digital economy. With a promising economic growth outlook and a flexible monetary policy, the real estate market is expected to improve in 2025. However, the market may still experience some fluctuations due to cost control, capital sources, and cautious expansion by businesses. This will affect the ability of customers to pay. In this context, the Company will continue to adjust its leasing strategy flexibly, optimize operating costs, and adapt to maintain stable profits.

Based on the analysis of the above opportunities and challenges, the Board of Directors has set the following business objectives for 2025:

No.	Indicators	Unit	Implemented in 2024	Plan for 2025	
				Value	%/2024
1	Total Revenue	VND	21,141,892,977	65,000,000,000	307.4%
2	Profit Before Tax	VND	9,857,049,923	15,000,000,000	152.2%
3	Profit After Tax	VND	9,857,049,923	12,000,000,000	121.7%

❖ Solutions for Implementation:

To implement the 2025 business plan, the Company will actively deploy a series of comprehensive solutions, including organizational management, human resources, and business operations. These solutions aim to optimize resources, enhance work efficiency, and ensure sustainable development in a market that still faces many fluctuations.

Solutions for Organization, Human Resources, and Resource Development:

- Improving Internal Organization: The Company will continue to review and adjust its organizational structure, building a flexible and efficient working system that aligns with the business development goals for 2025.
- Training and Human Resource Development: The Company will focus on enhancing employees' professional knowledge and skills through training courses, seminars, and career development programs. Special emphasis will be placed on management training, technical skills, and communication, to help employees meet increasingly demanding job requirements.
- Attracting Talent: The Company will continue to recruit outstanding candidates and develop attractive compensation policies to attract and retain talent. This ensures strong resources to implement development strategies in 2025.
- Reward Policies: The Company will apply performance-based job evaluations to accurately measure employees' work effectiveness and implement fair and effective reward policies. This is aimed at encouraging individual efforts, creativity, and positive contributions from all employees.

Solutions for Management and Business Operations:

- Effective Cost Control: The Company will continue to implement strict cost control measures, optimizing unnecessary expenditures to minimize waste and improve operational efficiency. Costs will be periodically monitored to ensure resources are used appropriately, maintaining financial health and sustainable profits.
- Optimizing Business Capital: The Company will flexibly use capital sources, combining loans and retained earnings to invest in and fund long-term projects, ensuring high returns. Optimizing cash flow and financial growth will help the Company maintain stable and sustainable long-term development.
- Market Expansion and Revenue Growth: The Company will focus on researching and analyzing the market to identify new opportunities, especially in expanding clean land reserves and investing in industrial real estate projects. Concurrently, the Company will ensure the progress and quality of current real estate projects, enhancing its reputation and building a solid foundation for future development. The Company will also expand supplementary services to increase customer value, thus driving steady revenue growth.

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Above is a summary of the business operations of the Board of Management and the business direction for 2025.

Respectfully submitted for the General Meeting's consideration and approval!

GENERAL DIRECTOR

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PROPOSAL

For Approval of the Audited Financial Statements for 2024

**To: The General Meeting of Shareholders of An Duong Thao Dien
Real Estate Investment Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of Organization and Operations of An Duong Thao Dien Real Estate Investment Joint Stock Company;
- Pursuant to the Audited Financial Statements for the year 2024;

Pursuant to Point f, Clause 1, Article 15 of the An Duong Thao Dien Real Estate Investment Joint Stock Company's Charter, which stipulates the rights and responsibilities of the General Meeting of Shareholders in approving the annual audited financial statements of the Company.

The Board of Directors of An Duong Thao Dien Real Estate Investment Joint Stock Company respectfully submits to the General Meeting of Shareholders for voting on the approval of the audited financial statements for 2024, audited by International Audit and Valuation Co., Ltd. (attached is the full text of the audited financial statements for 2024).

We respectfully submit for consideration.

Sincerely!

**ON BEHALF OF THE BOD
CHAIRMAN**



Nguyen Gia Bao

No: 02/TTr- ĐHDCĐ

Ho Chi Minh City, April 18, 2025

PROPOSAL

For the results of business operations and profit distribution for 2024

**To: The General Meeting of Shareholders of An Duong Thao
Dien Real Estate Investment Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of Organization and Operations of An Duong Thao Dien Real Estate Investment Joint Stock Company;
- Pursuant to the Audited Financial Statements for the year 2024;

The Board of Directors respectfully submits to the General Meeting of Shareholders for review and approval of the results of business operations for 2024, funds allocation plan, and the distribution of dividends as follows:

No	Indicator	Unit	Year 2024
1	Net revenue	VND	17,815,218,515
2	Profit before tax	VND	9,857,049,923
3	Profit after corporate income tax	VND	9,857,049,923
4	Undistributed profit after tax	VND	87,314,709,927
5	Cash/stock dividend payment 0%	(% of owner's equity)	-
6	Remaining undistributed profit	VND	87,314,709,927

Sincerely!

ON BEHALF OF THE BOD
CHAIRMAN

Nguyễn Gia Bao

PROPOSAL
For the Business Plan for 2025

**To: The General Meeting of Shareholders of An Duong Thao
Dien Real Estate Investment Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of Organization and Operations of An Duong Thao Dien Real Estate Investment Joint Stock Company;

Based on the business situation in 2024 and the development orientation of the Company in 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for review and approval of the business plan for 2025 as follows:

No.	Indicator	Unit	2024 Actual	2025 Plan	
				Value	%/2024
1	Total revenue	VND	21,141,892,977	65,000,000,000	307.4%
2	Profit before tax	VND	9,857,049,923	15,000,000,000	152.2%
3	Profit after tax	VND	9,857,049,923	12,000,000,000	121.7%
4	Dividend payout ratio	%	-	-	-%

We respectfully submit for consideration.

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Gia Bao

No: 04/TTr- ĐHĐCĐ

Ho Chi Minh City, April 18, 2025

PROPOSAL

For Board of Directors' remuneration

**To: The General Meeting of Shareholders of An Duong Thao
Dien Real Estate Investment Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of Organization and Operations of An Duong Thao Dien Real Estate Investment Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration for the Board of Directors as follows:

Remuneration for the Board of Directors in 2024:

- Chairman of the Board of Directors : 48,600,000 VND/year
- Member of the Board of Directors : 121,544,316 VND/year

Total remuneration paid in 2024 : 170,144,316 VND/year

Proposed remuneration for the Board of Directors in 2025:

- Based on the operational plan for 2024, the Board of Directors respectfully proposes to the General Meeting of Shareholders to approve the remuneration for the Board of Directors and the Audit Committee in 2025 to be 2% of the profit after tax;

- Payment will only be made when the profit after tax for 2025 is positive.

- The Board of Directors is authorized to decide the remuneration for each member of the Board of Directors and the Audit Committee.

We respectfully submit for consideration.

Sincerely!

ON BEHALF OF THE BOD

CHAIRMAN OF THE BOD



Nguyen Gia Bao

No: 05/TTr- ĐHĐCĐ

Ho Chi Minh City, April 18, 2025

PROPOSAL

For selecting the Auditor for the Financial Statements for 2025

**To: The General Meeting of Shareholders of An Duong Thao Dien Real Estate
Investment Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP detailing the implementation of certain provisions of the Securities Law, passed on December 31, 2020;
- Pursuant to the Charter of Organization and Operations of An Duong Thao Dien Real Estate Investment Joint Stock Company;

Pursuant to the proposal and recommendations of the Audit Committee regarding the list of approved audit firms to perform the audit of the Company's financial statements for the year 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors to select an independent audit firm, based on their competence, qualifications, and professional audit team, that meets the standards for auditing public companies and is approved by the State Securities Commission of VietNam, to conduct the audit of the Company's financial statements for the year 2025.

We respectfully submit for consideration.

Sincerely!

**ON BEHALF OF THE BOD
CHAIRMAN**



Nguyen Gia Bao