

**DONG DUONG TRADING AND  
CONSTRUCTION JOINT STOCK  
COMPANY**

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

Number: 01/2025/BCTN-DDB

*Hanoi, date April 20, 2025*

**REPORT**  
**Annual 2024**

**Dear: State Securities Commission  
Stock Exchange**

**I. General information**

*1. General information*

- Trading name: Dong Duong Trading and Construction Joint Stock Company
- Business registration certificate No. 0101264009 was first issued by the Hanoi Department of Planning and Investment on July 3, 2002, registered for the 11th change on April 14, 2023.
- Charter capital : 120,000,000,000 VND (*In words: One hundred twenty billion dong*)
- Equity : 149,199,060,625 VND
- Address: Bac Van Dinh Industrial Cluster, Lien Bat Commune, Ung Hoa District, Hanoi City
- Phone number: 0243 9287088
- Fax number :
- Website: <https://dongduongwood.com>
- Stock code: DDB
- Formation and development process :

Dong Duong Trading and Construction Joint Stock Company was established on July 3, 2002 with an initial charter capital of 1 billion VND. Initially, when the Company was established, it mainly operated in the field of manufacturing wooden products, ... Since its establishment, the Company has always strived to improve production, expand the market, and become a supplier of wooden products with a certain position in the furniture industry. After 6 capital increases, the Company's charter capital has now reached 120 billion VND.

Over 20 years of establishment and development, Dong Duong Trading and Construction Joint Stock Company has gradually affirmed its position and role in the field of manufacturing wooden products and construction design. With a team of dynamic and creative employees and officers in their work, along with a team of highly qualified managers and leaders, always rich in experience, dedicated and determined to pursue the set goals, the products and services provided by the



Company are always trusted and highly appreciated by customers. The growth of Dong Duong Trading and Construction Joint Stock Company is the result of a process of striving. The company is proud not only to provide customers with good quality services, with a responsible and professional working attitude, but also to gradually affirm its position in the field of manufacturing wooden floors and wooden furniture products.

From May 2022, Dong Duong Trading and Construction Joint Stock Company will start trading sand. In the future, sand trading and wood production will be the main business activities, bringing in positive revenue and profit.

- *Other events :*

- On February 17, 2024, Dong Duong Trading and Construction Joint Stock Company was approved to issue its initial public offering (IPO) under the Certificate of Registration for Public Offering of Shares No. 33/GCN-UBCK issued by the Chairman of the State Securities Commission.
- On March 23, 2023, Dong Duong Trading and Construction Joint Stock Company completed its initial public offering and became a public company .
- On January 15, 2025, Pursuant to Official Dispatch No. 40/TB-SGDHN dated January 6, 2025 of the Hanoi Stock Exchange, shares of Dong Duong Trading and Construction Joint Stock Company officially traded on the UPCOM floor with stock code DDB.

2. *Business lines and locations:*

STT	Name of industry, business	Industry code, business line
1	Architectural activities and related technical consultancy <i>Details: General design of site plan, architecture, interior and exterior: for civil and industrial construction works;</i>	7110
2	Wholesale other household items <i>Details: Production and trade of wooden products, furniture, handicrafts.</i>	4649
3	Specialized design activities <i>Details: Interior and exterior decoration</i>	7410
4	Other support services related to transportation <i>Details: Domestic and international freight forwarding services</i>	5229
5	Short-term accommodation services <i>Details: Hotel and motel business.</i>	5510
6	Other food services <i>Details: Food and beverage services</i>	5629



7	Road freight transport <i>Details: Freight transport business by car</i>	4933
8	Other road passenger transport <i>Details: Passenger transport</i>	4932
9	Real estate business, land use rights of owners, users or tenants <i>Details: Real estate business</i>	6810
10	Wholesale of agricultural and forestry raw materials (except wood, bamboo) and live animals <i>Details: Trading in agricultural, forestry, aquatic and seafood products</i>	4620
11	Wholesale of other construction materials and installation equipment <i>Details: Trading in construction materials, supplies, machinery, industrial equipment, consumer goods, fertilizers, pesticides</i>	4663
12	Construction of hydraulic works	4291
13	Construction of mining works	4292
14	Construction of processing and manufacturing facilities	4293
15	Construction of other civil engineering works	4299 (main)
16	Reservation services and support services related to tourism promotion and organization	7990

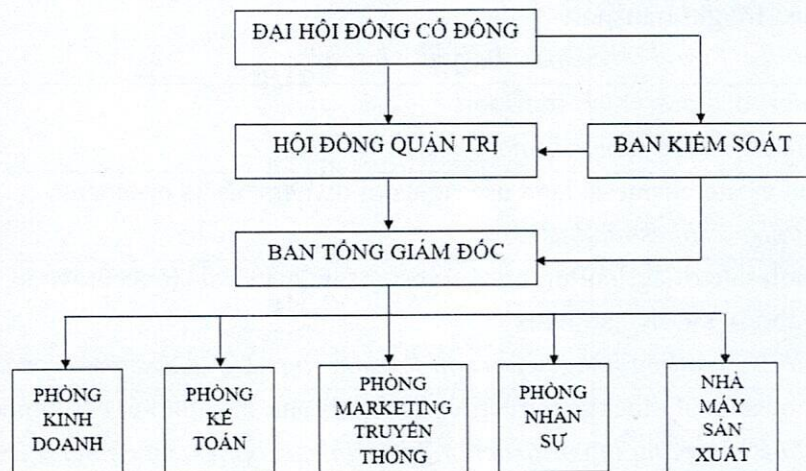
3. *Information on governance model, business organization and management apparatus*

Governance model ( *specify the model as prescribed in Article 137 of the Enterprise Law* ): General Meeting of Shareholders; Board of Directors, Board of Supervisors, and Board of General Directors, as prescribed in Point a, Clause 1, Article 137 of the Enterprise Law.

Dong Duong Construction and Trading Joint Stock Company is structured and organized with the following operating and management apparatus:

- General Meeting of Shareholders and affiliated agencies: General Meeting of Shareholders, Board of Directors, Board of Supervisors of the Company and members of the Board established by the General Meeting of Shareholders;
- The Company's Agency Block includes the following departments: Board of Directors, Human Resources Administration Department,
- Sales Department - Customer Service, Finance - Accounting Department, Marketing - Communications Department, Business Department.
- The Company's processing and manufacturing factory is located in Van Dinh Industrial Park, Ung Hoa District, Hanoi City.





(Source: Dong Duong Construction and Trading Joint Stock Company)

#### 4. Development orientation

- The main goals of the Company: to become a professional company in consulting - designing - manufacturing - constructing - finishing wooden furniture and trading construction materials. Currently, with a large production scale equipped with modern production lines from Europe and Taiwan, with a team of skilled workers, a team of professional staff, with the ISO 9001-2015 quality management system, Dong Duong Company is a leading manufacturer of products: wooden doors, wooden floors, design - construction - finishing interior., the company hopes to contribute significantly to the development of the country.
- Medium and long-term development strategy: focus on simultaneous development, seeking opportunities and expanding operations to other fields, in which, prioritizing real estate and supporting industries serving the company's main industry .
- The Company's sustainable development goals (environment, society and community) and key programs related to the short and medium term: economic development plans, which need to go hand in hand with human development, community development, and greater responsibility towards society and the environment. The short-term program is to build a better social security system, improve the environment, working conditions and living conditions for the Company's employees; develop environmental protection plans, improve forests and ecosystems around power plants, save and utilize resources in production activities.

#### 5. Risks:

- **Wood industry in Vietnam :** The wood processing industry has become the 5th largest export industry in Vietnam after crude oil, textiles, footwear and seafood. Vietnam has become the leading exporter of wooden furniture in Southeast Asia. The quality of Vietnamese wooden products has always been improved, and is competitive with other countries in the region. In 2024, the export value of forestry products is estimated at 13.18 billion USD, accounting for 24.9% of the total export



value of agricultural, forestry and fishery products nationwide. In terms of markets, in 2024, Vietnam will export wood and wooden products to nearly 170 countries and territories. In terms of production technology, Vietnamese wood enterprises are currently divided into three levels: the group of FDI enterprises and large and medium-sized enterprises producing export products, the group of enterprises producing artificial boards, and the group of enterprises processing fine art wooden products. In general, in recent times, wood processing enterprises have made some efforts to improve the technology used in wood processing. Many new and modern technologies such as wood modification technology and wood composite materials have also been invested in Vietnam. However, these technologies require relatively large investment, beyond the capacity of enterprises.

- ***Fluctuations in input material prices*** : As a business operating in the field of production and trading, the price of raw materials from suppliers has a direct impact on the Company's revenue and profit. In particular, in Vietnam, raw materials for the wood processing industry are currently very difficult, mainly from two basic sources: Domestic wood raw materials (natural wood and planted wood) and imported wood raw materials. Regarding domestic wood raw materials, since 2014 the Government has decided to close natural forests, so domestic wood raw materials only depend on planted wood. Planted wood raw materials currently reach about 3.2 million hectares, with wood reserves reaching about 60 million m<sup>3</sup>. The output of exploited planted wood reaches over 5 million m<sup>3</sup>/year, however, this amount of wood is mainly acacia and eucalyptus (wood harvested at the age of 6-10 years, small diameter, quality does not meet requirements). In addition, the Government has issued Decree No. 102/2020/ND-CP regulating the Vietnam Timber Legality Assurance System (VNTLAS Decree). Accordingly, when importing high-risk timber, Vietnamese businesses must exercise due diligence to ensure that imported goods are verified as having legal origins. To do this, importers must demonstrate official documents issued by relevant Government agencies in the exporting country to verify the legality of the source of exported goods, or sustainability certification from third parties.

The Company has proactively overcome the impacts of import prices of goods and input materials by establishing a clear production process, having a suitable plan for importing materials and goods, ensuring the stability of supply sources. The Company has proactively overcome the impacts of import prices of goods and input materials by establishing an import process with clear origin and legality, having a suitable plan for importing materials and goods, ensuring the stability of supply sources. In addition, the Company has had long-term cooperation and business with partners who are domestic and foreign suppliers of raw materials, so the Company receives many incentives in policies on debt, supply assurance and prices.

## **II. Operational situation during the year**

### ***1. Production and business situation***

- Business performance results during the year: List the results achieved during the year. List major changes and fluctuations in business strategy, revenue, profit, costs, market, products, and supply sources:



▪ Business performance results in 2024:

*Unit of value: thousand dong*

STT	Target	2023	2024	% increase/decrease
1	Total asset value	521,757,960,845	322,368,694,612	(38.21%)
2	Equity	144,845,212,216	149,199,060,625	3.01%
3	Net revenue	610,971,166,297	426,754,447,931	(30.15%)
4	Profit from business activities	12,376,686,213	8,264,368,569	(33.23%)
5	Other profits	(862,077,106)	(2,398,048,783)	178.17%
6	Profit before tax	11,514,609,107	5,866,319,786	(49.05%)
7	Profit after tax	7,747,230,128	4,353,848,409	(43.80%)
8	Dividend yield ratio	-	10%	
9	Return on average equity	5.89%	2.96%	(49.75%)

*( Source: Audited financial statements 2024 of Dong Duong Construction and Trading Joint Stock Company )*

- Implementation status compared to plan: Compare the results achieved in the year compared to the planned targets and the targets of the previous year. Analyze specifically the reasons for not achieving/achieving/exceeding the targets compared to the plan and compared to the previous year:

*Unit of value: VND*

STT	Target	Implementation in 2024	Plan 2024	Implementation rate
1	Charter capital	120,000,000,000	180,000,000,000	100%
2	Net revenue	426,754,447,931	700,000,000,000	66.7
3	Profit after tax	4,353,848,409	15,000,000,000	29.03%
4	Dividends	-	-	-

*( Based on the Resolution of the 2024 Annual General Meeting of Shareholders and the 2024 audited financial statements of Dong Duong Construction and Trading Joint Stock Company )*

At the end of fiscal year 2024, the company's net revenue from sales and service provision reached VND 426,754,447,931, only 60.96% of the plan, down 30.15% over the same period in 2023. The company's after-tax profit was VND 4,353,848,409 billion, equal to 56.20% over the same period and 29.03% of the plan. In the context of the world economy facing great challenges, rapid fluctuations, unpredictability and high instability; inflation has increased to the highest level in decades, forcing



countries to tighten monetary policies, 2024 is a difficult year for the Company's production and business activities .

## 2. Organization and personnel

### 2.1. Board of Directors

As of December 31, 2024 , the Company's Board of Directors consists of the following members:

STT	Full name	Position	Note
1	Nguyen Kim Truong	Chairman of the Board	
2	Vu Hoang	Member of Board of Directors and General Director	
3	Tran Bich Nhuan	Board Member	
4	Vu Hoang Tung	Board Member	Independent Board Member
5	Nguyen Dang Thang	Board Member	Independent Board Member

#### a) Mr. Nguyen Kim Truong - Chairman of the Board of Directors

- Full name Nguyen Kim Truong
- Gender: Male Date of birth: May 20, 1990 Place of birth: Thai Binh
- Nationality: Vietnamese Ethnicity: Kinh
- ID card number: 034090006868 Place of issue: Department of Administrative Police on Social Order Date of issue: June 26, 2022
- Current permanent residence registration: P060310 Timescity Urban Area, Mai Dong, Hoang Mai, Hanoi
- Education: National Economics University
- Professional qualifications: Bachelor of Finance - Banking
- Current position at listed organization: Chairman of the Board of Directors
- Current positions held at other organizations: None
- Work process:

Time	Work unit	Position
2012-2015	GTC Vietnam Company	Manager
2016-present	PFC Vietnam Investment and Development Joint Stock Company	Chairman of the Board



April 2024 – present	Investment and Construction Joint Stock Company No. 04 - Thang Long	Board Member
June 2024 – present	Kontum Construction Materials Production and Supply Joint Stock Company	Chairman of the Board
December 2024 – present	Dong Duong Trading and Construction Joint Stock Company	Chairman of the Board

- Illegal behavior: No
- Number of shares held by individuals and related persons: 120,000 shares, accounting for 1% of charter capital
  - + Representative: 0 shares, accounting for 0% of charter capital
  - + Individual ownership: 120,000 shares, accounting for 1% of charter capital
  - + Ownership of related persons: 0 shares, accounting for 0.00% of charter capital
- Remuneration, salary and other benefits (bonus, bonus shares...) for 2 consecutive years immediately preceding the year of registration for offering and up to the present time:
  - + Remuneration since becoming a member of the Board of Directors: None
  - + Salary: None
  - + Other benefits: None
- Information about related persons who are also shareholders and insiders of the Company: None
- Related benefits to listed organization: None
- Debts to listed organizations: None
- In case of having related interests in other enterprises operating in the same field as the Listed Organization or being a major customer/supplier of the Listed Organization: No
- Commitment to hold: Commitment to hold 100% of owned shares within 06 months from the first trading date of the shares, 50% of these shares within the next 06 months

**b) Mr. Vu Hoang - Member of Board of Directors**

- Full name: Vu Hoang
- Gender: Male Date of birth: December 12, 1963 Place of birth: Hanoi
- Nationality: Vietnamese Ethnicity: Kinh
- CCCD number: 001063000745 Place of issue: Department of Administrative Police on Social Order Date of issue: April 6, 2021



- Current permanent residence registration address: P502-B8A - Kim Lien Town - Kim Lien Ward - Dong Da District - Hanoi
- Education: University.
- Professional qualifications: Bachelor of Law - Hanoi University of Science, Bachelor of Economics - National Economics University,
- Current position at listed organization: Member of Board of Directors and General Director
- Current positions held at other organizations: None
- Work process:

Time	Work unit	Position
July 2002 – October 2003	Dong Duong Trading and Construction Joint Stock Company	Vice president
October 2003 – October 2022	Dong Duong Trading and Construction Joint Stock Company	Chairman of the Board of Directors and Director
Jul 2022 – Oct 2022	Dong Duong Trading and Construction Joint Stock Company	Chairman of the Board
October 2022 - present	Dong Duong Trading and Construction Joint Stock Company	Member of Board of Directors and General Director

- Illegal behavior: No
- Number of shares held by individuals and related persons: 1,416,398 shares, accounting for 11.8 % of charter capital
  - + Representative: 0 shares, accounting for 0% of charter capital
  - + Individual ownership: 713,065 shares, accounting for 5.94 % of charter capital
  - + Ownership of related persons: 703.433 shares , accounting for 5.86 % of charter capital
- Remuneration, salary and other benefits (bonus, bonus shares...) for 2 consecutive years immediately preceding the year of registration for offering and up to the present time:
  - + Remuneration since becoming a member of the Board of Directors: None
  - + Salary:
    - 2022: 425,980,000 VND
    - 2024: 323,765,000 VND
  - + Other benefits: none



- Information about related persons who are also shareholders and insiders of the Company:

STT	Full name	Relationship	ID card number/Business registration number	Date of issue	Number of shares owned at the Company	Ownership ratio
1	Tran Bich Nhuan	Wife	035166000318	April 6, 2021	290,400	2.42 %
2	Vu Minh Trang	Daughter	01192011435	04/01/2022	200,000	1.67 %
3	Vu Hong Ngoc	Daughter	001195000404	April 10, 2021	212,933	1.77 %
4	Nguyen Anh Phong	son in law	001095008555	October 20, 2020	100	0.00%

- Related benefits to listed organization: None
- Debts to listed organizations: None
- In case of having related interests in other enterprises operating in the same field as the Listed Organization or being a major customer/supplier of the Listed Organization: No
- Commitment to hold:
  - + Major shareholders will together hold at least 20% of the Company's charter capital within 01 year from the date of closing of the offering.
  - + Commit to hold 100% of the shares owned within 06 months from the first trading date of the shares, 50% of these shares within the next 06 months

**c) Ms. Tran Bich Nhuan – Member of Board of Directors**

- Full name: Tran Bich Nhuan
- Gender: Male Date of birth: May 18, 1966 Place of birth: Ha Nam
- Nationality: Vietnamese Ethnicity: Kinh
- ID card number: 035166000318 Place of issue: Department of Administrative Police on Social Order Date of issue: April 10, 2021
- Current permanent residence registration address: P502 – B8A – Kim Lien Town – Kim Lien Ward – Dong Da District – Hanoi



- Education level: Secondary
- Professional skills: Accounting, administration
- Current position at listed organization: Member of Board of Directors
- Current positions held at other organizations: None
- Work process:

Time	Work unit	Position
July 0 / 2002 - 07/2022	Dong Duong Trading and Construction Joint Stock Company	Member of Board of Directors and Deputy Director
July 2022 – October 2022	Dong Duong Trading and Construction Joint Stock Company	Member of Board of Directors and General Director
October 2022 – present	Dong Duong Trading and Construction Joint Stock Company	Board Member

- Illegal behavior: No
- Number of shares held by individuals and related persons: 1,416,398 shares, accounting for 11.8 % of charter capital
  - + Representative: 0 shares, accounting for 0% of charter capital
  - + Individual ownership: 290,400 shares, accounting for 2.42 % of charter capital
  - + Ownership of related persons: 1. 12 6,098 shares, accounting for 9.38 % of charter capital
- Remuneration, salary and other benefits (bonus, bonus shares...) for 2 consecutive years immediately preceding the year of registration for offering and up to the present time:
  - + Remuneration since becoming a member of the Board of Directors: None
  - + Salary:
    - 2022: 245,600,000 VND
    - 2024: 0 VND
  - + Other benefits: none
- Related benefits to listed organization: None
- Debts to listed organizations: None
- In case of having related interests in other enterprises operating in the same field as the Listed Organization or being a major customer/supplier of the Listed Organization: No
- Information about related persons who are also shareholders and insiders of the Company:



STT	Full name	Relationship	ID card number/Business registration number	Date of issue	Number of shares owned at the Company	Proportion
1	Vu Hoang	Husband	001063000745	April 6, 2021	713,065	5.94 %
2	Vu Minh Trang	Daughter	01192011435	04/01/2022	200,000	1.67 %
3	Vu Hong Ngoc	Daughter	001195000404	April 10, 2021	212,933	1.77 %
4	Nguyen Anh Phong	son in law	001095008555	October 20, 2020	100	0.00%

- Commitment to hold: Commitment to hold 100% of owned shares within 06 months from the first trading date of the shares, 50% of these shares within the next 06 months.

**d) Mr. Vu Hoang Tung – Member of Board of Directors**

- Full name: Vu Hoang Tung
- Gender: Male Date of birth: July 5, 1985 Place of birth: Hanoi
- Nationality: Vietnamese Ethnicity: Kinh
- ID card number: 001085017803 Place of issue: Department of Administrative Police on Social Order Date of issue: September 22, 2024
- Current permanent residence registration: 326 Ba Trieu, Le Dai Hanh, Hai Ba Trung, Hanoi
- Education: University
- Professional qualifications: Bachelor of Economics and Accounting
- Current position at listed organization: Member of Board of Directors
- Current positions held at other organizations: Chief Accountant - Mechanical and Electrical Installation and Testing Joint Stock Company
- Work process:

Time	Work unit	Position
2009 - 2014	Standard Chartered	Head of Fund Operations, Securities Operations Department



2014 - 2015	City Bank	Head of Fund Services Products, Securities and Fund Services Division
2015 – present	Mechanical and electrical installation and testing joint stock company	Chief Accountant
T 12/2024 – present	Dong Duong Trading and Construction Joint Stock Company	Board Member

- Illegal behavior: No
  - Number of shares held by individuals and related persons: 100 shares, accounting for 0.00% of charter capital
    - + Representative: 0 shares, accounting for 0% of charter capital
    - + Individual ownership: 100 shares, accounting for 0.00% of charter capital
    - + Ownership of related persons: 0 shares, accounting for 0.00% of charter capital
  - Remuneration, salary and other benefits (bonus, bonus shares...) for 2 consecutive years immediately preceding the year of registration for offering and up to the present time:
    - + Remuneration since becoming a member of the Board of Directors: None
    - + Salary: None
    - + Other benefits: none
  - Related benefits to listed organization: None
  - Debts to listed organizations: None
  - In case of having related interests in other enterprises operating in the same field as the Listed Organization or being a major customer/supplier of the Listed Organization: No
  - Information about related persons who are also shareholders and insiders of the Company: None
  - Commitment to hold: Commitment to hold 100% of owned shares within 06 months from the first trading date of the shares, 50% of these shares within the next 06 months.
- e) Mr. Nguyen Dang Thang - Member of Board of Directors**
- Full name: Nguyen Dang Thang
  - Gender: Male Date of birth: December 22, 1982 Place of birth: Thai Binh
  - Nationality: Vietnamese Ethnicity: Kinh
  - ID card number: 034082008417 Place of issue: Department of Administrative Police on Social Order Date of issue: July 10, 2021
  - Current permanent residence registration address: 16, lane 85 Nguyen Phuc Lai, O Cho Dua Ward, Dong Da District , Hanoi City



- Education: Bachelor of Architecture
- Professional qualifications: CEO – Chief Executive Officer. CFO – Chief Financial Officer.
- Current position at listed organization: Member of Board of Directors
- Current positions held at other organizations: Vice President of Enna Glamping Suoi Gian Cooperative .
- Work process:

Time	Work unit	Position
May 2007 - June 2010	Alliance Construction&Trading	Chief Representative Hanoi
April 2018 – present	Dong Duong Trading and Construction Joint Stock Company	Board Member
June 2021 - present	Enna Glamping Suoi Giang Cooperative	Vice president

- Illegal behavior: No
- Number of shares held by individuals and related persons: 49,267 shares, accounting for 0.49% of charter capital
  - + Representative: 0 shares, accounting for 0% of charter capital
  - + Individual ownership: 49,067 shares, accounting for 0.41 % of charter capital
  - + Ownership of related persons: 200 shares, accounting for 0.00% of charter capital
- Remuneration, salary and other benefits (bonus, bonus shares...) for 2 consecutive years immediately preceding the year of registration for offering and up to the present time:
  - + Remuneration since becoming a member of the Board of Directors: None
  - + Salary: None
  - + Other benefits: none
- Related benefits to listed organization: None
- Debts to listed organizations: None
- In case of having related interests in other enterprises operating in the same field as the Listed Organization or being a major customer/supplier of the Listed Organization: No
- Information about related persons who are also shareholders and insiders of the Company:

STT	Full name	Relationship	ID card number/Business	Date of issue	Number of shares owned	Proportion
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July 2019 – May 202 2	Dong Duong Trading and Construction Joint Stock Company	General Accounting
May 2022 – present	Dong Duong Trading and Construction Joint Stock Company	Chief Accountant

- Illegal behavior: No
- Number of shares held by individuals and related persons: 400 shares , accounting for 0.00% of charter capital
  - + Representative: 0 shares, accounting for 0% of charter capital
  - + Individual ownership: 200 shares, accounting for 0.00% of charter capital
  - + Ownership of related persons: 200 shares, accounting for 0.00% of charter capital
- Remuneration, salary and other benefits (bonus, bonus shares...) for 2 consecutive years immediately preceding the year of registration for offering and up to the present time:
  - + Compensation: None
  - + Salary:
    - 2022: 237,190,000 VND
    - 2024: 237,190,000 VND
  - + Other benefits: none
- Related benefits to listed organization: None
- Debts to listed organizations: None
- In case of having related interests in other enterprises operating in the same field as the Listed Organization or being a major customer/supplier of the Listed Organization: No
- Information about related persons who are also shareholders and insiders of the Company:

STT	Full name	Relationship	ID card number/Business registration number	Date of issue	Number of shares owned at the Company	Proportion
1	Nguyen Thi Mao	Younger sister	024187018749	June 25, 2021	100	0.00%



2	Nguyen Van Manh	brother in law	024087026932	June 25, 2021	100	0.00%
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April 2024 to present	Dong Duong Trading and Construction Joint Stock Company	Head of Supervisory Board
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- Illegal behavior: No
- Number of shares held by individuals and related persons: 200 shares, accounting for 0% of charter capital
  - + Representative: 0 shares, accounting for 0% of charter capital
  - + Individual ownership: 200 shares, accounting for 0.00% of charter capital
  - + Ownership of related persons: 0 shares, accounting for 0% of charter capital
- Remuneration, salary and other benefits (bonus, bonus shares...) for 2 consecutive years immediately preceding the year of registration for offering and up to the present time:
  - + Remuneration since becoming Board of Supervisors: None
  - + Salary:
    - 2024: 112,556,988 VND
  - + Other benefits: none
- Related benefits to listed organization: None
- Debts to listed organizations: None
- In case of having related interests in other enterprises operating in the same field as the Listed Organization or being a major customer/supplier of the Listed Organization: No
- Information about related persons who are also shareholders and insiders of the Company: None
- Commitment to hold: Commitment to hold 100% of owned shares within 06 months from the first trading date of the shares, 50% of these shares within the next 06 months.

**b) Mr. Ngo Trong Tu - Member of Board of Supervisors**

- Full name: Ngo Trong Tu
- Gender: Male Date of birth: August 23, 1976 Place of birth: Hanoi
- Nationality: Vietnamese Ethnicity: Kinh
- ID card number: 001076012281 Place of issue: Department of Administrative Police on Social Order Date of issue: May 10, 2021
- Current permanent residence registration place: Yen Truong Village - Truong Thinh Commune - Ung Hoa District - Hanoi City
- Education: University
- Professional competence: Forestry processing engineer
- Current position at listed organization: Member of Board of Supervisors
- Current positions held at other organizations: None



- Work process:

Time	Work unit	Position
October 2000 - September 2006	Viet Tri Artificial Board and CBLS Factory	Technical Management – Workshop Management
October 2006 - February 2010	Wood Processing Company - Economic Cooperation Company QK4	Technical Management – Factory Management
March 2010 – June 2017	Innovgreen Thanh Hoa Company Limited	Deputy Head of Sales - Import-Export Department
July 2017 – April 2018	Dong Duong Trading and Construction Joint Stock Company	Deputy Head of Sales - Import-Export Department
April 2018 - present	Dong Duong Trading and Construction Joint Stock Company	Board of Supervisors

- Illegal behavior: No
- Number of shares held by individuals and related persons: 3,04,300 shares, accounting for 2.53% of charter capital
  - + Representative: 0 shares, accounting for 0% of charter capital
  - + Individual ownership: 204,300 shares, accounting for 1.7 % of charter capital
  - + Ownership of related persons: 100,000 shares, accounting for 0.83% of charter capital
- Remuneration, salary and other benefits (bonus, bonus shares...) for 2 consecutive years immediately preceding the year of registration for offering and up to the present time:
  - + Remuneration since becoming Board of Supervisors: None
  - + Salary:
    - 2022: 222,165,000 VND
    - 2021: 192,020,000 VND
  - + Other benefits: none
- Related benefits to listed organization: None
- Debts to listed organizations: None
- In case of having related interests in other enterprises operating in the same field as the Listed Organization or being a major customer/supplier of the Listed Organization: No



- Information about related persons who are also shareholders and insiders of the Company:

STT	Full name	Relationship	ID card number/Business registration number	Date of issue	Number of shares owned at the Company	Proportion
1	Vu Thi Minh Diep	Wife	001176011353	12/09/2016	100.000	0.83%

- Commitment to hold:
  - + Major shareholders will together hold at least 20% of the Company's charter capital within 01 year from the date of closing of the offering.
  - + Commit to hold 100% of the shares owned within 06 months from the first trading date of the shares, 50% of these shares within the next 06 months

**c) Mr. Nguyen Tuan San - Member of the Board of Supervisors**

- Full name: Nguyen Tuan San
- Gender: Male Date of birth: September 19, 1971 Place of birth: Hanoi
- Nationality: Vietnamese Ethnicity: Kinh
- ID card number: 001071023359 Place of issue: Department of Administrative Police on Social Order Date of issue: September 25, 2021
- Current permanent residence registration: House number 81, lane 37 Mac Thi Bui, Vinh Tuy ward, Hai Ba Trung district, Hanoi city
- Education: College
- Professional skills: Economics, finance
- Current position at listed organization: Member of Board of Supervisors
- Current positions held at other organizations: None
- Work process:

Time	Work unit	Position
April 2018 – May 2022	Dong Duong Trading and Construction Joint Stock Company	Member of Board of Directors and Head of Sales Department
May 2022 - present	Dong Duong Trading and Construction Joint Stock Company	Board Member and Head of Sales Department

- Illegal behavior: No



- Number of shares held by individuals and related persons: 837,200 shares, accounting for 6.98% of charter capital
  - + Representative: 0 shares, accounting for 0% of charter capital
  - + Individual ownership: 50,000 shares, accounting for 0.42 % of charter capital
  - + Ownership of related persons: 787,200 shares, accounting for 6.56% of charter capital
- Remuneration, salary and other benefits (bonus, bonus shares...) for 2 consecutive years immediately preceding the year of registration for offering and up to the present time:
  - + Remuneration since becoming Board of Supervisors: None
  - + Salary:
    - 2022: 269,540,000 VND
    - 2021: 273,745,500 VND
  - + Other benefits: none
- Related benefits to listed organization: None
- Debts to listed organizations: None
- In case of having related interests in other enterprises operating in the same field as the Listed Organization or being a major customer/supplier of the Listed Organization: No
- Information about related persons who are also shareholders and insiders of the Company:

STT	Full name	Relationship	ID card number/Business registration number	Date of issue	Number of shares owned at the Company	Proportion
1	Nguyen Minh Tri	Boy	00198010293	10/7/2021	580,000	4.83 %
2	Nguyen Thi Minh Anh	Daughter	001300035982	10/7/2021	207,200	1.73%

- Commitment to hold: Commitment to hold 100% of owned shares within 06 months from the first trading date of the shares, 50% of these shares within the next 06 months

#### **2.4. Number of staff. Summary of policies and changes in policies for employees .**

The quality of human resources is one of the important factors determining the development of the Company, so the Company always puts the goal of building a team of professional employees at the top of its development strategy. The average number of employees in the last 2 years of the Company is 84 people.

As of December 31, 2024, the total number of employees in the Company is 57 people. The specific labor structure is as follows:



### Company's labor structure

*Unit: person*

STT	Target	Time 12/31/2023	Time 12/31/2024
<b>I</b>	<b>By gender</b>		
1	Male	31	9
2	Female	26	10
<b>II</b>	<b>By level</b>		
1	Postgraduate degree	1	1
2	University degree	31	16
3	College and intermediate level	22	2
4	Elementary, Intermediate	3	0
5	Other	0	0
<b>III</b>	<b>By deadline</b>		
1	Workers not subject to labor contracts	0	0
2	Long term contract	57	19
3	Short term contract	0	0
<b>Total</b>		<b>57</b>	<b>19</b>

3. *Investment situation, project implementation situation* : none

4. *Financial situation*

a) Financial situation

*Unit of value: thousand dong*

Target	2023	2024	% increase/decrease
Total asset value	521,757,960,845	322,368,694,612	( 38.21% )
Net revenue	610,971,166,297	426,754,447,931	( 30.15% )
Profit from business activities	12,376,686,213	8,264,368,569	( 33.23% )
Other profits	(862,077,106)	(2,398,048,783)	178.17%
Profit before tax	11,514,609,107	5,866,319,786	( 49.05% )
Profit after tax	7,747,230,128	4,353,848,409	( 43.80% )
Dividend yield ratio	-	-	-



b) Key financial indicators :

Target	Unit of measure	2023	2024
<b><u>Ability to pay</u></b>			
Current Ratio ( <i>Current Assets/Current Liabilities</i> )	Time	1.24	1.59
Quick Ratio ( <i>Current Assets - Inventory/Current Liabilities</i> )	Time	0.75	0.41
<b><u>Capital structure</u></b>			
Debt/Total Assets	%	0.72	0.54
Debt/Equity	%	2.60	1.16
<b><u>Operating capacity</u></b>			
Inventory Turnover ( <i>Cost of Goods Sold/Average Inventory</i> )	Time	2.69	2.05
Working Capital Turnover ( <i>Net Sales/Average Total Assets</i> )	Time	1.28	1.01
<b><u>Profitability</u></b>			
Return on Sales (ROS) ( <i>Profit after tax/Net revenue</i> )	%	1.27	1.02
Return on Assets (ROA) ( <i>Profit after tax/Average total assets</i> )	%	1.63	1.03
Return on Equity (ROE) ( <i>Profit after tax/Average equity</i> )	%	5.89	2.96
Operating Profit/Net Revenue	%	2.03	1.94

5. Shareholder structure, change in owner's equity

a) Share:

- of outstanding shares: 1 2,000,000 shares
- Type of outstanding shares: common shares
- of freely transferable shares: 1 2,000,000 shares
- Number of shares restricted from transfer: 0 shares



b) Shareholder structure:

STT	Shareholders	Number of shareholders	Number of shares owned	Proportion
<b>1</b>	<b>Major shareholders, minor shareholders</b>			
1.1	Major shareholder	5	4,429,432	36.91%
1.2	Minority shareholder	312	7,570,568	63.09%
<b>2</b>	<b>Institutional shareholders, individual shareholders</b>			
2.1	Institutional shareholders	0	0	0 %
2.2	Individual shareholders	317	12,000,000	100 %
<b>3</b>	<b>Domestic, foreign, state and other shareholders</b>			
3.1	Domestic shareholders	317	12 ,000,000	100 %
3.2	Foreign shareholders	0	0	0%
3.3	State shareholder	0	0	0%
3.4	Other shareholders	0	0	0%

The maximum foreign ownership ratio of the Company is 0 %.

c) Owner's equity change situation :

The company was established as a joint stock company on July 3, 2002 with a registered charter capital of VND 1,000,000,000 (*In words: One billion VND*).

After 20 years of operation and 05 capital increases in different forms, the Company's current charter capital is 120,000,000,000 VND (*One hundred and twenty billion VND*) , equivalent to 12,000,000 shares.

**Summary of capital raising process**

STT	Release date	Capital Gain	Charter capital (million VND)	Form of capital increase	Capital increase basis	Unit of issue
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		(million dong)				
1	Company Established, July 3, 2002	-	1,000	Company formation		Business Registration Certificate No. 0103001177 issued by Hanoi Department of Planning and Investment on July 3, 2002
2	1st time, October 15, 2003	2,000	3,000	Issuing shares to existing shareholders	Resolution of the General Meeting of Shareholders No. 02/NQ- DHDCD dated October 10, 2003	Business Registration Certificate No. 0103001177 issued by Hanoi Department of Planning and Investment on October 15, 2003
3	2nd time, June 8, 2007	7,000	10,000	Issuing shares to existing shareholders	Resolution of the General Meeting of Shareholders No. 0406/NQ- DHCD dated June 4, 2007	Business Registration Certificate No. 0103001177 issued by Hanoi Department of Planning and Investment on June 8, 2007
4	3rd time, October 22, 2009	10,000	20,000	Issuing shares to existing shareholders	Resolution of the General Meeting of Shareholders No. 10.09/2009/NQ- DHDCD dated September 10, 2009	Business Registration Certificate No. 0103001177 issued by Hanoi Department of Planning and Investment on



						October 22, 2009
5	4th time, October 10, 2012	20,000	40,000	Issuing shares to existing shareholders	Resolution of the General Meeting of Shareholders No. 02.04/2012/NQ-GMS dated April 2, 2012	Business Registration Certificate No. 0101264009 issued by Hanoi Department of Planning and Investment on October 10, 2012
6	5th time, December 29, 2021	60,000	100,000	Issuing shares to existing shareholders	Resolution of the General Meeting of Shareholders No. 15.11 /2021 / NQ-DHDCD dated November 15, 2021	Business Registration Certificate No. 0101264009 issued by Hanoi Department of Planning and Investment on December 29, 2021
7	6th time , 23/03/2024	20,000	120,000	Initial Public Offering	Resolution of the General Meeting of Shareholders No. 25.05 /2022 / NQ -DHDCD dated May 25 , 2022	Business Registration Certificate No. 0101264009 issued by Hanoi Department of Planning and Investment on April 14 , 2024

d) Treasury stock transactions: none.

e) Other securities: none.

6. *Report on the company's environmental and social impact*

6.1. *Environmental impact:*

Total direct and indirect greenhouse gas (GHG) emissions : none .

Initiatives and measures to reduce greenhouse gas emissions : none .



#### *6.2. Management of raw materials:*

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

#### *6.3 . Energy consumption:*

- a) Direct and indirect energy consumption: The company has no assessment. Energy is mainly used from office operations and daily activities of factory workers.
- b) Energy saved through energy efficiency initiatives : none .
- c) Reports on energy saving initiatives (providing energy saving products and services or using renewable energy); reports on the results of these initiatives : none .

#### *6. 4 . Water consumption: ( water consumption of business activities during the year)*

- a) Water supply and water usage :
- b) Percentage and total amount of recycled and reused water .

#### *6. 5 . Compliance with environmental protection laws:*

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

#### *6. 6. Employee related policies*

- a) Number of employees, average salary for employees.
  - Number of employees: 19 people
  - Average salary in 2024: 6,235,000 VND/person/month
- b) Labor policy aims to ensure the health, safety and welfare of workers.
  - Working regime: Working hours are guaranteed to be 8 hours a day, for office workers: working from Monday to Friday and Saturday morning; for production and business workers, working hours are in shifts but ensuring 8 hours a day, not working continuously for more than 8 hours (except in cases of overtime and with the consent of the shift leader) and having at least 1 day off per week.
  - Training policy: Training and employee development are always focused and prioritized by the Company. Training is carried out annually, from internal training to sending employees to participate in domestic and foreign training courses to improve professional capacity and professionalism at work.
  - Salary, bonus, allowance regime: The Company has fully developed salary regulations, emulation and reward regulations, and welfare in accordance with the provisions of law, accordingly, employees are paid salaries and bonuses according to productivity, quality and efficiency of work. Every month, quarter and year, there are assessments to consider salary payment, consider rewarding titles. The Company ensures regimes for employees such as: signing labor contracts,



participating in social insurance, health insurance, unemployment insurance; vacation, holidays; maternity, children, overtime and other benefits according to the provisions of labor law and the Company. In addition to salary and welfare regimes according to the law, employees also enjoy other benefits such as annual travel.

c) Employee training activities

- Average training hours per year, by employee and by employee classification: Every year, the Company organizes training sessions interspersed with working hours for workers and technical staff at factories on work procedures, electrical engineering, and occupational safety and health. In addition, at office blocks, the Company also organizes seminars to share experiences in management and office work. The Company does not provide statistics on the number of training hours per year.
- programs to support employees in securing employment and career development : in 2024, the Company will not organize specialized training programs on skills and improving professional knowledge for employees. However, the Company always encourages and creates conditions for employees to participate in specialized vocational training courses to develop their careers in the future.

*6.7. Reports relating to responsibility towards local communities.*

Community investment activities and other community development activities, including financial support for community service : None

*6.8. Reports related to green capital market activities according to the guidance of the State Securities Commission.* None .

**III. Report and assessment of the Board of Directors (The Board of Directors reports and evaluates the situation of all aspects of the company.**

*1. Evaluation of production and business performance*

- General analysis of the company's operations compared to the plan/estimate and previous business and production results. In case the business and production results do not meet the plan, clearly state the reasons and responsibilities of the Board of Directors for not completing the business and production plan (if any) .

***Overall rating:***

In general, 2024 is a year when the national economy is still facing general difficulties, so the activities of consulting - designing - manufacturing - constructing - finishing wooden furniture have decreased compared to previous years. Therefore, the Company has not achieved the revenue and profit plan set out in the 2024 General Meeting of Shareholders.

***Regarding the management and operation of the Board of Directors:***

The management and operation of the Board of Directors has generally fulfilled the set tasks and goals. The management and operation of the Company is guaranteed. The management and operation



of the Board of Directors has generally fulfilled the set tasks and goals. The Board of Directors has effectively directed the factories to operate production and business activities, effectively taking advantage of favorable conditions, aiming to achieve and exceed the plans of each month and each quarter; in addition, closely directing the factory directors to check and supervise the maintenance and repair of machinery, as well as ensuring the rights of workers and technicians, helping the factory to operate stably.

The Company's financial and accounting activities in 2024 will remain stable. In 2024, the Company will not invest in any new projects. The Company's financial accounting department will regularly and continuously record the purchase and sale transactions arising during the course of business operations, ensuring compliance with current legal regulations, and will prepare quarterly reports for the convenience of the Company's periodic audits.

- The progress the company has made.

## 2. Financial situation

### a) Asset situation: Report on the use of business capital

Unit: VND

STT	Item	12/31/2023	12/31/2024
<b>I</b>	<b>Current assets</b>	<b>467,444,773,754</b>	<b>274.785.141.123</b>
1	Cash and cash equivalents	4,549,354,068	5,718,855,441
2	Short-term financial investments	0	
3	Short-term receivables	275,477,836,236	63,980,862,072
4	Inventory	186,553,434,425	204,259,176,786
5	Other current assets	864,149,025	826,246,824
<b>II</b>	<b>Long-term assets</b>	<b>54,313,187,091</b>	<b>47,583,553,489</b>
1	Long-term receivables	192,976,550	215,646,400
2	Fixed assets	54,120,210,541	47,307,428,678
3	Long-term financial investment	0	0
<b>Total</b>		<b>521,757,960,845</b>	<b>322,368,694,612</b>

### b) Accounts Payable Status

- Current debt situation, large fluctuations in debt.



STT	ITEM	12/31/2023	12/31/2024
<b>I</b>	<b>Short-term receivables</b>	<b>275,477,836,236</b>	<b>63,980,862,072</b>
1	Short-term trade receivables	275,317,554,985	53,175,713,084
2	Short-term vendor advance	34,500,001	476,000,000
3	Short-term loan receivable	0	10,000,000,000
4	Other short-term receivables	125,781,250	329,148,988
<b>II</b>	<b>Long-term receivables</b>	<b>192,976,550</b>	<b>215,646,400</b>
1	Long-term receivables from customers	192,976,550	215,646,400
<b>Total</b>		<b>275,670,812,786</b>	<b>64,196,508,472</b>

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

In 2024, with the policy of stabilizing operations and avoiding risks from unnecessary disruptions, the Company will not have many changes in terms of organizational structure and management policies. However, the Company is also researching and building an information exchange mechanism between factories and office blocks, applying information technology to improve the capacity and efficiency in management activities, and monitoring and supervision.

*4. Future development plan*

The Company's Board of Directors is consistent in focusing on developing the Company's core business, while continuing to explore and research other areas to take advantage of potential opportunities in the market.

*5. Explanation of the Board of Directors regarding the audit opinion (if any) - (In case the audit opinion is not an unqualified opinion : None .*

*6. Assessment report related to the company's environmental and social responsibility*

- a) Assessment related to environmental indicators (water consumption, energy, emissions ) : zero emissions, along with low water and energy consumption, mainly from the office block, and the activities of workers at the Company's factories. The Company also always promotes and raises awareness of saving electricity, water, and protecting the environment among the Company's staff.
- b) Assessment related to labor issues : The company always cares about the lives of workers and their families, especially workers and engineers working directly at the factories. The company has built public housing at each factory, organized accommodation and activities for officers and employees working at the factory. In addition, the management board is also researching and developing a code of conduct and a plan to increase salaries and reward policies, in order to improve the lives of workers and encourage them to contribute better to the development of the company.



- c) Assessment regarding corporate responsibility towards local communities : The Company actively participates in contributing to local funds where its factories and offices operate .

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

*1. The Board of Directors' assessment of the Company's operations, including assessments related to environmental and social responsibility .*

2024 is a year of macro-level fluctuations, affecting the production and business activities and development of the Company's energy projects. Vietnam's socio-political stability , despite the ongoing geopolitical instability in the world, creates a premise for domestic enterprises to be more proactive in planning their future operations and development directions. On the contrary, difficulties can be mentioned as: the Russia-Ukraine conflict, the situation of scarce supply chains that have not recovered, have greatly affected the prices of input materials, causing high inflation in many countries around the world. This forces central banks of countries to raise interest rates to curb inflation, resulting in congestion of domestic and foreign investment capital flows. In 2024, the Board of Directors (BOD) of the Company has directed the entire Company to be determined and focus on maintaining the stability of production and business activities at factories, taking advantage of opportunities, while trying to minimize risks, overcome all difficulties to fulfill the tasks set forth by the General Meeting of Shareholders (GMS).

*2. Board of Directors' assessment of the performance of the company's Board of Directors*

In 2024, the Board of Directors has strived to manage the Company's production and business activities towards the goals set by the 2024 Annual General Meeting of Shareholders. The tasks that the Board of Directors has performed:

- Develop plans and schemes for organizing periodic production and business activities;
- Monitor the implementation of business strategies to ensure financial performance and cost efficiency for the business;
- Timely report on production, business and financial activities to the Board of Directors; and provide advice to the Board of Directors in planning the Company's medium and long-term strategies.
- Implement well the directions and orientations of the Board of Directors, based on the goals set by the General Meeting of Shareholders;
- Build and manage well the operating structure of departments/offices/units in the unit;
- Build and maintain good relationships between the Company and its partners. and with the Company's shareholders.

*3. Plans and directions of the Board of Directors*

- Regarding personnel structure: none .
- Production and business plan for 2025:

STT	Target	Unit of measure	Plan 2025
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1	Charter capital	Copper	180,000,000,000
2	Net revenue	Copper	550,000,000,000
3	Profit after tax	Copper	15,000,000,000
4	Dividends	%	-

- Operational orientation: Continue to consolidate and arrange the operating apparatus of the Company and factory:
  - o Stabilize the management and working apparatus at the Company, including: Board of Directors, General Directorate, and specialized departments/offices;
  - o Researching the mechanism for collecting and providing information from the factory to the Company and vice versa, to ensure that all information is provided in the most convenient, smooth and timely manner, creating conditions for the Company's management and factory operations; in addition, researching information technology solutions, digitizing information in management, to keep up with the country's technological development trends;

## V. Corporate governance

### 1. Board of Directors

- a) Members and structure of the Board of Directors: (list of members of the Board of Directors, ownership ratio of voting shares and other securities issued by the company, specifying independent members and other members; number of Board of Directors positions, management positions held by each member of the Board of Directors of the company at other companies.

STT	Full name	Position in Board of Directors	Note
1	Nguyen Kim Truong	Chairman of the Board	Non-Executive Member
2	Vu Hoang	Member of Board of Directors and General Director	Executive Member
3	Vu Hoang Tung	Board Member	Non-Executive Member
4	Tran Bich Nhuan	Board Member	Executive Member
5	Nguyen Dang Thang	Board Member	Independent Member

- b) Subcommittees of the Board of Directors: (List subcommittees of the Board of Directors and members of each subcommittee ): None
- c) Board of Directors' performance: assess the Board of Directors' performance, specifying the number of Board of Directors' meetings, the content and results of the meetings.

Status	Resolution/Decision Number	Day	Content	Passage Rate
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1	25.01/2024/DDB/QĐ-HĐQT	25/01/2024	Select external Auditor for the 2023 Financial Statements	100%
2	22.02/2024/DDB/QĐ-HĐQT	22/02/2024	Plan of the annual general meeting 2024	100%
3	13.06/2024/DDB/NQ-HĐQT	13/06/2024	Transactions with affiliated persons	100%
4	08.08/2024/DDB/NQ-HĐQT	08/08/2024	Select external Auditor for 2024 Semi-Annual Financial Statements	100%
5	12.11/2024/DDB/NQ-HĐQT	12/11/2024	Register Company's Stocks to UPCOM	100%
6	26.12/2024/DDB/NQ-HĐQT	26/12/2024	Withdrawing the Company's Stocks Listing Application	100%

- d) Activities of independent members of the Board of Directors. Activities of subcommittees in the Board of Directors : (evaluate the activities of subcommittees in the Board of Directors, specify the number of meetings of each subcommittee, the content and results of the meetings ).

In 2024, the independent board members, in conjunction with the supervisory board, performed the following tasks:

- Independently review and advise on issues related to internal control systems, risk management and corporate governance;
- Review and improve existing internal governance and risk management processes and propose additional processes or adjustments when necessary to ensure efficiency and high performance in the Company's operations and management apparatus;
- Monitor the integrity of the company's financial statements and official announcements regarding the company's financial results;
- Develop plans to conduct periodic and extraordinary internal audits, provide reports and advice to the management board according to the operational objectives approved by the General Meeting of Shareholders and the Board of Directors, and propose strategic objectives, plans and tasks for periods such as monthly or quarterly, and further for the following years.

- e) List of Board members with corporate governance training certificates. List of Board members participating in corporate governance programs during the year.

## 2. Board of Control

- a) Members and structure of the Board of Supervisors/Audit Committee: (list of members of the Board of Supervisors, percentage of ownership of voting shares and other securities issued by the company ).

STT	Full name	Position in Board of Directors
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1	Do Thi Hoai	Head of Control Board
2	Ngo Trong Tu	Member
3	Nguyen Tuan San	Member

- b) Supervisory Board activities : (evaluate the activities of the Supervisory Board/Audit Committee, specify the number of meetings of the Supervisory Board/Audit Committee, the content and results of the meetings.

In 2024, the Company's Board of Supervisors carried out the following activities:

- Inspect and control the Company's operations on the basis of compliance with the Enterprise Law, Securities Law, Company Charter and the implementation of the resolutions of the 2024 Shareholders' Meeting;
- Review the legality of the Company's legal documents such as: Company Charter, Internal regulations on governance, Board of Directors' operating regulations, Information disclosure regulations, and give opinions to the Board of Directors on these legal documents;
- Participate in Board of Directors meetings as a supervisor and provide feedback to the Board of Directors and the Company's Board of Management;
- Propose to the Board of Directors to select an auditing unit and review the report of the independent auditing organization;
- Periodically monitor the financial situation and operations of the Company: as of December 31, 2024, the Board of Supervisors did not detect any abnormalities in the production, business and financial activities of Dong Duong Construction and Trading Joint Stock Company.

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

- a) Salary, bonus, remuneration, benefits: (Salary, bonus, remuneration, other benefits and expenses for each member of the Board of Directors, member of the Supervisory Board/Auditing Committee, Director or General Director and managers. The value of these salaries, benefits and expenses must be disclosed in detail for each person, stating the specific amount. Non -material benefits or benefits that cannot/cannot be quantified in money must be listed and fully explained : No
- b) Insider stock transactions: (Information on stock transactions of members of the Board of Directors, members of the Supervisory Board/Audit Committee, Director (General Director), Chief Accountant, managers, Company Secretary, major shareholders and people related to the above subjects: None .
- c) Contracts or transactions with insiders : No
- d) Assessment of implementation of corporate governance regulations: In general, the Company has basically implemented well the regulations on corporate governance of public companies and listed companies in accordance with the provisions of law.

## **VI. Financial reports**



### 1. Audit opinion

In our opinion, the Financial Statements give a true and fair view, in all material respects, of the financial position of the Company as at December 31, 2024, and of its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and the relevant statutory requirements applicable to the preparation and presentation of Financial Statements .

#### **Recipient:**

- As per your request;
- Save: VT.

#### **CONFIRMATION OF THE COMPANY'S LEGAL REPRESENTATIVE**

(Sign, print full name, stamp)

