

Hanoi, April 9, 2025

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI EDUCATION INVESTMENT AND DEVELOPMENT
JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 and implementing documents;

Pursuant to Charter of Hanoi Education Investment and Development „JSC;

Pursuant to the reports and submissions of the Board of Directors, Board of Management, and Board of Supervisors at the 2025 Annual General Meeting of Shareholders;

Pursuant to the vote counting report of the 2025 Annual General Meeting of Shareholders of Hanoi Education Investment and Development „JSC;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Hanoi Education Investment and Development „JSC No.05/BB-ĐHĐCĐ dated April 9, 2025.

DECIDE:

Article 1. Approving on the Report on the Board of Directors' activities in 2024 and the operation plan for 2025

(Details according to Report No. 11/BC-ĐHĐCĐ of the Board of Directors dated April 9, 2025)

Article 2. Approving on the Report of the Board of Management on operational and management performance in 2024 and plan for 2025

(Details according to Report No. 12/BC-ĐHĐCĐ of the Board of Management dated April 9, 2025)

Article 3. Approving on the Report on the Board of Supervisors's activities in 2024 and



the operation plan for 2025

(Details according to Report No. 13/BC-ĐHĐCĐ of the Board of Supervisors dated April 9, 2025)

Article 4. Approving on the audited separate and consolidated financial statements for 2024.

(Details according to Submission No. 14/Ttr-ĐHĐCĐ dated April 9, 2025)

Article 5. Approving on the Report on 2024 profit distribution plan and plan for 2025

(Details according to Submission No. 15/BC-ĐHĐCĐ dated April 9, 2025)

Article 6. Approving on the business targets for 2025

(Details according to Submission No. 16/Ttr-ĐHĐCĐ dated April 9, 2025)

Article 7. Approving on the Report on remuneration of the Board of Directors and the Board of Supervisors in 2024 and the plan for 2025

(Details according to Report No. No. 17/Ttr-ĐHĐCĐ dated April 9, 2025)

Article 8. Approving on the cash dividend payment in 2024

(Details according to Submission No. 18/Ttr-ĐHĐCĐ dated April 9, 2025)

Article 9. Approving on the contracts and transactions between Hanoi Education Investment and Development Joint Stock Company (HEID) and Vietnam Education Publishing House Limited Company (VEPH).

(Details according to Submission No. 19/Ttr-ĐHĐCĐ dated April 9, 2025)

Article 10. Approving on the submission for selecting an independent Auditing Company to audit the 2025 Financial Statements.

(Details according to Submission No. 20/Ttr-ĐHĐCĐ dated April 9, 2025)

Article 11. Approving on the dismissal member of the Board of Directors, member of the Board of Supervisors for the term 2022 – 2027, as follows:

- Dismissal Mr. Nguyen Chi Binh from the position of member of the Board of Directors due to resignation from April 9, 2025
- Dismissal Mr. Nguyen Cong Dung from the position of member of the Board of Supervisors due to resignation from April 9, 2025

Article 12. Approving on the election of additional members of the Board of Directors, Board of Supervisors for the term 2022 – 2027, as follows:



- Appointment Mr. Tran Van Que to the member of the Board of Directors
- Appointment Ms. Nguyen Thi Thu Hong to the member of the Board of Supervisors

Article 13. This Resolution was fully approved by the 2025 Annual General Meeting of Shareholders of Hanoi Education Investment and Development Joint Stock Company at the meeting. The Board of Directors and the Board of Management shall rely on the content of this Resolution to implement and execute. *h*

Recipient:

- Board of Directors, Board of Supervisors;
- Board of Management ;
- Shareholders;
- Save: Admin, Secretary

**ON BEHALF OF
GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN**



No: 11 /BC-ĐHĐCĐ

Hanoi, April 9, 2025

REPORT
ON THE BOARD OF DIRECTORS' ACTIVITIES IN 2024
AND THE OPERATION PLAN FOR 2025

Pursuant to the Charter of Organization and Operation of Hanoi Education Investment and Development Joint Stock Company;

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

Pursuant to the 2024 audited separate and consolidated financial statements of Hanoi Education Investment and Development Joint Stock Company audited by AASC Auditing Limited Company;

The Board of Directors (BOD) of Hanoi Education Investment and Development Joint Stock Company (HEID) would like to report to the General Meeting of Shareholders (GMS) on the activities of the Board of Directors in 2024 and the plan for 2025 as follows:

I. PERSONNEL

The Board of Directors of HEID for the term 2022 - 2027 includes the following members:

No.	Member	Position
1	Mr. Nguyen Chi Binh	Chairman of the BOD
2	Mr. Le Thanh Anh	Member of BOD cum Chief Executive Officer (CEO)
3	Ms. Duong Thi Viet Ha	Member of BOD cum Deputy CEO
4	Mr. Nguyen Duy Hung	Member of BOD cum Deputy CEO
5	Ms. Nguyen Thi Ngoc Linh	Member of BOD

The BOD consists of 05 members, of which 02 members do not participate in management and 03 members participate in management.

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Meetings of the Board of Directors.

No.	Issued date	Contents	Resolution No.
1	January 31, 2024	<ul style="list-style-type: none">- Approval of the final registration date to close the list of shareholders to exercise shareholders' rights.- Approval of the organization of the 2024 Annual General Meeting of Shareholders	01/NQ-HĐQT
2	March 27, 2024	Approval of the draft documents for the 2024 Annual General Meeting of Shareholders	02/NQ-HĐQT
3	May 17, 2024	Approval in principle to pursue loans from Vietnam Joint Stock Commercial Bank for Industry and Trade – Hanoi Branch to facilitate Company's operational requirements.	04.1/NQ-HĐQT
4	May 17, 2024	Approval in principle to pursue loans from Shinhan Bank Vietnam Limited to facilitate Company's operational requirements.	04.2/ NQ-HĐQT
5	June 10, 2024	Approval of the selection of AASC Auditing Company Limited to provide audit and review services for the 2024 Financial Statements of HEID	05.1/NQ-HĐQT
6	June 10, 2024	Approval of the remuneration of members of the Board of Directors, Board of Supervisors, and Company's Secretary	05.2/NQ-HĐQT
7	July 23, 2024	Discussion regarding the advanced booking of print orders for books required in the 2025-2026 scholastic year (a 2025 initiative), complying with instructions from the VEPH.	-
8	November 06, 2024	<ul style="list-style-type: none">- Preliminary review of the Company's 10-month performance in 2024.- Approval of the book ordering plan from the VEPH for HEID's distribution plan for the 2025-2026 academic year	-

2. Board of Directors' assessment

In 2024, Vietnam's economy will continue to be negatively affected by global inflation and conflicts in various regions, causing fuel prices to increase and leading to increased costs.

Vietnam Education Publishing House (VEPH) implemented the reduction of textbook prices, including English books, which were invested in by the company to organize the manuscript and release, and reduced the benefits of the distribution centers - including HEID to reduce the burden on students' families. This has impacted the reduction of revenue and created a lot of work to re-label old books.

VEPH, the entity organizing the printing and supply of textbooks for HEID, faces difficulties due to bidding requirements for printing production, leading to unsynchronized supply progress, affecting HEID in terms of sales volume, transportation costs, warehousing, and debt recovery (delays, significant occurrences).

Fierce competition in the English Book segment requires the company to continuously invest in practical supplementary products to upgrade the level of user satisfaction.

The incidence of counterfeit textbook printing and sales is on the rise, driven by substantial profit margins and the increasing transparency concerning book selections in local areas.

Typhoon Yagi (Typhoon number 3) caused severe damage in the North, damaging facilities and books, increasing costs for the publishing company and student families, leading to a shortage of textbooks and materials, and difficulties in debt settlement.

Thanks to the dedication of the Board of Directors, Board of Management, and workforce, coupled with the support of our shareholders, the business outcomes of the Company have matched and exceeded the goals that were established at the 2024 Annual General Meeting of Shareholders.

3. Evaluation of the BOM's performance

The BOD highly appreciates the efforts and solidarity in management and operation of the CEO and members of the BOM, who have been proactive, creative and flexible in operating the Company's activities in increasingly fierce competition conditions, and have completed all the planned targets approved by the GMS.

During its operations, the BOM has complied with the provisions of the Law, the Company's Charter, the Company's Regulations on corporate governance, the Resolutions of the GMS, the Resolutions of the BOD, and the regulations of Vietnam Education Publishing House Limited Company (VEPH) for its member units.

4. Evaluation of the BOD's performance

The BOD always complies with the provisions of the Law, the Company's Charter and the Company's regulations on corporate governance. The BOD has promoted its experience, qualifications and relationships, actively maintained and promoted the management and supervision of the BOM's activities to ensure the proper implementation of the resolutions of the 2024 Annual GMS, along with the established strategic goals and plans. The BOD promptly directed and supported the CEO and the BOM in implementing the Company's production and business targets: The BOD held regular and extraordinary meetings to approve resolutions to implement tasks under the BOD's approval authority and promptly resolve and handle arising issues that needed to be resolved immediately. The BOD attended the quarterly and year-end meetings to grasp information, give instructions and orientations appropriate to the situation, facilitating the Company's operations.

In 2025 and the following years, the BOD will strive to promote the Company's tradition and successfully complete the tasks assigned by the GMS. At the same time, the BOD will regularly coordinate with the Board of Supervisors (BOS) to perform the function of supervising the organization and implementation of the Company's production, business and financial plans.

5. Remuneration and other benefits of BOD's members:

Details in Section 35 of the Notes to the Audited Consolidated Financial Statements for 2024 (Page 37).

III. REPORT ON TRANSACTIONS BETWEEN HEID, SUBSIDIARIES, COMPANIES IN WHICH HEID OWNED 50% OR MORE OF THE CHARTER CAPITAL WITH MEMBERS OF THE BOD AND RELATED PERSONS OF SUCH MEMBERS; TRANSACTIONS BETWEEN HEID AND COMPANIES IN WHICH THE MEMBERS OF THE BOD ARE FOUNDING MEMBERS OR MANAGERS IN THE LAST 3 YEARS PRIOR TO THE TIME OF THE TRANSACTION

The order and procedures for approving these transactions were carried out in accordance with the provisions of the Law on Enterprise 2020, the Law on Securities 2019, and the Company's internal regulations on corporate governance, including the transactions listed below:

No.	Organization name	Relationship related to the Company	Contents of Transaction	Time of transaction	Transaction value (billion VND)	Note
1	Vietnam Education Publishing House Limited Company	Chairman of the Board of Directors of HEID is Deputy General Director of Vietnam Education Publishing House Limited Company				
1.1	Vietnam Education Publishing House Limited Company		HEID sold goods and services	In 2024	12.8	
			HEID purchased goods and services		28.2	
1.2	Education Publishing House in Hanoi (Dependent entity of Vietnam Education Publishing House Limited Company)		HEID sold goods and services	In 2024	38.2	
			HEID purchased goods and services		563	
2	Hong Ha Thanh Cong Limited Company	Subsidiary. Member of BOD - Mr. Le Thanh Anh is Chairman of Hong Ha Thanh Cong Limited Company	HEID rented an office	In 2024	5.9	
3	Lang Son Books and School Equipment „JSC	Subsidiary	HEID sold goods	In 2024	40.7	
4	Educational Dictionary and Translation Book „JSC	Subsidiary	HEID purchased goods	In 2024	0.76	
5	Ho Chi Minh City School Book and Equipment „JSC	Chairman of the BOD of HEID is Chairman of the BOD of Ho Chi Minh City School Book and Equipment „JSC	HEID purchased goods	In 2024	0.28	

**Information about related parties and major transactions with related parties arising in 2024 is detailed at:*

- *Item 32 of Notes to the 2024 Audited Separate Financial Statements (Pages 32+ 33).*
- *Item 35 of Notes to the 2024 Audited Consolidated Financial Statements (Page 36).*

IV. REPORT OF INDEPENDENT MEMBER OF THE BOD

1. Activities of BOD's members in 2024

The BOD has 01 independent member for the term 2022 – 2027 who is Ms. **Nguyen Thi Ngoc Linh**.

Independent members of the BOD ensure professional capacity and experience in the Company's main fields of operation, contributing an important role in making decisions of the Company.

In 2024, independent members of the BOD fully participated in all BOD's meetings and submitted voting ballots on time on decisions/ issues under the BOD's authority, ensuring transparency, objectivity, controlling conflicts of interest, and protecting the interests of the Company and shareholders.

2. Evaluation of the BOD's performance

The BOD well implemented the directions and closely supervised the activities of the BOM in implementing the goals, strategies and business plans approved by the GMS. In 2024, the BOD promptly approved and issued Resolutions/ Decisions within its authority to regulate the Company's management and business activities.

V. OPERATION PLAN OF THE BOARD OF DIRECTIONS IN 2025

1. Context and Situation Characteristics:

The ongoing process of streamlining and optimizing the organizational structure, enhancing efficiency and effectiveness, and reducing redundancies and waste is being urgently and decisively implemented by the Party and the State. This endeavor is likely to expand and impact state-owned enterprises, potentially affecting the role, organizational scale, and operational processes of many companies, including HEID.

The orientations and decisions related to the Strategy for the Development of Education and Training (Conclusion No. 91-KL/TW dated August 12, 2024, of the Politburo, Resolution No. 51/NQ-CP dated March 18, 2025, of the Government, Decision No. 1600/QD-TTg dated December 19, 2024, of the Prime Minister, Decision No. 1705/QD-TTg dated December 31, 2024, of the Prime Minister, etc.) and the state's

education and training policies that have been and will be promulgated in the near future will directly affect the Company's operations, business strategies, and survival if there are no adaptive solutions implemented.

The emergence of new competitors: The increase in competitors who are strong educational corporations, educational technology (EdTech) enterprises, and online education models places significant pressure on the traditional model that HEID is applying.

The requirements of the Politburo and the government regarding the acceleration and intensification of digital transformation in education, the development of digital education, smart and creative education applying AI technology, along with the encouragement of online teaching platforms, digital learning materials, and smart school models, and the introduction of English as a second language in schools... will significantly reduce the market share of traditional paper books, strongly impacting the Company's traditional business operations and products.

Based on the specific circumstances, to ensure the stable operation and sustainable development of the Company's production and business activities, the BOD has developed a plan and orientation for 2025.

2. Planning orientation:

- Achieve all production and sales objectives laid out in the BOD's submissions and ratified by the GMS.

- Successfully meet all distribution mandates from VEPH, which includes delivering textbooks with utmost efficiency and timeliness within assigned districts, throughout 2025. Further, advance the digital learning resource content to enrich learning. Furthermore, engage in research and development concerning innovations, particularly digital based outputs that are compatible with the LMS platform. And also form beneficial alliances with educational institutions and technology firms to collaborate on the advancement of effective, innovative products, aimed to mitigate risk, heighten employee competence, and spur sales growth.

- Apply vital activities and policies, which will ensure that the organization can acclimate to this dynamic time period, while supporting its prolonged growth, protecting shareholder investment, and fostering the development of positive working circumstances for its workforce.

- Emphasize and increase partnerships and learning, and make an effort to make use of new technology and AI by working with capable partners.

- In compliance with the resolution of the GMS, administer appropriate dividend payments to stakeholders, and confirm that all staff benefits remain at a suitable level.

- Prioritize creating a positive brand image and promoting environmental sustainability, and fulfill any responsibilities to society.


3. Activities of the BOD

- Comply with duties as prescribed by law and Company's Charter.

- Organize regular meetings once a quarter, organize extraordinary meetings when necessary to promptly resolve arising issues, to effectively implement the targets approved by the GMS and ensure the Company continues to develop sustainably and stably in the long term during the period when the education sector has many innovations.

- Mandate the Board of Management to organize for the accomplishing, or surpassing, of the 2025 strategic business objectives and goals as ratified by the GMS.

Above is the report on the activities of the BOD of HEID in 2024 and before the 2025 Annual GMS, submitted to the GMS for consideration and approval.

Sincerely thanks! 

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

NGUYEN CHI BINH

**REPORT OF THE BOARD OF MANAGEMENT
ON OPERATIONAL AND MANAGEMENT PERFORMANCE IN 2024 AND
PLAN FOR 2025**

A - Part One:

**SITUATION AND CHARACTERISTICS OF THE COMPANY'S PRODUCTION
AND BUSINESS IN 2024**

I. ASSESSMENT OF BUSINESS ENVIRONMENT IN 2024

1. Advantages

- Vietnam's socio-political conditions are fundamentally stable, and the economy continues its recovery and growth momentum.

- Education and training have consistently been prioritized for attention, care, and investment, driven by the belief that "investing in knowledge development is investing in the future", "To reap long-term benefits, invest in education"...

- The Vietnamese education and training sector has gone through the first 5 years of implementing the 2018 General Education Program. By the 2024-2025 school year, new textbooks will be deployed to all 12 grades of general education.

- The work of completing the manuscript, introducing books and training on new textbooks (grades 5, 9, 12) has been carried out regularly, so the implementation in 2024 had been more systematic, systematic and convenient. The selection of textbooks for use in local educational institutions has not changed significantly because a new round of textbook replacement has not been completed.

- The Company's staff and employees are proficient in their duties, equipped with fundamental qualifications, and driven by a high degree of accountability and initiative.

2. Difficulties and challenges

- In 2024, Vietnam's economy will continue to be negatively affected by global inflation and conflicts in various regions, causing fuel prices to increase and leading to



increased costs.

- Vietnam Education Publishing House (VEPH) implemented and directed the reduction of textbook prices, including English books, which were invested in by the company to organize the manuscript and release, and reduced the benefits of the distribution centers - including HEID (*according to the direction of the Ministry of Education and Training to reduce the burden on students' families*). This has impacted the reduction of revenue and created a lot of work to re-label old books.

- Regarding the VEPH, the focal unit organizing the printing and supply of textbooks for HEID: due to the requirement of bidding for the printing production process, the progress and synchronization in the supply of textbooks cannot keep up with the market demand, affecting HEID in terms of total output, in terms of transportation and storage costs - due to not being able to sell earlier, in terms of debt collection (slow, large arising).

- Fierce competition in the English Book segment (the product group that brings in the second largest revenue after textbook publishing), reference books requires the company to continuously invest in practical supplementary products to upgrade the level of user satisfaction.

- The printing and selling of fake textbooks is more common because the profit from selling fake books is high (the proportion of printing costs in the price of new books is low) and information about which areas use which types of books is clearer than in previous years.

- The severe consequences of Typhoon Yagi (Typhoon Number 3) caused many northern provinces to suffer great damage to infrastructure (offices, shops, warehouses and books were flooded and severely damaged) and incurred costs for local book publishing companies and students' families; caused a shortage of textbooks, learning materials and difficulties in paying off debts...

II. RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024

Facing many difficulties and challenges, HEID's employees have made efforts and determination. In 2024, the Company completed the targets and plans assigned by the General Meeting of Shareholders (GMS), including shareholders VEPH. Specifically:

1. Results of political and business tasks

1.1. The implementation of political tasks

The company has completed the work of organizing the draft of new textbooks, workbooks, and teacher's books for grades 5, 9, and 12, editing and reprinting the remaining grades on

schedule, transferring them to the VEPH to organize printing for the 2024-2025 school year.

The company has closely coordinated and accompanied the VEPH and the Hanoi Education Publishing House to introduce, train and guide the mass use of new textbooks for grades 5, 9, and 12 and provide specialized training according to the requirements of educational institutions.

The company has overcome difficulties and challenges, closely coordinated and accompanied local distribution partners to basically provide enough books for students and teachers when entering the new school year 2024 - 2025 and compensate for book shortages due to damage after the Yagi typhoon.

The company has completed the business targets of the year; preserve capital; ensure safety and health in cash flow and debt; ensure dividend payment to shareholders and supplement the owner's capital.

1.2. Business results of main publications

No.	PRODUCTS	UNIT	PLAN 2024	ACTUAL RESULT OF 2024	COMPARE ACTUAL RESULT TO PLAN (%)
1	Textbook	copy	34,263,600	33,715,567	98
2	English Books	copy	9,220,000	9,498,371	103
3	Supplementary Books	copy	12,914,000	12,357,712	96
4	Reference books and other publications	copy	600,000	1,957,552	326
Total		copy	56,997,600	57,529,202	101

1.3. Key financial indicators

1.3.1. Separate Financial Statement of 2024

No.	Target	Unit	Plan 2024	Actual result		Comparison	
				2024	2023	Actual result of 2024 to 2024 plan	Actual result of 2024 to actual result of 2023
1	Total revenue (Net revenue + General revenue + Other income)	billion VND		1,131	1,058		107%
2	Net revenue from sales and rendering services	billion VND	936	1,114	1,043	119%	107%
3	Profit before tax	billion VND	64	85.3	87.0	133%	98%
3	Dividends		14%	20%	14%	143%	143%

1.3.2. Consolidated Financial Statement of 2024

No.	Target	Unit	Actual results		Compare actual result of 2024 to Actual result of 2023
			2024	2023	
1	Total revenue (Net revenue + General revenue + Other income)	billion VND	1,152	1,068	108%
2	Profit before tax	billion VND	96	90	107%

Regarding equity as of December 31, 2024, it was 460.5 billion VND, an increase of 43.9 billion VND and equal to 110.5% compared to the same period in 2023, in which some key indicators include:

- Owner's investment capital: 150 billion VND;
- Development investment fund: 187.4 billion VND;
- Other equity funds: 33.9 billion VND;
- Undistributed profit after tax: 85.2 billion VND;

(According to 2024 audited Consolidated Financial Statements)

1.4. Business results of entities in which HEID invested capitals

- Hong Ha Thanh Cong Limited Company, in which HEID owns 100% of charter capital (charter capital: 110 billion VND), is the unit assigned to operate and exploit the HEID office building. In 2024, Hong Ha Thanh Cong Limited Company has operated and leased all 12/12 floors with:

+ Total Revenue (Net Revenue + Financial Revenue + Other Income): 16.8 billion VND

+ Profit before tax: 6.5 billion VND

- Lang Son Book – School Equipment Joint Stock Company: The ownership ratio of HEID is 66% of charter capital equivalent to 1.98 billion VND (charter capital is 3 billion VND):

+ Total Revenue (Net Revenue + Financial Revenue + Other Income): 46.1 billion VND

+ Profit before tax: 2.5 billion VND

+ Dividend: 15%

- Ha Tay Books and School Equipment Joint Stock Company: HEID currently owns 46.34% of shares. In 2024:

+ Total Revenue (Net Revenue + Financial Revenue + Other Income): 227.8 billion VND

+ Profit before tax: 8 billion VND

+ Dividend: 13%

- Contribute capital to Hanoi Education Publishing Services Joint Stock Company *(The ownership ratio of HEID is 4.85% of the Company's charter capital)*, dividend: 12%.

- Educational Dictionary and Translation Book Joint Stock Company: The ownership ratio of HEID is 89% of charter capital, equivalent to 2.670 billion VND (charter capital is 3

billion VND). In 2024:

+ Total Revenue (Net Revenue + Financial Revenue + Other Income): 915 million VND

+ Profit before tax: 70 million VND

III. RESULTS OF CORPORATE MANAGEMENT

1. About organization and personnel

The company continues to improve its organizational structure, arrange and assign separate functions and tasks of departments/offices, and personnel in some departments to promote staff capacity, meet operational management requirements, optimize operational efficiency, and be consistent with the development orientation associated with creating motivation to further improve efficiency, work quality, and production and business efficiency.

The company maintains and promotes staff training (invite experts to discuss and disseminate topics, organize training courses to improve professional capacity, assign staff to prepare and present at seminars, etc.), invest in technology and AI applications to improve knowledge and ability to apply technology to work for staff.

2. Implement support mechanisms to promote business and consumption in the context of increasingly fierce competition

State policy has allowed competent organizations and individuals to participate in compiling textbooks, allowing many publishers to publish textbooks. Large foreign education corporations and private companies have been strongly participating in the Vietnamese education and training market with many advantages in terms of potential, experience, and flexibility. Therefore, the Vietnamese education publishing system in general and HEID in particular (characterized by the constraints of the mechanism for 100% state-owned enterprises) are facing increasingly fierce competition, decreasing advantages, and increasing difficulties. Faced with changes in mechanisms, policies, and the market, HEID urgently needs to transform strongly, change its management thinking, change the awareness and actions of the entire team to adapt and meet new requirements while still performing well its role as a textbook publishing hub in the Vietnamese education publishing system.

In 2024, HEID will continue to implement appropriate mechanisms to create incentives to develop market share and promote the consumption of textbooks and other products of the company. Basic policies include:

- Promotion and discount policies to encourage increased consumption;

- Support policies to improve the quality of customer relationships;
- Motivational policies for sales team;
- Policy to encourage and promote sales debt collection, ensuring financial security for the company.

3. Research and Development

In order for HEID to both perform well its duties as a unit in the VEPH system and complete the plan assigned by the GMS in 2024, and maintain stability and long-term sustainable development in the context of many unpredictable fluctuations, many challenges and risks, including the very rapid, strong, irreversible impact of technology, artificial intelligence (AI)...., the HEID Board of Management has paid attention and organized research and analysis to find directions for HEID's product production and business activities to gradually adapt to the new situation and customer needs.

For English subject products: focus on investing, providing students and teachers with necessary, synchronous, diverse, multimodal (traditional and technological) supporting components and tools and increasing number of them to better meet and compete in serving the needs of learning and equipping English, thereby maintaining and strengthening the trust of users and the market share of HEID and VEPH products.

4. About policies for employees

Salary, reward and welfare policies comply with the law and are basically consistent with the nature of HEID's operations over the years. The company pays employees in full and on time.

Implement monthly fixed salary increase and fully and promptly pay social insurance, health insurance, etc. for employees.

Organize periodic health check-ups for employees.

Organize many collective activities to maintain and strengthen trust, love and internal solidarity of employees.

5. Debt collection and financial security

Implement appropriate solutions to urge debt collection and repayment to ensure the company's financial security after each business transaction. The debt collection rate for products and goods (as of December 31, 2024) reached 98%.

6. Participate in social work, charity, support schools and students

The company has participated in social work, supporting and accompanying the local

education sector (donating books, learning equipment, supporting school libraries, supporting rewards for students who have overcome difficulties and achieved good academic results) with a total value of more than 6.6 billion VND.

*** General assessment**

Overview of production and business results in 2024:

- In 2024, despite many difficulties, large workload and requirements, the Company achieved and exceeded the targets and tasks set forth in the Resolution of the 2024 Annual General Meeting of Shareholders.

- The company maintains financial and asset stability and health.

- The company continues to focus on building and strengthening credibility in the market in general and the education sector in particular.

- The Board of Directors and the Board of Management are united, unanimous, dedicated and responsible for their work, the company and VEPH.

- Employees are united, committed, strive to overcome difficulties, complete work, and effectively contribute to the overall results of the Company.

Problems that need to be overcome:

- Regarding organization and personnel: Compared to current job requirements (nature, volume, progress, quality), the company's personnel are both lacking and redundant (expertise, capacity, experience). Compared to the requirements in the coming period, both the organization, work process and personnel need to be changed, restructured and continue to be trained to be suitable and adaptable.

- Training activities: In 2024, many activities were implemented, but regulations and rules have not been established to be regularly implemented and covered by all subjects in the company to ensure the overall quality of the entire team.

7. Salary report of Chief Executive Officer and other managers in 2024

(Details are presented in Section 35 - Notes to the Audited Consolidated Financial Statements for 2024 - Page 38) .

PLAN FOR 2025

Assess the situation and major impacts

1. *Fluctuations of the market, state policies and VEPH:*

- The Party and State are urgently and resolutely implementing the process of streamlining, improving the efficiency and effectiveness of the apparatus, and reducing overlap and waste. This process is likely to expand and impact state-owned enterprises, and may impact the role, organizational scale, and operational processes of many companies, including HEID.

- The requirements of the Politburo and the government to accelerate and strengthen digital transformation in education, develop digital education, smart education and creatively apply AI technology, along with encouraging online teaching platforms, digital learning materials and smart school models, making English the second language in schools, etc will have a significant impact on reducing the market share of traditional paper books, strongly affecting the company's operations and traditional business products.

- The orientations and decisions related to the Education and Training Development Strategy (*Conclusion No. 91-KL/TW dated August 12, 2024 of the Politburo, Resolution No. 51/NQ-CP dated March 18, 2025 of the Government, Decision No. 1600/QD-TTg dated December 19, 2024 of the Prime Minister, Decision No. 1705/QD-TTg dated December 31, 2024 of the Prime Minister...*) and the State's policies on education and training that have been and will be issued in the coming time will directly affect the Company's operations, business strategy and survival if there are no appropriate implementation solutions.

- VEPH is a state-owned enterprise, subject to regulations and legal constraints in its operations, thus limiting its flexibility and risk tolerance... leading to units in the system such as HEID being negatively affected (*having to place production orders early when lacking information, leading to the risk of backlog, capital stagnation or shortage of goods or both; as a member unit of VEPH, contracts signed with VEPH are operated and adjusted according to the decision of VEPH, not according to the agreement between the parties...*).

- The process of streamlining the apparatus will more or less negatively impact the spending ability of many families.

2. *Fierce competition in the education industry:*

- Emergence of new competitors: The rise of competitors such as educational

corporations, powerful educational technology (EdTech) enterprises and online education models puts great pressure on the traditional model that HEID is applying.

- Demand for teaching quality and innovation: Customers (students, parents, schools) increasingly demand high quality services and modern learning experiences.

3. Digital transformation and application of new technology:

Digital transformation pressure: Requires integrating new technology to optimize production and business operations and enhance customer experience with products and services, which requires significant investment of time and resources.

4. Completion of new textbook replacement:

The country's education sector has gone through 5 years of transformation according to the 2018 General Education, has socialized the compilation and publication of textbooks for all 12 grades of general education; and the products of the VEPH have a specific market share. The role of introducing books and implementing market share in the distribution stage of key companies such as HEID in the coming time will no longer be clear.

All of the above factors will have a major impact on HEID's business operations in 2025 and beyond. Recognizing and assessing the opportunities and challenges, the HEID's Board of Management has identified the following goals and directions for implementing the 2025 mission plan:

I – GOALS AND ORIENTATION OF PRODUCTION AND BUSINESS MANAGEMENT IN 2025

Goals and directions in 2025:

- Complete production and business targets according to the content of the Board of Directors' submission to the General Meeting of Shareholders and approved by the General Meeting of Shareholders.

- Complete the publishing task assigned by VEPH (*complete and timely textbooks in the responsible areas*).

- Deploy necessary tasks and solutions to operate the company to adapt to the new situation, to survive and develop sustainably, protect and develop shareholders' investment capital; Create a healthy working environment, promote the qualities and capacities of employees.

- Pay full dividends to shareholders according to the resolution of the General Meeting of Shareholders and ensure the legitimate rights of the company's employees.

Business targets for 2025 submitted for approval by the General Meeting of Shareholders:

No.	INDICATORS	UNIT	PLAN FOR 2025
1	Publishing educational publications	million copies	52.614
2	Total revenue (<i>net revenue, financial revenue, other income</i>)	billion VND	942
3	Profit before tax	Billion VND	70
4	Dividends	%	15

II - BASIC SOLUTIONS

In order to successfully carry out the 2025 tasks and ensure that HEID is actively prepared for sustainable and effective development, the Board of Management and all employees of the company continue to promote the spirit of solidarity, cooperation, proactiveness, creativity, effort, and determination to overcome difficulties and challenges, and implement the following key policies and solutions in 2025:

1. Solutions on organizational structure and corporate governance

Maintain the necessary apparatus and staff to ensure effective implementation of the company's political and business tasks approved by the General Meeting of Shareholders; Establish a flexible corporate governance model that can quickly adapt to changes; organize and restructure the organizational apparatus in the direction of streamlining and reducing intermediary layers; redefine HEID's strategies and core values in a synchronous and comprehensive manner, in line with the new context and orientation of VEPH.

Continue to improve the effectiveness of management and operation, ensure transparency and professionalism; clearly assign, decentralize, and authorize, and increase responsibility in handling work; Organize specialized training and coaching on modern management, leadership skills, and change management for the company's leadership and management team.

Organize review and arrangement of departments and personnel in a streamlined, efficient and effective manner to operate and adapt to new situations and requirements. Build, update and complete the system of documents, regulations and procedures in accordance with legal regulations and company operations.

The Board of Management and its advisory departments proactively grasp the situation, make accurate forecasts, propose appropriate solutions, and effectively handle problems

arising in production and business, contributing to achieving business goals and the 2025 plan.

Strictly comply with the Law on Enterprises, the Law on Securities (with guiding Decrees and Circulars), the Regulations of the Hanoi Stock Exchange HNX, regulations on Tax, other relevant laws and the Company Charter; organize the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors.

2. Solutions to promote capacity improvement and production and business performance, meet market trends and needs, and meet the requirements of new contexts and situations.

Maintain and develop the HEID brand and the VEPH brand through product quality, service quality, competitiveness, social responsibility and companionship with partners.

Closely monitor changes in education policy to develop flexible response plans or effective implementation.

Innovation, creativity, and flexibility in business mechanisms; decentralization, increasing initiative and responsibility for managers and sales staff, linking work efficiency with salary and income.

Diversify sales channels in both traditional and technological forms (online sales on the company's website, sales through e-commerce sites, sales through affiliate programs or platforms). Regularly survey and listen to the opinions of students, parents and teachers to continuously improve products and services in a direction suitable to the market.

Focus on completing the task of publishing textbooks of the VEPH in 2025; continue to deploy production to enrich the digital science material warehouse, research and develop new products, especially digital content products that can be exploited on LMS platforms; cooperate with educational organizations and technology enterprises to jointly develop and effectively exploit new products, both minimizing risks, improving the quality of the team and increasing revenue.

Invest and develop synchronously products, software, tools, and solutions to support teaching, learning, and testing of English to meet the 2018 General Education Program, national standards, and international standards.

3. Human resource solutions

Focus on improving the quality of human resources in the direction of "refined, compact, fast, strong, dedicated, responsible", creating a foundation for the company's sustainable development;



REPORT ON THE BOARD OF SUPERVISORS' ACTIVITIES

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of organization and operation Hanoi Education Investment and Development Joint Stock Company;
- Pursuant to the Regulations of the Board of Supervisors of Hanoi Education Investment and Development Joint Stock Company;
- Pursuant to the Separate Financial Statements and Consolidated Financial Statements for 2024 of Hanoi Education Investment and Development Joint Stock Company audited by AASC Auditing Limited Company;

- Pursuant to the information and documents which Board of Supervisors was provided;

The Board of Supervisors (BOS) of Hanoi Education Investment and Development Joint Stock Company (HEID) would like to report the results of inspection and supervision of the Company's activities in 2024 to the General Meeting of Shareholders (GMS) as follows :

1. ACTIVITIES OF THE BOS

1.1. Summary of the BOS's activities

Based on the functions and duties according to the regulations of the BOS, we have supervised the management and operation of the Company by the Board of Directors (BOD) and the Chief Executive Officer (CEO) in 2024, specifically as follows:

- Monitor the rationality, legality, honesty and level of prudence in the management and operation of business activities of the BOD and Board of Management (BOM) of the Company.
- Supervise the BOD in implementing the resolutions of the GMS, and the BOM in implementing the resolutions of the BOD.
- Participate in regular and periodic supervision through attending BOD's meetings, mid-term and 6-month review meetings and annual review meetings of the Company.



- Assess the completeness, reasonableness and legality of the Company's quarterly and annual financial reports and the BOD's report on corporate governance.
- Check the implementation of Internal regulations to ensure fairness, transparency and democracy in the Company.
- Supervise the implementation of information disclosure according to the regulations of the State Securities Commission and the Company's Charter.
- Supervise the implementation of other business activities and production in accordance with the provisions of the Law and the Company's Charter and resolutions of the GMS.
- The members of the BOS regularly maintain a regime of exchanging, discussing and unifying opinions to effectively perform the inspection and supervision work according to the tasks stipulated in the Company's charter and current regulations. In 2024, the BOS held 06 regular meetings (in person and online) to discuss professional work and activities of the BOS .

1.2. Remuneration of the BOS

- Head of the BOS: 5,000,000 VND/month (excluding personal income tax).
- Member of the BOS: 3,000,000 VND/month (excluding personal income tax).

2. RESULTS OF MONITORING THE ACTIVITIES OF THE BOD AND THE BOM

- The BOD properly performed its obligations in accordance with the provisions of the Law and the Company's Charter. The BOD hold regular and extraordinary meetings (if necessary) to organize the implementation of the Resolution of the GMS and to provide strategic directions for the Company's production and business development (in 2024, the BOD held 07 meetings) and the BOD's resolutions had all been deployed and implemented by the BOM.

- The BOM performed its assigned functions and tasks, and had specific policies and measures suitable to the actual situation in terms of operations: Human resource management, labor, production, materials, assets, etc. The BOM made appropriate decisions in implementing the BOD's resolution, improving production and business efficiency, quality of educational books, meeting the diverse and increasing needs of the

market and society.

- In general, the management and operation of the company has fully complied with the provisions of the Law, regulations on the activities of listed companies, the resolution of the GMS and the Company's charter. In the past year, the company did not have any disputes related to production and business activities.

- The Company strictly implemented the information disclosure regime according to the regulations of the State Securities Commission, posted separate and consolidated financial statements periodically every quarter in accordance with regulations;

- In 2024, the BOS did not receive any written comments from shareholders or employees of the company regarding the management of the BOD and the BOM of the Company.

- Based on the results of inspection and supervision, the BOS has no additional comments on the content of the report evaluating the management and operation work in 2024 of the BOD and the BOM.

- Regarding transactions between HEID, subsidiaries, companies in which HEID owned 50% or more of the charter capital with members of the BOD and related persons of such members; transactions between HEID and companies in which members of the BOD are founding members or managers within the last 3 years prior to the transaction: The order and procedures for approving these transactions were carried out in accordance with the provisions of the Law on Enterprise 2020, the Law on Securities 2019, and the Company's regulations on corporate governance.

3. RESULTS OF FINANCIAL STATEMENT ASSESSMENT:

The Company prepared and published quarterly financial reports in a complete and timely manner, meeting the contents and forms prescribed by Vietnam Education Publishing House (VEPH) and the current financial regime.

3.1. Separate financial statements for fiscal year 2024

Some key indicators on the parent company's assets and capital in 2024
(According to the separate financial statements issued on March 14, 2025, audited by AASC Auditing Limited Company)

No.	Items	Unit	As of Dec 31, 2024	As of Dec 31, 2023	Compare Actual to End of Period
I	TOTAL ASSETS	Billion VND	625.5	601.1	104.07%
1	Current assets	Billion VND	473.3	450.1	105.16%
2	Non-current assets	Billion VND	152.2	151.0	100.80%
II	TOTAL CAPITAL	Billion VND	625.5	601.1	104.07%
1	Liabilities	Billion VND	201.7	213.5	94.49%
	Current liabilities	Billion VND	201.7	213.5	94.49%
	Non-current liabilities	Billion VND	0.0	0.0	
2	Equity	Billion VND	423.8	387.6	109.34%
	In there:				
	+ Owner's equity	Billion VND	150.0	150.0	100.00%
	+ Share capital surplus	Billion VND	1.9	1.9	100.00%
	+ Development investment fund	Billion VND	187.1	152.6	122.62%
	+ Other funds of equity	Billion VND	33.9	30.5	111.26%
	+ Undistributed profit after tax	Billion VND	50.8	52.5	96.68%
III	INCOME STATEMENT		2024	2023	
	Total Revenue (Net Revenue + financial revenue + other income)	Billion VND	1,131	1,058	107%
	Profit before tax	Billion VND	85.3	87.0	98%
	Profit after tax	Billion VND	67.5	69.5	97%

No.	Items	Unit	Plan 2024	Actual results of 2024	Compare Actual to Plan
1	Net revenue from sales and rendering services	Billion VND	936	1,114	119%
2	Profit	Billion VND	64	85.3	133%
3	Dividend Rate		Minimum 14%	20%	143%

- During the year, the Company made provisions according to current regulations, in which the company is making provisions as of December 31, 2024: VND 18.36 billion for bad debts (decreasing VND 202 million compared to the same period); made provisions: VND 13.82 billion for inventory devaluation (increasing VND 765.2 million compared to the same period).

3.2. Consolidated financial statements for fiscal year 2024

Some key indicators on consolidated assets and capital situation in 2024
(According to the consolidated financial statements issued on March 14, 2025 audited by AASC Auditing Company Limited)

No.	Items	Unit	As of Dec 31, 2024	As of Dec 31, 2023	Compare Actual to End of Period
I	TOTAL ASSETS	Billion VND	668.4	636.4	105.0%
1	Current assets	Billion VND	597.2	563.3	106.0%
2	Non-current assets	Billion VND	71.2	73.1	97.3%
II	TOTAL CAPITAL	Billion VND			
1	Liabilities	Billion VND	207.9	219.8	94.6%
	Current liabilities	Billion VND	206.6	218.5	94.5%
	Non-current liabilities	Billion VND	1.3	1.3	101.3%
2	Equity capital	Billion VND	460.5	416.6	110.5%
	In there:				
	+ Owner's equity	Billion VND	150.0	150.0	100.0%
	+ Share capital surplus	Billion VND	1.9	1.9	100.0%
	+ Development investment fund	Billion VND	187.4	152.7	122.7%
	+ Other funds of equity	Billion VND	33.9	30.5	111.3%
	+ Undistributed profits after tax	Billion VND	85.2	79.7	106.9%
	+ Non-controlling interests	Billion VND	2.1	1.8	115.4%

No.	Items	Unit	As of Dec 31, 2024	As of Dec 31, 2023	Compare Actual to End of Period
III	INCOME STATEMENT		2024	2023	
	Total Revenue (Net revenue + financial revenue + Other income)	Billion VND	1,152	1,068	108%
	Profit before tax	Billion VND	96	90	107%
	Profit after tax	Billion VND	76	72	106%

- An evaluation of key performance indicators related to the company's 2024 business operations and certain financial metrics reveals that, overall, the company maintains a relatively healthy and stable financial position. In 2024, the company exceeded its planned business performance targets, ensuring the well-being of its employees and safeguarding the rights of its shareholders

The BOM has still made efforts and actively urged debt collection, especially bad debts that have existed for many years. Up to now, the process of changing textbooks according to the 2018 General Education Program issued by the Ministry of Education and Training has completed 12 levels of education. Accordingly, the company needs to carefully analyze and forecast market trends to manage inventory items well, avoiding the risk of loss for the company.

- AASC Auditing Limited Company issued an independent audit report on the Company's separate and consolidated financial statements for 2024 with the following basic opinions :

+ The BOM of HEID is responsible for the preparation and fair presentation of the Company's separate/ consolidated financial statements in accordance with Vietnamese accounting standards, accounting regimes for enterprises and legal regulations related to the preparation and presentation of financial statements and is responsible for internal control that the BOM determines is necessary to ensure the preparation and presentation of separate financial statements that are free from material misstatement, whether due to fraud or error.

+ The above financial statements have honestly and reasonably reflected in all material aspects the financial situation of HEID as of December 31, 2024 , as well as the business performance and cash flow situation in the fiscal year ending on the same day;

+ The Company's financial statements comply with Vietnamese accounting standards, corporate accounting regimes and legal regulations related to the preparation and presentation of financial statements.

- The BOS has no other opinion on the contents of the Separate and Consolidated Financial Statements issued on March 14, 2025, audited by AASC Auditing Limited Company.

- The BOS believes in the work of collecting audit evidence and opinions that the independent auditor assesses as complete, honest and objective. This is the basis for approving the assessment of the Company's separate and consolidated financial statements for 2024. Therefore, the BOS agrees with the figures shown in the Company's separate and consolidated financial statements issued on March 14, 2025 which were audited by AASC Auditing Limited Company.

5. PROPOSALS AND RECOMMENDATIONS OF THE BOS IN 2025

- It is recommended that the BOM be more proactive in providing and updating information and documents regarding the company's financial status and business operations, fully and promptly, to the BOS.

- In addition to make allowance for inventory devaluation according to regulations, the company needs to continue researching inventory management solutions and effective and definitive solutions for slow-moving books, outdated in content and programs, old and damaged books, books that are unable to be sold, to recover part of their value and minimize losses (if any) .

- Review the portfolio of short-term investments (investments in trading securities) and capital contributions to subsidiaries to have an adjustment plan in line with the Company's business orientation, avoiding losses.

- Continue to review and improve internal regulations, update current state regulations, in accordance with the company's actual operations.

- Coordinate with VEPH and State agencies to continue to promote the work of preventing and combating piracy in the context of fierce competition for market share.

- The BOM needs to update the latest information and policies of State management agencies on management policies, quality and price management of textbooks in particular and publications in general, new policy documents related to the

fields of tax, finance... to have measures to implement and comply with the provisions of the Law.

- Closely follow the mechanisms, policies and directions of the Ministry of Education and Training on amending the General Education program to come up with appropriate business solutions .

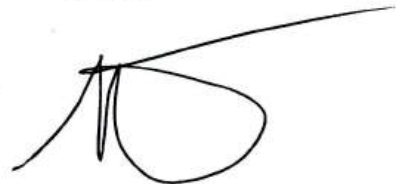
Above is the entire report of the BOS of HEID. On behalf of the BOS, I would like to sincerely thank the BOD, the BOM and the departments and professional offices for creating conditions for us to complete the tasks assigned by the GMS.

Best regards./.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD**

Recipient:

- BOD;
- BOM, Chief Accountant;
- Shareholders;
- Save: 2025 Annual GMS's documents.



Nguyen Cong Dung

C.P. 1/1

No.: 14/TTr-DHĐCĐ

Hanoi, April 9, 2025

SUBMISSION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**On the approval of the audited separate and consolidated financial statements
for 2024**

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, amended by Law No. 03/2022/QH15 dated January 11, 2022;
- Pursuant to the Charter of organization and operation of Hanoi Education Investment and Development Joint Stock Company;
- Based on the Company's audited separate and consolidated financial statements for 2024;

The Board of Directors of Hanoi Education Investment and Development Joint Stock Company (HEID) respectfully submits to the General Meeting of Shareholders (GMS) for approval the separate financial statements of the parent company and the consolidated financial statements for 2024 audited by AASC Auditing Company Limited, inspected by the Board of Supervisors and publicly disclosed by the Board of Directors in accordance with the provisions of law. The financial statements have been prepared and audited in accordance with the accounting standards and fully include:

- (1) Report of the Board of Management;
- (2) Independent audit report;
- (3) Balance sheet as of December 31, 2024;
- (4) Income statement 2024;
- (5) Cash flow statement;
- (6) Notes to Financial Statements.

Detailed content of the audited separate and consolidated financial statements for 2024 of HEID is published on the website: <https://www.heid.vn/>

Respectfully submit to the GMS for consideration and approval! ✓

ON BEHALF OF THE BOARD OF DIRECTORS



NGUYEN CHI BINH

No.: 15/BC-ĐHĐCĐ

Hanoi, April 9, 2025

REPORT

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

on 2024 profit distribution plan and plan for 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, amended by Law No. 03/2022/QH15 dated January 11, 2022;
- Pursuant to the Charter of organization and operation of Hanoi Education Investment and Development Joint Stock Company;
- Based on the 2024 business results, the Company's audited 2024 Consolidated Financial Statements;

1. The Board of Directors reports to the General Meeting of Shareholders (GMS) the profit distribution plan for 2024 as follows:

Profit after tax, dividends and fund allocation: **67.49 billion VND**, of which:

- Dividend payment in 2024: **20%** of charter capital
- Development investment fund: **30%** of profit after tax
- Other equity funds: **5%** profit after tax
- Bonus fund: **5%** profit after tax
- Welfare fund: **5%** profit after tax
- Bonus fund for the BOD, the BOM, the BOS: **5%** profit after tax

2. The BOD proposes the profit distribution plan for 2025:

The Company's profit after tax of 2025 will be retained and not distributed in 2025. It will be implemented according to specific voting opinions at the 2026 Annual General Meeting of Shareholders.

Respectfully submit to the GMS for consideration and approval!

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN
CÔNG TY CỔ PHẦN
ĐẦU TƯ VÀ PHÁT TRIỂN
GIÁO DỤC
HÀ NỘI

NGUYEN CHI BINH

No: 16 /TTr-ĐHĐCĐ

Hanoi, April 9, 2025

SUBMISSION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
On the approval of business targets for 2025

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, amended by Law No. 03/2022/QH15 dated January 11, 2022;
- Pursuant to the Charter of organization and operation of Hanoi Education Investment and Development Joint Stock Company;
- Pursuant to the Company's audited 2024 separate and consolidated financial statements;

The Board of Directors of Hanoi Education Investment and Development Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the Company's 2025 production and business targets as follows:

- Publishing educational publications	:	52,614,000 copies
- Total revenue	:	942,000,000,000 VND
- Profit before tax	:	70,000,000,000 VND
- Dividends	:	15%

Respectfully submit to the General Meeting of Shareholders for consideration and approval! ✓

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



NGUYỄN CHI BÌNH

No.: 17 /TTr-ĐHĐCĐ

Hanoi, April 9, 2025

REPORT

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**On the remuneration of the Board of Directors and the Board of Supervisors
in 2024 and the plan for 2025**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, amended by Law No. 03/2022/QH15 dated January 11, 2022;
- Pursuant to the Charter of organization and operation of Hanoi Education Investment and Development Joint Stock Company;
- Pursuant to the 2025 production and business plan and tasks;
- Pursuant to the remuneration of the Board of Directors and the Board of Supervisors in 2024 approved by the 2024 General Meeting of Shareholders;
- Continue to implement the mechanism linked to production and business results, encouraging increased labor efficiency with the Company;

To ensure the operation of the Board of Directors (BOD) and the Board of Supervisors (BOS) in implementing assigned tasks, based on the Company's production and business results in 2024 and State regulations, the Company has paid remuneration to the BOD and the BOS in 2024 according to the content approved by the 2024 Annual General Meeting of Shareholders (GMS).

Now, the BOD respectfully submits to the GMS for approval of the total remuneration of the BOD and the BOS in 2025 (*included in the Company's business expenses according to the provisions of the law on corporate income tax*) which is not more than 2% of profit after corporate income tax; and authorize the BOD to decide on specific remuneration payment plan for each member of the BOD and the BOS.

Other benefits of members of the BOD and the BOS are implemented in accordance with the provisions of law and the Company's regulations. Members of the BOD and the BOS are paid reasonable expenses arising from the activities of the BOD and the BOS in accordance with the regulations of the State and the Company.

Respectfully submit to the GMS for consideration and approval!

ON BEHALF OF BOARD OF DIRECTORS



NGUYEN CHI BINH

No.: 18 /TTr-ĐHĐCĐ

Hanoi, April 9, 2025

SUBMISSION


2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

On the approval of cash dividend payment in 2024

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, amended by Law No. 03/2022/QH15 dated January 11, 2022;
- Pursuant to the Charter of organization and operation of Hanoi Education Investment and Development Joint Stock Company;
- Pursuant to the 2024 business results, the Company's audited 2024 Consolidated Financial Statements;

The Board of Directors reports to the General Meeting of Shareholders (GMS) to approve the plan of cash dividend payment in 2024 as follows:

- Dividend recipients: Existing shareholders of Hanoi Education Investment and Development Joint Stock Company (HEID) whose names are on the list of securities owners as of the last registration date to exercise the right to receive dividends issued by the Vietnam Securities Depository and Clearing Corporation (VSDC).
- Dividend payout ratio: 20% (Shareholders owning 01 common share receive a dividend of 2.000 VND)
- Payment source: From the Company's undistributed profit after tax.
- Last registration date to close the list of shareholders exercising the right to receive cash dividends: **April 25, 2025.**
- Payment date: **May 23, 2025.**
- Location:
 - For depository securities: Owners complete procedures to receive dividends at the depository members where the depository account is opened.
 - For Non-depository securities: Owners complete procedures to receive dividends at the Accounting - Finance Department of HEID (4th Floor - HEID Office Building, No. 12 Lang Ha, Ba Dinh District, Hanoi) on working days of the week starting from **May 23, 2025** and present relevant legal documents (ID card/ Passport/ Business Registration Certificate, ...).

Respectfully submit to the GMS for consideration and approval! 

ON BEHALF OF THE BOARD OF DIRECTORS



NGUYEN CHI BINH

No.: 19/TTr-DHĐCĐ

Hanoi, April 9, 2025

**SUBMISSION
GENERAL MEETING OF SHAREHOLDERS**

***On the approval of contracts and transactions
between Hanoi Education Investment and Development Joint Stock Company (HEID)
and Vietnam Education Publishing House Limited Company (VEPH)***

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, amended by Law No. 03/2022/QH15 dated January 11, 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, amended by Law No. 56/2024/QH15 dated November 29, 2024;
- Decree 155/2020/ND-CP detailing the implementation of the Law on Securities;
- Pursuant to the Charter of organization and operation of Hanoi Education Investment and Development Joint Stock Company;
- Based on the Company's audited separate and consolidated financial statements for 2024;

The Board of Directors (BOD) would like to report and respectfully submit to the General Meeting of Shareholders (GMS) as follows:

1. HEID's business activities are part of the process of organizing manuscripts, organizing publishing - distributing textbooks and publications, products published by Vietnam Education Publishing House Limited Company (VEPH) to serve the learning and teaching of students and teachers. According to the expected plan on scale, the total value of contracts and transactions between HEID and VEPH may be greater than 35% of the total value of assets recorded in HEID's most recent Financial Statement.

2. VEPH is a shareholder owning more than 10% of the total common shares of the Company.

Pursuant to the provisions of Clauses 1, 2, 3, 4, Article 167 of the Law on Enterprises, in order to proactively implement, comply with the provisions of law and the Company's Charter, on the basis of ensuring the rights and interests of the Company and shareholders, respectfully submit to the GMS for approval of the contracts and transactions between HEID and VEPH (Tax code: 0100108543) or the dependent accounting unit authorized by VEPH (if any) related to the organization of manuscripts, organization of publishing, distribution of textbooks and publications, products serving to support the learning and



teaching of students and teachers on the basis of ensuring the legitimate rights and interests of the Company and shareholders. When the Company's legal representative who signs the above-mentioned contracts and transactions must notify the BOD and the BOS of the subjects related to those contracts and transactions.

Respectfully submit to the GMS for consideration and approval! ✓

ON BEHALF OF THE BOARD OF DIRECTORS



NGUYEN CHI BINH





**HANOI EDUCATION INVESTMENT
& DEVELOPMENT „JSC**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 20 /TTr-ĐHĐCĐ

Hanoi, April 9, 2025

SUBMISSION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Regarding the selection of an independent auditing company to audit the 2025 financial statements.

- Pursuant to the Law on Enterprises No. 59/2021/QH14 dated June 17, 2020, amended by Law No. 03/2022/QH15 dated January 11, 2022;
- Pursuant to the Charter of organization and operation of Hanoi Education Investment and Development Joint Stock Company;

I. CRITERIA FOR SELECTING INDEPENDENT AUDITING COMPANY

In order to audit the 2025 Financial Statements of Hanoi Education Investment and Development Joint Stock Company (HEID) in accordance with the provisions of law and the Company's Charter, the Board of Supervisors (BOS) respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval of the selection of an independent auditing company to audit and review the 2025 Financial Statements with the following specific criteria:

- Being an independent auditing company on the list of qualified auditing service providers as announced by the Ministry of Finance at the time of selection, fully meeting the standards and conditions and approved by the Ministry of Finance and the State Securities Commission to conduct audits for issuing and listed organizations as prescribed in Decree No. 84/2016/ND-CP dated July 1, 2016.
- Is a reputable company with many years of experience.
- Have a team of qualified auditors, qualified to conduct audits for public interest entities by 2025 (*according to the list published and updated annually by the Ministry of Finance*).
- No conflict of interest when performing audited financial statements for the Company.
- There are competitive audit fees, appropriate to the content, scope and progress of the audit.



II. OPINION OF THE BOARD OF SUPERVISORS

With the above proposals, the BOS respectfully submits to the GMS for approval the following contents:


1. Approving the selection criteria stated in Section I as a basis for selecting a company to audit and review for the Company's 2025 financial statements.

2. Approving the authorization for the Board of Directors to decide on the selection of an auditing unit and assigning the Chief Executive Officer to sign a contract with the unit providing auditing and reviewing services for the financial statements in fiscal year 2025 of HEID on the basis of meeting all criteria approved by the GMS.

Respectfully submit to the GMS for consideration and approval! ✓

ON BEHALF OF THE BOARD OF SUPERVISORS

HEAD



Nguyen Cong Dung



No.: 21 /TTr-ĐHĐCĐ

Hanoi, April 9, 2025

SUBMISSION

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Regarding the dismissal and election of additional members of the Board of
Directors and the Board of Supervisors for the term 2022 – 2027**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, amended by Law No. 03/2022/QH15 dated January 11, 2022;
- Pursuant to the Charter of Organization and Operation, Internal Regulations on Corporate Governance, Regulations of the Board of Directors and Regulation of the Board of Supervisors of Hanoi Education Investment and Development Joint Stock Company;

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval of the dismissal and election of additional members of the BOD and Board of Supervisors (BOS) for the term 2022 - 2027 as follows:

1. Approving the dismissal from the position of member of the BOD for the 2022 - 2027 term for **Mr. Nguyen Chi Binh** due to a resignation letter.
2. Approving the dismissal from the position of member of the BOS for the 2022 - 2027 term for **Mr. Nguyen Cong Dung** due to a resignation letter.
3. Approving the election of additional members to the BOD and the BOS for the remaining term of 2022 - 2027 as follows:
 - Number of additional BOD's members to be elected: **01 member**.
 - Number of additional BOS's members to be elected: **01 member**.
 - Criteria for selecting members of the BOD and BOS: according to the Law and the Company's Charter. These criteria have been mentioned in the Regulations for electing additional members of the BOD and BOS at the 2025 Annual General Meeting of Shareholders.

Respectfully submit to the GMS for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

NGUYEN CHI BINH