

Hanoi Department of Planning and Investment

CONSULTANCY DESIGN AND URBAN DEVELOPMENT JOINT STOCK COMPANY

No. 194 Bui Street, Cong Vi Ward, Ba Dinh District, Ha Noi

ANNUAL REPORT
YEAR 2024



CONSULTANCY DESIGN AND URBAN
DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No: 04/2025/BC-HDQT

Hanoi, April 11th, 2025

ANNUAL REPORT FOR 2024

I. GENERAL INFORMATION

1. Overview information

- Transaction name: **CONSULTANCY DESIGN AND URBAN DEVELOPMENT JOINT STOCK COMPANY**
- Abbreviation: CDDC.,JSC
- Business registration certificate number: 0102963747
- Charter capital: 315,049,750,000 VND (Three hundred and fifteen billion, forty-nine million, seven hundred and fifty thousand VND)
- Owner's investment capital: 315,049,750,000 VND.
- Address : No. 194 Buoï Street, Cong Vi Ward, Ba Dinh District, Hanoi City
- Telephone : 024.39744.168
- Fax : 024.39744.068
- Website : www.cddc.vn
- Stock code: CDO
- Company's logo:



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FORMATION AND DEVELOPMENT PROCESS

The Consultancy Design and Urban Development Joint Stock Company (CDDC) was established under the Business Registration Certificate No. 0102963747 issued by the Hanoi Authority for Planning and Investment on October 9th, 2008, with an initial charter capital of 1.8 billion VND. To expand its business activities, the Company increased its capital to 12 billion VND in April, 2011 and then to 18 billion VND in July 2011. After five years of development, along with the strong growth of the Vietnamese economy and the increasing demand for infrastructure development and various real estate projects, the Company continued to raise its capital to 200 billion VND, aiming to develop its production and business activities, sign leasing contracts for hotel business to pursue new business areas with more development opportunities, and accumulate experience for long-term plans....

According to the Ho Chi Minh City Stock Exchange's Decision No. 44/QD-SGDHCM dated February 24th, 2015, which approved the stock listing registration, the company formally traded its shares for the first time on the Ho Chi Minh City Stock Exchange on March 9th, 2015, using the stock code CDO. In the beginning, the company brought positive values by concentrating on running eight floors at Super Hotel Candle under a long-term leasing agreement (30 years) with a close partner.

In order to expand business development and improve capital efficiency, the company formed a project team in September 2016 to investigate new investment projects and supervise capital investment in investment companies. Two projects that was presently in the investment preparation phase stand out among these:

- The Phonsavan Central Hotel project in Phonsavan, Xieng Khouang, Laos.
- Cung Xuan - Phonsavan event center project in Phonsavan, Xieng Khouang, Laos.

In addition to other investment choices including office headquarters investments, investment trusts, etc. The business successfully issued two rounds of shares in October 2016:

- In the first round, 29,999,970,000 VND was raised in capital by issuing dividend shares.
- Round 2: issuing more shares to the public in order to raise 85,050,050,000 VND increasing the entire charter capital of the business to 315,049,750,000 VND.

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The business shifted its attention to investing in Laotian projects and taking advantage of the hotel industry in 2017.

In order to isolate the hotel business for a subsidiary to run, the company gave Cung Xuan Joint Stock Company cash and the operating rights of the Candle Hotel, located at 287 & 301 Doi Can, in August 2017. This contributed more than 80% of the company's charter capital. The business devoted all of its resources to carrying out the Laos investment project.

In 2018, the Company made the decision to set up and hand over the investment project in Laos to its wholly-owned subsidiary - Consultancy Design and Urban Development Public Company in order to conduct business in compliance with both Vietnamese and Lao laws governing foreign investment. The Company essentially finished all legal requirements to proceed with the Candle Xieng Khouang Hotel project in Laos. By December 31st, 2019, the Company had given the Consultancy Design and Urban Development Public Company all of the necessary funds. The development of the project's surrounding wall, land leveling, restaurant, bar, and café area, as well as the drainage systems, lake embankments, and garden system surrounding the restaurant, are another areas of attention for the company.

By August 2020, the Company had increased its capital contribution to 120 billion VND (more than 90% of the Cung Xuan Joint Stock Company's charter capital) by transferring the operation rights of the eight floors at Candle Hotel at No. 287 & 301 Doi Can to Cung Xuan.

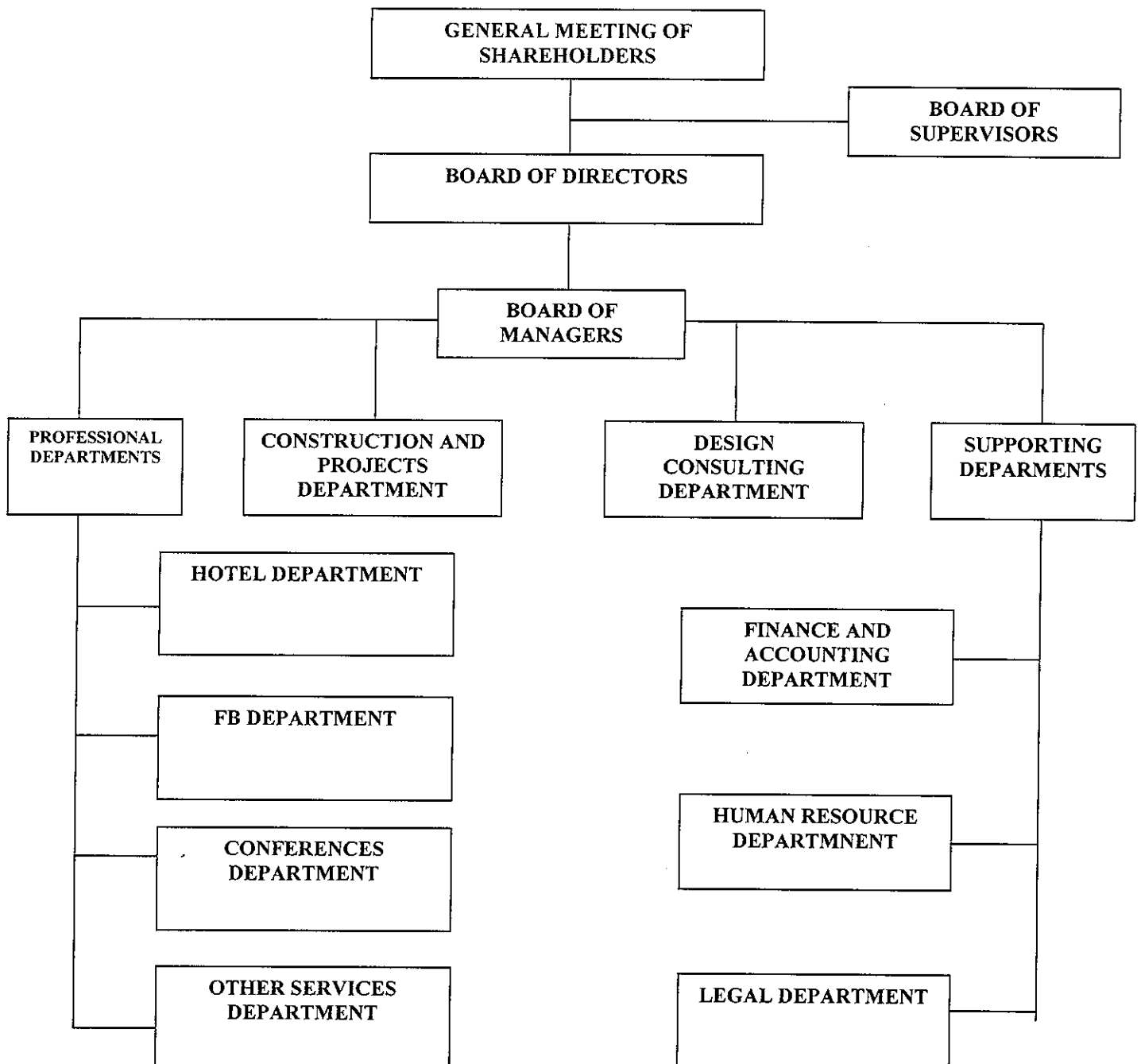
2. The company's business sectors and areas of operation:

Pursuant to the business registration certificate number 0102963747, which was initially issued by the Hanoi City Department of Planning and Investment on October 9, 2008 and amended for 18th change on January 25, 2024:

- The company's primary business sectors include the following:
 - + Consulting and designing construction projects;
 - + Performing construction projects;
 - + Trading in building supplies, raw materials for candle manufacturing, and other products;
 - + Running hotels, restaurants, and hotel services.
- Operational regions: Hanoi and the surroundings.

3. Information on management model, business organization and management apparatus:

3.1. Management model:



3.2. Management structure: The company's management structure consists of the following:

- *General Meeting of Shareholders:* The General Meeting of Shareholders is the organization's highest authority and is in charge of approving the Board of Directors' reports on the state of production and business activities, deciding on plans and tasks related to production and business, discussing, approving, amending, and supplementing the Company's Charter, approving development strategies, electing and dismissing the Board of Directors and the Board of Supervisors, deciding on the organizational structure of the company, and other duties as outlined in the Law on Enterprises.

- *The Board of Directors:* The Board of Directors is the company's highest management body. It is chosen by the General Meeting of Shareholders and is made up of the Chairman of the Board of Directors, the Board members of the election group, and five other members. According to the company's regulations, the Board of Directors makes decisions on behalf of the company on all issues pertaining to its objectives and interests. Appointing, delegating, and overseeing the Board of Directors and other managers are the responsibilities of the Board of Directors. The law, the company's charter, internal policies, and the resolution of the general meeting of shareholders all outline the powers and responsibilities of the board of directors.

The Company's Board of Directors includes the following members:

Mr. Vu Dinh Nhan	- Chairman
Mr. Bui Xuan Hieu	- Member
Ms. Luu Thi Nhung	- Member
Ms. Vu Mai Anh	- Member
Ms. Tran Thi Viet Ha	- Member

- *Board of Supervisors:* In order to protect the legitimate interests of shareholders as outlined in the company's charter, the Board of Supervisors is an organization that oversees and verifies the reasonableness and legality of the management and operation of production and business activities, as well as the recording of accounting books and the company's finances. The Board of Directors and the Board of General Directors do not have any influence over the Board of Supervisors. The General Meeting of Shareholders currently elects and removes the three members of the Company's Board of Supervisors.

- *Board of Managers:* The General Manager is appointed by the Board of Directors, and is the person who operates and manages all production and business activities of the Company.

- *Functional Departments:* Functional departments advise and assist the Board of Directors, directly operating according to the professional functions and instructions of the Board of Directors.

3.3. Subsidiaries and affiliated companies:

The operating situation and business results of the companies in 2024 are as follows:

Company	Address	Business fields	Owner's equity as of December 31, 2024	Equity as of December 31, 2024	Total assets as of 12/31/2024	Profit after tax in 2024
Cung Xuan JSC	16 floor, TNR Tower, 54A Nguyen Chi Thanh, Lang Thuong ward, Dong Da dist., Hanoi	Commercial business, service exploitation	129.000.000.000	112.675.642.631	112.847.892.639	163.285.631
Consultancy Design and Urban Development Public Company	Phon My Xay village, Pec, Xieng Khouang, Lao PDR	Commercial business, service exploitation	81.299.641.469	29.753.429.156	56.174.167.880	(4.546.937.700)
Hong Ha Food Company	No 56 Nguyen Trai str., Thuong Dinh ward., Thanh Xuan dist., Hanoi	Food and agricultural products business	266.000.000.000	248.886.539.537	265.408.616.901	4.755.407

(Information is taken from 2024 financial statements prepared by the companies)

4. Company development orientation:

4.1. Main goals of the Company

The global scenario in 2024 was still changing in a complicated and unclear way, with a lot of dangerous and unknown elements. World peace, stability, and economic growth were all impacted by the escalation of military conflicts, the fiercer strategic competition between major nations, the strengthening of trade protection policies by many nations, the rise in public debt and budget deficits, the decline of some major economies, and the local disruption of global supply chains. In addition, harsh weather and natural disasters had a major impact on people's lives and socioeconomic growth in many nations.

Nonetheless, as global trade in products improves, inflationary pressures gradually lessen, financial market conditions continued to loosen, and the labor market rebounds favorably, the global economy was steadily stabilizing. But with an expected growth rate of 7.09% in 2024, Vietnam's economy successfully crossed the finish line, surpassing the National Assembly's 6.5–7% growth target.

Generally speaking, Consultancy Design and Urban Development Joint Stock Company's business operations and production have steadily improved. The company will keep concentrating on project supervision in 2025 to make sure that everything proceeds as planned. In the coming years, the Company will continue to focus on the following main tasks:

- Investing in hotel projects and event centers in the Lao PDR.
- Investing in office buildings, entrusting project investment.
- Supervising business activities at subsidiaries
- Supervising investment projects at Hong Ha Food Joint Stock Company

4.2. Medium and long-term development strategy

With the goal of safeguarding the rightful rights and interests of shareholders, the company would continue to improve and standardize all regulations, strengthen human resource training, and set professional ethics and conduct standards for the company's managers, directors, and supervisors in 2024. Ensuring an efficient governance structure; protecting shareholder rights; treating shareholders fairly; ensuring the role of those with interests in the company; ensuring transparency in the company's operations; and having an effective board of directors and board of supervisors were among the corporate governance principles set forth by the company in its corporate governance regulations.

4.3. The company's social, environmental, and community objectives:

The company strives for sustainable development and was constantly concerned with environmental protection issues in addition to its business operations. In order to examine and verify the application of environmental protection requirements at manufacturing and commercial locations, the company worked with the appropriate authorities. Because of this, the company behaved successfully with environmental protection rules throughout the year, and no environmental pollution offenses were found during inspections by the appropriate authorities.

5. Risks:

a. Financial risks

The development of all manufacturing and service sectors, as well as all businesses, was directly impacted by the economic environment's fundamental elements, which included interest rates, exchange rates, inflation rates, and economic growth rates. Since the company worked in the hotel and real estate industries and undertakes major projects overseas, its production and business operations were strongly impacted by the macroeconomic changes of the economy, particularly the global economy, as noted above.

Regional differences in growth prospects were expected to persist in 2024. Even though monetary policy easing begun, many advanced economies were experiencing a

slowdown. Despite not being in a recession, global economic activity was still below potential, and inflation was still above target in many nations even though it had moderated since 2023.

Prolonged geopolitical tensions between major nations, ongoing conflicts in the Middle East and Ukraine, rising inflation, and public debt worries in many regions were just a few of the significant issues facing the global economy. President Donald Trump's reelection in the US, in particular, might lead to a rise in protectionism and volatility in global trade ties. Furthermore, agricultural productivity and food security were impacted by climate change, which remained a complicated problem. The greatest storm to strike Vietnam in seven decades, super typhoon Yagi, made landfall in early September 2024 and caused significant damage to the northern regions of China, the Philippines, and Vietnam.

b. Legal Danger

One systemic risk that affects the entire economy is legal risk. The activities of the corporation are affected in some ways by changes in the macro-management policies of the government. The Enterprise Law, Securities Law, land and real estate laws, tax policies, and other legal papers pertaining to the Company's business lines are the most significant of the legal documents that the State has prescribed to regulate the Company's operations. However, the corporation is also bound by the laws governing securities and the stock market because it is a publicly traded company with shares listed on the Stock Exchange.

The company constantly kept an eye on the most recent Vietnamese legal papers and modified its internal laws and procedures to reflect any changes in order to reduce legal risks.

c. Additional dangers

In addition to the risks mentioned above, there are other hazards of force majeure that are unlikely to happen but will have a significant impact on the company's operations if they do. For example, earthquakes, fires, and storms can have an impact on the company's personnel, assets, production, and business operations. These hazards are uncommon in practice, but when they do arise, they can result in significant financial and psychological harm to the business. In order to reduce potential losses, the company must proactively prevent these risks through contracts for people and property insurance.

II- BUSINESS PERFORMANCE IN 2024

1. Business performance in 2024.

As of December 31, 2024, the main results of the activities of Consultancy Design and Urban Development Joint Stock Company are as follows:

a. Report on production and business results

Unit: million VND

Target	2023	2024	Increase/Decrease	
			Value	Percentage
1. Sales and service revenue	0	0	0	0.00%
2. Revenue deductions	0	0	0	0.00%
3. Net revenue from sales and services (10 = 01 - 02)	0	0	0	0.00%
4. Cost of goods sold	0	0	0	0.00%
5. Gross profit from sales and services provision (20 = 10 - 11)	0	0	0	0.00%
6. Financial revenue	1.832	5.348	3.516	192%

7. Financial costs	-190	1.627	2.120	956%
- Including: Interest expense	0	0	0	0.00%
8. Selling expenses	0	0	0	0.00%
9. Business management costs	1.462	1.326	-136	9.30%
10. Net operating profit (30 = 20 + (21 -22) – 25 – 26)	475	2.395	1.921	405.3%
11. Other income	0	0	0	0,00%
12. Other costs	85	0	-85	-8400.00%
13. Other profits (40 = 31 - 32)	-85	0	85	-8400.00%
14. Total accounting profit before tax (50 = 30 + 40)	475	2.395	1.921	405.3%

15. Current corporate income tax expense	0	0	0	0.00%
16. Deferred corporate income tax expense	0	0	0	0.00%
17. Profit after corporate income tax (60 = 50 - 51 - 52)	475	2.395	1.921	405.3%

(Source: Separate financial statements of Consultancy Design and Urban Development Joint Stock Company)

b) Asset/capital situation:

Unit: million VND

BALANCE SHEET			Compared to 2022	
Target	2023	2024	Value	Percentage
A. CURRENT ASSETS	8,439	9.713	1.274	150.96%
I. Cash and cash equivalents	202	460	258	127.72%
III. Short-term receivables	2,032	3.032	1.000	49.21%
V. Other current assets	6,204	6.222	18	0.29 %
B. LONG-TERM ASSETS	305,252	303.669	-1.583	-0.52 %
I. Long-term receivables	58.425	61.994	3.569	6.1 %
II. Fixed assets	0	0	0	0.00%
IV. Long-term unfinished assets	20,396	20,396	0	0.00%
V. Long-term financial investment	226.431	221.280	-5.151	-2.27 %
TOTAL ASSETS	313.691	313.383	-308	-0.1 %

//A.P. * M.S.D.

C - LIABILITIES PAYABLE	26.274	23.874	-2.400	-9.13 %
I. Short-term debt	26.274	23.874	-2.400	-9.13 %
D - EQUITY	287.417	289.509	2.092	0.73 %
I. Equity	287.417	289.509	2.092	0.73 %
TOTAL CAPITAL	313.691	313.687	-4.6	0%

General assessment:

The company had virtually no revenue from manufacturing and commercial operations in 2024 since it would still be concentrating on executing the project in Lao PDR and the hotel business had been handed to the subsidiary. The Consolidated Financial Statements will show the hotel business's revenue. Nonetheless, this was the company's effort to concentrate resources on long-term development and brand promotion.

- The company's only operating expenses for the year were those associated with audits, salaries, fixed asset depreciation, shareholder meetings, and—most importantly—having to set aside a sizable amount for receivables, which resulted in negative earnings. This was merely a short-term issue, though; debt collection is entirely possible in the near future, and the business situation will improve once the projects are operational.
- Foreign currency holdings was directly impacted by the significant swings in the USD exchange rate. As a result, the company's revenue in 2024 increased significantly due to the revaluation of its foreign currency holdings.

Through investments in both domestic and international initiatives, the company's Board of Directors and Board of Management continued to uphold the policy of establishing core values with a medium- and long-term vision to generate stable and sustainable development.

2. Personnel and Organization

List of the Chief Accountant, Board of Directors, Board of Management, and Board of Supervisors

No	Full name	Position	Number of shares (at the reporting time)
Board of Directors			
1	Vu Dinh Nhan	Chairman	665.002
2	Bui Xuan Hieu	Member of BOD, Directors	230
3	Luu Thi Nhung	Member of BOD	1
4	Vu Thi Mai Anh	Member of BOD	2
5	Tran Thi Viet Ha	Member of BOD	0
Board of Supervisors			
1	Nguyen Thi Tuyen Lam	Trưởng Ban Kiểm soát	0
2	Nguyen Dieu Ly	Member	0
3	Nguyen Thi Thu Hong	Member	0
Board of Managers			
1	Bui Xuan Hieu	Director	230
Chief accountant			
1	Lai Minh Nguyet	Chief accountant	0

- Number of staffs

The managers of the Company came from departments includes:

TT	Position	Number	Note
1	Chairman	01	
2	Director	01	
3	Chief accountant	01	
4	Head of Board of Supervisors	01	

Staffs of the Company in 2024

Target	2024
I. Classified by education level	16
1. Post-graduate	1
2. University degree	15
3. Intermediate and college level	0
4. General laborers and technical workers	0

3. Investment situation, project implementation situation:

b) Subsidiaries, associated companies:

- Companies with more than 50% of equity/contributed capital held by the Company:

+ Cung Xuan Joint Stock Company: VND 120,000,000,000

+ Consultancy Design and Urban Development Public Company: VND 82,712,830,530

- Associated companies: None

- Other capital investment companies:

+ Hong Ha Food Joint Stock Company: VND 35 billion

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4. Financial situation:

a) Financial situation:

Unit: million
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Target	2023	2024	% of increase/decrease
Total asset value	313,691	313,686	0
Equity	287,417	289,509	0.73
Net revenue			0
Cost of goods sold			0
Profit from operations	475	2,395	405.3
Other profits	(85)	0	850
Total profit before tax	475	2,395	405.3
Profit after tax	475	2,395	405.3

b) Main financial indicators:

Target	2023	2024	Note
1. Solvency ratio			
+ Current ratio: Current assets/Current liabilities	0.32	0.407	
+ Quick ratio: (Current Assets - Inventory)/Current Liabilities	0.32	0.407	
2. Capital structure indicators			

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a. *Shares:*

- Total number of shares: 31,504,975 shares.
- Number of freely transferable shares according to the law: 31,504,975 shares.
- Type of outstanding shares: Common shares.

b. Shareholder structure as of May 27, 2024

No	Shareholders	Number	Number of shares (shares)	Face value (VND)	Percentage (%)
I.	Internal shareholders	4,264	31,421,015	314,142.750,000	99.71
1.	Institutional shareholders	0	0	0	0
2.	Individual shareholders	3.631	31,414.275	314.142.750.000	99,71
II.	Foreign shareholders	13	90.700	907.000.000	0,29
1.	Institutional shareholders	0	0	0	0
2.	Individual shareholders	13	90.700	907.000.000	0,29
	TOTAL	3.644	31.501,975	315,042,750,000	100,00

(Source: Vietnam Securities Depository)

*** List of shareholders holding more than 5% of equity capital as of December 31, 2024: None**

*** List of founding shareholders and percentage of shares held as of December 31, 2024**

No	Name of shareholders	Identification number	Address	Number of shares	Percentage of charter capital
1	Vu Dinh Nhan	012882907	33B Pham Ngu Lao, Phan Chu Trinh, Hoan Kiem,	665.002	2.11%

			Hanoi		
2	Vu Dinh Nghia	010299730	33B Pham Ngu Lao, Phan Chu Trinh, Hoan Kiem, Hanoi	57.500	0,18%
3	Le Hoang Chung	011485971	38B Thuoc Bac, Hoan Kiem, Hanoi	575	0,002%

The company was granted its first Business Registration Certificate on October 9, 2008. According to the provisions of the Enterprise Law, up to now, the shares of the founding shareholders have expired the transfer restriction period.

c. Changes in owner's equity in 2024:

Target	Owner's equity	Development investment fund	Undistributed net profit and funds	Total
Balance as of 01/01/2023	315,049,750,000	6,894,055,616	(35,001,715,831)	286,942,089,785
Capital increase during the period				-
Profit during the period			474,869,102	474,869,102
Reduced capital during the period				-
Balance as of 12/31/2023	315,049,750,000	6,894,055,616	(34,526,846,729)	287,416,958,887
Balance as of 01/01/2024	315,049,750,000	6,894,055,616	(34,526,846,729)	287,416,958,887
Capital increase during the period				
Profit during the period			2.395.353.126	2.395.353.126
Reduced capital during the period				
Balance as of 12/31/2024	315,049,750,000	6,894,055,616	(32.131.493.603)	289.812.312.013

d. Treasury stock transactions: In 2024, Consultancy Design and Urban Development Joint Stock Company did not buy or sell treasury stocks.

e. Other securities: In 2024, Consultancy Design and Urban Development Joint Stock Company did not issue other types of securities.

6. Report on the Company's environmental and social impacts

6.1. Environmental impacts

There were no adverse environmental impacts.

6.2. Management of raw materials

- a. Total amount of raw materials used to manufacture and package the organization's products and services during the year: None
- b. Report on the percentage of recycled raw materials used to manufacture the organization's main products and services: None

6.3. Energy consumption

- a. Direct and indirect energy consumption
- b. Energy saved through energy efficiency initiatives: None
- c. Reports on energy efficiency initiatives; reports on the results of these initiatives.

6.4. Water consumption

- a. Water supply source and water usage: Groundwater
- b. Percentage and total volume of recycled and reused water: None

6.5. Compliance with environmental protection laws

- a. Number of times fined for non-compliance with environmental laws and regulations: None.
- b. Total amount of fines for non-compliance with environmental laws and regulations: None.

6.6. Employee-related policies

- a. Number of employees, average salary

As of December 31st, 2024, the Company has 16 employees, the Company's average income was guaranteed, and there was no month of unpaid salary.

- b. Labor policy:

Consultancy Design and Urban Development Joint Stock Company always placed a high priority on the development and enhancement of its human resources, which was seen as a key component of both the company's business and production endeavors. Through 100% employee involvement in health, unemployment, and social insurance, the company consistently upheld its social obligations to its workers in accordance with state laws over the years. In order to allow employees to completely develop their creativity and dynamism in their job, the company also created a

cohesive and competitive work environment. This led to high production and commercial activity efficiency.

c. Training activities:

To enhance each employee's abilities, the organization values and promotes self-learning, newly hired staff members received integration training to ensure they had the requisite knowledge of the company's history, fundamental values, mission, vision, corporate culture, functions, and tasks.

6.7. Report on responsibility to the local community

Throughout the year, the business started a mutual aid campaign, donated money and offered their services to help the fund for victims of floods and disasters, and supported the local economy.

6.8. Report on green capital market activities in accordance with the State Securities Commission's guidelines

The company fully implemented.

III - REPORT AND ASSESSMENT OF THE BOARD OF MANAGERS:

1. Assessment of production and business performance results in 2024 (Unit: million VND)

No	Target	Plan in 2024	Implementation in 2024	Compared to the plan	Note
1	Revenue	15.000	0	0%	
2	Profit before tax	1000	2.395	239.5%	
3	Investment in subsidiaries	0	0	0	

An examination of the variables influencing business operations and production:

- *Benefits:*
 - *Production assets:* An advantage the company has developed is a group of long-term, experienced employees.
 - *Local government support:* Employees and partners gained trust when local leaders and departments that handled business and investment activity pay attention to and provide timely guidance.

- ***Difficulties:***

- *Domestic and international economic situation:*

Vietnam has just gone through a very trying time and is only now starting to recover, so there are still a lot of obstacles to overcome in the years ahead. This is because of the overall effects of the world economy. The output of construction material items has also decreased recently as a result of the general construction industry's incomplete recovery.

2024 was also a challenging year because of the complicated epidemic and the global economic downturn, which severely impacted many manufacturing and business sectors, particularly the hotel and tourism industries.

There were numerous unknowns in the stock market, which could be confusing for the company's partners, customers, employees, and shareholders.

- *Investment capital:*

At the moment, the company's equity capital is insufficient to cover all of its plans and major investment initiatives that generate steady earnings. In the upcoming timeframe, the company must actively encourage production and business efficiency and look for investment resources for the expansion plan.

- *Implementation authority:*

Although a company that is listed on a stock exchange has many benefits, it also has drawbacks. For example, when shareholders are spread out, it can be difficult to get their opinions on how to proceed, which can result in the loss of good project investment opportunities or business contracts.

The advancements the business made:

Configuration, policy, and management-wise:

- Keep offering business operations to departments and production teams to boost initiative in business and production activities, boost employees' sense of accountability in production units, and boost labor capacity.
- Increase revenue and keep improving the lives of the company's workers to build a foundation for luring in brilliant individuals and long-term employees.
- Maintain stringent construction cost control procedures and increase the effectiveness of machinery and equipment use to lower production costs.

2. Enhancements to management, policies, and organizational structure:

- ❖ In relation to management, policies, and organizational structure:

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- ❖ Control measures:

- ### 3. Future development plan:

❖ **Prospects and future plans.**

The conflict between Russia and Ukraine and the global economic downturn are expected to pose numerous hazards and difficulties for the global economy in 2025. The Super Candle Hotel's room and conference food operations are immediately impacted and have not been able to bounce back as well as they did in prior years. The following

primary responsibilities are part of the company's ongoing focus on the investment sector:

- + Project investment in Lao PDR.
- + Supervising project implementation at Cung Xuan Subsidiary.
- + Investment entrustment.
- + Supervising project implementation at capital invested companies: Office and hotel project at Hong Ha Food Joint Stock Company.

IV- The Board of Directors' evaluation of the business's activities:

1. The Board of Directors' evaluation of every facet of the business's activities

The Board of Directors directed and supervised the operations of the Company's Board of Managers in production and business activities in accordance with the goals and plans approved by the General Meeting of Shareholders. The Board of Directors greatly appreciated the Board of Directors' efforts to manage the Company's operations, steadily overcoming and resolving challenges, and bringing certain achievements and profits to the Company.

The Company's Board of Managers and Board of Directors have decided on the objectives, strategies, and solutions to guide the company's operations and production in line with the state of the economy. Over the past year, the Board of Directors members have been active. In addition to discussing, approving, and rendering decisions on matters within its purview, the Board of Directors has swiftly suggested actions to adapt to the market, the organization's evolving circumstances, and the proper operational direction.

Although the company's business results did not meet expectations, they are nonetheless substantial in the face of increased competition. This indicated the strong leadership of the Board of Directors, the dedication of the Board of Managers, and the efforts of the entire company's workforce to overcome obstacles and complete the goal.

2. The Board of Directors' evaluation of the Company's Board of Managers' performance:

The Consultancy Design and Urban Development Joint Stock Company's board of directors determined that, in 2024, the Board of Managers had fulfilled its responsibilities and authority to run the business in line with the charter. The board, along with the management team, worked hard to successfully carry out the business plan and production schedule.

The company arranged with the Hanoi Stock Exchange to trade on the Upcom market.

3. The plans and orientations of the Board of Directors consisted of:

The Board of Directors was committed to achieving the following objectives following the successful 2024 Annual General Meeting of Shareholders:

- Enhance the efficiency of the Board of Directors' direction and management, that of the Board of Supervisors, and that of the Board of Manager's operations;
- Actively carry out hotel business and investment activities, and oversee investment.

The Company's Board of Directors is committed to overseeing the stated production and business plan's implementation in 2025.

V- Company management:

1. Board of Directors:

a) Board of Directors members:

No	Full name	Position	Identification number	Address	Number of shares
1	Vu Dinh Nhan	Chairman	001090043357	33B Pham Ngu Lao Str. - HK - HN	665.002
2	Bui Xuan Hieu	Member of the BOD	034057001112	Board guard University Domitory, Le Loi ward, Son Tay town, Hanoi	230
3	Luu Thi Nhung	Member of the BOD	001183001167	No 29, 61/7 Lac Trung, Hai Ba Trung, Hanoi	1
4	Vu Thi Mai Anh	Member of the BOD	001173013514	13-H4, Tuong Mai, Truong Dinh, HN	2
5	Tran Thi Viet Ha	Member of the BOD	001174033012	31-D3-TTĐKĐX Dong Nhan, Hai Ba Trung, Ha Noi	0

b) Subcommittees of the Board of Directors: The Company did not establish subcommittees

c) Activities of the Board of Directors:

In 2024, the Board of Directors fulfilled its obligations under the Charter and the Law, surmounted obstacles, and helped fulfill the goals established by the General Meeting of Shareholders. The provisions pertaining to governance, risk management, compliance, human resources, and compensation that fall under the purview and jurisdiction of the Board of Directors were rigorously carried out.

Over the past year, the Board of Directors members had been active. Assessments and recommendations to increase efficiency were documented and put into practice in 2024. Personally, the majority of the Board of Directors members were successfully, proactively, and aggressively carried out their duties.

Over the past year, the members of the Board of Directors had been active. In addition to discussing, approving, and issuing decisions on matters under its purview, the Board of Directors swiftly suggested actions to adapt to the market, the organization's evolving circumstances, and the proper operational direction.

To examine and understand the company's true business situation, the Board of Directors collaborated closely with the Board of Supervisors. The Board of Managers and the Board of Directors had the chance to communicate and received helpful criticism and recommendations from the Board of Supervisors, who were always asked to attend the Board of Directors' sessions. In order to guarantee that the Company's operations consistently adhere to the Resolutions of the General Meeting of Shareholders as well as current legal regulations, the Board of Supervisors' commented are all documented and serve as a crucial foundation for approving the decisions made by the Board of Directors and the Director.

In 2024, the Board of Directors of the Company issued 13 Resolutions. The monitoring results showed that the Board of Directors had properly exercised its rights and duties as prescribed in the charter of the Consultancy Design and Urban Development Joint Stock Company, in compliance with the provisions of the Enterprise Law and the Securities Law.

Resolutions/Decisions of the Board of Directors:

No	Resolutions	Date	Contents
1	01/2024/CDO/NQ-HDQT	15/01/2024	Approval of 2024 business production plan.

2	02/2024/CDO/NQ- HDQT	26/03/2024	Approving an extension of the period for the 2024 Annual General Meeting of Shareholders to June 30th, 2024 at the latest.
3	03/2024/CDO/NQ- HDQT	02/05/2024	Approval of the convening of the 2024 Annual General Meeting of Shareholders.
4	04/2024/CDO/NQ- HDQT	24/05/2024	Approving the time and venue for the 2024 Annual General Meeting of Shareholders.
5	05/2024/CDO/NQ- HDQT	24/05/2024	Approval of the establishment of a shareholder qualification review committee at the 2024 Annual General Meeting of Shareholders.
6	06/2024/CDO/NQ- HDQT	24/05/2024	Approving the meeting agenda and documents for the Company's 2024 Annual General Meeting of Shareholders.
7	07/2024/CDO/NQ- HDQT	28/06/2024	Approving the time and venue for the 2024 Annual General Meeting of Shareholders (2nd time).
8	08/2024/CDO/NQ- HDQT	28/06/2024	Approval of the establishment of a shareholder qualification review committee at the 2024 Annual General Meeting of Shareholders (2nd time).
9	09/2024/CDO/NQ- HDQT	28/06/2024	Approving the meeting agenda and documents for the Company's 2024 Annual General Meeting of Shareholders (2nd time).
10	10/2024/CDO/NQ- HDQT	25/07/2024	Approving the nomination of Board of Directors candidates for the 2024-2029 term.
11	11/2024/CDO/NQ- HDQT	25/07/2024	Approving the election of the Chairman of the Board of Directors of Urban Development and Design Consulting Joint Stock Company for the term 2024-2029.
12	12/2024/CDO/NQ- HDQT	02/08/2024	Approval of the transfer of shares of the Hong Ha Food Joint Stock Company.
13	13/2024/CDO/NQ- HDQT	06/12/2024	Approval of the implementation of the 2024 production and business plan.

2. Board of Supervisors

a) Board of Supervisors members:

No	Full name	Position	Identification Card Number	Address	Number of shares
1	Nguyen Thi Tuyet Lam	Head	001183016134	Group 4, Cu Khoi ward, Long Bien, Hanoi	0

2	Nguyen Dieu Ly	Member	001182037412	504A, C5 – Nghia Tan Dormitory – Cau Giay, HN	0
3	Nguyen Thi Thu Hong	Member	035186005795		0

b) Board of Supervisors Activities:

- Board of Supervisors Activities:

In accordance with the Board of Supervisors' operating regulations, which forbid certain conduct, the Board of Supervisors' operations are rigorously carried out. With reference to the Company's Charter, Resolutions of the General Meeting of Shareholders, Regulations, and legal regulations, the Board of Supervisors proposed specific action programs in 2024, including notes on monitoring and distribution work in line with the spirit of the Board of Directors and the Board of Management.

The Board of Supervisors met every quarter to discuss matters concerning the Company, such as approving quarterly financial reports and adopting regulations and procedures. The Board of Supervisors's inspection and supervision activity was carried out on a constant and systematic basis in order to quickly comprehend the company's current status and operational efficiency.

The Board of Supervisors fully participated in the Company's briefings and Board of Directors meetings; coordinated with the Board of Directors and the Board of Managers to provide opinions and construct the Company's Regulations, which would serve as a legal foundation for production and business administration.

3. Transactions, remuneration and benefits of the Board of Directors, the Board of Management and the Board of Supervisors

a) Salary, bonus, remuneration and benefits:

Remuneration of the Board of Directors

No	Member - Position	Amount in 1 month	Amount in 2024
1	The Chairman	5.000.000vnd	60.000.000vnd
2	The BOD member (4 members)	3.000.000vnd	144.000.000vnd

3	The head of Board of Supervisors	3.000.000vnd	36.000.000vnd
4	The BOS member (2 members)	4.000.000vnd	48.000.000vnd
	Total	24.000.000vnd	288.000.000vnd

b) *Internal shareholder stock transactions:* Mr. Vu Dinh Nhan purchased 600,000 more shares.

c) *Agreements or dealings with internal shareholders:* None

d) *The application of corporate governance rules:*

Board of Directors members maintained a feeling of accountability in carrying out their responsibilities, exhibiting integrity and objectivity in their work.

VI. FINANCIAL REPORTS

The full text of the parent company's Financial Statements and the Company's 2024 Consolidated Financial Statements are posted on the Website of Consultancy Design and Urban Development Joint Stock Company at: <http://www.cddc.vn>

ON BEHALF OF
CONSULTANCY DESIGN AND
URBAN DEVELOPMENT JSC



GIÁM ĐỐC

Bùi Xuân Hiếu

