



ANNUAL REPORT 2024

HA TAY TRADING JOINT STOCK COMPANY

PART I: GENERAL INFORMATION ABOUT THE BUSINESS

1. General information

- Trading name	: Ha Tay Trading Joint Stock Company
Certificate of registration business	: 0500443384 first issued by Hanoi Department of Planning and Investment on October 23, 2003 (old number 0303000111), 15th change on July 17, 2018
- Charter capital	: 200,000,000,000 VND
ỹ Equity as of date 12/31/2024	: 114,302,794,967 VND
Address	: 2nd Floor, HTT Tower Building, No. 89 Phung Hung Street, Phuc La Ward, Ha Dong District, Hanoi City
Phone number	: 024 3354 7252
Fax number	: 04 3354 3224
Website	: http://thuongmaihatay.vn
ỹ Stock code	: HTT

Formation and development process:

Ha Tay Trading Joint Stock Company, formerly Ha Tay Electrical and Fuel Materials Company, under the People's Committee of Ha Tay province, was established under the Decision of Ha Tay Provincial People's Committee in 1958. During the process of formation and development, the Company changed its business method accordingly and converted to a joint stock company according to the decision of Ha Tay Provincial People's Committee, which issued Decision No. 1909/QD-UB on converting the State-owned enterprise "Ha Tay Electrical and Fuel Materials Company" into Ha Tay Trading Joint Stock Company on March 28, 2003. The Company has been equitized and was granted the first Business Registration Certificate by the Hanoi Department of Planning and Investment operating under the model of a joint stock company

The first is 2 billion dong.

Ha Tay Trading Joint Stock Company was established on the basis of converting from equitization of a 100% state-owned enterprise with initial charter capital of 2 (two) billion VND. During its business operations, the Company has increased its charter capital as follows:

On January 11, 2008, the Company was granted the 5th Business Registration Certificate by the Hanoi Department of Planning and Investment with a charter capital of 10 billion VND in the form of capital increase issuance for existing shareholders.

On February 28, 2008, the Company's General Meeting of Shareholders decided to increase capital according to Resolution No. 28.02/NQ-ĤHĤCĤ on issuing shares to increase charter capital from 10 billion to 50 billion VND for existing shareholders. On November 14, 2008, the Company was granted the 6th Business Registration Certificate by the Hanoi Department of Planning and Investment with a charter capital of 50 billion VND (enterprise code: 0500443384).

On April 29, 2015, the Company's General Meeting of Shareholders decided to increase capital according to Resolution No. 29.04/NQ-DHDCD on the issuance of charter capital increase from 50 billion to 200 billion VND for existing shareholders. On March 1, 2016, the Company was granted the 14th Business Registration Certificate by the Hanoi Department of Planning and Investment with a charter capital of 200 billion VND and a par value of 10,000 VND/share (enterprise code: 0500443384).

On August 3, 2018, Ha Tay Trading Joint Stock Company changed its address from the old address: No. 7 Tran Phu, Van Quan Ward, Ha Dong District, Hanoi City to the new address: 2nd Floor, HTT Tower Building, No. 89 Phung Hung Street, Phuc La Ward, Ha Dong District, Hanoi City.

On May 22, 2020, Ho Chi Minh City Stock Exchange decided to list all 20 million HTT shares of Ha Tay Trading Joint Stock Company has been temporarily suspended from trading since May 22, 2020.

On June 19, 2020, Hanoi Stock Exchange decided to approve the transaction registration Ha Tay Trading Joint Stock Company shares on Upcom according to Decision No. 272/QD-SGDHN

Charter capital increase process:

No.	Time	Charter capital (VND)	Increased charter capital (VND)	Capital increase method	Legal documents	Approving Authority
1	10/23/2003	2,000,000,000 copper, equivalent to 20,000 shares share (par value 100,000 VND/share part)		Equitization, conversion into a joint stock company	First business registration certificate No. 0303000111 dated October 23, 2003	Department of Planning and Investment Hanoi
2	11/01/2008	10,000,000,000 VND, equivalent to 100,000 shares (par value VND/ 100,000 share)	8,000,000,000 VND, equivalent to 80,000 shares (par value VND/ 100,000 share)	<p>Issued to existing shareholders: -</p> <p>Type of shares: common shares -</p> <p>VND/share Minutes of meeting - Resolution and - Par value: 100,000</p> <p>80,000 Shareholders' meeting date 05/11/2007 - Number of additional shares issued:</p> <p>share - Issue price: 100,000 VND/</p> <p>Issue target: existing shareholders - Issue ratio: 1:4 -</p> <p>The number of shares that shareholders do not exercise their purchase rights will continue to be offered for sale to other subjects (including existing shareholders)</p> <p>- Time to register and pay for shares: Until January 31, 2008 - Purpose of issuance: Additional capital to implement project No. 36 Tran Phu, Ha Dong (now No. 7 Tran Phu Street, Ha Dong, Hanoi)</p> <p>Capital usage situation after issuance:</p>	<p>- Resolution decide</p> <p>Board of Directors January 9, 2008</p> <p>- Business registration certificate</p> <p>0303000111</p> <p>October 23, 2003, 5th change on January 11, 2008 with charter capital of 10 billion VND</p>	Department of Planning and Investment Hanoi

				Pay land use tax for Tran Phu project, Ha Dong.		
3	November 14, 2008	50,000,000,000 VND, equivalent to 500,000 shares (par value VND/share) 100,000	40,000,000,000 VND, equivalent to 400,000 shares (par value VND/share) 100,000	<p>Issued to existing shareholders: -</p> <p>Type of shares: common shares - Par value: 100,000 VND/share - Number of additional shares issued: 400,000 - Decision and meeting - Issue price: 100,000 VND/share Shareholders' Meeting on - Issue subject: existing shareholders 02/15/2010 and Resolution - Issue ratio: 1:4 Board of Directors on - Number of shares not approved by shareholders 03/13/2010</p> <p>to be offered through adjustment for sale to other subjects (including the purpose of using existing shareholders) capital.</p> <p>- Time for registration and payment to buy shares - November 8, 2008.</p> <p>meeting - Purpose of issuance: Supplementing capital to implement the General Meeting of Shareholders on the current date of Bai Than</p> <p>Luong Quarry project February 13, 2011 Son Business registration Capital usage situation after issuance:</p> <p>Payment of compensation for site clearance of Trung Van project, Tu Liem district, Hanoi</p> <p>Internal (due to adjustment of capital use purpose according to Resolution of the 2010 Shareholders' Meeting)</p>	<p>- Resolution and Minutes of the General Meeting of Shareholders on February 28, 2008</p> <p>Shares Minutes of Shareholders' Meeting on - Resolution - Issue</p> <p>Decision and part: Until Minutes of the General Meeting of Shareholders on April 29, 2015;</p>	Department of Planning and Investment Hanoi
4	April 29, 2015	200,000,000,000 VND, stock equivalent to 2,000,000	150,000,000,000 VND, copper, value: 1,500,000	<p>Offering to existing shareholders -</p> <p>Type of shares: common shares - Par value: VND 100,000/share</p> <p>- Number of additional shares issued:</p>	VND - Decision and Minutes of the General Meeting of Shareholders on April 29, 2015;	Department of Planning and Investment Hanoi

		<p>share (par value share (par value 1,500,000 shares 100,000 VND/share) 100,000 VND/share) - Issuance target: existing shareholders. Par value of shares</p> <p>current part is 10,000 VND/share</p> <p>portion, the number of shares sold to other subjects corresponding to -</p> <p>Issuance time: in 2015. In case the number of shares is not sold out 20,000,000 shares</p> <p><small>To be</small></p> <p>allows to extend the time for offering shares until the end of the first quarter of 2016 at the latest.</p> <p>- Purpose of issuance: Additional capital for project investment, capital contribution to buy shares, specifically: + Commercial and Service Housing Project (Hien Nam Ward, Hung Yen City, Hung Yen Province) + Project No. 7 Tran Phu Street, Ha Dong District, Hanoi + Project No. 89 Phung Hung, Ha Dong, Hanoi + Trung Van Project, Tu Liem District, Hanoi.</p> <p>+ Contribute capital to buy shares of Phuc Hung Construction Investment Joint Stock Company. Capital usage after issuance: implemented in accordance with the stock issuance plan approved by the General Meeting of Shareholders.</p>	<p>- Decision of Board of Directors January 4, 2016</p> <p>- Business registration certificate changed every 14 days</p> <p>01/03/2016 with Charter capital 200 billion VND, par value 10,000 VND/ share</p>	
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2. Industry, profession and business location

+ Main business lines: ÿ

Investment - Construction:

- ÿ Real estate business, housing, house and office rental;**
- ÿ Business of building management services, exploitation of parking services;**
- ÿ Construction of civil, industrial, transport and irrigation works;**
- ÿ Interior and exterior decoration of construction;**
- ÿ Exploitation of stone, sand, gravel, clay;**
- ÿ Production of lime, cement, plaster;**
- ÿ Production of construction materials;**
- ÿ Production of concrete and products from cement and plaster;**
- ÿ Design of civil and industrial construction works.**

ÿ Commercial business:

- ÿ Trading in construction materials, gasoline, oil, gas, and other fuels;**
- ÿ Road passenger transport;**
- ÿ Trading in metal products, electrical appliances, technological products, agricultural products, seafood, food, food, wine, beer and soft drinks;**
- ÿ Hotel, food, entertainment and recreation services;**
- ÿ Agency for buying, selling and repairing cars and motorbikes;**
- ÿ Import and export of goods, construction materials...**

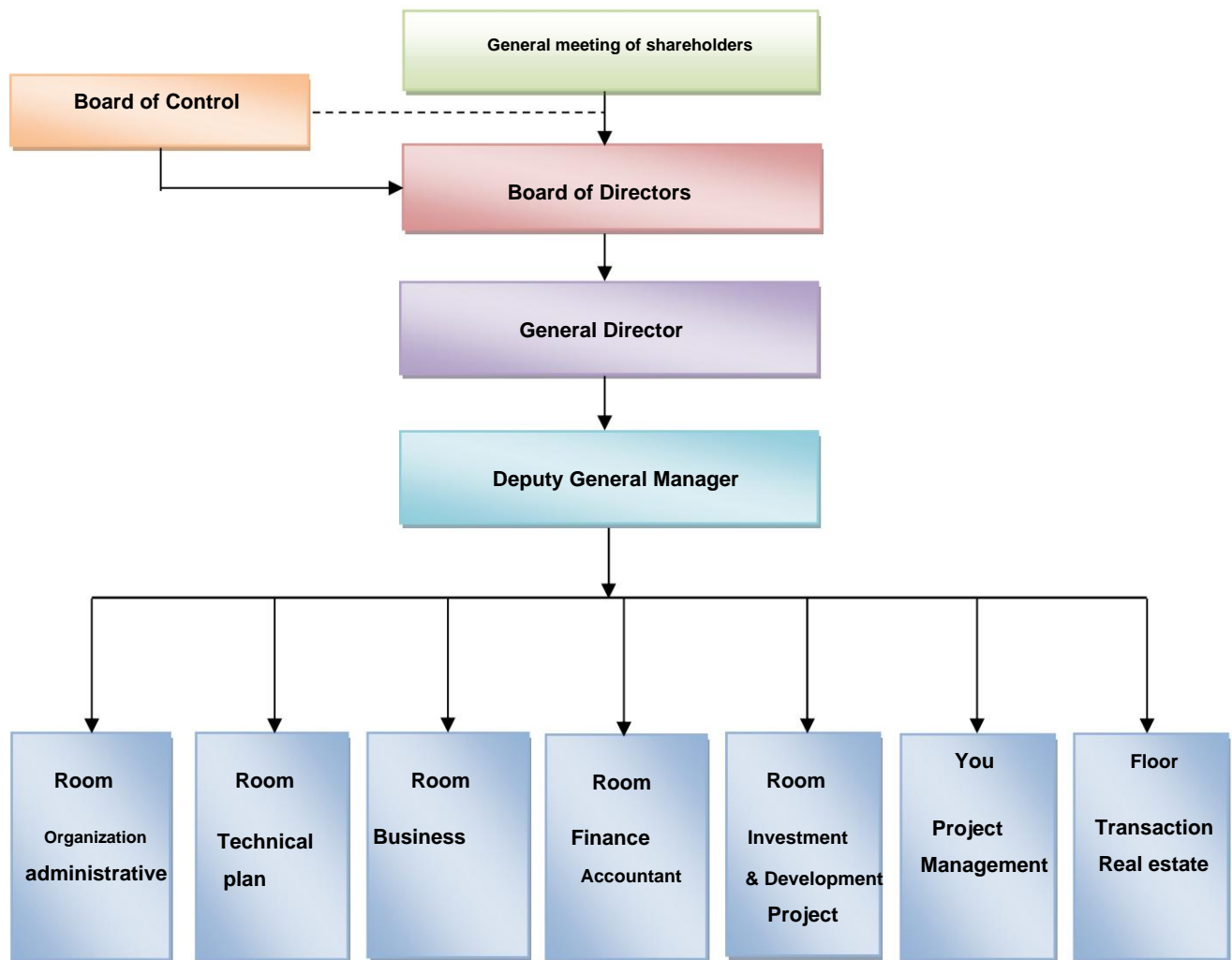
+ Business location:

- ÿ Currently, the Company's business location is: 2nd Floor, HTT Tower Building, No. 89 Phung Hung Street, Phuc La Ward, Ha Dong District, Hanoi City**
- ÿ The Company's head office is where the General Director and Deputy General Director of the Company's offices are located. The Company's business units include 7 departments. Ha Tay Trading Joint Stock Company currently does not have any dependent accounting units or member units.**

The Company's main products are real estate projects in the Northern region such as in Ha Dong, Hung Yen. Yen, ...

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

Management model



Management structure

The management structure of Ha Tay Trading Joint Stock Company includes 7 departments.

Ha Tay Trading Joint Stock Company establishes an organizational structure and management apparatus suitable to the characteristics of the business situation according to the joint stock company model on the basis of compliance with the Organization of the Company. The Company's operations comply with the provisions of the Enterprise Law and relevant legal provisions. The Company's current management structure includes:

- (1) General Meeting of Shareholders
- (2) Board of Directors
- (3) Board of Supervisors
- (4) Board of General Directors
- (5) Functional departments and Real Estate Trading Floor.

Functions and tasks of departments

General meeting of shareholders

The General Meeting of Shareholders (“AGM”) is the highest authority of the Company. The Annual General Meeting of Shareholders is held once a year. The Annual General Meeting of Shareholders must meet within four (04) months from the end of the fiscal year. Upon request of the Board of Directors, the Business Registration Authority may extend the period, but not more than six (06) months from the end of the fiscal year.

Board of Directors

The Board of Directors (“BOD”) is the body with full authority to exercise all rights on behalf of the Company except for the authority belonging to the General Meeting of Shareholders. The business activities and affairs of the Company are subject to the supervision and direction of the Board of Directors. The rights and obligations of the Board of Directors are determined by law, the Company Charter and the decisions of the General regulations.

The number of members of the Board of Directors is five (05) people. The term of office of the Board of Directors is five (05) years. The term of office of a member of the Board of Directors shall not exceed five (05) years; a member of the Board of Directors may be re-elected for an unlimited number of terms. The total number of non-executive members of the Board of Directors or independent members of the Board of Directors must account for at least one-third (1/3) of the total number of members of the Board of Directors.

The Company's current Board of Directors consists of:

Full name	Title
Mr. Dao Van Chien	Chairman of the Board
Mr. Nguyen Duc Dinh	Board Member
Mrs. Tran Thu Phuong	Board Member
Mr. Tran Van Cong	Board Member
Ms. Dinh Thi Thuy Hang	Board Member

Board of Control

The number of members of the Company's Board of Supervisors consists of 03 (three) members. The members of the Board of Supervisors are not members of the Company's accounting and finance department and are not members or employees of the independent auditing company that is auditing the financial

of the Company. The Board of Supervisors must have at least one (01) member who is an accountant or auditor.
Accountant

The members of the Supervisory Board must not be related to the members of the Board of Directors, the General Director and other managers of the Company. The Supervisory Board must appoint one (01) member as the Head of the Board. The Head of the Supervisory Board must be a professional accountant or auditor and must work full-time at the Company. The Company's current Supervisory Board consists of the following 3 members:

Full name	Title
Mrs. Le Thi Mai	Prefect
Ms. Nguyen Thi Hong Hanh	Member
Ms. Van Thi Thanh Thuy	Member

Board of Directors

The Company's current Board of Directors includes: General Director and Deputy General Director.

Full name	Title
Mr. Dao Van Chien	General Director
Mr. Nguyen Duc Dinh	Deputy General Manager

• General Director

+ The General Director manages and operates the daily activities and work of the Company

under the authority of the General Director as prescribed in the Enterprise Law and the Organization's functions and activities of the Company.

+ Implement the Resolutions and Decisions of the Board of Directors and the General Meeting of Shareholders, the

business plan and investment plan of the Company approved by the Board of Directors and the General Meeting of Shareholders through

+ Develop the Company's long-term business plans and annual business plans. Represent

the Company before the law, represent the Company in legal disputes.

relate to.

+ Carry out all other activities as prescribed by the Charter of organization and operation,

Company regulations, Resolutions and Decisions of the Board of Directors, labor contracts and other provisions of current law.

- **Deputy General Director**

The General Director is authorized or delegated authority to manage certain tasks or areas of management. When assigned a task, the Deputy General Director is responsible for organizing the implementation and is responsible to the General Director for the results of his/her implementation.

Functional departments

Responsible for advising the General Director on management and direction in the assigned field, implementing and specifying work under the direction of the Company's Board of Directors in the Company's production and business activities.

- a) **Technical Planning Department:**

- **Function:**

The Technical Planning Department is the focal point for advising the General Director in marketing planning, planning statistics and managing production and business activities in the construction sector.
build the whole company

Advise the General Director to organize, direct construction technical work, manage quality and project progress.

- **Mission:**

Statistical planning work:

- + **Make monthly, quarterly and annual business production plans for the Company. Balance and assign**

Spend for units according to the plan assigned by the Board of Directors.

- + **Summarize and analyze monthly, quarterly and annual production and business activities on tasks of directing and implementing the plan.**

- + **Implement periodic statistical reporting regimes on the Company's production and business activities according to State regulations or make irregular reports when requested.**

- + **Draft economic contracts and submit them to the General Director for assignment to units and manage economic contracts.**

- + **Take charge of developing internal regulations on internal production and business of the Company and have support of the Company's functional departments.**

- + During the implementation process, the Technical Planning Department is the unit in charge of inspecting, urging and proposing solutions to carry out the planned tasks.

Investment work:

- + Take charge of planning and implementing investment work, in-depth investment, and investment in product expansion. export
- + Make timely investment settlement.
- + Coordinate with the Finance and Accounting Department to review, summarize and evaluate investment planning work.

Company's annual return.

- + Take charge of drafting sales and liquidation contracts.
- + Carry out import and export business.

Marketing:

- + Be the focal point in marketing work, process information about marketing work, and directly implement marketing work, search and exploit jobs.
- + Take charge of drafting the Company's capacity introduction profile.

Technical work:

- + Participate in reviewing and approving construction methods of projects.
- + Take charge of and work with units to promptly handle violations (if any) at the scene.
- + Check the quality, progress, technique and aesthetics of construction works.
- + Take charge of establishing construction measures and organizing construction of projects directly managed by the Company. onion.
- + Implement the Company's occupational safety and hygiene work contents, make plans safety inspection
- + Guidance on developing and implementing flood and storm prevention plans at agencies and on construction works to ensure safety during the flood season.
- + Compile internal technical procedures and guide the Company's affiliated units to implement them.
- + Management of construction machinery equipment.
- + Periodically check the use of construction equipment and motorbikes at construction sites.
- + Participate in the acceptance of items and the entire construction works in the Company according to the division.

grant and contract of employment.

+ Manage and store technical records and project completion records of the Company.

b) Investment and Project Development Department

• Function:

+ Advise the Company's leaders on all aspects of work related to investment projects.

Project, investment in housing development business, joint venture project, association...

+ Carry out project development and project management of the Company.

+ Preside over the appraisal and approval of the Company's projects, responsible for reporting to the leadership.

Direct the Company on all matters related to investment projects.

+ Is the focal point of international cooperation.

• Mission:

+ Research and propose effective investment areas.

+ Develop investment plans, investment reports, propose investment solutions, propose financial resources
main, capital performance and capital recovery.

+ Carry out project investment preparation work from requesting investment policy to approving investment
decisions and feasibility study reports.

+ Directly organize project implementation through project management boards.

+ Preside over the inspection and approval of project feasibility.

+ Organize effective project management and exploitation.

+ Coordinate with relevant departments to implement projects.

c) Finance and Accounting Department

• Function:

+ Advise the General Director to organize and implement, and at the same time conduct inspection and
control of all financial and accounting work according to the provisions of the Company's Charter of
Organization and Operation, the Accounting Law and related legal documents.

• Mission:

+ Responsible to the General Director and the law for the management and preservation of the development
of capital sources assigned by the State, and at the same time responsible for the organization, mobilization and

Manage mobilized capital to serve production and business.

- + Responsible for borrowing, managing and using financial resources in accordance with regulations and fulfill obligations to the State.**
- + Make long-term and short-term financial plans, proactively ensure capital for operations of the Company.**
- + Manage and balance revenue and expenditure to create loan sources and ensure loan repayment.**
According to the contract, pay the budget in full and on time.
- + Prepare periodic, monthly, quarterly and annual accounting reports on time. Accurate reporting data for the Board of Directors to promptly manage all production and business activities of the company, to be a permanent inventory agent, to propose directions for handling assets, machinery, construction equipment and de according to current regulations.**
- + Urge units to strictly comply with financial management regulations and principles.**
Company.
- + Carry out capital recovery, borrowing, and debt repayment to the Company on time.**
- + Organize accounting work and accounting apparatus in accordance with the production and business model of the company.**
Company.
- + Research and exploit loan types at domestic and international banks,**
serving the Company's major projects.
- + Manage loan sources and disburse preferential loans of the State.**
- + Manage and store financial and accounting records and documents of the entire Company according to regulations.**
State.
- + Coordinate with the Construction Technical Planning Department and manage and liquidate economic contracts.**
- + Develop internal regulations on financial management of the Company, advise leaders on financial matters.**

Debt management:

- + Closely monitor accounts receivable and payable arising at the Company and its subsidiaries. Periodically check and propose timely solutions to resolve debts.**
hard to claim
- + Clearly identify losses and responsibilities.**

Revenue and cost management:

- + **Manage all business revenue, financial revenue and other revenue.**
- + **Business operating costs, financial operating costs and other costs must comply with current financial regulations. Invoices and documents must be checked before receiving and ensuring legal, reasonable, valid**
- + **For expenses that are not allowed by the regime, the enterprise is not allowed to account for them as expenses. Whoever decides to pay for expenses that are not allowed by the regime must compensate.**
- + **For expenses exceeding regulations, the Company's General Director shall decide to handle them according to regulations.**
Company's commitment to implementation.
- + **Check and control the implementation of financial and accounting regimes, protection of assets, capital... in Company according to current regulations.**

Deductions:

- + **Fully implement budget payments according to regulations.**
- + **Collect and summarize annual settlements with relevant authorities.**

d) Administrative Organization Department

• Function:

- + **The Administrative Organization Department is the focal point to assist the General Director in organizing labor, salary and administrative work of the Company. Disciplinary work, emulation and rewards... training work. Implementing policies for employees throughout the company.**

• Mission:

- + **Based on the Company's mission requirements, research and consider to submit to the General Director for decision to establish, merge, and dissolve organizations under the Company to meet production and business requirements, in accordance with the unit's operating regulations.**
- + **Evaluate the performance of departments to have a plan to improve and arrange them Fit.**
- + **Monitor and implement policies for all employees of the Company.**
- + **Develop salary unit price and total salary fund for approval by superiors.**
- + **Summary of salary increase and promotion for officers and employees according to the regime.**

+ As a permanent member of the Company's Emulation and Reward Council, regularly monitors and recommends

Propose all levels to award emulation titles.

+ Manage all legal documents of the Company.

+ Manage employee records.

+ Real estate records management.

+ Serving the work of monitoring and dispatching cars for production and work, and settling fuel accounts
monthly on each specific project or job.

+ Plan and carry out repairs to houses, vehicles, and administrative equipment according to plan.
approved

+ Clerical work: typing, photocopying documents, archiving documents, and managing seals.

+ Purchase office equipment according to annual plan.

+ Management of electricity, water, telephone.

+ Security work in the area, maintaining the implementation of the Company's regulations.

+ Housekeeping, cleaning, and guest reception.

**e) Van Phat Real Estate Trading Floor: Is a member of the Real Estate Trading Floor network.
Vietnam**

HTT's subsidiaries and affiliates:

1. Ha Tay Trading Joint Stock Company Branch - Building Management Board

4. Development orientation

The main objectives of the Company

• General objectives

The construction investment and real estate business in Vietnam is on the path of expanding development, the demand and development potential of the real estate market are still assessed to be very large. According to experts, the trend of expanding real estate development will last at least until 2020 when Vietnam basically completes industrialization and enters in-depth development. In addition, according to the estimated data of the Ministry of Construction, from now to 2020, it is necessary to ensure the construction of about 50 million m² of new urban housing floor space each year, and also according to statistics in the past 10 years, the number of enterprises participating in real estate

This number increases from 20 to 50% per year. This shows that in the long term, the demand for housing construction and infrastructure investment to meet the growth of the economy as well as the increase in population size, creating the premise for the development of other business sectors is still very large - this is a promising opportunity to bring development to the field of construction investment and real estate business in the future.

Grasping the strong development trend domestically and internationally, Ha Tay Trading Joint Stock Company has oriented the Company's main development plan in the real estate investment and trading industry with the goal of sustainable development to become a construction contractor and real estate trader. Prestigious real estate in the future.

Specific goals

Currently, the Company is making great efforts to consolidate its business apparatus and make its financial system more transparent in order to attract domestic and foreign investment capital. In addition, projects that have been implemented and put into operation such as project No. 7 Tran Phu, project of building 89 Phung Hung, Ha Dong, Hanoi, mixed-use building of commercial service center and housing on Phung Hung Street, Ha Dong, Hanoi have all received high appreciation from local authorities and customers. In the coming time, the Company will focus on implementing core projects that bring great value such as the Trung Van urban area expansion project - Trung Van Ward, Nam Tu Liem District, Hanoi.

Inside...

Sustainable Development Goals

Ha Tay Trading Joint Stock Company is determined to achieve its sustainable development goal of becoming a professional international construction and real estate contractor; creating maximum profits for shareholders; creating a good working environment, high income and career advancement opportunities for all employees of the Company; actively contributing to the development of the community and society.

The Company's sustainable development model:

Management level	Function - Task
Board of Directors	<ul style="list-style-type: none"> - General direction on strategy - Approve goals and action plans
Board of Directors	<ul style="list-style-type: none"> - Develop goals and action plans to submit to the Board of Directors - Implement the goals and action plans
Board of Directors approved	

Departments/Offices	- Implement action plans as directed by the Board of Directors and the Board of Management.
Staff	- Carry out specific daily tasks related to the development goals of the Corporation and of the Departments and Boards.
whole company	profession

HTT's sustainable development model is responsible for linking the Company's vision, mission and sustainable development orientation; thanks to that, this model has a positive impact on those both inside and outside the business.

5. Risks

5.1 Economic risks

The development of the economy is often assessed through economic growth rate, fluctuations in inflation, interest rates or exchange rates... These factors have systematic impacts on the economy. Abnormal fluctuations of these factors can cause risks for entities participating in the economy in general and Ha Tay Trading Joint Stock Company (HTT) in particular. Therefore, the Company needs to consider the impact of these factors on its pro

In 2024, the world economy faces many difficulties and challenges. Most economies in the world have lower growth than expected due to declining aggregate demand; inflation has cooled down but remains high; monetary policy is tight, world public debt has increased to a record level, the military conflict between Russia and Ukraine remains complicated, geopolitical instability, food security, natural disasters, climate change, etc. are increasing. At the end of 2024, international organizations have adjusted their global economic growth forecasts compared to previous forecasts in different directions, but most forecasts are lower than the growth rate

Vietnam real estate in 2024, this is one of the industries most heavily affected by domestic and international macroeconomic factors.

In 2024, the Vietnamese real estate market continued to stagnate with a serious decline in liquidity. The volume of transactions in the market decreased sharply due to the cautious sentiment of investors and real buyers, in the context of high lending interest rates and market confidence eroded by prolonged legal issues and corporate bond defaults. Many real estate projects, especially in the high-end and land segments, fell into a "frozen" state, unable to sell despite launching many incentive programs. Investors also encountered difficulties in capital turnover, leading to staff cuts, halting or slowing down the progress of many projects. The lack of liquidity not only affects businesses but also has many consequences for the financial system and the economy in general. All issues related to global economic growth, although not directly affecting, will indirectly affect the Company's busine

This is a factor that promotes the demand for real estate purchases as well as investment in the real estate market and thereby affects the business activities of real estate companies in the Vietnamese n

South. Economic growth rate is an important indicator for the Company to develop appropriate business strategies for each period. Therefore, the Company's business activities in recent years are closely linked to market demand.

5.2 Legal risks

Legal risks are risks of policy changes that are unfavorable to a company's business operations. Legal risks are also risks arising from failure to promptly and appropriately apply legal documents related to a company's business operations.

In 2024, the government will continue to tighten bond issuance and real estate credit. From the business perspective, investors may face many difficulties related to resource mobilization and capital arrangement for project development. As a result, they will miss certain market opportunities, affecting the implementation progress, or even forcing them to access other capital mobilization channels in the capital market with higher costs, risking "eroding" business profits.

Faced with the above difficulties, businesses will need to prepare flexible responses and preventive measures to adapt to current market conditions, such as: Diversifying capital mobilization channels, especially from domestic and foreign investment funds (Singapore, Japan, Korea, etc.) with reasonable interest rates.

The business activities of Ha Tay Trading Joint Stock Company are mainly governed by the Enterprise Law, Securities Law, Land Law, Housing Law, Real Estate Business Law, and other laws on Taxes and other legal documents related to the Company's business lines.

Securities Law No. 54/2019/QH14 dated November 26, 2019, effective from January 1, 2021, also partly affects issues of information disclosure and stricter regulations for listed companies in general and HTT in particular. The Company is also reviewing the current system of documents, charters, and decisions to disseminate to employees and make changes in accordance with the provisions of the Securities Law 2019 in effect. Currently, the legal system on land, housing, real estate business, and investment is still in the process of completion and the guiding documents still face many difficulties when applied in practice. In terms of processes and procedures, sometimes the documents are contradictory and inconsistent, as well as difficult to apply some newly issued laws in practice due to the lack of sub-law documents providing specific guidance on project

The above factors not only contribute to increasing HTT's business operating costs and project investment costs, but can also cause disruption or even stagnation in project development and business.

In order to promptly forecast, respond and help the Company best prepare for changes in legal policies, HTT has a legal department under the Board of Directors' Secretariat that regularly monitors and updates legal changes to promptly advise and advise the Board of Directors to make the most of favorable legal conditions and minimize damage when a policy unfavorable to the Company's business lines is issued.

5.3 Industry-specific risks

a) Specific risks in the real estate business sector

This is a risk that occurs in the event that the real estate market shows signs of stagnation or even freezes, which can lead to the apartments in the Company's project not being sold, leading to long-term debt, causing increased financial costs for the enterprise. Enterprises in the real estate business may face risks directly related to project implementation progress, risks related to capital for the project. These risks are made up of many factors such as: compensation progress, site clearance, support mechanisms in compensation according to the new Land Law; resolving related legal issues, capital disbursement progress... However, with many years of experience in the industry and having built a reputation and brand with the locality where the project is invested and built, the Company has many different plans to limit risks that can lead to delays as well as have appropriate solutions when the project is delayed compared to the plan; This helps the Company build and manage costs well for each project.

b) Specific risks in construction activities

Construction activities depend heavily on input materials because the price of raw materials accounts for a large proportion of the cost structure of construction activities. If input factors fluctuate greatly, it will cause difficulties for the works and projects that the Company is implementing. In construction activities, the construction time of works is often prolonged, acceptance and handover are carried out in parts. The disbursement of capital is often slow, the process of completing construction documents as well as agreeing on final settlement approval between the investor and the contractor often takes a long time. These reasons significantly affect the financial situation of the Company such as receivables, payables, cash flow from business operations, etc. of the enterprise. If the enterprise cannot choose an investor or investor with good financial capacity, the situation of debt payment for works may occur, reducing the efficiency of capital use

c) Risk of stock price fluctuations

Adverse fluctuations in stock prices in the market can have a negative impact on investors and businesses. Price fluctuations can come from many causes, such as the law of supply and demand in the market, fear and greed of investors, uncertain information and price fluctuations from the international market, or due to the business itself being ineffective and making losses... These can cause the company's stock price to drop dramatically, making it difficult for the company to raise capital. Therefore, the company always supports investors by providing transparent and timely information to help investors make the most appropriate decisions based on the Company's medium and long-term development plan.

PART II: PERFORMANCE IN THE YEAR

1. Production and business situation

Unit: VND

STT	Target	Amount
1	Sales and service revenue	5,099,799,539

2 Deductions	-
3 Net revenue from sales and service provision	5,099,799,539
4 Cost of goods sold	4,037,250,474
5 Gross profit from sales and service provision	1,062,549,065
6 Financial operating revenue	132,151
7 Financial costs	3,051,526,197
8 Selling expenses	-
9 Business management costs	7,298,192,918
10 Net operating profit	(9,287,037,899)
11 Other income	
12 Other expenses	297,301,140
13 Other profits	(297,301,140)
14 Total accounting profit before tax	(9,584,339,039)
15 Corporate Income Tax	-
17 Profit after corporate income tax	(9,584,339,039)
18 Basic earnings per share	(479)

Source: HTT's 2024 audited financial statements

2. Organization and personnel

List of Executive Board

STT	Full name	Date of birth	Position
1.	Dao Van Chien	01/07/1971	Chairman of the Board of Directors and General Director
2.	Nguyen Duc Dinh	May 20, 1955	Member of Board of Directors and Deputy Director
3.	Nguyen Ngoc Hai	November 19, 1978	Chief Accountant

Some brief information about the Executive Board members

Mr. Dao Van Chien Chairman of Board of Directors of Ha Tay Trading Joint Stock Company

Sex: Male

Date of birth: 01/07/1971

ID Number: 013555555 issued on July 1, 2012 by Hanoi Police

Nationality: Vietnam

Nation: Terrible

Hometown: Quang Tri

Permanent address: Group 22, Nghia Do Ward, Cau Giay District, Hanoi

Contact number: 04.23470288

Cultural level: University

Professional qualification: Civil engineer

Work process:

Time	Work process
06/1995 - 04/2005	Director - Factory 3 and Electricity and Water Factory - Construction Company No. 1
05/2005 - 05/2008	Director - An Duong Construction Materials Installation Company - General Song Hong Construction Company
06/2008 - 07/2014	Chairman of the Board of Directors, Director - Bach Dang 10 Joint Stock Company
08/2014 – present	Chairman of Board of Directors of Bach Dang 10 Joint Stock Company
08/2014 – present	Chairman of the Board of Directors, General Director - Ha Noi Trading Joint Stock Company West
03/2015 – present	Chairman of Board of Directors of Phuc Hung Construction Investment Joint Stock Company

Current position: Chairman of the Board of Directors and General Director
Ha Tay Trading Joint Stock Company

- Chairman of Board of Directors of Bach Dang 10 Joint Stock Company

Current positions held at other organizations: - Chairman of Board of Directors of Phuc Construction Investment Joint Stock Company
Hung

Number of shares I currently hold: 4,364,130 shares (accounting for 21.82% of charter capital)

In there:

- Individual ownership shares:	4,364,130 shares (accounting for 21.82% of charter capital)
- Representative shares owned:	0 shares (accounting for 0% of charter capital)
Number of shares owned by other companies have:	- Owning shares at Bach Dang 10 Joint Stock Company: 2,641,980 shares (accounting for 75.5% of charter capital)
Illegal behavior:	Are not
Debts to the Company:	Are not
Salary and other benefits:	Board of Directors' remuneration
Related benefits to the Company:	Are not

Mr. Nguyen Duc Dinh, Member of Board of Directors, Ha Tay Trading Joint Stock Company

Sex:	Male
Date of birth:	May 20, 1955
ID number:	001055004307 issued by the Department of Police for Residence Registration and National Population Management on March 2, 2016
Nationality:	Vietnam
Nation:	Terrible
Hometown:	Dung Tin, Thuong Tin, Hanoi
Permanent address:	House number 10, lane 9, residential group 10, Mo Lao, Ha Dong, Hanoi
Contact number:	0912 501 901
Cultural level:	University
Professional qualifications:	Bachelor of Economics
Work process:	

Time	Work process
08/1973 - 06/1982	Military – Communications Command
07/1982 - 05/1993	Store Manager - Thach That District Food Industry Company
06/1993 - 10/2003	Head of Sales Department - Ha Tay Province Electrical and Fuel Equipment Company
11/2003 - present	Member of Board of Directors and Deputy General Director of Joint Stock Company Ha Tay Trade

Current position:	Member of Board of Directors and Deputy General Director of the Company Ha Tay Trading Joint Stock Company
Current positions held in organizations other:	Do not have
Number of shares I currently hold: In there:	1,000 shares (accounting for 0.005% of charter capital)
- Individual ownership shares:	1,000 shares (accounting for 0.005% of charter
- Representative shares owned:	capital) 0 shares
Number of shares owned by other companies have:	Are not
Illegal behavior:	Are not
Debts to the Company:	Are not
Salary and other benefits:	Board of Directors' remuneration
Related benefits to the Company:	Are not

Mr. Nguyen Ngoc Hai	Chief Accountant of Ha Tay Trading Joint Stock Company
Sex:	Male
Date of birth:	November 19, 1978
ID Number:	025078000216 Issued by the Department of Police for Residence Registration and National Population Management on March 19, 2019
Nationality:	Vietnam
Nation:	Terrible
Hometown:	Hai Phong
Permanent address:	Apartment 3405 HTT Tower Building No. 89 Phung Hung, Phuc Ward La, Ha Dong district, Hanoi
Contact number:	0976 188 268
Cultural level:	University
Professional qualifications:	Bachelor of Economics
Work process:	

Time	Work process
-------------	---------------------

2004-2011	Accountant – HUD3 Investment and Construction Joint Stock Company
2012-2013	Chief Accountant - Phan Hoa Investment Joint Stock Company
2014-2017	Chief Accountant - Ha Tay Trading Joint Stock Company
2017-2018	Chief Accountant - Industrial Investment and Construction Joint Stock Company Vietnam
2019-5/2020	Chief Accountant – HSQ Vietnam Joint Stock Company
Currently	Chief Accountant - Ha Tay Trading Joint Stock Company

Current position: Chief Accountant of Ha Trading Joint Stock Company
West

Current positions held in organizations other: Do not have

Number of shares I currently hold: 10,000 shares (accounting for 0.05% of charter capital)

In there:

- Individual ownership shares: 10,000 shares (accounting for 0.05% of charter

- Representative shares owned: capital) 0 shares

Number of shares owned by other companies: Are not

Illegal behavior: Are not

Debts to the Company: Are not

Related benefits to the Company: Are not

2.2 Changes in the executive board: none

2.3. Company staff:

• **Number of employees:** Total number of employees in the Company as of December 31, 2024 is 24

people. In which:

+ Management staff: 8 people

+ Specialist: 02 people

+ Collaborators: 00 people

+ Direct labor: 14 people • Policy

for employees:

- Working mode

Working hours: 8 hours/day, 6 days/week. When there is a requirement for production and business progress, the Company can require employees to work overtime and implement appropriate compensation policies for employees moving

Leave, Holidays, Tet: Company employees are entitled to holidays and Tet according to state regulations. Employees who have worked at the Company for 12 months or more are entitled to 12 days of leave each year. Employees who have worked at the Company for less than 12 months are entitled to 12 days of leave each year. year is calculated on a pro rata basis.

Sick leave, maternity leave: Company employees when on sick leave or maternity leave will receive sick leave benefits due to Social Insurance Fund paid according to Labor Law

Working conditions: The company always tries to create the best working conditions for employees, specifically, the company fully equips employees with equipment for work. In addition, the principle of labor safety The action is always strictly followed.

- Recruitment policy

Recognizing the importance of human resources in the development process, the Company pays special attention to recruiting, training and developing human resources. The Company always has policies to attract talents and create conditions and support in terms of time for employees who need to study to improve their professional skills and expertise to serve their work.

- Training policy

Recruitment goals and criteria: The Company's recruitment goals aim at highly specialized skills in all work departments. The Company always encourages employees to improve their professional and technical skills to ensure the best completion of tasks.

Training content and form: Support training costs for employees in learning to improve their professional skills and techniques. Aim to organize classes to improve professional skills and expertise. Create a learning movement combined with creativity in production labor, serving well for development goals. long-term of the Company.

- Salary and benefits policy

The Company pays salaries to employees in accordance with State regulations and the Company's salary policy. Salaries and bonuses paid to employees in the Company are based on business performance, job title and salary regimes prescribed by the State and the Company.

to encourage workers to be proactive and creative in order to complete assigned tasks well deliver.

Average income of the Company in the period 2014 - 2024:

• 2014: 7,800,000 VND/person/month

• 2015: 9,000,000 VND/person/month

• 2016: 9,500,000 VND/person/month

• 2017: 9,800,000 VND/person/month

• 2018: 9,800,000 VND/person/month

• 2018: 9,800,000 VND/person/month

• 2019: 9,800,000 VND/person/month

• 2020: 9,800,000 VND/person/month

• 2021: 9,800,000 VND/person/month

• 2022: 9,800,000 VND/person/month

• 2023: 9,800,000 VND/person/month

• 2024: 9,800,000 VND/person/month

3. Investment situation, project implementation situation

3.1. Ongoing projects:

• Trung Van Urban Area Expansion Project – Trung Van Ward, Nam Tu Liem District, Hanoi

- Investor: Ha Tay Trading Joint Stock Company, Hanoi Construction Investment Joint Stock Company and Phuc Hung Construction Investment Joint Stock Company.
- Total investment: VND 2,174,500,000,000 (In words: Two thousand one hundred and seventy-four billion five hundred million VND) (in which Ha Tay Trading Joint Stock Company contributes VND 126 billion and Phuc Hung Investment Joint Stock Company contributes VND 300 billion).
- Capital structure investment sources: Own capital, mobilized capital and borrowed capital.
- Location: Trung Van Ward, Nam Tu Liem District, Hanoi City.

The project is located in the land area to the Northwest adjacent to the extended Le Van Luong street, to the Northeast adjacent to planned road and Trung Van New Urban Area; South side borders road and residential area.

- **Investment cooperation partners:** Ha Tay Trading Joint Stock Company, Construction Investment Joint Stock Company Hanoi Construction and Phuc Hung Construction Investment Joint Stock Company.

- **Project implementation time:**

- **Construction start time:** Quarter IV/2017

- **Project scale:**

- **Total planning land area:** 23,463.8m²
- **Total construction floor area is:** 209,342.3m²

In there:

- **Residential block:** 28 floors
- **Number of apartments:** 343 apartments

Capital contribution ratio:

STT	Company	Capital contribution (billion VND)
1	Hanoi Construction Investment Joint Stock Company	1,748.5
2	Ha Tay Trading Joint Stock Company	126
3	Phuc Hung Construction Investment Joint Stock Company	300
	Total	2,174.5

Profit sharing ratio: Ha Tay

Trading Joint Stock Company: The entire A4 project (area: 2,532m²)

Project benefits are divided according to the project products of each party involved in the stages.

According to the agreement, Ha Tay Trading Joint Stock Company and Phuc Hung Construction Joint Stock Company will be divided into project A4, with a base area of 1,578.6 m², the allocation ratio in the project is: 12.87%.

The project is implemented on the basis of the Business Cooperation Contract between Ha Tay Trading Joint Stock Company, Hanoi Construction Investment Joint Stock Company and Phuc Hung Construction Joint Stock Company. According to the Contract: Ha Tay Trading Joint Stock Company and Phuc Hung Construction Investment Joint Stock Company will implement the construction and organize the implementation of works related to the construction of project A4 (Area of 2,532 m², total construction floor area is: 32,090.4 m²).

Project benefits are divided according to the project products of each party involved in the stages. According to the agreement. Accordingly, Ha Tay Trading Joint Stock Company and Phuc Hung Construction Joint Stock Company will be divided into project A4, with the base area of 1,578.6 m², the allocation ratio 12.78%.

Currently, the project has been established and the project site has been cleared and is in the process of granting a license. investment. Construction is expected to start in 2020.

3.2. Financial situation of subsidiaries and affiliates:

Target	2024
Sales and service revenue	0
Financial revenue	3,938
Financial costs	
Business management costs	757,900
Other income	0
Other costs	0
Total accounting profit before tax	(753,962)

4. Financial situation of the Company

4.1. Financial situation

• Main indicators

Target	2024	2023	Growth (%)
Total asset value	197,896,283,147	206,238,432,544	
Liabilities	83,593,488,180	82,351,298,538	
Equity	114,302,794,967	123,887,134,006	
Net revenue	5,099,799,539	7,080,206,851	

Operating profit <small>Production and business</small>	(9,287,037,899)	(12,958,392,045)	-
Profit before tax	(9,584,339,039)	(13,615,231,313)	-
Profit after tax	(9,584,339,039)	(13,615,231,313)	-

Source: HTT Audited Company's 2024 Financial Statements

• Short-term receivables:

STT	Target	2024	2023
1	Accounts receivable	6,636,713,559	6,579,110,014
2	Prepayment to seller	17,693,659,036	17,226,266,190
3	Other receivables	8,745,057,946	13,025,561,949
4	Internal receivables		12,690,900
5	Provision for doubtful debts	(20,855,030,474)	(18,656,630,555)
	Total	12,220,400,067	18,186,998,498

Source: HTT Audited Company's 2024 Financial Statements

• Short-term payables:

STT	Target	2024	2023
1	Payable to seller	1,399,347,408	1,834,475,419
2	Buyer pays in advance	2,827,064,674	2,775,785,223
3	Taxes and other payments to the State	14,074,231,109	14,512,658,109
4	Payable to workers		285,830,443
5	Cost to Pay	19,846,148,962	16,794,622,765
6	Unearned Revenue	33,106,061	352,969,200
7	Other short-term payables (*)	10,602,399,875	10,787,735,001
8	Short-term loans and finance leases	22,585,816,429	22,754,236,807

9	Bonus and welfare fund	485,000	485,000
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Source: HTT Audited Company's 2024 Financial Statements

4.2. Key financial indicators

Target	Unit of measure	2024	2023
<u>Solvency ratio</u>			
Current ratio	Time	0.18	0.27
Quick ratio	Time	0.1	0.19
<u>Capital structure indicators</u>			
Debt/Total Assets	%	42	39.9
Debt/Equity	%	73	66
<u>Performance indicators</u>			
Inventory Turnover	Time	3.04	3.04
Net Revenue/Total Assets	Time	0.026	0.034
<u>Profitability ratio</u>			
Profit after tax/Net revenue	%	(188)	(192)
Profit after tax/Equity	%	(8.4)	(11)
Profit after tax/Total assets	%	(4.8)	(6.6)

5. Shareholder structure and changes in equity during the year

Ownership structure and number of shareholders of HTT as of September 30, 2024

STT	Object	Number of shareholders	Number of shares held hold	Equity ownership ratio (%)
1	Domestic shareholder			99.19
	State shareholder		0	0%

	Individual	945	19,803,320	99.02%
	Organization	1	35,180	0.17%
2 Foreign shareholders				0.81%
	Individual	5	33,800	0.19%
	Organization	2	122,700	0.61%
3 Total			20,000,000	100%

Total outstanding shares: 20,000,000 shares

Stock type: common stock

Number of freely transferable shares: 20,000,000 shares

Number of restricted shares: 0 shares

Securities traded abroad: None

Owner's equity change situation: None

Treasury stock transactions: None

Other securities: None

6. Report on the environmental and social impacts of the Corporation

6.1. Management of raw materials

Ha Tay Trading Joint Stock Company operates mainly in the field of construction and business, real estate brokerage, is an investor in real estate projects, so the cost of raw materials always accounts for a significant proportion of the total cost of the enterprise. The types of raw materials used by the Company include: cement, iron and steel, soil, bricks of all kinds,... In addition, the Company's construction technology mainly uses mechanical machinery and equipment, so to operate and use these equipment, input fuel is an indispensable factor.

The company does not use recycled materials to manufacture its products.

6.2. Compliance with environmental protection laws

Currently, the Company fully complies with environmental protection standards and laws. HTT has never been penalized for non-compliance with environmental laws and regulations. With a high awareness of environmental protection, HTT is committed to strictly complying with the standards.

domestically and internationally on environmental protection in its production and business processes.

6.3. Employee related policies

• Working mode

HTT has a serious, open and cooperative working environment. Enhance professional ability and develop personal dedication of employees.

The company pays special attention to occupational safety and hygiene - Fire prevention in the unit, raising employees' awareness of using personal protective equipment in accordance with regulations, and promoting and mobilizing employees to protect themselves and their teammates.

• Labor training policy

Average number of training classes in 2018: 4 classes

Skills development and continuous learning programs to support employees in securing employment and career development: The Company has training programs to develop workers..

• Working hours and salary policy

HTT strictly complies with the provisions of the Labor Law and its implementing guidelines on working hours (including overtime) as well as rest time of employees. Employees are fully covered by social insurance, receive salaries and other benefits according to the regulations and actual situation of the Corporation.

6.4. Reports relating to responsibility towards local communities

For community activities: Always ensure when local authorities request contributions.

PART III: REPORT AND ASSESSMENT OF THE BOARD OF DIRECTORS

1. Evaluation of production and business performance

ÿ Business performance overview in 2024:

- Revenue:

Target	2024		2023	
	Value	Proportion (%)	Value	Proportion (%)
Net revenue	5,099,799,539	99,997 %	7,080,206,851	99.9
- Net revenue from sales of goods and provision of services		40.23		56.2
- Net revenue from real estate transfer		59.24		40.8
- Other net revenue	-	0.00		2.9
- Office rental revenue room	-	0.00		
Financial operating revenue main	132,151	0.0026	42,319	0.0006
Other income		0.0000		0.0000
Total revenue and income other input	5,099,931,690	100	7,080,249,170	100

Annual net revenue from sales and service provision accounts for a very large proportion of the total revenue. Total revenue structure of Ha Tay Trading Joint Stock Company (about 99.9).

The Company's main revenue comes from real estate trading and transfer activities and sales services, and construction materials trading. As of December 31, 2024, revenue from real estate-related services and revenue from construction materials trading services accounted for 99% of the total revenue structure. Financial revenue accounted for less than 1% of the Company's total revenue structure, entirely from interest earned from deposits.

Business results:

Target	2024	2023	Growth
Total asset value	197,896,283,147	206,238,432,544	(8,342,149,397)
Equity	114,302,794,967	123,887,134,006	(9,584,339,039)
Net revenue	5,099,799,539	7,080,206,851	(1,980,407,312)
Cost of goods sold	4,037,250,474	4,525,543,530	(488,293,056)
Profit from business activities	(9,287,037,899)	(12,958,392,045)	3,671,354,146
Other profits	(297,301,140)	(656,839,268)	359,538,128
Profit before tax	(9,584,339,039)	(13,615,231,313)	4,030,892,274
Profit after tax	(9,584,339,039)	(13,615,231,313)	4,030,892,274

2. Financial situation

2.1. Asset situation

Asset status as of December 31, 2024:

STT	Target	12/31/2024 (VND)
1	Current assets	12,909,751,549
2	Long-term assets	184,986,531,598
	Total	197,896,283,147

Accounts receivable status as of December 31, 2024:

STT	Target	12/31/2024 (VND)
1	Short-term trade receivables	6,636,713,559
2	Prepayment to seller	1,399,347,408
3	Other short-term receivables	8,745,057,946
4	Internal receivables	0
5	Provision for receivables	(20,855,030,474)
	Total	(4,073,911,561)

2.2. Debt situation

- Outstanding debt as of December 31, 2024:

STT	Target	12/31/2024 (VND)
I Short-term debt		71,368,599,518
II Long-term debt		12,224,888,662
	Total	83,593,488,180

- Short-term liabilities as of December 31, 2024:

STT	Target	2024
1	Payable to seller	1,399,347,408
2	Buyer pays in advance	2,827,064,674
3	Taxes and other payments to the Government water	14,074,231,109
4	Payable to workers	0
5	Cost to Pay	19,846,148,962
6	Unearned Revenue	33,106,061
7	Other short-term payables (*)	10,602,399,875
8	Short-term loans and finance leases	22,585,816,429
9	Bonus and welfare fund	485,000

Long-term liabilities as of December 31, 2024:

STT	Target	12/31/2024(VND)
1	Prepaid Buyer	2,827,064,674
2	Other long-term payables	0
3	Long-term loans and financial leases	0
	Total	2,827,064,674

3. Improvements in organizational structure, policies, and management

Implement and review the strategy to advise the Board of Directors to adjust the strategic orientation for the 2024-2025 period;

Strengthen the communication of corporate cultural values to employees, partners and customers to unify the will, internal solidarity and enhance understanding and trust with stakeholders.

mandarin;

Strengthen financial planning control to ensure cash flow balance for business;

Human resource development: Encourage and facilitate training for managers, share professional and soft skills; promote the selection and training of successor personnel.

4. Future development plan

**Building a company brand and corporate culture as the foundation for team building
Employees carry the Company's style and culture, building the Company as a second home, a common home for employees.**

Build human resource strategy, plan human resources in each stage of the Company's development, have appropriate policies and remuneration to attract talent. Identify people as the most important resource among all resources for production and business development, the decisive factor for the existence and development of the enterprise.

**Develop and perfect a system of management regulations for the Board of Directors to control operations.
of the Board of Directors.**

Build, apply, maintain and continuously improve the quality management system throughout the Company, perfecting processes to suit business realities.

**Always dedicated to customer satisfaction, building relationships with customers to
Add value, benefit and always exceed customer expectations.**

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

Assessment related to environmental indicators (water consumption, energy, emissions...): The company always tries to save energy using electricity and water as much as possible.

Evaluation related to employee issues: The company always cares about the interests of employees.

Employees enjoy full benefits of the Company.

Assessment regarding corporate responsibility towards local community: The company complies well with local regulations

PART IV: BOARD OF DIRECTORS' ASSESSMENT OF PERFORMANCE OF THE COMPANY

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

- In 2024, the Company has achieved certain results, but there are still shortcomings that require the efforts of the Company's Board of Directors to direct and well implement the set orientations and strategies.

- Output, sales revenue and profit targets have not been achieved as planned. In 2025, more appropriate adjustment measures are needed.

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

The Board of Directors highly appreciates the efforts, endeavors and determination of the General Directorate of the Corporation in implementing the production, business and investment plan for 2025. The General Directorate has consolidated and perfected the organizational structure, implemented synchronous solutions to practice thrift, combat waste, develop corporate culture, focus on risk management to prevent risks and Improve corporate governance capacity.

3. Plans and operational directions of the Board of Directors

With the policy of constantly expanding the market, focusing on staff to promote strengths available conditions to improve quality and bring efficiency in business operations.

Preserve and develop capital, structure capital sources reasonably, maintain a healthy financial situation, and produce effective business operations to ensure financial security and optimize revenue for the Company.

PART V: CORPORATE GOVERNANCE

1. Board of Directors

a) Members and structure of the Board of Directors

Full name	Title	Number of shares held	Ownership ratio (%)
Mr. Dao Van Chien, Chairman of the Board of Directors and CEO		4,364,130	21.82
Mr. Nguyen Duc Dinh	Member of Board of Directors and Deputy General Director	1,000	0.005
Ms. Tran Thu Phuong	Member of Board of Directors	0	0
Mr. Tran Van Cong	Board Member	160,000	0.8
Mrs. Dinh Thi Thuy Constant	Board Member	0	0

b) Subcommittees of the Board of Directors: None

c) Activities of the Board of Directors

d) Activities of independent members of the Board of Directors, Activities of subcommittees in the Board of Directors: None

e) List of Board of Directors members with corporate governance training certificates; List of Board of Directors members participating in corporate governance programs during the year: None

2. Board of Control

a) Members and structure of the Board of Supervisors

Full name	Position at HTT	Number of shares held	Ownership ratio (%)
Le Thi Mai	Head of Control Board	0	0
Nguyen Thi Hong Hanh	Board Member	0	0
Van Thi Thanh Thuy	Board Member	0	0

b) Activities of the Board of Supervisors

- Review the legality and procedures for issuing Resolutions and Decisions of the Board of Directors and the Board of Management in 2024;

- Participate in giving opinions and making recommendations to the Board of Directors and the Executive Board on issues related to the Company's operations.
Company of the year;

- Inspect and supervise the implementation of the Resolution of the 2024 Shareholders' Meeting by the Board of Directors;

- Audit annual financial statements to honestly and reasonably assess financial figures.

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

a) Salary, bonus, remuneration, benefits

Full name	Position at HTT	Salary, bonus	Remuneration for <small>Board of Directors, Supervisory Board</small>	Total income year 2024
Dao Van Chien, Chairman of the Board of Directors and CEO		118,080,614 VND	-	118,080,614 VND
Nguyen Duc Top	Member of Board of Directors and Deputy General Director	132,583,436 VND	-	132,583,436 VND
Tran Thu Direction	Board Member			
Tran Van Cong	Board Member			
Dinh Thi Thuy Constant	Board Member			
Le Thi Mai	Head of Control Board			
Nguyen Thi Hong Hanh	Board Member			
Vu Thi Thanh Water	Board Member	-	-	-

b) Stock transactions of internal shareholders: None

c) Contracts or transactions with internal shareholders: None

d) Work real presently the rule determine about management treat company : ok real presently full enough .

PART VI: AUDITED FINANCIAL REPORT 20 24

(according to the published audited financial statements for 2024)

Hanoi, April 10, 2025

HA TAY TRADING JOINT STOCK



TỔNG GIÁM ĐỐC
Đào Văn Chiến