

**DISCLOSURE OF INFORMATION  
ON THE ELECTRONIC PORTAL OF HANOI STOCK EXCHANGE**

**To: - Hanoi Stock Exchange.**

**Company Name:** TAY NINH TOURIST – TRADING JOINT STOCK COMPANY

**Stock code:** TTT

**Head Office Address:** 1253 Cach Mang Thang 8 Street, Ninh Phuoc Quarter, Ninh Thanh Ward, Tay Ninh City, Tay Ninh Province

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**Authorized Information Disclosure Officer:** Mr. Phan Thanh Trung

**Position:** Deputy Head of Administration and Human Resources Department

**Type of information disclosure:**

☐ Periodic    ☐ 24 hours    ☒ Extraordinary    ☐ Upon Request    ☒ Others

**Content of information disclosure:**

1. Update documents for the 2025 Annual General Meeting of Shareholders (May 24,2025)

This information has been disclosed on the company's website on May 24,2025 at the following link:<http://tanitour.com.vn>

I hereby certify that the disclosed information is true and I take full responsibility before the law for the content of the disclosed information.

*Tay Ninh, May 24, 2025*

**Authorized Information Disclosure Officer**

*(Signature, full name and official seal)*



**Phan Thanh Trung**

**REPORT**  
**Business Performance in 2024 and**  
**Business Directions for 2025**

To: General Meeting of Shareholders of  
Tay Ninh Tourist – Trading Joint Stock Company

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders,

The Board of Management of Tay Ninh Tourist – Trading Joint Stock Company hereby reports the business performance in 2024 and outlines the business directions for 2025 as follows:

**I. Business Performance in 2024:**

**1. General Overview:**

- Globally, the situation remained volatile and unstable in 2024. The global economic growth was estimated at 3.2%. Escalating conflicts between Russia and Ukraine, rising tensions in the Middle East, and instability on the Korean Peninsula disrupted global supply chains, threatening recovery and interrupting the momentum of economic development.

- Vietnam's economy recorded positive results. Gross Domestic Product (GDP) increased by 7%. Many key and large-scale transportation infrastructure projects were upgraded and invested in. However, domestic tourism growth remained modest, reaching 110 million trips, up 1.6% compared to 2023. International tourist arrivals reached 17.5 million, marking a 38.9% increase year-on-year.

- In Tay Ninh, the economy continued to show significant improvements in 2024. The Gross Regional Domestic Product (GRDP) grew by 8.45%, exceeding the provincial target of 7%. Tay Ninh ranked 19th out of 63 provinces and cities nationwide and 2nd among the Southern Key Economic Region in GRDP growth. Average income per capita reached USD 4,250. The material and spiritual well-being of citizens improved, and social welfare was ensured. Tourism activities continued to grow, with tourist arrivals reaching 5.6 million (an increase of 9.7% compared to the same period), and revenue estimated at VND 2,500 billion (a 24% increase year-on-year).

- With the close and timely guidance of the Board of Directors, the efforts of the Board of Management, and the trust and support of shareholders and employees, the Company achieved the following results:

**2. Business Performance Against Targets in 2024:**

**2.1. Business Performance:**





**Unit: Million VND**

Item	Indicator	Plan	Actual	Actual	Comparison (%)	
		2024	2023	2024	Against Plan	Same Period
*	Consolidated					
	- Revenue	153,417	177,503	156,512	102.02%	88.17%
	- Profit before tax	25,373	41,938	32,969	129.94%	78.61%
1	Tay Ninh Tourist – Trading Joint Stock Company					
	- Revenue	103,356	124,477	118,483	114.64%	95.18%
	- Profit before tax	18,907	22,199	22,641	119.75%	101.99%
	- Dividend %	20%	20%	20%	100,00%	100,00%
2	Tay Ninh Cable Car Tour Company					
	- Revenue	47,700	67,355	48,462	101.60%	71.95%
	- Profit before tax	8,500	22,999	13,589	159.87%	59.09%
	- Dividend %	5%	5%	5%		100.00%

- Consolidated revenue reached 102.02% of the 2024 target, representing a decrease of 11.83% compared to the same period last year. Profit before tax reached 129.94% of the target, down 21.39% year-on-year. For the parent company, actual revenue reached 114.64% of the plan, a decrease of 4.82% compared to the same period; profit before tax reached 119.75% of the plan, an increase of 1.99% compared to the same period.

- For the subsidiary – Tay Ninh Cable Car Tour Company – actual revenue reached 101.60% of the plan, a decrease of 28.05% year-on-year; profit before tax reached 159.87% of the target, down 40.91% compared to the same period last year.

## **2.2. Management and Execution of Key Tasks:**

### **\* Tay Ninh Tourist – Trading Joint Stock Company:**

In 2024, the Company's business activities primarily focused on supplying beverages, providing parking fee services for cars and motorbikes, transporting passengers via electric cars and buggies, landscape maintenance and decoration services, environmental sanitation services, and gate ticket collection services at Ba Den National Tourist Area. Based on these operational fields, the Company undertook the following key tasks to ensure effective business performance during the year:

- Facilities Maintenance: The Company maintained and serviced 14 electric vehicles and 8 buggies in time for the Ba Den Mountain Spring Festival in 2024. It also upgraded and repaired public restrooms to ensure free, quality service for visitors; repaired and restored the surveillance camera system along the mountainside road and in the parking areas for cars and motorbikes to help maintain public order and security within the tourist area. In addition, damaged roads and entrances/exits of parking areas were patched and leveled to facilitate easy vehicle access.

- Investment Activities: The Company invested VND 172,681,818 in acquiring IT equipment to support parking fee management for cars and motorbikes at Ba Den Mountain Tourist Area.

- Service Provision:

+ The Company signed contracts to provide environmental sanitation services, ornamental plants, flowers, as well as landscape design, installation, and decoration for affiliated units at Ba Den Mountain. Environmental hygiene standards were well maintained with a green, clean, and beautiful setting. Ornamental plants and flowers were regularly cared for, while mini-landscapes were newly and creatively designed, becoming attractive highlights that drew the attention of numerous visitors.

+ In 2024, the Company continued leasing premises and providing services to various partners. It efficiently operated parking fee collection services for cars and motorbikes and passenger transportation via electric cars and buggies, ensuring safety and contributing to both revenue and profit.

+ Additionally, the Company continued to lease spaces along the mountainside road to around 50 small business households, offering shopping and food services to tourists. The Company also entered into a ticket collection contract with the Management Board of Ba Den National Tourist Area.

- Goods Supply: The Company actively coordinated with manufacturers to plan and deliver timely and sufficient supplies of beer, bottled water, and various beverages to partners and business households. The volume of goods sold in 2024 increased compared to 2023, contributing significantly to the Company's revenue and profit.

- Preparations for the Ba Den Mountain Spring Festival in 2025: Recognizing this as the peak season of the year, the Company proactively and promptly prepared all necessary resources to ensure the best possible service for the 2025 Ba Den Mountain Spring Festival.

**\* Tay Ninh Cable Car Tour Company:**

- Successfully organized and served visitors using the cable car and alpine coaster services during the Spring Festival month and throughout 2024;

- In 2024, Tay Ninh Cable Car Tour Company signed a contract with Tay Ninh Sun Joint Stock Company – Sun World Tay Ninh Branch to offer a combo package allowing visitors to travel by cable car to Hang Pagoda Station and return via alpine coaster, contributing to increased revenue for the Company;

- Successfully organized the Annual General Meeting of Shareholders 2024;

- Efficiently managed, operated, maintained, and regularly serviced the cable car and alpine coaster systems in accordance with the manufacturer's regulations.

### **3. Financial Situation:**

a. Asset Status (*According to the Company's financial statements*):

As of December 31, 2024, the total assets of the Company amounted to VND 152.32 billion, an increase of 4.56% compared to 2023 (VND 145.64 billion). Profit after



tax reached VND 18.72 billion, up 1.92% year-on-year. The return on assets (ROA) ratio was 0.12.

**b. Payables Status:**

As of December 31, 2024, the Company's total liabilities were VND 17.60 billion, a decrease of 13.96% compared to 2023, accounting for 11.5% of total assets. The majority of these liabilities were payables to suppliers for goods and services, taxes payable to the State, and salary and bonus obligations to the Company's employees.

**4. Human Resources, Training, Compensation, and Employee Welfare:**

**a. Human Resources Organization and Training:**

- In 2024, the Company's human resources remained generally stable. Vacant positions arising from employee resignations were promptly filled. The Company also maintained regular personnel rotation and reassignment, contributing to improved operational efficiency. For outsourced labor, the Company continuously reviewed staffing needs to ensure that the number and quality of workers met actual job requirements and the service contracts signed with partners in 2024..

- Regarding training: The Company continued to organize training courses focused on professional skills, expertise, and soft skills for employees, aiming to enhance work efficiency and support overall business performance.

**b. Compensation and Implementation of Employee Policies:**

- Despite many challenges in 2024, the Company reviewed and adjusted the compensation packages for more than 46 employees who achieved good performance in their assigned tasks. All policies regarding salaries and social insurance were implemented in full and on time. The Company ensured stable employment for nearly 63 permanent employees.

- Every year, the Company provides Suncare insurance and organizes periodic health checkups for all staff members.

**5. Occupational Safety, Fire Prevention and Control, and Environmental Sanitation:**

- In 2024, the Company enhanced and effectively implemented occupational safety, fire prevention and control, and environmental sanitation measures. Regular inspections were conducted, and fire prevention and firefighting equipment was supplemented in a timely manner to ensure effective readiness. As a result, there were no incidents of fire, explosion, or workplace accidents reported during the year..

- Additionally, in 2024, the Company coordinated with the Fire Prevention and Rescue Police Department of Tay Ninh Province to organize fire prevention and rescue training for 20 employees and workers at the Company.

**II. Business Directions for 2025:**

In 2025, the global economy in general and the Vietnamese economy in particular are forecast to continue facing numerous difficulties and challenges. The ongoing global trade tensions are expected to intensify, negatively impacting global consumption demand for goods produced in Vietnam as well as the business operations of many enterprises. Several businesses may continue downsizing to cut costs in 2025, while the trend of

consumer spending reduction is expected to persist. Given this context, from the beginning of the year, the Board of Management has focused on leadership and governance efforts, mobilizing and utilizing all available resources and implementing flexible business plans to achieve optimal efficiency.

### 1. Advantages:

- Ba Den Mountain National Tourist Area continues to be a popular destination for pilgrimage and sightseeing among both domestic and international tourists. Many new construction projects are currently being developed by the investors, and tourist arrivals to Ba Den Mountain remain stable.

- The Company is financially sound, with no tax arrears and strong capital mobilization capacity.

### 2. Difficulties:

- The Company's trade and service operations remain limited and lack diversification, with its primary market centered around the Ba Den Mountain Tourist Area. Most of the products provided by the Company are beer and soft drinks, while other categories such as handicrafts, ice cream, snacks, salted shrimp powder, and food services are provided by external suppliers.

- The competency level among staff members remains inconsistent. The Company is still facing a shortage of capable successors to meet future development needs.

Given the aforementioned Advantages and Difficulties, the Board of Management has formulated the 2025 business plan as follows:

Unit: VND

Item No	Indicator	Actual 2024	Plan 2025	Compare (2025/2024)	Note
<b>I</b>	<b>Consolidated Plan</b>				
<b>1</b>	Revenue	156,511,801,903	155,069,327,978	99.08%	
<b>2</b>	Profit before tax	32,969,295,181	31,561,960,000	95.73%	
<b>II</b>	<b>Plan for Companies</b>				
<b>1</b>	Tay Ninh Tourist – Trading Joint Stock Company				
	Revenue	118,482,850,463	111,000,000,000	93.68%	
	Profit before tax	22,641,422,151	19,823,000,000	87.55%	
	Dividend %	20%	20%		
<b>2</b>	Tay Ninh Cable Car Tour Company				
	Revenue	48,462,052,338	53,500,000,000	110.40%	

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Item No	Indicator	Actual 2024	Plan 2025	Compare (2025/2024)	Note
	Profit before tax	13,588,913,030	15,000,000,000	110.38%	
	Dividend %	5%	5%		

In 2025, the Company has set lower business targets compared to actual performance in 2024 due to anticipated ongoing economic difficulties and challenges. Specifically, Consolidated revenue is projected to decrease by 0.92%, consolidated profit before tax is expected to decrease by 4.27% compared to 2024; For Tay Ninh Tourist – Trading Joint Stock Company, revenue is expected to decrease by 6.32%, and profit before tax by 12.45%; For Tay Ninh Cable Car Tour Company, revenue is expected to increase by 10.40%, and profit before tax by 10.38% compared to 2024.

### **3. Key Tasks for Implementing the Business Plan for 2025:**

#### **3.1. Tay Ninh Tourist – Trading Joint Stock Company:**

- Investment in Facilities and Infrastructure: The Company will continue to invest in and procure new equipment and tools to support environmental sanitation services and landscape maintenance at Ba Den Mountain, ensuring a green, clean, and beautiful environment. It will also continue upgrading and maintaining the electric vehicle system for passenger transport within the Ba Den Mountain Tourist Area; further improve the smart parking management system using magnetic cards for cars and motorbikes; and renovate and repair transportation and technical infrastructure to better serve visitors.

- Service Operations: The Company will maintain contracts for environmental sanitation, the supply of greenery and ornamental plants, landscape design, installation and decoration services, as well as passenger transportation services using electric vehicles with internal partners.

- Commercial Activities: The Company will continue to maximize the supply of beer and soft drinks to household businesses and partners operating in the Ba Den Mountain Tourist Area.

- The Company will invest in modern equipment and facilities, applying digital technology and automation to management and operations to enhance service quality and business performance.

- In addition, the Company will continue cooperating with relevant units to organize and maintain cultural and artistic activities during the Spring Festival Month, thereby diversifying and enriching the festive atmosphere at Ba Den National Tourist Area annually.

#### **3.2. Tay Ninh Cable Car Tour Company:**

- Continue maintaining the cooperation agreement with Tay Ninh Sun Joint Stock Company – Sun World Tay Ninh Branch to offer a combo package allowing visitors to use the cable car service to Hang Pagoda Station and return via alpine coaste.

- Strengthen marketing and communication efforts to promote the Company's cable car and alpine coaster services. Enhance service quality to best meet customer needs,

and implement appropriate promotional policies and ticket discounts for specific customer groups during off-peak hours and low season months.

- Continue coordinating with other units within the Tourist Area to organize traditional festivals such as the Ba Den Spring Festival Month, Mid-year Festival, and the Mid-Autumn Festival.

- Focus on effective governance, resource management, and risk control in business operations. Improve internal regulations and policies in accordance with current laws. Maximize the use of idle capital to generate the highest possible returns.

- Accelerate the application of technology and digital transformation in cable car service operations to improve business efficiency and provide the best customer experience.

**3.3. Ensure the well-being of all officers and employees by taking good care of both their material and spiritual lives; effectively implement grassroots-level democratic regulations and fulfill national defense and security responsibilities.**

- Coordinate with relevant provincial authorities to participate in the implementation of social welfare policies, and provide care and support for the poor and those in difficult circumstances within the province.

#### **3.4. Human Resources Planning:**

- Continue streamlining and improving the Company's organizational and management structure to enhance operational efficiency. Develop both short-term and long-term training and professional development plans for management and staff. Review and update reward and benefit policies to create motivation for employees to maximize their capacity in alignment with the Company's growing development needs.

- Ensure the recruitment of qualified personnel to meet the Company's operational requirements. Focus on training and developing a competent team of successors to support the Company's sustainable growth. Strengthen HR budget control to prevent any excess beyond the planned targets for 2025.

This report presents the Board of Management's summary of the business performance in 2024 and the business directions for 2025, submitted to the Annual General Meeting of Shareholders 2025 for consideration../.

#### **Recipients:**

- Hanoi Stock Exchange (for reporting);
- BOD, BOS (for reporting);
- Shareholders (for reporting);
- BOM;
- Archive.

**GENERAL DIRECTOR**

**CÔNG TY**  
**CỔ PHẦN**  
**DU LỊCH - THƯƠNG MẠI**  
**TÂY NINH**

TP. TÂY NINH - T. TÂY NINH

**Tran Thi Hien**



No: 18/2025/BC-HĐQT

Tay Ninh, May 24, 2025

**REPORT  
BOARD OF DIRECTORS' ACTIVITIES  
IN 2024**

Pursuant to the Resolution of the Annual General Meeting of Shareholders 2024,  
The Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company hereby  
reports on its activities in 2024 as follows:

**I. Assessment by the Board of Directors on Overall Operations:**

- In general, the global situation remained unstable and volatile in 2024. Global economic growth was estimated at 3.2%. The escalation of the Russia–Ukraine conflict, rising tensions in the Middle East, and instability on the Korean Peninsula caused partial disruptions in global supply chains, threatening recovery and hindering economic development momentum.

- Vietnam's economy achieved positive results. Gross Domestic Product (GDP) increased by 7%. Numerous important and large-scale transportation projects were invested in and upgraded. Domestic tourism growth remained modest, with 110 million trips, up 1.6% compared to 2023. International tourist arrivals reached 17.5 million, up 38.9% from 2023.

- In Tay Ninh Province, the economy continued to show significant improvements. Gross Regional Domestic Product (GRDP) reached 8.45%, surpassing the provincial target of 7%. Among 63 provinces and cities, Tay Ninh ranked 19th nationwide and 2nd among the Southern Key Economic Region in GRDP growth. Average income per capita reached USD 4,250. The material and spiritual well-being of residents improved, social welfare was ensured, and tourism activities continued to grow. The number of visitors reached 5.6 million (up 9.7% year-on-year), with estimated revenue of VND 2,500 billion (up 24% year-on-year).

Based on the above context, the Board of Directors, in close collaboration with the Board of Management, continued to build upon the achieved results, made efforts to overcome difficulties and challenges, and was determined to fulfill the targets and tasks set out in the Resolution of the Annual General Meeting of Shareholders 2024. The results were as follows:

**1. Business Performance Targets:**

*Unit: Million VND*

No.	Indicator	Plan	Actual	Actual	Comparison (%)	
		2024	2023	2024	Plan	Same Period
*	Consolidated					
	- Revenue	153,417	177,503	156,512	102.02%	88.17%
	- Profit Before Tax	25,373	41,938	32,969	129.94%	78.61%



No.	Indicator	Plan	Actual	Actual	Comparison (%)	
		2024	2023	2024	Plan	Same Period
1	Tay Ninh Tourist – Trading Joint Stock Company					
	- Revenue	103,356	124,477	118,483	114.64%	95.18%
	- Profit Before Tax	18,907	22,199	22,641	119.75%	101.99%
	- Dividend %	20%	20%	20%	100,00%	100,00%
2	Tay Ninh Cable Car Tour Company					
	- Revenue	47,700	67,355	48,462	101.60%	71.95%
	- Profit Before Tax	8,500	22,999	13,589	159.87%	59.09%
	- Dividend %	5%	5%	5%		100.00%

- Consolidated revenue reached 102.02% of the 2024 plan, but decreased by 11.83% compared to the same period in 2023. Profit before tax reached 129.94% of the target, down 21.39% year-on-year. For the parent company, revenue reached 114.64% of the plan, down 4.82% year-on-year; profit before tax reached 119.75% of the plan, increasing 1.99% compared to 2023.

- For the subsidiary, Tay Ninh Cable Car Tour Company, revenue achieved 101.60% of the plan, down 28.05% year-on-year; profit before tax reached 159.87% of the plan, a decrease of 40.91% compared to 2023.

**\* General Assessment:**

Despite being impacted by the challenging conditions of both the global and domestic economies, with strong determination and effort, the Board of Directors successfully steered the Company to exceed its revenue and profit targets for 2024..

**2. Investment in Facilities and Projects:**

**\* Tay Ninh Tourist – Trading Joint Stock Company:**

In 2024, the Company's business activities primarily focused on supplying beverages, collecting parking fees for cars and motorbikes, transporting passengers via buggy and electric vehicles, providing landscape maintenance and decorative services, environmental sanitation services, and gate ticket collection services at the Ba Den National Tourist Area. Based on these identified business areas, the Company implemented the following key tasks to ensure operational effectiveness throughout the year:

- On facility repair and maintenance: The Company carried out timely maintenance on 14 electric vehicles and 8 buggies to serve the Ba Den Mountain Spring Festival in 2024; upgraded and renovated public restrooms to provide free and satisfactory services for visitors; repaired the surveillance camera systems along the mountainside walking route and in the car and motorbike parking areas to strengthen security and public order. It also patched and repaired road surfaces and access routes to the parking lots, facilitating smoother vehicle access for tourists.

- On capital investment: The Company invested VND 172,681,818 in acquiring machinery and IT equipment to support the management and operation of the parking fee collection system for cars and motorbikes at the Ba Den Mountain Tourist Area.

- On service provision:



+ The Company signed contracts to provide environmental sanitation services, ornamental plants, flower arrangements, as well as design, installation, and landscape decoration services for internal partners at Ba Den Mountain. Environmental hygiene was maintained at a high standard-green, clean, and visually appealing. Plants were regularly cared for, and decorative mini-landscapes were uniquely designed and creatively arranged, adding visual highlights and attracting numerous tourists.

+ In 2024, the Company continued to lease premises and provide services to its partners; it efficiently operated parking fee collection services and passenger transportation using electric vehicles and buggies, ensuring safety and generating both revenue and profit for the Company.

+ Additionally, the Company maintained the rental of spaces along the mountainside walking route for about 50 small business households to provide shopping and food services for visitors; it also continued a contract with the Management Board of Ba Den National Tourist Area to collect gate tickets on their behalf.

- On goods supply: The Company proactively coordinated with manufacturers, developed procurement plans, and ensured timely and sufficient delivery of beer, bottled water, and various beverages to business households. Sales volume in 2024 exceeded that of 2023, contributing to increased revenue and profit.

- On preparations for the Ba Den Mountain Spring Festival in 2025: Recognizing this as the peak season of the year, the Company promptly and thoroughly prepared all necessary resources to provide the best possible service during the 2025 Spring Festival at Ba Den Mountain.

**\* Tay Ninh Cable Car Tour Company:**

- Successfully organized and served visitors using the cable car and alpine coaster services during the Spring Festival month and throughout 2024;

- In 2024, the Company signed a cooperation agreement with Tay Ninh Sun Joint Stock Company – Sun World Tay Ninh Branch to offer a combo package for visitors to travel up to Chua Hang Station by cable car and return by alpine coaster, which contributed to an increase in the Company's revenue;

- Successfully organized the Annual General Meeting of Shareholders 2024;

- Efficiently managed, operated, and conducted regular maintenance and servicing of the cable car and alpine coaster systems in accordance with the manufacturer's technical specifications.

**3. Assessment by the Board of Directors on the Performance of the Board of Management:**

- The Board of Directors monitored the leadership and operational performance of the Board of Management in key areas including: the implementation of Resolutions adopted by the General Meeting of Shareholders and the Board of Directors; the execution of the business plan for 2024; and the management of the Company's day-to-day operations.

- The Board of Directors highly appreciates the efforts of the Board of Management in executing the Business Plan for 2024, especially under the challenging domestic economic conditions influenced by global uncertainties. The Board of Management

performed its functions, duties, and powers in accordance with State regulations and the Company's Charter on organization and operation. It also diligently implemented the Resolutions issued by the Board of Directors throughout 2024. All decisions made by the Board were promptly and decisively executed by the Board of Management. As a result, the key business indicators, such as revenue and profit, exceeded the planned targets.

#### 4. Activities of the Board of Directors:

##### 4.1. Members and Structure of the Board of Directors:

- The Board of Directors consists of 05 members. As of the reporting date, the ownership of voting shares is as follows:

No.	Name	Year of Birth	Title	Qualification	Current Position	Shares Held	Percentage of charter capital (%)
1	Nguyen Lam Nhi Thuy	1973	Chairwoman Board of Directors	Bachelor of Economics	Dedicated Chairman Board of Directors	None	0
2	Trinh Van Ha	1978	Vice Chairman Board of Directors	Construction Engineer	Senior Project Development Officer – Sun Group	None	0
3	Tran Thi Hien	1972	Member Board of Directors	Bachelor of Economics	General Director – Tay Ninh Tourist – Trading JSC	None	0
4	Vo Tran Chi Thinh	1977	Member Board of Directors	Bachelor of Economics	Assistant to General Director – Tay Ninh Sun JSC	None	0
5	Nguyen Huy Cuong	1975	Member Board of Directors	Bachelor of Mechanical Engineering	Deputy Director – Tay Ninh Sun JSC – Sun World Tay Ninh Branch	None	0

- Member of the Board of Directors participating in the Company's Board of Management:

No.	Full Name	Title
1	Nguyen Lam Nhi Thuy	Chairwoman of the Board of Directors
2	Tran Thi Hien	Member of the Board of Directors and General Director



#### **4.2. Activities of the Board of Directors:**

In 2024, in accordance with the Law on Enterprises, the Company's Charter on organization and operation, and the Board of Directors' Rules of Procedure, the Board of Directors convened a total of 07 meetings, both regular and ad hoc. All meetings were attended and supervised by the Board of Supervisors. These meetings addressed various key matters, focusing on resolving critical issues related to business operations and the organizational structure of the Company. Timely strategic directions were adopted to lead and instruct the Board of Management in implementing the Resolutions of the General Meeting of Shareholders and of the Board of Directors. Specifically, in 2024, the Board of Directors approved several significant matters, including:

- Approval of the Business Plan for 2024 of the Company.
- Approval of the policy to sign service contracts for sanitation, supply of greenery and ornamental plants, landscape renovation and decoration, and passenger transportation services by electric vehicles with Tay Ninh Cable Car Tour Company.
- Approval of the policy to sign contracts for sanitation services, plant and flower care, as well as contracts for the supply, renovation, and decoration of landscaping, and a framework agreement for the purchase and sale of beer and beverages with Tay Ninh Sun Joint Stock Company – Sun World Tay Ninh Branch;
- Other important matters.

#### **4.3. Assessment by the Independent Member of the Board of Directors:**

##### **a) On the Organization of Board Meetings:**

The meetings of the Board of Directors were convened and conducted with clear schedules, and materials were well-prepared in accordance with regulations. Meeting agendas were thoroughly discussed, reviewed, and evaluated by all members to reach the most appropriate decisions and strategic directions for the Company.

##### **b) On the Oversight of the Board of Management:**

- The Board of Directors has effectively carried out its oversight duties over the Board of Management, ensuring that the Company's operations were tightly monitored and aligned with the Company's strategic direction and necessary adjustments throughout the business cycle.

- Board members who concurrently serve in the Board of Management regularly participated in both scheduled and ad hoc meetings of the Board of Management. Decisions of the Board of Management were analyzed, consulted, and reviewed by the Board of Directors to ensure timely and effective solutions for enhancing business efficiency.

##### **c) Overall Assessment of the Board's Activities:**

- According to the approved work plan, the activities of the Board of Directors in 2024 were carried out in line with the Resolutions of the General Meeting of Shareholders and in compliance with the Company's Charter and Corporate Governance Regulation.

- All Board members demonstrated a strong sense of responsibility, performed their duties professionally and transparently, and made numerous valuable recommendations that enabled the Board of Management to overcome various challenges in 2024.

- The Board of Directors successfully led and managed the Company to exceed its planned targets for revenue and profit. It fulfilled obligations to the State budget, ensured dividend payments to shareholders, and maintained stable income for employees. The

Board also actively participated with the Board of Management in promoting corporate culture through seminars, emulation movements, sports activities, and “Green Day” campaigns, which positively contributed to the Company’s overall business performance.

#### **4.4. Salaries and Remuneration of the Board of Directors, General Director, and Board of Supervisors in 2024**

a. Salaries of the Full-time Chairwoman of the Board of Directors, General Director, and Full-time Head of the Board of Supervisors:

<b>No.</b>	<b>Position</b>	<b>Monthly Salary</b>	<b>Number of Months</b>	<b>Salary for 2024</b>
<b>1</b>	<b>Dedicated Chairwoman of the Board</b>	44,712,000	12	536,544,000
<b>2</b>	<b>General Director</b>	43,000,000	12	516,000,000
<b>3</b>	<b>Head of the Board of Supervisors</b>	27,600,000	12	331,200,000
	<b>TOTAL</b>			<b>1,383,744,000</b>

b. Remuneration for the Board of Directors, Board of Supervisors, and Secretary of the Board:

<b>No.</b>	<b>Position</b>	<b>Monthly Remuneration</b>	<b>Number of Months</b>	<b>Remuneration for 2024</b>
<b>I</b>	<b>Board of Directors</b>			<b>252.000.000</b>
1	Vice Chairman of the Board of Directors	6,000,000	12	72.000.000
2	Board of Directors’ members (03 members)	5,000,000	12	180.000.000
<b>II</b>	<b>Board of Supervisors members (02 members)</b>	4,000,000	12	<b>96.000.000</b>
<b>III</b>	<b>Secretary of the Board of Directors</b>	4,000,000	12	<b>48.000.000</b>
	<b>TOTAL</b>			<b>396,000,000</b>

#### **II. Business Directions for 2025:**

- Based on the results achieved in 2024, the 5-year plan for 2022–2026, and the assessment of favorable and challenging conditions both domestically and internationally as well as locally.

- The global and Vietnamese economies are expected to continue facing numerous challenges in 2025. The ongoing global trade tensions are anticipated to further impact the business activities of many enterprises.



- Therefore, to successfully accomplish the targets assigned by the General Meeting of Shareholders in 2025, the Board of Directors must remain resolute in implementing solutions to improve governance quality, adopt flexible leadership strategies, and direct the Board of Management of the parent company and the management teams of subsidiaries. It is essential to uphold unity and consensus in leadership, while continuing to engage and motivate all officers, employees, and staff across the Company to strive toward achieving the targets for 2025 as follows:

### 1. Business Target Implementation:

Unit: VND

No.	Indicator	Actual 2024	Plan 2025	% Change (2025 vs. 2024)	Note
<b>I</b>	<b>Consolidated Plan</b>				
<b>1</b>	Revenue	156,511,801,903	155,069,327,978	99.08%	
<b>2</b>	Profit before tax	32,969,295,181	31,561,960,000	95.73%	
<b>II</b>	<b>Plan for Companies</b>				
<b>1</b>	Tay Ninh Tourist – Trading Joint Stock Company				
	Revenue	118,482,850,463	111,000,000,000	93.68%	
	Profit before tax	22,641,422,151	19,823,000,000	87.55%	
	Dividend %	20%	20%		
<b>2</b>	Tay Ninh Cable Car Tour Company				
	Revenue	48,462,052,338	53,500,000,000	110.40%	
	Profit before tax	13,588,913,030	15,000,000,000	110.38%	
	Dividend %	5%	5%		

### 2. Key Tasks:

The Board of Directors will focus on leading and directing the implementation of the following key tasks:

- Develop short-term business strategies that are aligned with actual conditions, aiming to enhance the efficiency of the Company's commercial operations through strengthened risk management, financial safety assurance, and tighter control over operating expenses;

- Regarding service operations: Continue signing service contracts for environmental sanitation; contracts for plant and flower care, supply of greenery, and landscape design, installation, and decoration with internal partners at the Ba Den Mountain Tourist Area. Regularly maintain and service the electric vehicle fleet to improve the quality of passenger transportation services; continue investing in and upgrading technology to enhance the efficiency of the smart parking management system using

magnetic cards for cars and motorbikes.

- Regarding commercial operations: Continue to maximize the supply of beer and soft drink products to business households and partners operating within the Ba Den Mountain Tourist Area.

- Regarding human resources management: Continue reviewing and streamlining the Company's organizational structure toward greater efficiency; improve policies related to employees to attract and retain talent and strengthen employee engagement and loyalty to the Company;

- Ensure environmental protection, fire prevention and control, and occupational safety and hygiene across all operations.

### **3. Key Solutions to Improve the Company's Operational Efficiency:**

- The Board of Directors will continue to supervise and direct the Company's operations, maintaining stability and promoting sustainable development. It will strengthen comprehensive leadership and direction over the Board of Management, ensure capital preservation, improve return on capital, maintain dividends, and safeguard shareholder interests.

- Maintain strong relationships with customers and actively seek to sign new service contracts in areas such as landscape care and renovation, environmental sanitation, passenger transportation, and other tourism-related services.

- Enhance training programs to improve the professional qualifications of staff and employees, thereby meeting the increasing development demands of the Company.

- Accelerate the application of information technology and digital transformation to improve productivity and business efficiency, contributing to increased revenue and profit for the Company.

- Develop a fair and market-appropriate compensation and incentive scheme to motivate employees and promote dedication and commitment across all departments.

This concludes the Report on the Activities of the Board of Directors in 2024, submitted to the Annual General Meeting of Shareholders 2025../.

#### ***Recipients:***

- Hanoi Stock Exchange (for reporting);
- Shareholders (for reporting);
- BOD, BOS (for reporting);
- Archive: BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRWOMAN**



Nguyen Lam Nhi Thuy



**PROPOSAL**

**Salaries for the Chairwoman of the Board of Directors, General Director,  
and Head of the Board of Supervisors; remuneration/allowances for  
the Board of Directors, the Board of Supervisors, and Secretary to  
the Board of Directors for 2025**

To: The Annual General Meeting of Shareholders 2025  
Tay Ninh Tourist – Trading Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on the organization and operation of Tay Ninh Tourist –  
Trading Joint Stock Company,

The Board of Directors respectfully submits to the Annual General Meeting of  
Shareholders 2025 the proposed salaries for the Chairwoman of the Board of Directors,  
General Director, Head of the Board of Supervisors, and the remuneration/allowances for  
the Board of Directors, Board of Supervisors, and Secretary to the Board of Directors for  
2025 as follows:

**1. Salaries of the Chairwoman of the Board of Directors, General Director, and  
Head of the Board of Supervisors:**

No.	Position	Monthly salary (2024)	Monthly salary (2025)	Number of months	Salary for 2025
1	<b>Dedicated Chairwoman of the Board</b>	44,712,000	44,712,000	12	<b>536,544,000</b>
2	<b>General Director</b>	43,000,000	46,000,000	12	<b>552,000,000</b>
3	<b>Head of Supervisory Board</b>	27,600,000	27,600,000	12	<b>331,200,000</b>
	<b>Total</b>				<b>1,419,744,000</b>

**2. Allowances / Remunerations for the Board of Directors, Board of Supervisors,  
and Secretary of the Board:**

TT	Position	Level of Allowances / Remunerations 2024	Level of Allowances / Remunerations 2025	Members x Months	Total level remuneration 2025
<b>I</b>	<b>Board of Directors</b>				<b>252,000,000</b>
1	Vice Chairman of Board of Directors	6,000,000	6,000,000	01x12 tháng	72.000.000
2	Board Member	5,000,000	5,000,000	02x12 tháng	120.000.000
3	Independent Board Member	5,000,000	5,000,000	01x12 tháng	60.000.000
<b>II</b>	<b>Member of Board of Supervisors</b>	4,000,000	4,000,000	02x12 tháng	<b>96.000.000</b>
<b>III</b>	<b>Secretary of the Board of Directors</b>	4,000,000	4,000,000	01x12 tháng	<b>48.000.000</b>
<b>Total</b>					<b>396,000,000</b>

Respectfully submitted to the Annual General Meeting of Shareholders 2025 for review and approval../.

**Recipients:**

- Shareholders;
- Archive: BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRWOMAN**



**Nguyễn Lam Nhi Thuy**



**TAY NINH TOURIST – TRADING  
JOINT STOCK COMPANY**

No.: 21 /TTr-HĐQT

**THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness**

Tay Ninh, May 24, 2025

## **PROPOSAL**

**Re: Resignation Letter of the Chairwoman of the Board of Directors,  
members of the Board of Directors, Term of 2022–2026**

To: The General Meeting of Shareholders of Tay Ninh Tourist –  
Trading Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on the organization and operation of Tay Ninh Tourist  
– Trading Joint Stock Company;

Pursuant to the resignation letter of the Chairwoman of the Board of  
Directors (attached),

The Board of Directors respectfully submits to the 2025 Annual General  
Meeting of Shareholders for approval of the resignation letter of the Chairwoman of  
the Board of Directors, members of the Board of Directors for the 2022–2026 term  
as follows:

1. Ms. Nguyen Lam Nhi Thuy – Chairwoman of the Board of Directors.

We respectfully request the General Meeting of Shareholders to review and  
approve the above resignation../.

**Recipients:**

- Shareholders;
- Archive: BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRWOMAN**



**Nguyen Lam Nhi Thuy**

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**THE SOCIALIST REPUBLIC OF VIETNAM**  
Independence - Freedom – Happiness

**LETTER OF RESIGNATION**

**To:**

- **The Annual General Meeting of Shareholders 2025.**
- **The Board of Directors of the Company.**

- Pursuant to the Charter on Organization and Operation of Tay Ninh Tourism – Trading Joint Stock Company, amended and supplemented for the eighth time on June 20, 2023,

- I, the undersigned: **Nguyen Lam Nhi Thuy**

- Citizen ID No.: 052173000266; issued on: August 17, 2022; by: Department of Administrative Management of Social Order.

- Permanent address: 28 Ton That Thiep Street, Ben Nghe Ward, District 1, Ho Chi Minh City.

- Current position: Chairwoman of the Board of Directors, term 2022 – 2026.

I am writing this letter to respectfully submit my resignation from the position of Chairwoman of the Board of Directors, members of the Board of Directors for the term 2022 – 2026 of Tay Ninh Tourist – Trading Joint Stock Company.

Reason for resignation: Personnel restructuring..

I respectfully request the Annual General Meeting of Shareholders 2025 and the Board of Directors of Tay Ninh Tourism – Trading Joint Stock Company to consider and approve my resignation.

Sincerely yours,

**Recipients:**

- As above;
- Archive: BOD.

*Tay Ninh, May 24, 2025*

**Applicant**



**Nguyen Lam Nhi Thuy**