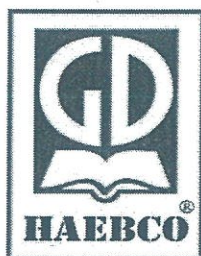


**VIETNAM EDUCATION PUBLISHER
EDUCATION BOOK JOINT STOCK COMPANY IN HANOI CITY**



**ANNUAL REPORT
REPORTING YEAR 2024**

Hanoi, March 2025



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I. General information

1. General information

- Transaction name: Education Book Joint Stock Company in Hanoi City
- Business registration certificate number: 0101493714
- Charter capital: 102,194,840,000 VND
- Owner's investment capital: 102,194,840,000 VND
- Address: 2nd Floor, Building D Vinaconex Office Area 1 - 289A Khat Duy Tien, Trung Hoa Ward, Cau Giay, Hanoi
- Phone number: 024.6253.4301
- Fax number: 024.6265.7741
- Website: www.sachgiaoduchanoi.vn
- Stock code: EBS

2. The process of formation and development

- Formation and development process: Education Book Joint Stock Company in Hanoi City, formerly known as the Reference Book Publishing Center - a member unit of the Education Publishing House (EPH) was established in 2000, with the mission of organizing the printing and distribution of reference books of the Education Publishing House, serving the education industry and other social subjects. (Pursuant to Decision No. 1916/QĐ-BGD&ĐT-TCCB).

- Book Publishing Center officially transformed into Educational Book Joint Stock Company in Hanoi city according to Decision No. 1575/QĐ-BGD&ĐT-TCCB dated March 29, 2004 of the Ministry of Education and Training.

- Switching to operating under the joint stock company model, the Company's operating objective is to maximize the legitimate benefits of shareholders through accumulating and improving competitiveness, developing production to expand market share and business lines, ensuring increased corporate value. In addition, the Company also aims to contribute to the task of developing the country's socio-economic education sector.

- Listing: Officially listed at Hanoi Stock Exchange Center on December 24, 2006.

- Since operating as a joint stock company in 2004, up to now, Education Book Joint Stock Company in Hanoi City has increased its charter capital through the following stages:

- On July 12, 2007, the Company increased its charter capital from 10,000,000,000 VND to 25,548,710,000 VND by issuing bonus shares to existing shareholders and paying dividends in shares (par value 10,000

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VND/share) according to Official Dispatch No. 611/UBCK-QLPH dated May 21, 2007.

- On April 18, 2008, the Company increased its charter capital from 25,548,710,000 VND to 51,097,420,000 VND by offering 2,225,871 shares to existing shareholders at a price of 10,000 VND/share.
- On May 31, 2010, the Company increased its charter capital from 51,097,420,000 VND to 102,194,840,000 VND by offering 5,109,742 shares to existing shareholders at a price of 10,000 VND/share.

3. Industry and business area

- Business line:

- + Trading in educational books, other books, newspapers, magazines, picture maps, CDs and other publications allowed for circulation.
- + Trading in stationery and toys.
- + Buy and sell personal and household items.
- + Buy and sell machinery, equipment and replacement parts.
- + Manufacturing, trading and selling teaching equipment.
- + Real estate business activities, land use rights belonging to the owner, owner or tenant;

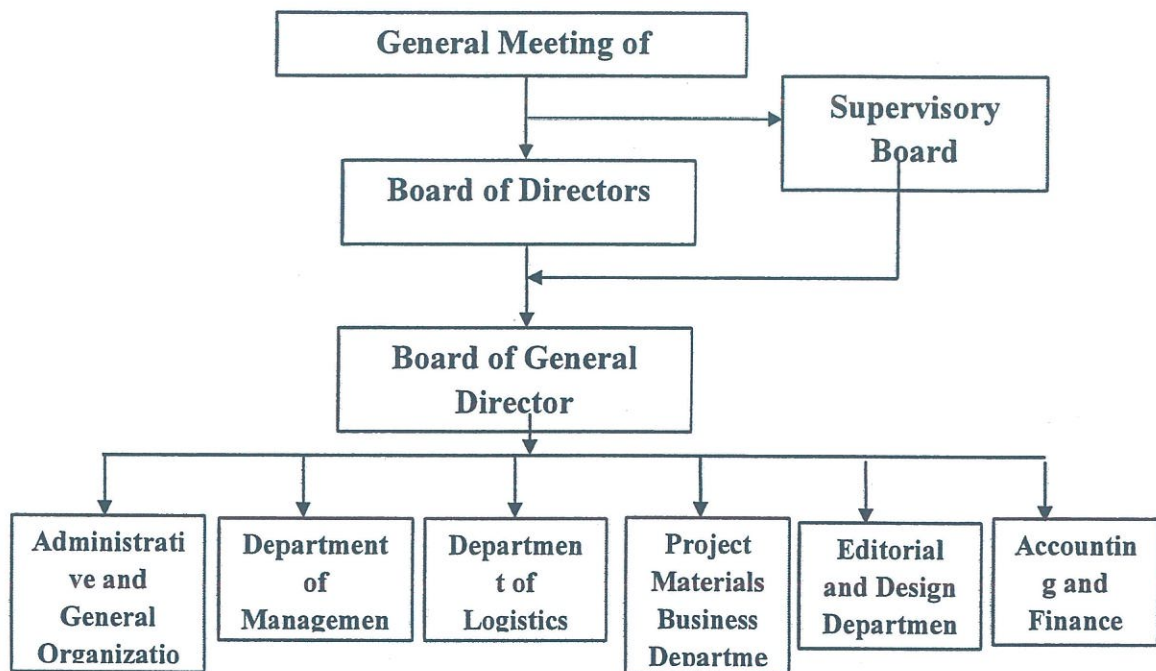
- Business location: Vietnam.

4. Information about the governance model, business organization and management apparatus

- Management model: Shareholders' Meeting, Supervisory Board, Board of Directors, Executive Board headed by the General Director, 01 Deputy Director in charge of various tasks.

- Management structure: The Company's organizational and operating structure includes the Board of Directors and the Executive Board.

- Management chart:



- Subsidiaries and affiliated companies:

+ Associate company: Pursuant to Board of Directors Resolution No. 01/HĐQT-SGDHN dated January 7, 2016 and Board of Directors Resolution No. 03/HĐQT-SGDHN dated March 28, 2016, the Company has contributed capital to establish Education Book Publishing Joint Stock Company (headquartered in Hanoi) with a total capital contribution value of 2.4 billion VND. - accounting for a proportion of 21.82% voting rights. The main business activities of Education Book Publishing Joint Stock Company are publishing and trading books and stationery, children's toys, organizing topic exploitation...

+ Subsidiary company: Pursuant to Board of Directors resolution No. 09/2020HĐQT-NQ dated August 17, 2020, the Company has contributed capital to establish EBS Solar Vietnam Energy Joint Stock Company (headquartered in Hanoi) with a total capital contribution value of 13.4 billion VND - accounting for 67.48% of voting rights. The main business activities of EBS Solar Vietnam Energy Joint Stock Company are transmission and distribution of electricity, installation of electrical systems, trading of equipment and materials for solar power...

5. Development orientation

- The main goals of the Company: Trading books and publications serving the Education industry.

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- Medium and long-term development strategy: Implement nationwide development, implement joint ventures with other related companies. The goal is to develop reference books nationwide.

- The Company's environmental, social and community goals: The Company always sets business goals combined with social responsibility; always share and help in difficult cases; Participate in many charity activities locally as well as in other difficult areas.

6. Risks

Vietnam's economy in 2024 will still face many difficulties, the market will have more and more organizations and individuals participating in business with the same products as the Company, creating fierce competition. In 2024, the demand for books and educational products in localities is tending to decrease, the system in the issuance of textbooks is having many inadequacies, some local School Equipment Books Joint Stock Company are gradually losing their initiative in dominating the market, being overwhelmed by private enterprises, the situation of fake and pirated books is becoming more and more sophisticated, difficult to check and detect. In 2024, Education Book Joint Stock Company in City. Hanoi faces difficulties in operational aspects:

Topics, manuscripts, authors: The number of new topics is limited, reference books compete fiercely in the market.

The Company's Board of Directors has made great efforts for the Company to achieve performance results in 2024.

II. Operational situation during the year

1. Situation of production and business activities

- Results of production and business activities during the year:

Maintain and expand the reference book market nationwide according to the motto of covering all localities and areas in the provinces, including remote areas, to ensure reference books reach all students, parents and readers.

Build a book list system to serve all grade levels.

Implementation status compared to plan:

No.	Target	Plan 2024 (million VND)	Perform (Parent company) (million VND)	Implementat ion (consolidate d 2024)	Ratio of im- plementatio n compared to plan
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				(million VND)	(Parent company vs. Plan)
1	Total revenue	82.111	70.265	80.606	85,57%
2	Profit before tax	10.500	9.521	16.713	90,67%
3	Profit after tax	8.400	8.124	15.317	96,71%

Analysis of business results in 2024:

- Equity at the end of the period compared to the beginning of the period reached 100% (end of period: 126,243 million, beginning of period: 126,226 million).
- Total assets at the end of the period compared to the beginning of the period reached 99.9% (end of period: 139,424 million, beginning of period: 139,564 million).
- Profit after tax decreased over the same period reaching: 99.4% over the same period (2023: 8,174 million, 2024: 8,124 million).
- Total revenue in 2024 will decrease by 91% over the same period (2024: 70,265 million, same period in 2023: 77,641 million).
- Profit before tax decreased by 96% over the same period (2024: 9,521 million, 2023: 9,893 million).
- Financial activity revenue decreased by 99% over the same period (2023: 7,898 million, 2024: 7,806 million). Short and long-term financial investments in companies are profitable and equity is preserved

*** Organization and personnel**

- List of Executive Board: 02 people
- **Mr. Nguyen Thanh Tung**
 - Position: General Director of the Company and Member of the Board of Directors
 - Gender: Male
 - Date of birth: October 14, 1982
 - Place of birth: Yen Lac - Vinh Phuc
 - Hometown: Yen Lac - Vinh Phuc
 - Nationality: Vietnamese
 - Ethnicity: Kinh
 - Permanent address: 1102-OCT1, Bac Linh Dam, Hoang Mai, Hanoi
 - Educational level: 12/12
 - Professional qualifications: Master of economics

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- Work process:
 - ❖ From July 2004 - December 2006 Accountant, Accounting and Finance Department, Education Publishing House
 - ❖ From January 2006 - October 2007 Accountant, Accounting and Finance Department, Education Publishing House in Hanoi
 - ❖ From November 2007 - March 2009, Deputy Head of Accounting and Finance Department, Education Publishing House in Hanoi City
 - ❖ From April 2009 - January 2015 Chief Accountant of Hanoi Education Publishing Services Joint Stock Company
 - ❖ From February 2015 - August 2019, Deputy Director of Hanoi Education Publishing Service Joint Stock Company.
 - ❖ September 2019 - now General Director of Education Book Joint Stock Company in Hanoi City.
- Number of shares held: none
- **Mr. Ngo Trong Vinh**
 - Position: Deputy General Director of the Company and Chairman of the Board of Directors.
 - Gender: Male
 - Date of birth: February 5, 1964
 - Place of birth: Hanoi
 - Hometown: Hanoi
 - Nationality: Vietnamese
 - Ethnicity: Kinh
 - Permanent address: No. 67, 8/3 street, Minh Khai ward, Hai Ba Trung district, Hanoi
 - Educational level: 10/10
 - Professional qualifications: Construction engineer, Bachelor of Economics
 - Work process:
 - ❖ From 1988-1989: Officer of Import-Export Company producing and supplying transportation materials
 - ❖ From 1989-1990: Intern in the German Democratic Republic
 - ❖ From 1991-1993: Deputy Sales Department of VIETRANIMEX Import-Export Corporation
 - ❖ From 1994-1995: Investment intern in Spain
 - ❖ From 1996 – 2000: Head of Planning Department of Trade and Construction Corporation (VIETRACIMEX)

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- ❖ 2001: Acting Director of Infrastructure Construction and Development Company under the Trade and Construction Corporation (VIETRACIMEX)
- ❖ From November 2001 to September 2005: Director of Construction and Mechanical Company No. 1
- ❖ October 2005 - February 2009: Chairman of the Board of Directors and Director of Construction and Mechanical Joint Stock Company No. 1
- ❖ March 2009 - present: Chairman of the Board of Directors of CMC Investment Joint Stock Company.
- ❖ Current position: Chairman of the Board of Directors of CMC Investment Joint Stock Company; Chairman of the Board of Directors of Educational Book Joint Stock Company in Ho Chi Minh City;
- **Number of shares held: 958,383 shares** of which: Personal ownership: 958,383 shares (accounting for 9.6% of charter capital).

- Number of officers and employees:

Level	Quantity	Percentage
Master	7	20
University, College	23	66
Intermediate Level	1	3
Technical Industry, Other Labor	4	11
Total	35	100

- Policies for employees:

- + Fully implement social insurance, health insurance, unemployment insurance and other policies for employees according to labor contracts and State regulations
- + Create conditions for workers to study and improve their qualifications.
- + Improve the environment, working conditions, improve material and spiritual life, build and strengthen the Company's corporate culture, create good motivation for employees to work actively, stably and closely for the development of the Company.
- + Organize and implement well the work of labor safety and fire prevention.

2. Investment situation and project implementation situation

Subsidiaries and affiliated companies:

- Subsidiary company: EBS Solar Vietnam Energy Joint Stock Company; EBS Solar Phuong Nam Energy Joint Stock Company; EBS Solar Khanh An Energy Joint Stock Company; main activities are electricity production, electricity transmission and distribution, installation of water supply and drainage systems, heating and air conditioning...

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- Affiliated company: Educational Book Publishing Joint Stock Company - main activities are trading, retailing educational books, stationery, toy products, organizing topic exploitation... with business results in 2024 with a total revenue of 129 billion, profitable business and a plan to pay dividends of 11%.

3. Financial situation**a) Financial situation (Unit: VND)**

Target	2024	2023	% same period
Total asset value	139.424.558.668	139.564.177.799	99,90%
Net revenue	62.454.494.910	69.736.927.403	89,56%
Profits from business activities	9.516.753.811	9.906.321.743	96,07%
Other profits	4.550.603	-12.793.866	-
Profit before tax	9.521.304.414	9.893.527.877	96,24%
Profit after tax	8.124.709.531	8.174.423.850	99,39%
Dividend profit ratio (%)	8	8	100%

b) Main financial indicators

Targets	2023	2024	Note
1. Criteria for ability to pay			
+ Short-term payment ratio:			
Current assets/Short-term debt	8,2	8,4	
+ Quick payout ratio:			
Working Assets - Inventory			
Short-term debt	7,0	7,2	

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Targets	2023	2024	Note
2. Capital structure criteria			
+ Debt/Total Assets Ratio	0,9	0,10	
+ Debt/Equity Ratio	0,10	0,11	
3. Performance indicators			
+ Inventory turnover:	3,1	2,1	
<u>Cost of goods sold</u> Average inventory			
+ Net revenue/Total assets	0,50	0,45	
4. Profitability criteria			
+ Profit after tax coefficient/Net revenue	0,117	0,130	
+ Profit after tax ratio/Equity	0,065	0,064	
+ Profit after tax coefficient/Total assets	0,058	0,058	
+ Coefficient of Profit from business activities/Net revenue	0,14	0,15	

4. Shareholder structure, change in owner's investment capital

a) **Share:** 10,219,484 (Ten million two hundred nineteen thousand four hundred eighty-four) ordinary shares.

Outstanding shares: 9.965.584 cp

b) **Shareholder structure:** According to the general list of stock owners - the closing date for the list of shareholders is March 14, 2025 (last registration date) prepared by VSD.

No.	Interpretation	Number of shareholders	Number of shares	Proportion
1	Big shareholders, small shareholders	691	9.965.584	100%
	Shareholders owning 5% or more of the total Common stock	5	7.532.183	75,6%
	Shareholders own from 1% to less than 5% or more of the total Common stock	4	1.297.800	13%
	Shareholders owning 1% or less of total Common stock	682	1.135.601	11,4%

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2	Institutional shareholders, individual shareholders	691	9.965.584	100%
	Organization (domestic, foreign)	16	4.070.453	40,8%
	Individual (domestic, foreign)	675	5.895.131	59,2%
3	Domestic colleges and foreign colleges	691	9.965.584	100%
	Domestic shareholders (individuals, organizations)	678	9.894.745	99%
	Foreign shareholders (individuals, organizations)	13	70.839	1%
4	State shareholders and other shareholders	691	9.965.584	100%
	State shareholders	1	2.591.100	26%
	Other colleges (not state colleges)	690	7.374.484	74%

c) **Situation of change in owner's investment capital:** Do not have.

d) **Trading treasury shares:**

- Number of treasury shares as of March 14, 2025: 253.900 shares.
- Transactions performed during the year: None

e) **Other securities:** As of December 31, 2024, the Company will invest in trading securities as follows:

No.	Unit name	Quantity	Note
I	Listed stocks	500.000	
1	Vinhomes Joint Stock Company (VHM)	90.000	
2	Military Commercial Joint Stock Bank (MBB)	140.000	
3	Asia Commercial Bank (ACB)	270.000	
II	Unlisted shares	101.550	
1	Vietnam Livestock Corporation – Joint Stock Company (VLC)	1.550	
2	Cao Son Coal Joint Stock Company	100.000	

5. Report on the company's environmental and social impact

5.1 Management of raw materials

- a) The total amount of raw materials used to produce and package the organization's primary products and services during the year.
- b) Report the percentage of recycled materials used to produce the organization's primary products and services

5.2 Energy consumption

- a) Direct and indirect energy consumption
- b) Energy is saved through energy efficiency initiatives
- c) Energy saving initiative reports

5.3 Water consumption

- a) Water supply and water usage:
- b) Percentage and total amount of water recycled and reused

5.4 Comply with laws on environmental protection

- a) Number of times sanctioned for non-compliance with environmental laws and regulations: Do not have
- b) Total amount of fines for non-compliance with environmental laws and regulations: Do not have

5.5 Policies related to employees

- a) **Number of employees, average salary for employees:** Number of tuberculosis
There are 36 people, The minimum wage is guaranteed according to the regional minimum wage, the average salary is 20 million VND/person/month.
- b) **Labor policies to ensure the health, safety and welfare of workers:** The company always cares about its employees and organizes annual health checks.
- c) **Employee training activities:** The Company always trains and fosters professional qualifications for employees to promptly meet the Company's human resource needs.

5.6 Report related to responsibility towards local community: The company cares about difficult circumstances in the region, organizes gift giving to the poor, poor students overcoming difficulties, participates in charity programs in other regions and localities and charity activities of Vietnam Education Publishing House and the Ministry of Education and Training.

5.7 Report related to green capital market activities according to the guidance of the State Securities Commission

III. Report and evaluation of the Board of General Directors (The Board of General Directors reports and evaluates all aspects of the company's situation)

1. Evaluate the results of production and business activities

Facing the difficult situation of 2024, under the direction of the Board of Directors, the Board of General Directors and the efforts of the collective employees. The staff, employees, functional departments, editorial boards in the Company, and member units in the VNEPH system have coordinated with each other to achieve results in production and business.

Business innovation, improving publication quality: Proactively go to local markets, research local needs, collect market feedback to organize work and perfect products.

Officials and employees in the company have always tried to develop the market, but the results have not been achieved according to the Company's 2024 pre-tax profit plan, down 4% compared to the same period in 2023 (2023 pre-tax profit is 9.9 billion VND; in 2024, it is 9.5 billion VND).

2. Financial situation

a) Property situation:

In 2024, the Company's fixed assets will be 489 million VND

b) Liabilities situation:

The current short-term debt situation as of December 31, 2024 is 7.1 billion VND, these are debts that are not yet due, have become due and are overdue for payment.

3. Improvements in organizational structure, policies, and management

In 2024, the Company will continue to maintain the ISO 9001: 2008 quality management system.

4. Future development plan

- Promote the quality management of editing, design, and pre-press services to improve competitiveness, develop bidding books, and find new manuscripts suitable for the market to increase sales and profits for the company.

- Expanding production and business in all fields with strategic partners and suppliers Explanation of the Board of Directors for audit opinions (if any) - (In case the audit opinion is not a full approval opinion). Do not have.

5. Assessment report related to the company's environmental and social responsibility

- a) **Assessment related to environmental indicators:** The company always saves energy using electricity and water.
- b) **Evaluation related to employee issues:** The company cares about employee benefits and has special benefits for difficult situations. Employees enjoy benefits such as filial piety, holidays, children with good academic achievements,...
- c) **Assessment related to corporate responsibility to the local community:** The company complies well with local regulations.

IV. Evaluation of the Board of Directors on the Company's operations

1. Evaluation of the Board of Directors on the Company's operations

2024 with the Board of Directors' efforts to maintain and develop the market. The Company's pre-tax profit has not reached the target compared to the plan approved by the Annual General Meeting of Shareholders (*make a minimum dividend payment of 8.5%*) and in 2024, the Company will pay dividends of 8%.

2. Evaluation of the Board of Directors on the activities of the company's Board of Directors

Faced with the difficulties of 2024, the Board of Directors has tried to manage the Company's operations and achieved the following results:

- Maintain and develop the issuance market.
- Maintain the ISO 9001:2008 Quality Management System.
- On February 5, 2025, it announced to close the list of shareholders on March 14, 2025 to advance the 2024 cash dividend at a rate of 8%, payment date April 28, 2025.

3. Plans and orientations of the Board of Directors

With the goal of maintaining stable results of production and business activities in difficult conditions in 2025, the Board of Directors advocates making the following work plans:

- Maintain regular meetings of the Board of Directors to manage the Company's activities; Focus on directing production and business in 2025, maintaining the market.
- Stabilize the organization of the Company's human resources and expertise.
- Complete internal management and system of internal regulatory documents.
- Financial investment to use capital more effectively than savings.
- Organize regular meetings of the Board of Directors to manage the company's activities; Focus on directing production and business activities in 2025;

- Promote the work of improving the quality of topics, exploiting the market, continuing to find and associate with partners with many topics suitable for the market;
- Focus on care to maintain and develop the market.
- Direct the Company to be cautious in inventory issues, focusing on making printing decisions in accordance with market needs.
- Orientation for investment in anti-piracy measures to ensure the 2025 release plan.
- Strengthen the application of information technology in management, administration, and cost-saving measures to improve production and business efficiency and corporate governance.

V. Corporate Management

1. Board of Directors

- a) Members and structure of the Board of Directors:** The Company's Board of Directors consists of 07 people with a term from April 24, 2024 - present:

The list includes:

- + Mr. Ngo Trong Vinh - Chairman of the Board of Directors and Deputy General Director
- + Mr. Ngo Anh Phuong - Vice Chairman of the Board of Directors
- + Ms. Ngo Phuong Anh - Member of the Board of Directors
- + Ms. Ngo Thi Thanh Huyen - Member of the Board of Directors
- + Ms. Lam Quynh Huong - Member of the Board of Directors
- + Mr. Nguyen Thanh Tung - Member of the Board of Directors and Chief Executive Officer
- + Ms. Bui Thi Thu Lan - Member of the Board of Directors

- Summary of the resumes of the members of the Board of Directors: The Board of Directors has 02 members participating in the Executive Board, the resumes of 05 members are as follows:

Chairman of the Board of Directors from April 24, 2024 to present: Mr. Ngo Trong Vinh

- Position: Deputy Director of the Company and Chairman of the Board of Directors.
- Gender: Male
- Date of birth: February 5, 1964
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh

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- Permanent address: No. 67, 8/3 street, Minh Khai ward, Hai Ba Trung district, Hanoi
- Educational level: 10/10
- Professional qualifications: Construction engineer, Bachelor of Economics
- Work process:
 - ❖ From 1988-1989: Officer of Import-Export Company producing and supplying transportation materials
 - ❖ From 1989-1990: Intern in the German Democratic Republic
 - ❖ From 1991-1993: Deputy Sales Department of VIETRANIMEX Import-Export Corporation
 - ❖ From 1994-1995: Investment intern in Spain
 - ❖ From 1996 – 2000: Head of Planning Department of Trade and Construction Corporation (VIETRACIMEX)
 - ❖ 2001: Acting Director of Infrastructure Construction and Development Company under the Trade and Construction Corporation (VIETRACIMEX)
 - ❖ From November 2001 to September 2005: Director of Construction and Mechanical Company No. 1
 - ❖ October 2005 - February 2009: Chairman of the Board of Directors and Director of Construction and Mechanical Joint Stock Company No. 1
 - ❖ March 2009 - present: Chairman of the Board of Directors of CMC Investment Joint Stock Company.
 - ❖ Current position: Chairman of the Board of Directors of CMC Investment Joint Stock Company; Chairman of the Board of Directors of Educational Book Joint Stock Company in Ho Chi Minh City.
- **Number of shares held: 958,383 shares** of which: Personal ownership: 958,383 shares (accounting for 9.6% of charter capital).

Vice Chairman of the Board of Directors from April 24, 2024 to present: Mr. Ngo Anh Phuong

- Gender: Male
- Date of birth: October 20, 1994
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: No. 67, Street 8/3, Minh Khai Ward, Hai Ba Trung District, Hanoi.

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- Educational level: 12/12
- Professional qualifications: Bachelor of finance
- Work process:
 - ❖ From 2012 - 2016: Studying Finance at the University of Cincinnati, Ohio, USA
 - ❖ 2013 – 2014: Intern at Ernst & Young Vietnam Auditing Company
 - ❖ 2014 – 2015: Intern at American Modern Company – United States
 - ❖ 2016 – 2017: Collaborator at Delta Air Lines – United States
 - ❖ March 2017 - April 2017: Studying import-export business at Foreign Trade University.
 - ❖ January 2017 - July 30, 2020: Member of the Board of Directors and General Director at CMC Investment Joint Stock Company.
 - ❖ April 24, 2024 - present: Vice Chairman of the Board of Directors at Education Book Joint Stock Company in Hanoi City
 - ❖ August 1, 2020 to present Member of the Board of Directors and General Director at CMC Investment Joint Stock Company
 - ❖ Number of shares held: none

Member of the Board of Directors from April 24, 2024 to present: Ms. Ngo Phuong Anh

- Gender: Female
- Date of birth: June 22, 1992
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent residence address: No. 211, group 39 Hoang Van Thu, Hoang Mai district, Hanoi
- Educational level: 12/12
- Professional qualifications: Bachelor of journalism
- Work process:
 - ❖ 2010 – 2014: Studying Journalism at the Academy of Journalism and Communication
 - ❖ 2010 – 2014: Studied Political Theory at the Academy of Journalism and Communication
 - ❖ 2014 – present: Employee at CMC Investment Joint Stock Company

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Number of shares held: 2,410,200 shares of which: Personal ownership: 2,410,200 shares (accounting for 24.2% of charter capital)

Member of the Board of Directors from April 24, 2024 to present: Ms. Ngo Thi Thanh Huyen

- Gender: Female
- Date of birth: August 30, 1971
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: Box 23, Lot 1, Group 73, Hoang Van Thu, Hoang Mai District, Hanoi
- Educational level: 12/12
- Professional qualifications: Bachelor of economic management
- Work process:
 - ❖ 1990 - December 1994: Garment worker at Hanoi Sewing Thread Factory
 - ❖ 1998 – 2003: Studied Economic Management at National Economics University
 - ❖ October 1995 - December 2006: Dyeing team employee at Coats Phong Phu Joint Venture Company
 - ❖ November 2005 - February 2006: Majored in General Accounting at National Economics University
 - ❖ March 2006 - December 2007: Accountant at Construction and Mechanical Joint Stock Company No. 1
 - ❖ January 2008 - present: Accountant at CMC Investment Joint Stock Company
 - ❖ March 2019 – present: Member of the Supervisory Board at Education Book Joint Stock Company in Ho Chi Minh City
 - ❖ June 27, 2019 - present: Member of the Board of Directors at Education Book Joint Stock Company in Hanoi City
- **Number of shares held: 597,900 shares** of which: Personal ownership: 597,900 shares (accounting for 6% of charter capital)

Member of the Board of Directors from April 24, 2024 to present: Ms. Lam Quynh Huong

- Gender: Female
- Date of birth: August 1, 1978

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- Place of birth: Thai Nguyen
- Hometown: Thai Nguyen
- Nationality: Vietnamese
- Ethnicity: Tay
- Permanent address: Hop Thanh Street, Cho Chu Town, Dinh Hoa District, Thai Nguyen Province
- Educational level: 12/12
- Professional qualifications: Bachelor of foreign languages
- Work process:
 - ❖ 1997 – 2001: Studied English pedagogy at the University of Foreign Languages - Hanoi National University
 - ❖ August 2004 - September 2004: Studying import-export business at Foreign Trade University
 - ❖ January 2005 - February 2007: General Sales Department employee at Construction and Mechanical Joint Stock Company No. 1
 - ❖ March 2007 - December 2009: Specialist in Investment and Project Management Department at No. 1 Construction and Mechanical Joint Stock Company
 - ❖ January 2010 - present: Head of general sales department at CMC Investment Joint Stock Company
 - ❖ April 2016 - present: Member of the Board of Directors at CMC Investment Joint Stock Company
 - ❖ March 2019 – present: Member of the Board of Directors at Education Book Joint Stock Company in Ho Chi Minh City
 - ❖ June 27, 2019 - present: Member of the Board of Directors at Education Book Joint Stock Company in Hanoi City

Member of the Board of Directors from June 27, 2019 to April 24, 2024: Mr. To Thanh Binh

- Gender: Male
- Date of birth: December 22, 1962
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: 22/31/12 Phan Dinh Giot, Thanh Xuan, Hanoi
- Educational level: 12/12

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- Professional qualifications: Bachelor of economics
- Work process:
 - ❖ August 1980 - May 1985: Soldiers at D1037, F312, District 1
 - ❖ June 1985 - April 1996: Storekeeper, accountant, deputy manager at Education Publishing House
 - ❖ 1987 – 1992: Studied Industrial Economics at Hanoi National Economics University
 - ❖ April 1998 - October 1998: Head of accounting department at Dien Hong Printing Factory - Education Publishing House
 - ❖ November 1998 - October 2005: Deputy accounting department at Education Publishing House
 - ❖ October 2005 - March 2010: Chief Accountant at Education Publishing House in Hanoi
 - ❖ April 2010 - March 2012: Deputy Head of Control Board at Vietnam Education Publishing Company Limited
 - ❖ April 2012 - December 2017: Head of control at Vietnam Education Publishing Company Limited
 - ❖ 07/2011 - 12/2017: Full-time controller at Vietnam Education Publishing Company Limited
 - ❖ December 2017 – present: Head of Control and Legal Department at Vietnam Education Publishing Company Limited
 - ❖ June 27, 2019 - April 24, 2024: Member of the Board of Directors at Education Book Joint Stock Company in Hanoi City

Number of shares held: none

Member of the Board of Directors from April 24, 2024 to present: Ms. Bui Thi Thu Lan

- Gender: Female
- Date of birth: October 26, 1979
- Place of birth: Ha Dong - Hanoi
- Hometown: Ha Dong - Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent residence address: Residential group 1, Phuc Dien ward, Bac Tu Liem District, Hanoi City.
- Educational level: 12/12
- Professional level: Master

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- Work process:
- ❖ From July 2002 - July 2004: Sales Department Officer - Ha Dong Water Supply Company
- ❖ From July 2004 - July 2018: Staff, since 2017 Head of Investment Capital Management Department, Deputy Head of Planning and Finance Department - Vietnam Education Publishing House
- ❖ From August 2018 - May 2021: Chief Accountant - Northern Book and Trading Joint Stock Company
- ❖ From January 2023 - January 2024: Chief Accountant - Vietnam Education Publishing House
- ❖ From January 2024 now: Deputy Head of Printing and Distribution Department - Vietnam Education Publishing House
- ❖ **Number of shares held: 1,945,325 shares** (accounting for 19.52% of charter capital)

Member of the Board of Directors from April 24, 2024 to present: Mr. Nguyen Thanh Tung

- Position: General Director of the Company
- Gender: Male
- Date of birth: October 14, 1982
- Place of birth: Yen Lac - Vinh Phuc
- Hometown: Yen Lac - Vinh Phuc
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: 1102-OCT1, Bac Linh Dam, Hoang Mai, Hanoi
- Educational level: 12/12
- Professional qualifications: Master of economics
- Work process:
- ❖ From July 2004 - December 2006 Accountant, Accounting and Finance Department, Education Publishing House
- ❖ From January 2006 - October 2007 Accountant, Accounting and Finance Department, Education Publishing House in Hanoi
- ❖ From November 2007 - March 2009, Deputy City Secretary of Education Publishing House in Hanoi City
- ❖ From April 2009 - January 2015 Chief Accountant of Hanoi Education Publishing Services Joint Stock Company

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- ❖ From February 2015 - August 2019, Deputy Director of Hanoi Education Publishing Service Joint Stock Company.
- ❖ September 2019 - now General Director of Education Book Joint Stock Company in Hanoi City
- ❖ **Number of shares held: 647,775 shares** (accounting for 6.5% of charter capital)

b) Subcommittees under the Board of Directors: (List subcommittees of the Board of Directors and members in each subcommittee). Do not have.

c) Activities of the Board of Directors:

Meetings of the Board of Directors:

No.	Member of the Board of Directors	Position	Date of starting/no longer being a member of the Board of Directors	Number of meetings attended	Ratio	Reason for not attending the meeting
1	Mr. Ngo Trong Vinh	Chairperson	24/4/2024	7	100 %	
2	Mr. Ngo Anh Phuong	Deputy Chairman	24/4/2024	7	100 %	
3	Mr. Nguyen Thanh Tung	Commissioner	24/4/2024	7	100 %	
4	Ms. Ngo Thi Thanh Huyen	Commissioner	24/4/2024	7	100 %	
5	Ms. Lam Quynh Huong	Commissioner	24/4/2024	7	100 %	
6	Ms. Ngo Phuong Anh	Commissioner	24/4/2024	7	100 %	
7	Mr. To Thanh Binh	Commissioner	From June 27, 2019 to April 24, 2024	3	43%	
8	Ms. Bui Thi Thu Lan	Commissioner	From April 24, 2024	4	57%	

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No.	Resolution number	Day	Content
1	01/2024/HĐQT -NQ	5/02/2024	Approve the finalization of the list of shareholders attending the 2024 General Meeting of Shareholders and advance dividends in cash for 2023; Approved the time of the 2024 Annual General Meeting of Shareholders.
2	02/2024/HĐQT -NQ	18/03/2024	Approve the content and agenda of the 2024 General Meeting of Shareholders.
3	03/2024/HĐQT -NQ	24/04/2024	Agree with the results of the election of the Board of Directors for the term 2024 - 2029; Agree with the election results of the Supervisory Board for the 2024 - 2029 term.
4	04/2024/HĐQT -NQ	07/05/2024	Approving the selection of AAC Auditing and Accounting Company Limited to audit the semi-annual financial statements, annual financial statements and 2024 consolidated financial statements of Education Book Joint Stock Company in City. Hanoi.
5	05/2024/HĐQT -NQ	29/08/2024	Approving the reappointment of the executive board of Education Book Joint Stock Company in Hanoi for the term 2024 - 2029
6	06/2024/HĐQT -NQ	27/09/2024	Approving the reappointment of Ms. Nguyen Thi Kim Dung Deputy Head of Editorial - Design Department of Education Book Joint Stock Company in Hanoi City.
7	06/2024/HĐQT -NQ	16/12/2024	Through the Board of Directors assigning the Executive Board of Education Book Joint Stock Company in Hanoi City to proactively develop a production and business plan for 2025

d) Activities of non-executive members of the Board of Directors: The Company's Board of Directors has 5 members who do not participate in management. In 2024, these members will participate in regular and extraordinary meetings and contribute positive opinions to make resolutions for the Board of General Directors to implement.

e) **Activities of subcommittees in the Board of Directors:** Do not have.

f) **List of members of the Board of Directors with training certificates in corporate governance:** Do not have.

2. Board of Supervisors

Members and structure of the Supervisory Board: The Supervisory Board is not subject to any influence or pressure from the Company's Executive Board. Supervisory Board activities in 2024 will be conducted proactively and independently in accordance with the provisions of law and the Company's charter.

List of Supervisory Board from April 24, 2024 to present includes:

- Mr. Nguyen Trong Ha : Head of the Supervisory Board
- Ms. Nguyen Thi Mai : Member
- Mr. Tran Van Que : Member

Brief background of members of the Supervisory Board:

Head of the Supervisory Board from April 24, 2024 to present:

- Full name: Nguyen Trong Ha
- Gender: Male
- Date of birth: August 16, 1969
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent residence address: No. 3, Lane 4, Group 11, Yen Hoa Ward, Cau Giay, Hanoi
- Educational level: 12/12
- Qualification: Bachelor
- Work process:
 - ❖ January 1993 - January 1997: Studied Financial Accounting at University of Finance and Accounting
 - ❖ March 1997 - June 1997: Majored in Chief Accountant at National Economics University
 - ❖ March 1997 - June 1998: General accountant at Construction and General Services Company - Ministry of Transport
 - ❖ June 1997 - September 1997: Majored in Business Administration at National Economics University
 - ❖ April 1998 - May 1998: Majored in Internal Auditing at University of Finance and Accounting

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- ❖ August 1998 - September 1998: Major in Import-Export Business at Foreign Trade University
- ❖ 07/1998 - 06/2002: General accountant at Construction and Trading Company - Ministry of Transport
- ❖ 07/2002 - 09/2003: Deputy Head of Finance and Accounting Department at Construction and Mechanical Company No. 1
- ❖ 07/2003 - 08/2003: Major in Investment Economic Management at the Center for International Relations
- ❖ October 2003 - October 2005: Head of Finance and Accounting Department at Construction and Mechanical Company No. 1
- ❖ October 2005 - February 2009: Member of the Board of Directors and Chief Accountant at Construction and Mechanical Joint Stock Company No. 1
- ❖ March 2009 - present: Member of the Board of Directors, Deputy General Director and Chief Accountant at CMC Investment Joint Stock Company
- ❖ March 2014 - present: Member of the Board of Directors at Education Book Joint Stock Company in Ho Chi Minh City
- ❖ June 2018 - present: Head of Supervisory Board at Telecommunications Light Electricity Joint Stock Company
- ❖ June 27, 2019 - April 16, 2020: Member of the Supervisory Board at Education Book Joint Stock Company in Hanoi City
- ❖ April 17, 2020 now Head of Supervisory Board at Education Book Joint Stock Company in Hanoi City

Member of the Supervisory Board from April 24, 2024 to present:

- Full name: Tran Van Que
- Gender: Male
- Date of birth: June 10, 1981
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: Phu Thinh, Minh Phu, Soc Son, Hanoi
- Educational level: 12/12
- Professional qualifications: Master of banking and financial economics
- Work process:
- ❖ 2003 – 2007: Studied General Accounting at National Economics University

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- ❖ 2007 – 2015: General accountant at Toan Thang Stainless Steel Company Limited
- ❖ 2009 – 2011: Studied Banking and Financial Economics at National Economics University
- ❖ 2009: Certificate of Chief Corporate Accountant at National Economics University
- ❖ 2015 – 2016: In charge of accounting at University of Economics - Hanoi National University
- ❖ 2016 – 2017: In charge of accounting at the Institute for Educational Quality Assurance - Hanoi National University
- ❖ 2017: Certificate of Career Chief Administrative Accountant at National Economics University
- ❖ January 2018 - January 2019: Accounting specialist at Planning and Finance Department - Vietnam Education Publishing House
- ❖ January 2019 - present: Deputy Head of Financial Planning Department at Planning and Finance Department - Vietnam Education Publishing House

Member of the Supervisory Board from April 24, 2024 to present

Full name Nguyen Thi Mai

- Gender: Female
- Date of birth: October 20, 1991
- Place of birth: Hanoi
- Nationality: Vietnamese
- Ethnic group: Kinh
- Permanent residence address: Trung Hoang Village, Thanh Binh Commune, Chuong My District, Hanoi City.
- Current positions held at other organizations: Head of accounting department
- Number of shares held: 0, accounting for 0% of charter capital
- Qualification: Bachelor
- Work process:
 - From January 2014 to May 22, 2017 Accountant at Hanoi Surveying and Measurement Company Limited.
 - From May 23, 2017 to January 2023, accountant at HCGC Hanoi Surveying and Surveying Joint Stock Company

- From February 1, 2023 to present, Chief Accountant and Head of Accounting Department of HCGC Hanoi Surveying and Surveying Joint Stock Company.

a) Activities of the Supervisory Board:

Based on the powers and responsibilities of the Supervisory Board as prescribed in Article 165 of the Enterprise Law and the Company's Charter, the Supervisory Board has implemented the following main work contents:

- Quarterly inspection and supervision based on reports on the Company's production, business and investment activities.
- Inspect and monitor the implementation of production and business plans; Monitor compliance with the Resolution of the 2024 Annual General Meeting of Shareholders; Monitor compliance with the Company Charter, State Law and the Company's internal regulations.
- Review the Company's internal regulations and regulations, make recommendations for amendments and supplements to suit the actual production and business situation.
- Appraisal of business results reports, financial reports, analysis and assessment of financial situation, operational efficiency, ability to preserve and develop capital.
- Participate in giving opinions to the Board of Directors on the following issues: Summarize and establish a plan to appoint an independent auditor to audit the company according to the provisions of law, discuss and implement the Company's production and business policies.
- Check interim and full-year financial reports. Consider the reasonableness of regulations and procedures for circulating accounting documents.
- Supervise the compliance with the enterprise's obligations according to the provisions of law (including: Tax obligations, Social Insurance and other financial obligations).
- Consider the transparency of the information disclosure process and compliance with stock transactions of people related to members of the Board of Directors, Board of Directors, Supervisory Board, and Chief Accountant to ensure the rights of investors.
- Attend and have opinions of the Supervisory Board at regular quarterly meetings and extraordinary meetings of the Board of Directors of the company.

3. Transactions, remuneration and benefits of the Board of Directors, Board of Directors and Supervisory Board

a) Salary, bonus, remuneration, benefits: Salaries and bonuses for the Board of Directors were received in the past year according to the Company's salary and bonus regulations. Remuneration of the Board of Directors and Supervisory Board is received

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during the year according to the resolution of the general meeting of shareholders. Specifically, salaries, bonuses, and benefits in 2024 are as follows (Personal income tax included):

Unit of measure: VND

No.	Detail	Salary, bonus, benefits	Remuneration
1	Board of Directors, Board of Directors	1.119.081.614	225.600.000
2	Board of Supervisors	11.000.000	42.000.000
	Total	1.130.081.614	267.600.000

b) Share transactions of internal shareholders: Do not have.

c) Contracts or transactions with internal shareholders: Do not have

d) Implementation of regulations on corporate governance: The company has complied and implemented good governance according to the provisions of law and state management agencies for companies listed on the Stock Exchange.

VI. Financial reports

1. Audit responsibilities

- The Auditor's responsibility is to express his or her independent opinion on the financial statements based on the results of the audit. We conducted the audit in accordance with Vietnamese Auditing Standards. These standards require auditors to comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Company's financial statements are free from material misstatement.

- An audit includes performing procedures to collect audit evidence about the amounts and disclosures in the financial statements. The audit procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making these risk assessments, the auditors considered the Company's internal control relevant to the preparation and presentation of true and fair financial statements in order to design audit procedures appropriate to the actual situation, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall financial statement presentation.

- We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

2. Auditor's opinion

In our opinion, in all material respects, the financial statements honestly and fairly reflect the financial situation of the Company as at December 31, 2024 as well as the results of business operations and cash flow situation for the fiscal year ended on the same date, in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting Regime and legal regulations related to the preparation and presentation of financial statements.

3. The issue needs emphasis

We would like to pay attention to the issue presented in Note No. 3, The attached financial report is the Parent Company's own 2024 financial report. This financial report should be read together with the 2024 Consolidated Financial Statement so that users can have complete information about the consolidated financial situation, consolidated business results and consolidated cash flow situation of the Company.

4. Audited financial statements:

The Company's 2024 financial statements have been audited, including: Balance sheet; Reporting business results; Cash flow statement; The explanation of the financial statements according to the provisions of law on accounting and auditing is posted on the Website: <http://www.sachgiaoduchanoi.vn>; Information is disclosed in accordance with the provisions of the securities law and Circular 155/2015/TT-BTC (published on the website of the Hanoi Stock Exchange) and is kept at the Company's headquarters.

**Confirmation of the legal representative of
EDUCATION BOOK JOINT STOCK
COMPANY IN HANOI CITY
GENERAL DIRECTOR**



NGUYEN THANH TUNG