

REPORT

Annual 2024

To: - State Securities Commission;
- Hanoi Stock Exchange

I. General information

1. General information

- Trading name: **Phuong Dong Petroleum Tourism Joint Stock Company**
- Business registration certificate No.: 2900781381
- Charter capital: VND 150,000,000,000 (one hundred and fifty billion VND)
- Owner's investment capital: VND 150,000,000,000 (one hundred and fifty billion VND)
- Address: No. 218 Le Duan, Truong Thi Ward, Vinh City, Nghe An
- Phone number: 02 38356229
- Fax number: 02 383593479
- Website: www.phuongdongpv.com.vn
- Stock code: **PDC**
- Formation and development process:

Phuong Dong Petroleum Tourism Joint Stock Company was formerly a State-owned enterprise named Phuong Dong Hotel Hoang, established under Decision No. 2057/QD/UB dated December 26, 1994 of the People's Committee of Nghe An province.

- According to Decision No. 2044/QD-UB dated June 18, 1996 of the People's Committee of Nghe An province, Phuong Hoang Hotel was officially renamed Phuong Dong Hotel and Tourism Company.

- On February 4, 2007, Phuong Dong Hotel and Tourism Company changed its name to Phuong Dong Petroleum Tourism Company due to its conversion to become a member unit of the Vietnam Oil and Gas Group.

- On February 1, 2008, the Company officially converted to a Joint Stock Company and changed its name to Phuong Dong Petroleum Tourism Joint Stock Company.

- On September 29, 2009, the Company officially listed 15 million shares on the Hanoi Stock Exchange (HNX) with the stock code PDC.

- From August 2, 2022 to present, PDC stock code has changed its trading floor from the listed market at Hanoi Stock Exchange (HNX) to the registered trading market at Hanoi Stock Exchange (UPCOM).

2. Business lines and locations:

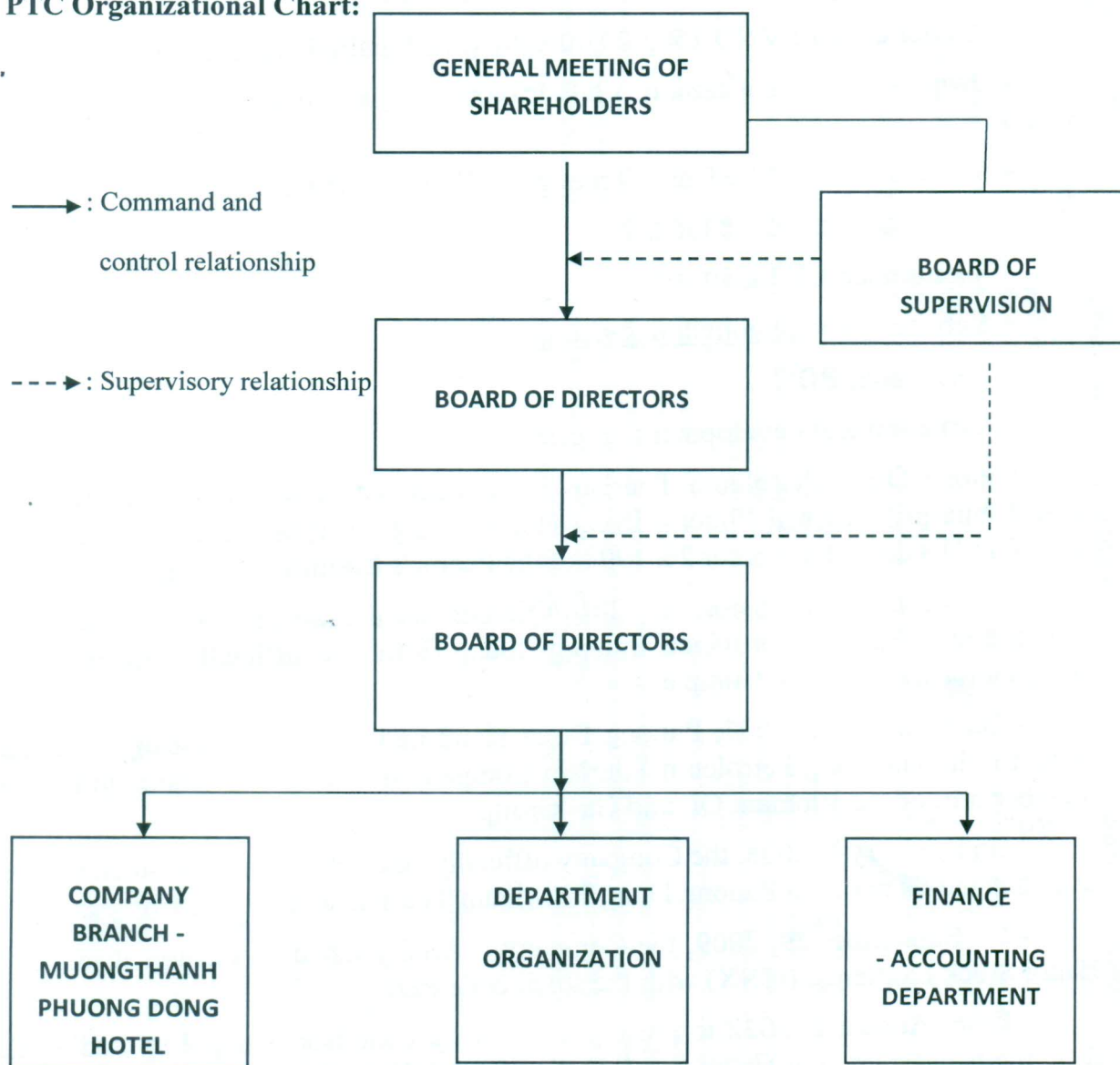
- Main business lines include:
 - + Tourism, hotel, restaurant services;
 - + Domestic and international travel services;
 - + Office leasing;...
- Business location: Nghe An Province.

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

- Governance model:

Phuong Dong Petroleum Tourism Joint Stock Company is organized and operated according to the model of a Joint Stock Company, in compliance with the provisions of the Law on Enterprises of Vietnam and current legal documents

PTC Organizational Chart:



- Management structure.

a) General Meeting of Shareholders, Board of Directors, Supervisory Board and Board of Management:

- *General Meeting of Shareholders*: Is the highest authority to decide all important issues of the Company according to the Enterprise Law and the Charter of PTC Company.

- *Board of Directors*: Is the Company's management body with full authority to decide on all issues related to the Company's purposes and interests according to the provisions of the Company's Charter and the law.

- *Supervisory Board*: On behalf of shareholders, controls all business, management and operation activities of the Company.

- *Board of Directors*: The Company's Board of Directors includes the Director and Deputy Directors. The Director is the person who runs the Company's daily business, is responsible to the Board of Directors and the Law for the implementation of assigned rights and duties. The Director assigns or authorizes Deputy Directors to perform certain contents or scope of work within his/her authority and responsibility.

b) Specialized departments of the Company's office:

- *Organization and Administration Department*: has the function of advising and assisting the Company Director in managing and operating the organization of human resources, training, fostering and developing human resources; salaries and policies for employees; emulation and reward work, general administrative work; office management work; legal work; labor hygiene, labor protection, ...

- *Finance and Accounting Department*: has the function of advising and assisting the Director in managing corporate finance, preserving and developing capital; synthesizing, analyzing and evaluating production and business efficiency and capital use periodically and at the request of the Director; inspect the implementation of regulations on financial accounting management, opening and recording books, vouchers and accounting operations, ...

c) Affiliated units:

- *Branch of Phuong Dong Petroleum Tourism Joint Stock Company - Muong Thanh Phuong Dong Hotel*:

Address: No. 02 Truong Thi, Vinh City, Nghe An

Phone: (84-238) 3 562 299 Fax: (84-238) 3 562 562

Main functions and tasks: Trading in tourism services, hotels, restaurants; Office rental services; buying and selling all kinds of goods for tourists; Trading in materials, equipment, means of tourism; Trading in domestic and international travel services; Transporting tourists and guests under contract by car.

- Subsidiaries, associates:

a) Subsidiaries: No.

b) Associates:

Saigon Kim Lien Joint Stock Company

Address: No. 25 Quang Trung Street, Vinh City, Nghe An

Phone: (84-238) 3 838 899 Fax: (84-238) 3 838 899

Website: www.saigonkimlien.com.vn

Main business lines: Hotel, restaurant, villa business; Domestic and international travel services, tourist transportation, full-package rental pick-up and drop-off; Buying and selling food and beverages; Business of ancillary services for hotel and beach resort operations; Trade centers; Airline ticket sales services; Office rental....

Saigon Kim Lien Joint Stock Company is a member company of Saigon Tourist Corporation (Saigontourist). The number of shares PTC holds at Saigon Kim Lien Joint Stock Company is VND 12,172,670,000 (equivalent to 16.45% of the charter capital of Saigon Kim Lien Joint Stock Company).

4. Development orientation

- Maintain a stable growth rate, taking the Hotel - Restaurant - Tourism business service as the basis for sustainable development, aiming to become a strong, prestigious, branded unit and a leading unit in the field of Hotel - Restaurant - Tourism in the North Central region.

- Strive to maintain the growth rate in revenue and profit. Implement social security work well; improve the material and spiritual life of employees in the Company.

5. Risks:

Competition between tourism units is becoming increasingly fierce and fierce, every year many 3-star and 4-star hotels continue to be invested in and put into operation. To attract customers and expand the market, the Company needs to focus on improving the quality and diversifying products and services, renovating and upgrading facilities to increase competitiveness. With the slow economic growth, competition between businesses will become increasingly fierce; costs related to repairs, upgrading equipment, labor, etc. are always fluctuating, making it difficult to manage costs to ensure the set targets.

II. Business performance in the year

1. Business performance

The world economy in 2024 continues to face many difficulties, challenges, unpredictable developments and hidden instabilities, increasingly fierce strategic competition between major countries, increasing military conflicts, political instability, slow global economic growth; high inflation; many major economies maintain tight monetary policies... In the country as well as in Nghe An province, the economy is still affected by many unfavorable external factors and long-standing internal limitations and shortcomings such as: high input prices of raw materials and fuels increase production costs, low labor productivity, epidemics, natural disasters, droughts, storms and floods causing damage in many localities have affected the Company's business activities. Business performance results in 2024 are as follows:

Unit: Billion VND

No	Target	Implementation 2023	Plan 2024	Implementation 2024	IM/PLAN 2024 %	IM 2024/ IM 023 %
A	B	1	2	3	4=3/2	5=3/2
1	Sales and service revenue	48,584	58,256	47,312	81.21	97.38
2	Expense	41,414	49,896	43,301	86.78	104.56
3	Profit before tax	7,170	8,360	4,011	47.98	55.94
4	Profit after tax	6,791	6,688	4,011	59.97	59.06
5	Submit to the State Budget	5,251	4,850	4,618	95.22	87.95
6	Investment, equipment purchase	4,556	4,500	0.839	0.02	0.02

General economic difficulties, revenue in 2024: 47 billion 312 million VND, 10 billion 944 million VND lower than the plan, completing 81.21% of the plan, down 2.62% compared to the same period last year.

Implementation costs reached 86.78% of the plan, and increased 4.56% compared to the same period last year. The company implemented a policy of increasing salaries for employees in accordance with the actual situation and increasing depreciation of fixed assets compared to the previous year, so costs increased compared to the same period.

Realized profit after tax : 4 billion 11 million VND, reaching 59.97% of the 2024 plan.

Payment to the State budget: 4 billion 618 million VND, 232 million VND lower than the plan, reaching 95.22% of the plan, down 12.05% compared to the same period last year.

Investment and procurement reached 839 million VND, a sharp decrease compared to the same period last year.

2. Organization and personnel

N0	Full name	Board of Directors Position	Shares owned	
			Number of Common Shares	%/ Charter capital
1	Thai Hong Nha	Member of the Board of Directors/ Company Director	0	0
2	Nguyen Thi Nguyet	Chief Accountant	0	0
3	Tran Dinh Phuc	Branch Director of the Company - Muong Thanh Phuong Dong Hotel	0	0

- Changes in the Board of Directors: During the year, the unit had no changes in the company's Board of Directors.

- The number of officers and employees as of December 31, 2024 was 113 people.

3. Investment situation, project implementation situation

In 2024, the unit continued to replace and repair damaged and degraded items including the restaurant area, complete some items from the bedroom block, invest in purchasing new tools and equipment for the Culinary and other Service departments to meet customer service quality. In 2024, the Company completed the construction of a new Bar on the 3rd floor - Muong Thanh Phuong Dong Hotel and handed it over for operation. The total investment of items implemented in 2024 is 839 million VND.

4. Financial situation

a) Financial situation

Unit: VND

No	Indicators	Implementation 2024	Implementation 2023	% Perform Increment (+), Decrease (-)
1	Total assets	256,076,539,406	267,624,913,338	-4.32
2	Net revenue from insurance and service	47,312,486,534	48,584,405,168	-2.62
3	Net operating profit	3,725,826,481	7,775,817,981	-52.08
4	Other profit	285,763,399	-605,684,248	147.18
5	Total accounting profit before tax	4,011,589,880	7,170,133,733	-44.05
6	Profit after corporate income tax	4,011,589,880	6,790,710,940	-40.93
7	Basic earnings per share (*)	267	453	-41.06

b) Key financial indicators:

Indicators	Year 2024	Year 2023	Increase + Decrease - (%)
<i>1. Liquidity ratio</i>			
+ Current ratio:	0.91	0.8	+ 13.58
Current assets/Current liabilities			
+ Quick ratio:	0.91	0.8	+13.56
Current assets - Inventory/Total current liabilities			
Current liabilities			
<i>2. Capital structure ratio</i>			

+ Debt/Total assets ratio	0.44	0.48	-8.21
+ Debt/Equity ratio	0.8	0.93	-14.52
<i>3. Operating capacity ratio</i>			
+ Total asset turnover			
Net revenue/Average total assets	0.18	0.18	
<i>4. Profitability ratio</i>			
+ Profit after tax ratio/Net revenue	0.08	0.14	- 42.86
+ Profit after tax ratio/Equity ratio	0.028	0.049	-42.86
+ Profit after tax ratio/Total assets	0.016	0.025	- 36
+ Profit from business operations ratio/Net revenue	0.079	0.16	-50.63

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

a) Shares:

- Total number of outstanding shares: 15,000,000, of which:

+ Number of freely transferable shares: 15,000,000 Shares

+ Number of restricted shares: 0 Shares

b) Shareholder structure

By type of ownership:

No	Subjects	Number of shares	Ratio(%) Ownership/ Charter Capital
1	Domestic Shareholders	14,992,300	99.949
	- Organizations	1,475,675	9.84
	- Individuals	13,516,625	90.11
2	Foreign Shareholders	7,700	0.05
	- Organizations	0	
	- Individuals	7,700	0.05
3	Total	15,000,000	100

TT	Subjects	Number of shares	Ratio(%) Ownership/ Charter Capital
1	State Shareholders	0	0
2	Other Shareholder	15,000,000	100
	Domestic, including:		
	- Major Shareholders owning > 5% of Charter Capital	13,434,456	89.56
	- Other Shareholders	1,557,844	10.39
	- Foreign	7,700	0.05
3	Total	15,000,000	100

List of major shareholders:

No		ID card/CCCD/ Business registration number	Address	Number of shares	Percentage/ Charter capital (%)
1	Le Thanh Than	040050000073	Lot 13 BT3 Linh Dam Peninsula, Hoang Liet, Hoang Mai, Hanoi	3,000,000	20
2	Le Kim Giang	040062000078	Lot TT4 D1 O1 Dai Kim, Hoang Mai, Hanoi	3,049,456	20.33
3	Do Trung Kien	034083000099	Lot 13 BT3 Linh Dam Peninsula, Hoang Liet Ward, Hoang Mai District, Hanoi	2,850,000	19
4	Le Thi Hoang Yen	012187000020	Lot 13 BT3 Linh Dam Peninsula, Hoang Liet, Hoang Mai, Hanoi	1,406,000	9.37
5	Pham Thi Thu Thuy	031190006766	Room 1522, VP3 Linh Dam Peninsula, Hoang Mai, Hanoi	1,659,000	11.06

6	Saigon Beer - Alcohol-Beverage Corporation	0300583659	187 NGUYEN CHI THANH, WARD 12, DISTRICT 5, HCMC, VIETNAM	1,470,000	9.8
	Total			13,434,456	89.56

c) Changes in owner's capital: The Company has not increased its equity capital since its establishment through public offerings, private offerings, bond conversions, warrant conversions, bonus share issuances, stock dividends, etc.

d) Treasury stock transactions: No treasury stock transactions in 2024.

e) Other securities: In 2024, the Company will not issue securities.

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

6.1. Environmental impacts:

In 2024, the Company fully complies with laws and regulations on environmental protection, and joins the community in environmental activities.

6.2. Material resource management:

The total amount of raw materials used to produce and package the organization's main products and services in 2024 is: VND 8,913,847,780. PTC always focuses on the most effective management of raw materials, ensuring the efficiency of production and business activities and efficiency for the environment and the community.

6.3. Energy consumption:

PTC always focuses on ensuring energy savings (electricity, gas, oil, etc.), using energy types for production and business activities reasonably and effectively.

- Total electricity consumption in 2024: 1,320,150 Kw

- Total diesel oil consumption in 2024: 950 liters

6.4. Water consumption:

Currently, PTC is consuming water supplied by Nghe An Water Supply Company Limited. Similar to the use of electricity and other types of energy, the Company focuses on efficiency and savings in water consumption.

Total water consumption in 2024 is: 24,504 m³

6.5. Compliance with environmental protection laws:

In 2024, the Company fully complies with environmental protection laws and regulations. There are no penalties for violations due to non-compliance with the above regulations.

6.6. Policies related to employees:

a) Number of employees, average salary for employees:

- Average number of employees in 2024: 115 people

- Average salary in 2024: VND 8,347,237/person.

b) Labor policy to ensure the health, safety and welfare of employees:

The periodic health check-up regime is strictly implemented, 100% of employees at the unit are provided with uniforms/workwear and fully implement the social insurance, health insurance and unemployment insurance regimes according to the State's regulations.

c) Employee training activities

Recognizing the importance of training and fostering human resources for sustainable development, PTC Company has regularly and continuously implemented on-site training programs associated with the daily work of each type of employee. On average, in 2024, each employee will participate in 1 to 2 training courses depending on the employee and employee classification. In 2024, the training of tourism occupational standards (SOPs) will continue to be maintained, and a new training topic on "Awareness of Sustainable Tourism" will be implemented, with training content built on national tourism occupational standards. In addition, all employees are regularly trained on-site by internal trainers according to a specific training plan for each month of the year.

6.7. Reports related to responsibility to the local community.

PTC Company always determines that in addition to developing production and business activities according to sustainable goals, the Company also focuses on social security work in the locality. Actively respond to activities and movements of gratitude; charity home programs and especially regularly participate in activities of visiting and giving gifts to households in difficult circumstances during the Lunar New Year.

6.8. Reports related to green capital market activities according to the guidance of the State Securities Commission.

III. Report and evaluation of the Board of Directors

1. Evaluation of production and business performance

No	Indicator	Unit	Plan 2024	Implementation 2024	IM 2024/ PLAN 2024%
1	Sales and service revenue	Tỷ đồng	58,256	47,312	81.21
2	Expense	Tỷ đồng	49,896	43,301	86.78
3	Profit before tax	Tỷ đồng	8,360	4,011	47.98
4	Profit after tax	Tỷ đồng	6,688	4,011	59.97
5	Submit to the State Budget	Tỷ đồng	4,850	4,618	95.22
6	Investment, equipment purchase	Tỷ đồng	4,500	0.839	0.02

+ In terms of revenue: In 2024, the total revenue from goods and services was VND 47,312 billion, reaching 81.21% of the annual plan, down 2.62% over the same period last year. Phuong Dong Hotel is the main operating unit generating revenue for the Company. In addition to the general difficult impact of the world and domestic economy,

in the Company's operating area, there are many hotels and restaurants that continue to be newly invested and put into use, competing on prices, affecting the implementation of the revenue plan.

+ In terms of profit: In 2024, the Board of Directors focused on solutions to reduce costs, especially strictly controlling input materials, ensuring reasonable costs, quality, focusing on the use and preservation of assets, and being autonomous in repairing assets serving operations to reduce costs and increase business efficiency. In 2024, revenue decreased accordingly. Operating profit of 4 billion 11 million VND reached 59.97%, down from the same period last year.

2. Financial situation

Unit: VND

Assets	Ending balance 31.12.2024	Beginning balance 01.01.2024	% Increase + Decrease -
I. Short-term assets	103,180,914,673	103,309,693,696	-0.12
1. Cash and cash equivalents	3,177,207,205	5,455,833,585	-41.76
2. Short-term financial investments			
3. Short-term receivables	97,634,358,182	93,370,988,671	4.57
4. Inventories	87,597,962	69,851,441	25.41
5. Other short-term assets	2,281,751,324	4,413,019,999	-48.30
II. Long-term assets	152,895,624,733	164,315,219,642	-6.95
1. Long-term receivables	2,700,000	22,700,000	-88.11
2. Residual value of fixed assets	92,598,346,657	99,161,085,569	-6.62
3. Residual value of investment real estate	44,055,026,207	45,803,287,343	-3.82
4. Long-term unfinished assets			
5. Long-term financial investments	6,440,613,850	6,820,009,624	-5.56
6. Other long-term assets	9,798,938,019	12,508,137,106	-21.66
Total assets	256,076,539,406	267,624,913,338	-4.32
I. Liabilities	113,616,869,025	129,176,832,837	-12.05
1.1. Short-term debt	113,453,069,025	129,023,032,837	-12.07
1.2. Long-term debt	163,800,000	153,800,000	6.50

a) Assets: As of December 31, 2024, the Company's total assets were VND 256 billion 76 million, down 4.32% compared to the beginning of the period. Of which, short-

term assets decreased by 0.12%, long-term assets decreased by 6.95%.

In the structure of short-term assets, cash and cash equivalents decreased by 41.76%; receivables increased by 4.57%; other short-term assets (tools and equipment) serving hotel business activities decreased by 48.32% compared to the beginning of the year.

b) Debt situation

The debt situation in 2024 decreased compared to the beginning of the year (down 12.05%), mainly in the Short-term Debt item (down 12.07%) because during the year, the unit closely monitored and paid short-term debts to suppliers, not leaving outstanding debts.

3. Improvements in organizational structure, policies, and management.

Recognizing the importance of organizational structure and management policies for the Company's operation and development, the Company pays great attention to improvements if there are any shortcomings. In 2024, there will be no changes in organizational structure, continuing to closely follow and improve the efficiency of the current organizational structure model.

4. Future development plan

4.1. Business plan for 2025

Unit: Billion VND

No	Indicator	Implementation 2024	Plan 2025	Plan 2025/ Implementation 2024 (%)
A	B	1	2	3
1	Revenue	47,312	50,000	+5.68
2	Expenses	43,301	44,000	+1.61
3	Profit before tax	4,011	5,600	+39.62
4	Profit after tax	4,011	4,500	+12.19
5	Payments to the budget	4,618	5,700	+23.43
6	Investment, equipment purchase	0.839	2,300	+274,036

4.2. Key tasks:

- Improve capital efficiency, implement cost savings, ensure good completion of the 2025 production and business plan.

- Improve the efficiency of the management apparatus, build a human resource strategy to meet each development stage of the Company.

- Continue to maintain and stabilize the Company's production and business activities.

- Focus on the main business areas at Muong Thanh Phuong Dong Hotel.

4.3. Implementation solutions:

a) Solutions on organization, management, and personnel:

- Optimize the use of existing personnel, stabilize the organizational structure, strengthen the supervision and direction of the management apparatus for units and functional departments in the process of implementing the 2025 production and business plan.

- Ensure policies for employees, promote union activities, help employees organize activities, promote the role of trade unions, help employees feel secure in their work.

- Organize and implement training plans, foster human resources to serve the requirements and development goals of the Company in 2025 and the following years.

b) Business solutions:

- Focus on solutions to increase revenue, improve service quality; flexibly price at each time, build separate price frames for each subject. Develop promotional programs, focus on building product packages suitable for the needs of many subjects, add new dishes, change the setup style, decoration to create highlights and attract customers.

- Strengthen the relationship building of travel agents, foreign agencies representing in Vietnam. Focus on exploiting customers from online room sales tools. Regularly pay attention to traditional customer care, have preferential and after-sales policies for new customers.

- Improve business capacity and skills on digital platforms, apply digital tools and technology in approaching customers, optimize efficiency in the process of managing, operating business activities, developing brands and building the image of the unit.

c) Financial solutions:

- Continue to closely monitor and be flexible in applying consumption norms, gross profit ratios in restaurant and hotel business.

- Regularly analyze and evaluate the market situation and price fluctuations to propose flexible, effective and timely financial solutions.

- Have a plan to arrange reasonable capital sources to ensure business activities, investment and project implementation.

d) Investment solutions:

- Implement investment and procurement plans to ensure progress and quality to meet the requirements of timely business operations.

e) Other solutions:

- Maintain and promote internal solidarity, build corporate culture on the basis of Muong Thanh Hotel Group's cultural foundation, considering this the leading factor determining the success of the production and business tasks in 2025.

- Develop appropriate reward and incentive policies and create motivation for employees in the Company.

- Continue to improve internal management processes in line with the reality and scale of the Company and facilitate daily operations.

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

responsibility

a. Assessment related to environmental indicators (water consumption, energy, emissions, etc.).

In 2024, PTC has always focused on ensuring energy savings, electricity, water, gas, oil, etc., using energy efficiently and economically.

b. Assessment related to labor issues.

In 2024, the company fully implemented policies and regimes for employees in accordance with current regulations and collective labor agreements.

c. Assessment related to the company's responsibility to the local community.

In 2024, PTC has always paid attention to community activities, closely linked with local activities, and recognized by local authorities.

IV. Board of Directors' assessment of the Company's operations

1. Board of Directors' assessment of all aspects of the Company's operations, including assessments related to environmental and social responsibilities.

In 2024, the Board of Directors also directly directed and supervised the Director and the executive apparatus in production and business activities, capital management, increased cost reduction, further improved the system of internal management regulations, continued to maintain service quality, in parallel with developing production and business activities and protecting the environment.

In performing the tasks and powers of the Board of Directors assigned by the General Meeting of Shareholders, the provisions of the Law and the Company's Charter, the Board of Directors directly and promptly directed production and business activities, supporting the Executive Board to effectively perform the tasks assigned by the General Meeting of Shareholders and the Board of Directors through production and business targets.

2. Board of Directors' assessment of the performance of the Board of Directors

In 2024, in terms of management and direction, the Board of Directors actively supported and directed the Board of Directors and the executive apparatus in organizing and implementing production and business activities; managing the implementation of construction investment projects on schedule; arranging investment capital and business capital; organizing and arranging the apparatus, ensuring the regime and policies for employees in accordance with regulations.

With the function of inspection and supervision, the Board of Directors assessed that the Board of Directors and the executive apparatus have made efforts to overcome and effectively operate business activities in 2024

3. Plans and orientations of the Board of Directors

Based on the results of the work in 2024, the Board of Directors oriented the key activities in 2025 as follows:

3.1. Directing the strengthening of management, increasing revenue and profit for key and advantageous business segments such as hotels and restaurants;

3.2. Directing, supervising and supporting the Board of Directors to complete the 2023 business targets, increase productivity, maintain and improve service quality;

3.3. Continuing to direct the Board of Directors to apply cost-saving measures to improve business efficiency, ensure profit targets and minimize risks.

3.4. Implementing/supervising the implementation of approved projects, ensuring project quality and progress.

3.5. Supporting and directing the mobilization and arrangement of sufficient capital for business and investment and construction projects. Supervising and directing the management and effective use of capital, performing well the task of preserving and developing capital.

3.6. Protect the maximum legitimate rights of shareholders as well as pay more attention to the income, rights and working conditions of employees in the Company. Coordinate and facilitate the activities of Party and Union organizations in the Company.

3.7. Monitor the implementation of Resolutions/Decisions of the General Meeting of Shareholders and the Board of Directors as well as fully and effectively perform the duties and powers of the Board of Directors as prescribed by law and the Company's Charter.

V. Corporate Governance

1. Board of Directors

a) Members and structure of the Board of Directors:

No	Full name	Positon on the Board of Directors	Shares owned	
			Number of Common Shares	%/ Charter capital
1	Do Trung Kien	Chairman of the Board of Directors	2.850.000	19
2	Le Hai An	Member of the Board of Directors	0	0
3	Thai Hong Nha	Member of the Board of Directors/Director	0	0
4	Le Van Thin (Thanh)	Independent Member of the Board of Directors	0	0
5	Pham Thi Thu Thuy	Member of the Board of Directors	1.659.000	11,06

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

c) Activities of the Board of Directors:

In 2024, the Board of Directors held 05 meetings, specifically as follows:

No	Details	Result	Attendance rate of Board members	Note
1	Annual General Meeting of Shareholders Plan 2024.	Through	100%	

2	Re: Selecting an auditing unit to review the Semi-annual Financial Report (first 6 months of the year) and audit the Financial Report for 2024.	Through	100%	
3	Meeting Re: Evaluating the results of operations in the first 6 months of the year, implementing tasks for the last 6 months of 2024	Through	100%	
4	Meeting on personnel work Re: Approving the appointment of the position of Deputy Director of Muong Thanh Phuong Dong Hotel Branch"	Through	100%	
5	Meeting on Assigning business plan targets for 2025.	Through	100%	

d) Activities of independent members of the Board of Directors: The Board of Directors of the Company does not establish any subcommittees. In 2024, independent members of the Board of Directors will maintain their activities in accordance with the Company Charter, the Enterprise Law and relevant legal documents.

e) List of members of the Board of Directors with corporate governance training certificates: In 2024, the Company has not sent members of the Board of Directors to participate in corporate governance programs.

2. Board of Supervisors

a) Members and structure of the Board of Supervisors:

No	Full name	TITLE IN SUPERVISORY BOARD Title in the Board of Supervisors	Shares owned	
			Number of Common Shares	%/ Charter capital
1	Le Thi Thu Huong	Head of the Supervisory Board	1.9	0,012
2	Phan Thi An	Member	0	0
3	Hoang Thi Bich Phuong	Member	0	0

The operating apparatus of the Supervisory Board in 2024 consists of 03 members.

Ms. Nguyen Thi Viet Ha - Member of the Supervisory Board has submitted a resignation letter from the Supervisory Board since December 17, 2023, which was approved by the General Meeting of Shareholders at the Annual General Meeting of Shareholders on April 26, 2024.

On April 26, 2024, Ms. Hoang Thi Bich Phuong was elected by the Annual General Meeting of Shareholders in 2024 as a member of the Supervisory Board for the term 2023 -2028.

b) Activities of the Supervisory Board

- Implement in accordance with the provisions of the Company's Charter, the Supervisory Board's Operating Regulations

- Monitor the Company's financial situation and business performance through the Company's Quarterly Financial Reports, 6-month reviewed Interim Financial Reports, and Audited Financial Reports for 2024.

- Attend meetings of the Board of Directors and the Board of Management to grasp the Company's operational situation.

- Participate in other internal audit activities organized by the Company.

- Meetings of the Supervisory Board

No.	Content	Results	Members' Meeting Attendance Rate	Notes
1	Appraisal of the 2023 Financial Report	Through	100%	
2	Appraisal of the Company's 6-month Financial Report of 2024	Through	100%	

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

a) Salary, bonus, remuneration, benefits.

Unit: VND

No.	Full name	Position	Salary, bonus, remuneration and benefits	Notes
Board of Directors				
1	Do Trung Kien	Chairman of the Board of Directors	36.000.000	Concurrent
2	Le Hai An	Member of the Board of Directors	18.000.000	Concurrent
3	Thai Hong Nha	Member of the Board of Directors/Director	18.000.000	Concurrent
4	Le Van Thin (Thanh)	Independent Member of the Board of Directors	18.000.000	Concurrent
5	Pham Thi Thu Thuy	Member of the Board of Directors	18.000.000	Concurrent
Board of Control				
1	Le Thi Thu Huong	Head of the Supervisory Board	187.600.918	Specialized
2	Phan Thi An	Member	12.000.000	Concurrent
3	Hoang Thi Bich Phuong	Member	8.133.333	Concurrent
Board of Directors				
1	Thai Hong Nha	Member of the Board of Directors/ Company Director	334.000.918	

2	Tran Dinh Phuc	Branch Director of the Company - Muong Thanh Phuong Dong Hotel	431.200.918	
3	Vo Thi Thao	Deputy. Branch Director of the Company	250.000.918	
4	Phan Thi Dieu Huyen	Deputy. Branch Director of the Company	150.465.849	
5	Truong Van Lanh	Deputy. Branch Director of the Company	56.264.983	
6	Nguyen Thi Nguyet	Chief Accountant	198.562.057	

b) Insider stock transactions: In 2024, the Company did not record reports from members of the Board of Directors, members of the Board of Supervisors/Audit Committee, the Director (General Director), Chief Accountant, managers, Company Secretaries, major shareholders and those related to the above subjects on the Company's stock transactions.

c) Contracts or transactions with insiders: In 2024, the Company did not conduct any transactions with members of the Board of Directors, members of the Board of Supervisors, the Director, Chief Accountant, managers, Company Secretaries, major shareholders and those related to them.

d) Assessment of the implementation of regulations on corporate governance: In 2024, the Company strictly implemented the provisions of the Charter and laws on corporate governance, correctly and fully implemented the information disclosure for large-scale public companies.

VI. Financial Statements

Independent Auditor: **International Auditing and Valuation Company Limited**

1. Auditor's opinion: Fully accepted.

2. Audited financial statements for the year 2024.

Attachments: Audited financial statements for the fiscal year ending December 31, 2024.

Recipients:

- As respectfully sent;
- Board of Directors/Supervisory Board of the Company;
- Director of the Company/Unit;
- Filed

LEGAL REPRESENTATIVE
DIRECTOR



Thai Hong Nha