



DAT PHUONG GROUP

T. (+84) 24 37 830 856 | W. datphuong.com.vn

A. 15th Handico Tower, Pham Hung Road,
Me Tri Ward, Nam Tu Liem District, Ha Noi.

TRANSLATION

ANNUAL REPORT

DAT PHUONG GROUP JOINT STOCK COMPANY

Year 2024

To: - **The State Securities Commission**
 - **Ho Chi Minh City Stock Exchange**

I. General Information

1. Overview Information

- Company name: **DAT PHUONG GROUP JOINT STOCK COMPANY**
- Enterprise Registration Certificate No. 0103000857 first issued on March 12, 2002, latest amendment (22nd), No. 0101218757 dated December 6, 2021.
- Charter capital: VND 629,995,540,000
- Owner's contributed capital: VND 629,995,540,000
- Address: 15th Floor, Handico Building, Me Tri Ha New Urban Area, Pham Hung Street, Me Tri Ward, Nam Tu Liem District, Hanoi City
- Telephone: 024.37830856
- Fax: 024.37830859
- Website: www.datphuong.com.vn
- Stock Code: DPG
- Trading Floor: HOSE

Formation and development process:

Dat Phuong Group Joint Stock Company was established on March 12, 2002, originally named Dat Phuong Construction and Transport Joint Stock Company, with an initial charter capital of VND 2.2 billion. In 2005, the company was renamed Dat Phuong Joint Stock Company. In December 2021, Dat Phuong Joint Stock Company officially changed its name to Dat Phuong Group Joint Stock Company. To date, the company has expanded its scale, broadened its business operations, and increased its charter capital. As of December 6, 2021, the Company's actual charter capital is VND 629,995,540,000.

With the slogan "Determined to create value," after more than 20 years of formation and development, Dat Phuong Group Joint Stock Company has affirmed its capability and

reputation through its involvement in many key projects throughout Vietnam. The company has continuously accumulated practical experience, kept up with technological advancements, invested in modern equipment and machinery, and gradually mastered complex technologies in bridge and road construction, ensuring safety and quality in every project. Every bridge connected, every road opened to traffic, every traffic intersection put into operation... serves as a golden certification, helping the company maintain trust and affection from clients, while enhancing its position as a prime contractor able to proactively select high-profile projects in the market.

In 2008, Dat Phuong Joint Stock Company officially entered the energy sector, contributing to the socio-economic development of many provinces. The Song Bung 6 hydropower plant in Quang Nam was connected to the national grid in 2012; in 2015, the Son Tra 1A and 1B hydropower plants were constructed in Quang Ngai, marking a milestone in mastering diversion tunnel construction technology, and officially began generating electricity in 2018. The Son Tra 1C Hydropower plant commenced operation in the fourth quarter of 2021.

In 2017, Dat Phuong officially invested in the real estate sector with a human-centered philosophy - creating living spaces in harmony with nature to bring about the highest quality of life and enjoyment, launching the Casamia urban area. In 2021, the Casamia Calm Hoi An urban area was launched... These real estate products are a harmonious and sophisticated combination of local identity and contemporary spirit, creating lasting value.

On January 12, 2017, shares of Dat Phuong Joint Stock Company (DPG) were officially listed on the UpCOM market. On May 22, 2018, DPG moved to trade on HOSE.

In 2022, Dat Phuong Group launched a new brand identity system. Dat Phuong follows the orientation of becoming a group with a diverse and focused ecosystem. In addition to continuing to maintain its three core sectors of construction, energy, and real estate, Dat Phuong has invested in and developed the field of Hotels - Tourism - Resorts, opening Tre Coffee - Lounge & Dining and Bep Tre Restaurant; commencing construction of a hotel in the Casamia urban area in 2023, with each hotel featuring unique, distinctive designs, located in well-planned urban zones, becoming ideal stops for both domestic and international visitors to experience services beyond expectations and enjoy fulfilling journeys.

In 2024, with the motto of continuous innovation and ecosystem expansion, Dat Phuong Group decided to enter the glass manufacturing industry. This is a new field for the company and also marks it as the first enterprise in Vietnam to invest in producing ultra-clear patterned glass with thicknesses ranging from 1.8mm to 8mm. The ultra-clear patterned glass factory is located in Thua Thien Hue Province, equipped with a technology line valued

at up to USD 45 million. With the companionship of reputable partners, Dat Phuong believes that the ultra-clear patterned glass factory will succeed and produce “ultra-clear glass products of top quality.” This is an important step in the Group’s mission to promote sustainable development and the use of renewable energy sources, aiming for a green future for the global energy industry.

2. Business lines and business locations:

*** Business lines:**

- Construction of other civil engineering works

Details:

+ Construction and installation of civil, industrial, transportation, and irrigation projects.

+ Construction and installation of hydropower plants, power transmission lines, and transformer stations up to 35KV

- Road freight transport;
- Road passenger transport in urban and suburban areas (excluding bus transport);
- Wholesale of construction materials and other installation equipment;
- Production of concrete and products made of concrete, cement, and gypsum;
- Rental of machinery, equipment, and other tangible items without operators;
- Rental of motor vehicles;
- Quarrying of stone, sand, gravel, and clay;
- Real estate business; land use rights belonging to the owner, land user, or leased

Details:

+ Investment in construction of infrastructure projects, residential clusters, and urban areas;

+ Real estate business (excluding investment in cemetery infrastructure for the purpose of transferring land use rights attached to such infrastructure).

- Restaurants and mobile food service activities.
- Demolition:

Details: Rental of construction and civil engineering machinery and equipment with operators.

- Site preparation:

Details: Rental of construction and civil engineering machinery and equipment with operators.

- Installation of water supply, drainage systems, heating, and air-conditioning systems

Details: Rental of construction and civil engineering machinery and equipment with operators.

- Installation of other construction systems

Details: Rental of construction and civil engineering machinery and equipment with operators.

- Finishing of construction works

Details: Rental of construction and civil engineering machinery and equipment with operators.

- Other specialized construction activities

Details: Leasing and subleasing of cranes with operators

- Management consultancy activities
- Other financial service support activities not elsewhere classified
- Market research and public opinion polling
- General office administrative services
- Architectural activities and related technical consultancy
- Advertising
- Printing-related services.

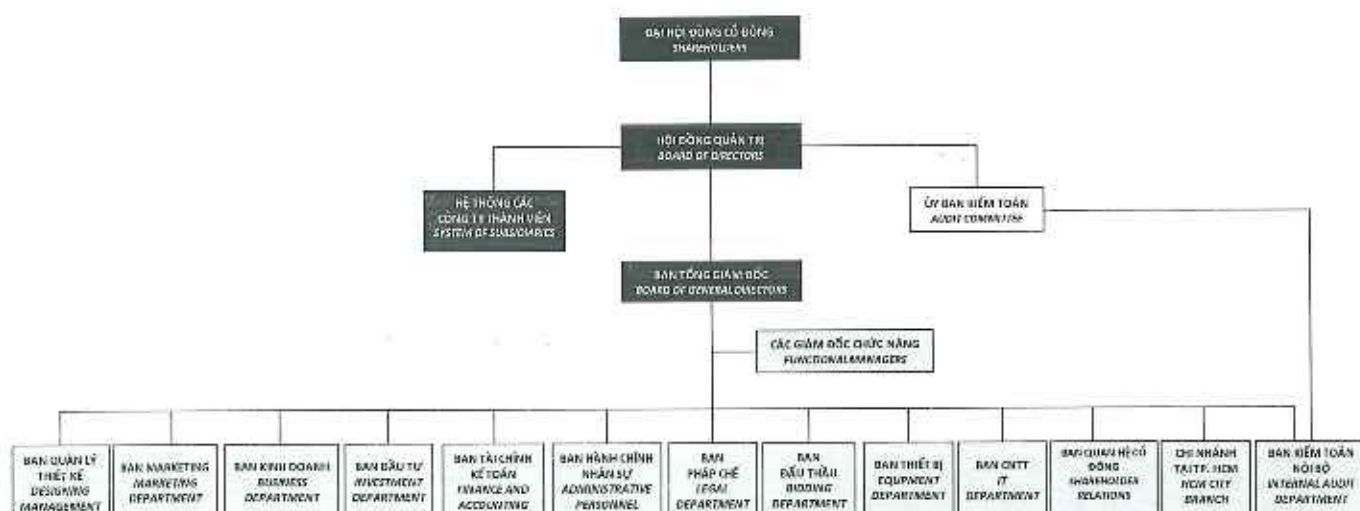
+ Business locations:

The Company's business operations cover the entire country, with prominent presence in provinces such as Ho Chi Minh City, Lao Cai, Hai Phong, Thanh Hoa, Vung Tau, Tra Vinh, Quang Nam, Da Nang, Tien Giang, Thua Thien Hue, Binh Thuan, Kien Giang, Ben Tre, Vinh Long, and several others.

3. Information on governance model, business organization, and management structure:

3.1. Governance model: The governance model of the Company is implemented as follows:

General Meeting of Shareholders, Board of Directors, Audit Committee under the Board of Directors, and General Director.



3.2. Management structure:

- Executive Board: 01 General Director and 05 Deputy General Directors
- Chief Financial Officer
- Director of Real Estate Business Division
- Functional departments:
 - + Administration and Human Resources Department
 - + Bidding Department
 - + Investment Department
 - + Equipment Department
 - + Finance and Accounting Department
 - + Marketing Department
 - + Business Department
 - + Design Management Department
 - + Legal Department
 - + Information Technology Department
 - + Investor Relations Department
 - + Internal Audit Department
 - + Ho Chi Minh City Branch

4. Subsidiaries:

- + Dat Phuong Construction Number One Joint Stock Company

- Address: 12A Floor, Handico Building, Me Tri IIa New Urban Area, Pham Hung Street, Me Tri Ward, Nam Tu Liem District, Hanoi City
- Business lines: Construction of traffic works, hydropower projects, real estate business, etc.
- Charter capital: VND 36,000,000,000
- Dat Phuong Group Joint Stock Company's contributed capital in the subsidiary: VND 25.2 billion, equivalent to 70% of charter capital.

+ Dat Phuong Construction Number Two Joint Stock Company (formerly Dat Phuong Sai Gon One Member Co., Ltd)

- Address: 4th Floor, BSI Tower, 193-195-197 Nguyen Thi Nhung Street, Van Phuc Urban Area, Hiep Binh Phuoc Ward, Thu Duc City, Ho Chi Minh City.
- Business lines: Construction of traffic works, hydropower projects, real estate business, etc.
- Charter capital: VND 36,000,000,000
- Dat Phuong Group Joint Stock Company's contributed capital in the subsidiary: VND 25.2 billion, equivalent to 70% of charter capital.

+ Dat Phuong Song Bung Hydropower Joint Stock Company

- Address: Pa Dau 2 Hamlet, Thanh My Town, Nam Giang District, Quang Nam Province.
- Business lines: Operation of Song Bung 6 Hydropower Plant in Quang Nam Province, construction of traffic works, etc.
- Charter capital: VND 190,000,000,000
- Dat Phuong Group Joint Stock Company's contributed capital in the subsidiary: VND 116.508 billion, equivalent to 61.32% of charter capital.

+ Dat Phuong Son Tra Hydropower Joint Stock Company

- Address: Mang Tray Hamlet, Son Lap Commune, Son Tay District, Quang Ngai Province
- Business lines: Investment and operation of Son Tra 1 and Son Tra 2 hydropower plants in Quang Ngai Province...
- Charter capital: VND 562,000,000,000
- Investment capital contributed by Dat Phuong Group Joint Stock Company at the subsidiary: VND 383.85 billion, equivalent to 68.3% of the charter capital.

+ Dat Phuong Hoi An Joint Stock Company

- Address: House No. SH1.2, Casamia Urban Area, Vong Nhi Hamlet, Cam Thanh Commune, Hoi An City, Quang Nam Province
- Business lines: Investment and trading of resort real estate, hotels, restaurants, etc.
- Charter capital: VND 513,000,000,000
- Investment capital contributed by Dat Phuong Group Joint Stock Company at the subsidiary: VND 456 billion, equivalent to 88.89% of the charter capital.

+ BEE Food Company Limited

- Address: 4th Floor, BSI Tower, No. 193-195-197 Nguyen Thi Nhung Street, Van Phuc Urban Area, Hiep Binh Phuoc Ward, Thu Duc City, Ho Chi Minh City
- Business lines: Construction of power projects, power transmission and distribution, gas production, production and distribution of steam, etc.
- Charter capital: VND 25,000,000,000
- Ownership rate of Dat Phuong Group Joint Stock Company at the subsidiary: 100%

+ Fukunana Company Limited

- Address: 4th Floor, BSI Tower, No. 193-195-197 Nguyen Thi Nhung Street, Van Phuc Urban Area, Hiep Binh Phuoc Ward, Thu Duc City, Ho Chi Minh City
- Business lines: Construction of power projects, power transmission and distribution, food wholesale, gas production, etc.
- Charter capital: VND 7,000,000,000
- Ownership rate of Dat Phuong Group Joint Stock Company at the subsidiary: 100%

+ Dat Phuong Glass Joint Stock Company

- Address: CM 4-06, Camellia, An Van Duong Urban Area, Thuy Van Ward, Thuan Hoa District, Hue City
- Business lines: Production of glass and glass products, production of ultra-clear patterned glass...
- Charter capital: VND 300,000,000,000
- Investment capital contributed by Dat Phuong Group Joint Stock Company at the subsidiary: VND 219 billion, equivalent to 73% of the charter capital.

5. Development orientations

a) For construction activities:

- Continue to maintain growth in the construction sector, with a particular focus on key projects encouraged by the Government. With a strategic vision, Dat Phuong will expand its participation in large infrastructure projects such as urban railways, high-speed

railways, tunnels, and metro systems - key structures serving the development of transportation and smart urban areas.

- Continue focusing on controlling and optimizing production costs with competitive pricing based on the principles of ensuring quality, progress, aesthetics, and appropriate profit margins.

- With the orientation towards changes in the new management system to improve production capacity, along with existing advantages in equipment and human resources, the Group will continue to develop its brand and build the image of a professional contractor and reputable general contractor.

b) For real estate activities:

- In 2025, we recognize that we are facing many opportunities and challenges in a constantly changing market that requires agility and high adaptability. Therefore, the Board of Directors has set out specific orientations as follows:

- For ongoing projects: Focus on completing legal procedures, infrastructure construction investment work, and financial obligations to ensure conditions for sales.

- With the mission of being “A creator of living environments in harmony with nature,” special attention will be given to the ecological, luxury, and unique segments. Dat Phuong will not only expand in scale but also create high-end projects, thereby diversifying and enriching its investment portfolio.

- Focus on conducting market research and project analysis, and hiring reputable, well-branded consultants to develop master plans and design projects.

c) For energy sector activities:

Continue to perform well in maintenance, servicing, and forecasting in order to optimize the efficiency of ongoing operational projects.

d) For hotel and service sector activities:

- Focus on implementing hotel construction according to the planned schedule.

e) For the investment in the ultra-clear glass manufacturing plant in Thua Thien Hue:

- This is a new business area for the Company and also marks the first enterprise in Vietnam to invest in ultra-clear patterned glass products with thickness ranging from 1.8mm to 8mm. Therefore, the Company focuses on researching and seeking domestic and international entities that have been investing and constructing in the same field of laminated glass production, while also connecting with specialized equipment suppliers for this technology line in order to select the most optimal technology line for the project. Up to

now, the Company has completed the necessary investment procedures to implement the project.

f) Other sectors:

- Continue to improve the management system and promote digital transformation in management and operations towards an optimal governance system, reducing corporate management costs.

- To build a diverse and efficient Dat Phuong ecosystem, the Board of Directors continues to study and expand investment into several new potential sectors related to essential needs and certain production fields applying high technology.

6. Risks:

The Company faces a number of risks that may affect its business performance as follows:

- Economic risks: The core operations of DPG are affected by fluctuations in both the domestic and global economies. Adverse developments can lead to economic recession, inflation, exchange rate volatility, and credit tightening, resulting in reduced income and lower consumer demand, thereby negatively impacting the Company's business performance. To minimize the impact of these factors, DPG focuses on thorough preparation and contingency planning for changes in the economic and market conditions, strengthening its financial capacity, and building sustainable relationships with DPG's customers, suppliers, and financial institutions.

- Financial risk: This is the risk arising from receivables from customers. The suspension of capital allocation for projects under construction and the prolonged waiting for payment procedures lead to the Company being unable to immediately collect debts from the Investor.

- Market and input material risks: This risk is related to price increases and scarcity of input materials, fierce competition among businesses in the same industry, which increasingly puts great pressure on businesses.

- Industry-specific risks: For construction activities, there may be risks of unforeseen geological conditions, poor construction management and survey measures, inexperienced contractors, and major changes in design that cause the project's progress to be prolonged, negatively affecting the project's cash flow. For commercial electricity production and trading activities: the impact of weather factors (drought or flood both affect electricity generation output and revenue). Electricity prices are adjusted by the price list issued annually by the Ministry of Industry and Trade, so they directly affect the efficiency of this business activity.

- Brand risk: Brand is an intangible asset of special value in the construction, power generation and real estate industries. Brand risk is the loss or damage in value due to changes in customers' perceptions of the Company, which can greatly affect the demand for products and services, as well as the overall operations of the Company. In particular, information risks can negatively affect the Company's reputation, reduce the trust of customers, shareholders, partners, and the community in the Company, and lead to financial losses.

- Compliance risk: Is the risk that the company must face in case the company or its employees violate or do not comply with the provisions of the law, regulations in the company charter, violate internal regulations, business processes, regulations, including regulations on professional ethics.

Preventing and mitigating compliance risks is considered an important task of the Company. Some measures taken by the Company to prevent compliance risks include:

- + Design processes and operating systems with regular inspection and control to promptly detect possible violations.

- + Raising awareness of compliance among employees. Training and dissemination of compliance are emphasized. Newly recruited employees are trained and informed about general procedures, regulations and special regulations related to their work. During their time working at DPG, employees are periodically trained to understand the work process and raise awareness of compliance. Establish an internal inspection and monitoring system.

- + Apply strict discipline to violations of Company regulations.

- Legal risks: Dat Phuong operates under the Enterprise Law, Securities Law and related documents. Therefore, changes and additions to these documents have a direct impact on the business operations. Legal risks include risks related to compliance with the provisions of those documents. The Company regularly updates documents, regimes and policies of the State related to the stock market and related fields to ensure implementation in accordance with the provisions of the law.

II. PERFORMANCE IN THE YEAR

1. Production and business performance in 2024

- In 2024, the Government continues to promote investment in national infrastructure projects, the transport sector continues to make positive contributions to the country's economic development. The Ministry of Transport and the People's Committees of the provinces continue to implement many important projects, especially expressway projects and regional connectivity projects.

- In that situation, the Board of Directors (BOD) advocates approaching and bidding for projects that are being prioritized by the Government for capital allocation, focusing on closely following the business plan approved by the Resolution of the 2024 Annual General Meeting of Shareholders.
- On the principle of ensuring business efficiency and financial safety, the Board of Directors has directed the Board of Directors to develop detailed plans for each project to adjust the progress of some projects that have not yet or are slow to hand over the site, etc.. In 2024, the business results achieved are as follows:

Unit: billion VND

Indicator	Plan	Implemented	% Complete
A. Parent company's business results			
1. Net revenue	4.084,5	3.105,2	76,03%
2. Profit before tax	232,7	213,7	91,83%
3. Profit after tax	208,3	190,3	91,36%
4. Dividends	10 %		
B. Consolidated business results			
1. Net revenue	4.566,2	3.577,5	78,35%
2. Profit before tax	379,1	343,9	90,70%
3. Consolidated profit after tax	343,5	304,1	88,53%
4. Profit after tax of parent company shareholders	254,4	223,9	88,00%

2. Organization and personnel

* Board of Directors:

- Mr. Tran Anh Tuan : General Director
- Mr. Pham Kim Chau : Deputy General Director
- Mr. Hoang Gia Chieu : Deputy General Director
- Mr. Ngo Duc Tinh : Deputy General Director
- Mr. Pham Quang Binh : Deputy General Director
- Mr. Dinh Gia Noi : Deputy General Director

* Functional Board of Directors:

- La Thi Minh Loan : Financial Director
- Nguyen Thi Quynh Doan : Real Estate Sales Director

* Legal representative of the Company:

- Title : General Director
- Full name : Tran Anh Tuan
- * **Chief Accountant and Head of Accounting Department**
- Do Thi Thu : Chief Accountant

❖ **Details about the Board of Directors:**

• **Mr. Tran Anh Tuan - General Director**

Sex Male
Date of birth 23/08/1969
Place of birth Hà Tĩnh
Nationality Việt Nam
ID card number 042069000206 issued by the Department of Administrative Police for Social Order on May 4, 2021
Ethnicity Kinh
Permanent address P.1306, 25T1, N05, Southeast Tran Duy Hung Urban Area, Trung Hoa Ward, Cau Giay District, Hanoi
Office phone number 0243.7830856
Education level 12/12
Professional qualifications Road and bridge engineer
Work Experience:

Year	Organization	Position
From 1993 - 2003	Engineer of 134 Company, Hanoi	Technical staff
From 2004 - 9/2005	Dat Phuong Construction and Transport Joint Stock Company	Team Leader
From 4/2005 - 02/2010	Dat Phuong Joint Stock Company	Team Leader cum Member of the Board of Directors
From 03/2010 - 03/2013	Dat Phuong Joint Stock Company	Member of the Board of Directors cum Deputy General Director
From 4/2013 - 11/2021	Dat Phuong Joint Stock Company	Member of the Board of Directors
From 12/2017 - 19/9/2019	Dat Phuong Joint Stock Company	Deputy General Director
From 12/2021 - now	Dat Phuong Group Joint Stock Company	Member of the Board of Directors

Year	Organization	Position
From 20/9/2019 - now	Dat Phuong Group Joint Stock Company	General Director
From 5/2009 - 03/2013	Song Bung Joint Stock Company	Member of the Board of Directors
From 03/2013 - 4/2022	Song Bung Joint Stock Company	Member of the Board of Directors cum General Director
From 5/2022 – now	Dat Phuong Song Bung Hydropower Joint Stock Company	Member of the Board of Directors cum General Director
From 7/2014 - 4/2022	30-4 Quang Ngai Joint Stock Company	Member of the Board of Directors
From 4/2022 –now	Dat Phuong Son Tra Hydropower Joint Stock Company	Member of the Board of Directors
From 3/2022 –now	Dat Phuong Construction Number One Joint Stock Company	Chairman of the Board of Directors
From 3/2022 - now	Dat Phuong Construction Number One Joint Stock Company	Member of the Board of Directors
Current positions in the Company:		General Director; Member of the Board of Directors
Current positions in other organizations:		- Member of the Board of Directors, Dat Phuong Song Bung Hydropower Joint Stock Company - General Director, Dat Phuong Song Bung Hydropower Joint Stock Company - Member of the Board of Directors, Dat Phuong Son Tra Hydropower Joint Stock Company - Chairman of the Board of Directors, Dat Phuong Construction Number One Joint Stock Company - Member of the Board of Directors, Dat Phuong Construction Number Two Joint Stock Company.
Number of shares owned as of June 12, 2024:		3.638.733 shares (accounting for 5.78% of charter capital)
Number of shares represented:		None

• **Mr. Pham Kim Chau - Vice Chairman of Board of Directors - Deputy General Director**

Sex Male
Date of birth 02/09/1962
Place of birth Nghe An
Nationality Vietnam
ID card number 040062000201 issued by the Department of Administrative Police for Social Order on July 10, 2021
Ethnicity Kinh
Permanent address BT47 H7TT1 Starlake Urban Area, Xuan Tao Ward, Bac Tu Liem, Hanoi
Office phone number 0243 7830856
Education level 10/10
Professional qualifications Bridge and tunnel engineer

Work Experience:		
Year	Organization	Position
1981-1984	Vietnam People's Army	Soldier
1984-1998	Thang Long Corporation	Material and Equipment Supply Officer
1988-1992	Hanoi University of Transport and Communications	Student
1993-2003	Thang Long Bridge Company No. 7	Engineer
2004 - 27/09/2005	Dat Phuong Construction and Transport Joint Stock Company	Board Member - Deputy General Director
28/09/2005 - 10/2017	Dat Phuong Joint Stock Company	Board Member - Deputy General Director
02/10/2017 - 11/2021	Dat Phuong Group Joint Stock Company	Vice Chairman of the Board - Deputy General Director
12/2021 - Present	Dat Phuong Group Joint Stock Company	Vice Chairman of the Board - Deputy General Director
05/2009 - 04/2022	Song Bung Joint Stock Company	Board Member

05/2022 - Present	Dat Phuong Song Bung Hydropower Joint Stock Company	Board Member
10/2010 - 04/2013	Dat Phuong 1 One Member Limited Liability Company	Director
07/2014 - 04/2022	30-4 Quang Ngai Joint Stock Company	Board Member
04/2022 - Present	Dat Phuong Son Tra Hydropower Joint Stock Company	Board Member
10/2019 - 03/2022	Dat Phuong Saigon One Member Limited Liability Company	Chairman of the Members' Council
03/2022 - Present	Dat Phuong Construction Number Two Joint Stock Company	Chairman of the Board
08/2021 - Present	Dat Phuong Hoi An Joint Stock Company	Board Member
03/2022 - Present	Dat Phuong Construction Number One Joint Stock Company	Board Member
Current position at the Company	Vice Chairman of Board of Directors; Deputy General Director	
Current Positions at Other Organizations	Member of Board of Directors of Dat Phuong Song Bung Hydropower Joint Stock Company Member of Board of Directors of Dat Phuong Son Tra Hydropower Joint Stock Company Chairman of Board of Directors of Dat Phuong Construction Number Two Joint Stock Company Member of Board of Directors of Dat Phuong Construction Number One Joint Stock Company Member of Board of Directors of Dat Phuong Hoi An Joint Stock Company	
Number of shares owned as of June 12, 2024	4,179,476 shares (6.63% of charter capital)	
Number of shares represented	None	

- **Mr. Hoang Gia Chieu - Deputy General Director of the company**

Sex Male
Date of birth February 21, 1976
Place of birth Hai Duong
Nationality Vietnam
ID card number 030076010250 issued by the Department of Administrative Police for Social Order on April 19, 2021
Ethnicity Kinh
Permanent address 2308 HUD3 building, No. 121-123 To Hieu street, Nguyen Trai ward, Ha Dong district, Hanoi city
Office phone number 0243 7830856
Education level 12/12
Professional qualifications Bridge and tunnel construction engineer
Work Experience:

Year	Organization	Position
From 01/2001- 06/2004	Thang Long Bridge 7 Company	Civil engineer
From 9/2004 - 02/2005	Dat Phuong Joint Stock Company	Technical staff
From 03/2005 - 07/2006	Dat Phuong Joint Stock Company	Deputy commander, deputy head of construction team
From 7/2006 - 1/2006	Dat Phuong Joint Stock Company	Technical staff
From 12/2006 - 6/2007	Dat Phuong Joint Stock Company	Acting Head of Engineering-Equipment Department
From 7/2007 - 01/2010	Dat Phuong Joint Stock Company	Head of Engineering - Equipment
From 02/2010 - 08/2010	Dat Phuong Joint Stock Company	Head of Project Management
From 9/2010 - 9/2012	Dat Phuong 1 Company Limited	Deputy Director and Head of Equipment

		Engineering Department
From 10/2012 - 10/2013	Dat Phuong Joint Stock Company	Head of Project Management
From 11/2013- 9/19/2019	Dat Phuong Joint Stock Company	Head of Project Management 1
From 9/20/2019 - 11/2021	Dat Phuong Joint Stock Company	Deputy General Manager
From 12/2021 - present	Dat Phuong Group Joint Stock Company	Deputy General Manager
Current position held at the company		Deputy General Manager
Current Positions at Other Organizations		Are not
Number of shares owned as of June 12, 2024		214,922 shares (0.34% of charter capital)
Number of Shares Represented		None

• **Mr. Ngo Duc Tinh - Deputy General Director**

Sex Male

Date of birth September 30, 1977

Place of birth Ha Tay

Nationality Vietnam

ID card number 001077024990 issued by the Department of Administrative Police for Social Order on July 10, 2021

Ethnicity Kinh

Permanent address Apartment D8-12 Ngoc Khanh Science Village, Ngoc Khanh Ward, Ba Dinh, Hanoi

Office phone number 0243 7830856

Education level 12/12

Professional qualifications Bachelor of Economics

Work Experience:

Year	Organization	Position
From 2000 - 2006	Son Vu Infrastructure Development and Construction Investment Company in Hanoi	Branch Manager

From 2007 - 2013	Invest 319 Company	Deputy General Manager
From 2007 - 2013	Branch of City Real Estate Investment Company - Land Company in Hanoi	Manager
From 2014 - Present	Land Company in Hanoi	Chief Representative
From 2014 - Present	Lap Tin Construction Investment Company	Chairman of the Board
From 4/2015 - 11/2021	Dat Phuong Joint Stock Company	Deputy General Manager
From 12/2021 - Present	Dat Phuong Group Joint Stock Company	Deputy General Manager
Current position held at the company	Deputy General Manager	
Current Positions at Other Organizations	Chairman of the Board of Directors of Lap Tin Construction Investment Joint Stock Company	
Number of shares owned as of June 12, 2024	None	
Number of Shares Represented	None	

• **Mr. Pham Quang Binh : Deputy General Director**

Sex	Male
Date of birth	02/03/1971
Place of birth	Thai Binh
Nationality	Vietnam
ID card number	034071001745 issued by the Department of Administrative Police on Social Order on July 10, 2021
Ethnicity	Kinh
Permanent address	P1402, Building C2, Vinaconex 1 office and apartment complex, 289 Khuat Duy Tien, Trung Hoa, Cau Giay, Hanoi
Office phone number	0243 7830856
Education level	12/12
Professional qualifications	Bridge and tunnel engineer

Work Experience:

Year	Organization	Position
From 1993 - 09/2010	Institute of Transport Science and Technology - Hanoi	Staff at the Bridge and Tunnel Department
From 09/2010 - 10/2017	Dat Phuong Joint Stock Company	Deputy General Manager
From 04/2016 - 04/2022	Dat Phuong Joint Stock Company	Board Member
From 12/2016 - 10/2019	Dat Phuong Saigon Company Limited	Chairman of the Board of Members
From 10/2017 - 9/2019	Dat Phuong Joint Stock Company	General Director
From 8/2017 - 7/2021	Dat Phuong Hoi An Joint Stock Company	Board Member
From 4/2022 - Present	Dat Phuong Group Joint Stock Company	Deputy General Manager
Current position held at the company	Deputy General Manager	
Current Positions at Other Organizations	Are not	
Number of shares owned as of June 12, 2024	212,466 shares (0.34% of charter capital)	
Number of Shares Represented	None	

▪ Mr. Dinh Gia Noi - Deputy General Director

Sex	Male
Date of birth	September 27, 1978
Place of birth	Nghe An
Nationality	Vietnam
ID card number	040078000399 issued by the Department of Administrative Police on Social Order on March 22, 2023
Ethnicity	Kinh

Permanent address Room 2807 Pearl 1, My Dinh Pearl urban area, No. 1
Chau Van Liem, Me Tri ward, Nam Tu Liem district,
Hanoi

Office phone number 0243 7830856

Education level 12/12

Professional qualifications Bachelor of Economics

Work Experience:

Year	Organization	Position
From 2001 - 2004	Thang Long Bridge 7 Company	Staff
2005 - 7/2008	Dat Phuong Joint Stock Company	Accountant
From 8/2008 - 2/2009	Song Bung Joint Stock Company	Chief Accountant
From August 2014 - Present	Dat Phuong Son Tra Hydropower Joint Stock Company	General Director
From 4/2022 - Present	Dat Phuong Group Joint Stock Company	Deputy General Manager
From 4/2022 - Present	Dat Phuong Hoi An Joint Stock Company	Board Member
From 12/2022 - Present	BEE Food Company Limited	Chairman of the company
From 12/2022 - Present	Fukunana Co., Ltd.	Chairman of the company
From 01/2024 - Present	Dat Phuong Glass Joint Stock Company	Board Member
From 01/2024 - Present	Dat Phuong Glass Joint Stock Company	General Director

Current position held at the company	Deputy General Manager
Current Positions at Other Organizations	General Director of Dat Phuong Son Tra Hydropower Joint Stock Company

	Member of Board of Directors of Dat Phuong Hoi An Joint Stock Company Chairman of BEE Food Company Limited President of Fukunana Co., Ltd. Member of Board of Directors of Dat Phuong Glass Joint Stock Company General Director of Dat Phuong Glass Joint Stock Company
Number of shares owned as of June 12, 2024	8,973 shares (0.01% of charter capital)
Number of Shares Represented	None

▪ **Functional Board Details**

• **Ms. La Thi Minh Loan - Chief Financial Officer**

Sex	Female
Date of birth	April 4, 1978
Place of birth	Ninh Binh
Nationality	Vietnam
ID card number	0038178020074 issued by the Department of Administrative Police on Social Order on May 8, 2021
Ethnicity	Kinh
Permanent address	SN1116 CT20D, Viet Hung Urban Area, Giang Bien Ward, Long Bien District, Hanoi
Office phone number	0243.7830856
Education level	12/12
Professional qualifications	Master of Finance
Work Experience:	

Year	Organization	Position
From 3/2001 - 5/2005	- Truong Thinh Production, Construction and Trading Company Limited - Nam Cuong Group	General Accounting Chief Accountant

From 6/2005 - 12/2008	Viet Phuong Investment Group Joint Stock Company	Senior Investment Financial Analyst
From 1/2009 - 11/2015	Hanaka Group	Chief Accountant - Financial Director
From 12/2015 - 9/2019	Capital House	Deputy Chief Financial Officer
From 9/2019 - 4/2021	Flamingo Group	Head of Office and Financial Assistant to the President
From 5/2021 - 11/2021	Dat Phuong Joint Stock Company	Chief Financial Officer
From 12/2021 - Present	Dat Phuong Group Joint Stock Company	Chief Financial Officer
From 3/2022 - 3/2023	Dat Phuong Construction Number One Joint Stock Company	Board Member
From 4/2022 - 3/2023	Dat Phuong Hoi An Joint Stock Company	Board Member
From 3/2022 - 3/2023	Dat Phuong Construction Number Two Joint Stock Company	Board Member
From 01/2024 - Present	Dat Phuong Glass Joint Stock Company	Head of Supervisory Board
Current position held at the company	Chief Financial Officer	
Current Positions at Other Organizations	Head of Supervisory Board of Dat Phuong Glass Joint Stock Company	
Number of shares owned as of June 12, 2024	None	
Number of Shares Represented	None	

• **Ms. Nguyen Thi Quynh Doan - Real Estate Sales Director and Head of Sales
Department**

Sex	Female
Date of birth	March 18, 1979
Place of birth	Hanoi
Nationality	Vietnam

ID number 001179040911 issued by the Department of Administrative Police on Social Order on December 27, 2021

Ethnicity Kinh

Permanent address P100310 Times City Urban Area, Minh Khai, Hoang Mai, Hanoi

Office phone number 0243.7830856

Education level 12/12

Professional qualifications Bachelor of Economic Law

Work Experience:

Year	Organization	Position
From 3/2021 - 6/2006	Global Market Research Company AC Nielsen (USA)	Market Research Specialist
From 6/2006 - 10/2009	THT Company (Korea)	Senior Marketing Specialist, Market Development Department - Tay Ho Tay Project
From 10/2009 - 9/2010	Vietnam International Urban Development Corporation (Malaysia and Vietnam)	Deputy Sales Marketing Manager - ParkCity Hanoi Project
From 10/2010 - 9/2012	Ecopark Urban Area, Hung Yen	Head of Marketing
From 10/2012 - 3/2018	Hoang Thanh Infrastructure Investment and Development Joint Stock Company	Head of Marketing and Sales
From 3/2018 - 1/2020		International Real Estate Consulting Brokerage
From 2/2020 - 11/2021	Dat Phuong Joint Stock Company	Real Estate Sales Director; Head of Sales Department
From 12/2021 - Present	Dat Phuong Group Joint Stock Company	Real Estate Sales Director; Head of Sales Department
From 10/2021 - Present	Dat Phuong Hoi An Joint Stock Company	Deputy General Manager
From 4/2022 - Present	Dat Phuong Hoi An Joint Stock Company	Board Member

Current position held at the company	Real Estate Sales Director and Head of Sales Department
Current Positions at Other Organizations	Member of Board of Directors and Deputy General Director - Dat Phuong Hoi An Joint Stock Company
Number of shares owned as of June 12, 2024	None
Number of Shares Represented	None

• **Ms. Do Thi Thu - Chief Accountant**

Sex Female

Date of birth 02/09/1980

Place of birth Thai Binh

Nationality Vietnam

ID card number 034180007217 issued by the Department of Administrative Police on Social Order on April 25, 2021

Ethnicity Kinh

Permanent address Residential group number 6, Phu My, My Dinh 2 ward, Nam Tu Liem district, Hanoi

Office phone number 0243.7830856

Education level 12/12

Professional qualifications Bachelor of Accounting

Work Experience:

Year	Organization	Position
03/2003-05/2004	Dat Phuong Construction and Engineering Joint Stock Company	Finance and Accounting staff
06/2004-09/2005	Dat Phuong Construction and Engineering Joint Stock Company	Deputy Head of Finance and Accounting
09/2005-07/2021	Dat Phuong Joint Stock Company	Deputy Head of TCKT Department
07/2021- Present	Dat Phuong Group Joint Stock Company	Chief Accountant and Head of Accounting Department
10/2010-03/2013	Dat Phuong 1 LLC	Controller

04/2014 - Present	Dat Phuong Song Bung Hydropower Joint Stock Company	Board of Supervisors
04/2016-02/2020	30-4 Quang Ngai Joint Stock Company	Head of Supervisory Board
03/2020-03/2021	30-4 Quang Ngai Joint Stock Company	Board of Supervisors
04/2021 - 03/2023	Dat Phuong Son Tra Hydropower Joint Stock Company	Head of Supervisory Board
3/2023- Present	Dat Phuong Son Tra Hydropower Joint Stock Company	Board of Supervisors
From 8/2017 - 03/2021	Dat Phuong Hoi An Joint Stock Company	Board of Supervisors
From 4/2021 - 4/2022	Dat Phuong Hoi An Joint Stock Company	Head of Supervisory Board
From 4/2022 - Present	Dat Phuong Hoi An Joint Stock Company	Board of Supervisors
From 4/2022 - Present	Dat Phuong Construction Number One Joint Stock Company	Board of Supervisors
From 4/2022 - Present	Dat Phuong Construction Number Two Joint Stock Company	Board of Supervisors
Current position held at the company		Chief Accountant and Head of Accounting Department
Current Positions at Other Organizations		Member of the Board of Supervisors of Dat Phuong Son Tra Hydropower Joint Stock Company Member of Board of Supervisors of Dat Phuong Hoi An Joint Stock Company; Member of the Board of Supervisors of Dat Phuong Song Bung Hydropower Joint Stock Company Member of the Board of Supervisors of Dat Phuong Construction Number One Joint Stock Company

	Member of the Board of Supervisors of Dat Phuong Construction Number Two Joint Stock Company
Number of shares owned as of June 12, 2024	None
Number of Shares Represented	None

+ Changes in the executive board: (none)

+ Number of company employees

Total number of employees of the parent company as of December 31, 2024: 181 people

Including:

- + Master: 07 people
- + Engineer, bachelor: 67 people
- + College, intermediate: 01 person
- + Skilled workers (trained through vocational programs): 103 people
- + General labor: 03 people

Number of employees participating in insurance: 181 people. Social insurance, health insurance, health insurance for indirect management staff, accident insurance for workers, personal protective equipment for employees are provided fully and promptly.

In 2024, the company paid monthly salaries and bonuses to employees, with average income per capita in the year reaching VND 28,000,000/person/month.

1. Investment situation, project implementation situation:

3.1 Investments : Total capital invested in subsidiaries and other companies as of December 31, 2024 is as follows:

No.	Long-term investment portfolio	Amount (VND)	Number of shares/capital contribution owned	Capital contribution ratio
	I. Investment in subsidiaries			
1	Contribute capital to Dat Phuong Construction Number One Joint Stock Company	21,000,000,000	2,520,000	70.00%
2	Contribute capital to Dat Phuong Construction Number Two Joint Stock Company	21,000,000,000	2,520,000	70.00%
3	Contribute capital to Dat Phuong Song Bung II Hydropower Joint Stock Company	116,508,000,000	11,650,800	61.32%

4	Contribute capital to Dat Phuong Son Tra Hydropower Joint Stock Company	383,850,000,000	38,385,000	68.30%
5	Investment capital contribution to Dat Phuong Hoi An Joint Stock Company	152,000,000,000	45,600,000	88.89%
6	Bee Food Company Limited	31,970,940,713	25 billion	100.00%
7	Fukunana Co., Ltd.	15,273,335,491	7 billion	100.00%
8	Contribute capital to invest in Dat Phuong Glass Joint Stock Company	219,000,000,000	21,900,000	73.00%
II. Investment in other entities				
1	Dong Nai Bridge Investment and Construction Joint Stock Company	759,000,000	75,900	0.12%
Total		961.361.276.204		

3.2. Subsidiaries, affiliates:

a) Dat Phuong Construction Number One Joint Stock Company:

In 2024, the Company achieved the following production and business results:

No.	Indicator	Unit	Business results Year 2024
1	Net revenue	Billion VND	1,047.1
2	Profit after tax	Billion VND	11.96

b) Dat Phuong Construction Number Two Joint Stock Company:

In 2024, the company achieved the following business results:

No.	Indicator	Unit	Business results Year 2024
1	Net revenue	Billion VND	1,024.09
2	Profit after tax	Billion VND	5.17

c) Dat Phuong Song Bung Hydropower Joint Stock Company:

In 2024, despite complicated weather and hydrological developments, Dat Phuong Song Bung Hydropower Joint Stock Company still achieved revenue and completed output exceeding the plan.

The business results in 2024 are as follows:

No.	Indicator	Unit	Business results year 2024
1	Net revenue	Billion VND	124.1
2	Profit after tax	Billion VND	81.5

d) Dat Phuong Son Tra Hydropower Joint Stock Company:

In 2024, the Son Trà 1A, 1B, and 1C hydropower plants operated stably without any incidents affecting the plants' production and business operations.

However, due to prolonged drought conditions in the upstream areas (Quảng Ngãi, Kon Tum) from January to the end of November 2024, with significantly lower rainfall compared to 2022-2023, and the reduced power generation of the Thượng Kon Tum hydropower plant caused by earthquake-related impacts and violations in reservoir operation, the water inflow to the Son Trà dam was lower than the planned target.

The business results in 2024 are as follows:

No.	Indicator	Unit	Business results Year 2024
1	Net revenue	Billion VND	354.1
2	Profit after tax	Billion VND	147.1

e) Dat Phuong Hoi An Joint Stock Company:

In 2024, the domestic real estate market continued to face many challenges, with a slow recovery and weak purchasing power. Additionally, the enforcement of a series of laws related to the real estate sector (the Law on Real Estate Business, the Law on Housing, the Land Law, etc.) while the system of guiding decrees and circulars had not yet been issued in time is also a major difficulties in completing legal procedures for project implementation.

Amid the overall challenges of the real estate industry, the business performance in 2024 did not meet the planned targets:

No.	Indicator	Unit	Result year 2024
1	Net revenue	Billion VND	14.1
2	Profit after tax	Billion VND	-27.4

f) Bee Food Company Limited

No.	Indicator	Unit	Result year 2024
1	Net revenue	Billion VND	6.51
2	Profit after tax	Billion VND	2.54

g) Fukunana Co., Ltd.

No.	Indicator	Unit	Result year 2024
1	Net revenue	Billion VND	3.29
2	Profit after tax	Billion VND	1.43

4. Financial situation:
a. Financial situation

- Parent company financial situation:

Comparison indicators	Perform		Compare (%)
	2023	2024	
Total asset value	3,581,399,980,365	3,112,991,259,816	86.92%
Net revenue	2,941,702,535,451	3,105,242,846,949	105.56%
Profit from business activities	228,038,603,429	218,237,675,513	95.70%
Other profits	-375,650,041	-4,568,814,488	1,216.24%
Profit before tax	227,662,953,388	213,668,861,025	93.85%
Profit after tax	207,716,713,541	190,318,664,789	91.62%
Dividend Rate	10%	Not shared	

- Consolidated financial situation:

Comparison indicators	Perform		Compare (%)
	2023	2024	
Total asset value	6,689,450,921,725	6,418,594,868,132	95.95%
Net revenue	3,450,139,573,539	3,577,535,172,372	103.69%
Profit from business activities	317,779,644,272	353,932,376,154	111.38%
Other profits	-671,881,840	-10,077,186,052	1,499.84%
Profit before tax	317,107,762,432	343,855,190,102	108.43%
Profit after tax	282,686,723,503	304,095,161,443	107.57%
Profit after tax of parent company	203,043,479,885	223,868,297,979	110.26%

b. Key financial indicators

- Main financial indicators of parent company:

Indicator	Unit	Year 2023	Year 2024	Note
1. Payment capacity indicators				
+ Current payment ratio				
- Current assets/Current liabilities	Time	1,14	1.14	
+ Quick payment ratio				
- (Current Assets-Inventories)/Current Liabilities	Time	1,02	0.99	
2. Capital structure indicators				
- Debt/Total Assets Ratio	Time	0,68	0.59	
- Debt/Equity Ratio	Time	2,15	1.47	
3. Performance indicators				
- Inventory turnover ratio				
Cost of goods sold/Average inventory	round	8,67	9.90	
Net Revenue/Total Assets	round	0,82	0.87	
4. Profitability indicators				
- Profit after tax/Net revenue ratio	Time	0,07	0.06	
- Profit after tax/Owner's Equity ratio	Time	0,18	0.15	
- Profit after tax/Total assets ratio	Time	0,06	0.06	
- Operating profit /Net revenue ratio	Time	0,08	0.07	

- Key consolidated financial indicators:

Indicator	Unit	Year 2023	Year 2024	Note
1. Payment capacity indicators				
+Current payment ratio				
- Current assets/Current liabilities	Time	1,31	1.42	
+Quick payment ratio				
- (Current Assets-Inventories)/Current Liabilities	Time	0,91	0.93	
2. Capital structure indicators				
- Debt/Total Assets Ratio	Time	0,65	0.59	
- Debt/Equity Ratio	Time	1,85	1.46	
3. Performance indicators				
- Inventory turnover	round	2,56	2.56	

4. Profitability indicators				
- Profit after tax/Net revenue ratio	Time	0,08	0.09	
- Profit after tax/Equity ratio	Time	0,12	0.12	
- Profit after tax/Total assets ratio	Time	0,04	0.05	
- Operating profit /Net revenue ratio	Time	0,09	0.10	

5. Shareholder structure, change in owner's equity

a. Shares:

Book value as of December 31, 2024 is as follows:

- Total shares: 62,999,554 shares
- Total outstanding shares: 62,999,554 shares
- Type of outstanding shares: Common shares
- Total number of restricted shares: 0 shares
- Total bonds as of reporting date:

* Bond DPGH2124001:

+ The volume of Bonds issued on the issuance date of October 28, 2021 is 3,000 Bonds with a par value of VND 100,000,000/bond, the total issuance value at par value is VND 300,000,000,000 (Three hundred billion VND). In 2022, the company repurchased 1,000 Bonds, the repurchase value at par value is VND 100,000,000,000 (One hundred billion VND). In 2024, the company repurchased 2,000 Bonds, the repurchase value at par value is VND 200,000,000,000 (Two hundred billion VND).

+ On March 14, 2024, the Board of Directors of the Company issued Resolution No. 13/NQ-DP-HDQT on approving the plan to buy back all Bonds before maturity. On May 17, 2024, the Hanoi Stock Exchange issued Notice No. 2487/TB-SGDHN on the temporary suspension of trading of DPGH2124001 bonds of Dat Phuong Group Joint Stock Company. On October 30, 2024, the Vietnam Securities Depository and Clearing Corporation issued Notice No. 4301/TB-VSDC on the cancellation of bond registration at the Vietnam Securities Depository and Clearing Corporation for DPGH2124001 bonds of Dat Phuong Group Joint Stock Company.

+ As of December 31, 2024, the total number of bonds of the Company being deposited at the Vietnam Securities Depository and Clearing Corporation is 0 bond, with a total value at par of 0 VND. Outstanding principal of bonds as of December 31, 2024: 0 VND.

- Interim dividend 2024: not yet distributed.

b. Shareholder structure as of June 12, 2024 is as follows:

TT	Category	Value (VND)	Number of shares	Number of shareholders	Ownership ratio
1	Total	629,995,540,000	62,999,554	6,371	100.00%
	Major shareholders (>=5%)	247,315,790,000	24,731,579	5	39.26%
	Minority shareholders (<5%)	382,679,750,000	38,267,975	6,366	60.74%
2	Total	629,995,540,000	62,999,554	6,371	100.00%
	Individual shareholders	568,543,350,000	56,854,335	6,316	90.25%
	Institutional shareholders	61,452,190,000	6,145,219	55	9.75%
3	Total	629,995,540,000	62,999,554	6,371	100.00%
	Domestic shareholders	581,273,400,000	58,127,340	6,316	92.27%
	Foreign shareholders	48,722,140,000	4,872,214	55	7.73%
4	Total	629,995,540,000	62,999,554	6,371	100.00%
	State shareholders	-			0.00%
	Other shareholders	629,995,540,000	62,999,554	6,371	100.00%
5	Foreign ownership ratio	-			49%

c. Changes in Owner's Investment Capital:

Before being approved as a Public Company (From March 12, 2002, to August 2007)

No.	Completion Time of Issuance	Additional Charter Capital	Charter capital after issuance	Issuance Method
1	March 2002	10,000,000,000		The company was established and registered with 6 founding shareholders.
2	June 2002	-7,800,000,000	2,200,000,000	Founding shareholders do not contribute enough according to the

				number registered to establish the enterprise.
3	Year 2004	1,930,000,000	4,130,000,000	Capital contribution from founding shareholders and company employees
4	Year 2005	870,000,000	5,000,000,000	Capital contribution from founding shareholders and existing shareholders
5	Year 2005	7,726,000,000	12,726,000,000	Capital contribution from founding shareholders and existing shareholders
6	Year 2006	1,453,000,000	14,179,000,000	Capital contribution from founding shareholders and existing shareholders
7	March 30, 2007	1,821,000,000	16,000,000,000	Capital contribution from founding shareholders and other shareholders
8	July 31, 2007	4,072,940,000	20,072,940,000	Capital contribution from founding shareholders and other shareholders

After being approved as a Public Company (From August 2007 to present)

No.	Completion Time of Issuance	Additional Charter Capital	Charter capital after issuance	Issuance Method
1	Year 2008	4,014,580,000	25,040,280,000	Issuing shares to pay dividends + offering to existing shareholders
	Year 2008	952,760,000		Private issuance
2	Year 2009	5,247,940,000	30,288,220,000	Issuance of dividend shares + issuance of bonus shares and private placement
3	Year 2010	15,144,030,000	45,432,250,000	Issuing shares to pay dividends
4	Year 2011	20,444,270,000	65,876,520,000	Issuing shares to pay dividends
5	Year 2017	52,700,860,000	118,577,380,000	Issue shares with 30% dividend + issue shares to the public for existing shareholders at a ratio of 2:1

6	Year 2018	181,422,240,000	299,999,620,000	Issue shares to pay bonus shares to existing shareholders at a rate of 153%
7	Year 2019	149,998,480,000	449,998,100,000	Issue shares to pay bonus shares to existing shareholders at a rate of 50%
8	Year 2021	179,997,440,000	629,995,540,000	Issue shares to pay bonus shares to existing shareholders at a rate of 40%

d. Treasury stock transactions: (none)

Current number of treasury shares: 0 shares

c. Other securities:

Information on bond registration and issuance of bond codes at Vietnam Securities Depository and Clearing Corporation:

- Name of Issuing Organization: Dat Phuong Group Joint Stock Company

• Bond name: Bond of Dat Phuong Group Joint Stock Company (DPGH2124001)

• Bond type: Corporate bonds

• Bond code: DPG12101

• ISIN code: VN0DPG121017

• Face value: 100,000,000 VND

• Trading market: Individual bonds

• Total number of bonds registered: 2,000 Bonds

• Total value of registered bonds: 200,000,000,000 VND

• Issuance Method: Privately issued bonds

• Term: 36 months

• Release date: October 28, 2021

• Maturity date: October 28, 2024

• Interest rate: 10.5%/year for the first year from the date of issuance. From the second year, the interest rate will be calculated by the average interest rate of 12-month post-paid savings deposits in Vietnamese Dong applied to individual customers of 4 banks (including Vietnam Bank for Agriculture and Rural Development, Vietnam Joint Stock Commercial Bank for Investment and Development, Vietnam Joint Stock Commercial Bank for Foreign Trade, Vietnam Joint Stock Commercial Bank for

Industry and Trade) plus a margin of 3.5%/year (in all cases, the interest rate will not be lower than 10.5%/year)

- Interest payment term: 06 months/time
- Interest payment method: Periodic - End of term
- Principal payment method: Maturity Date or the date on which the bond is redeemed before maturity
- Registration form: Register
- Trading suspension start date: 20/05/2024
- Early bond redemption payment date: May 24, 2024
- Effective date of cancellation: 11/01/2024
- Number of deregistered bonds: 2,000 Bonds
- Total value of unregistered bonds: VND 200,000,000,000
- From November 1, 2024, Securities Registration Certificate No. 300/2023/GCNTPRL-VSDC issued by VSDC on October 4, 2023 and bond code DPG12101, ISIN code VN0DPG121017 will expire.

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

6.1. Environmental impact:

With the goal of sustainable development, the Group always complies with regulations on environmental protection. Dat Phuong Group and its member companies have implemented many solutions to handle waste, wastewater and reduce environmental pollution, contributing to reducing the intensity of greenhouse gas emissions such as:

- Conduct periodic monitoring and report on environmental protection work every 6 months for hydropower plants. Monitoring factors include: noise, vibration, domestic wastewater samples, regular solid waste and hazardous waste.
- Conduct monitoring every 6 months on wastewater treatment, collect and analyze industrial wastewater samples before and after treatment and river surface water samples.
- Sign contracts with waste collection, transportation and treatment units according to regulations.
- For hydropower plants, annually prepare environmental protection reports and send them to competent authorities as prescribed.
- For construction projects there are a number of related environmental impacts mainly including dust, exhaust gas, noise and waste. The solution to handle is:
 - + Spraying water on road surfaces under construction on dry and windy days.

- + Divide the construction route, organize the construction quickly and thoroughly according to schedule
- + Clear and transport waste to the disposal site immediately after excavation and completion of construction on each segment.
- + Use correct and ensure fuel quality
- + Regularly maintain, clean, and inspect machinery to ensure technical safety before operation.
- + Utilize waste from excavated soil for leveling of the project foundation.
- + For solid waste generated during workers' daily activities such as packaging, plastic, bottles, scrap paper, etc., arrange trash bins in convenient locations and sign a contract with a collection and treatment unit according to regulations.
- At Dat Phuong Group's factories and projects, energy saving campaigns have been implemented to reduce consumption in the most optimal way: public lighting systems are turned on and off by the hour, using LED bulbs to save energy.
- In the real estate sector, Dat Phuong Group creates a living environment in harmony with nature. The real estate products are created as a harmonious and sophisticated combination of indigenous elements with a breath of contemporary spirit to create sustainable real value. Creating sustainable real estate is the key statement that Dat Phuong Group strives toward.

6.2. Management of raw materials:

a) Total amount of raw materials used to produce and package the organization's main products and services during the year: The raw materials used by the company are those serving the road and bridge construction industry, infrastructure such as: Steel, cement, sand, stone, etc. These sources of raw materials increased during the year, but DPG Group and its member companies have cooperated with traditional regional partners to ensure that the supply of input materials is always sufficient, timely to meet production and business requirements and always at a reasonable price.

b) Report the percentage of recycled materials used to manufacture the organization's primary products and services: no

6.3. Energy consumption:

a) Direct and indirect energy consumption: Energy consumption is mainly electricity for production and business activities.

b) Energy saved through energy efficiency initiatives: by always raising awareness of environmental protection in the group's fields of operation and implementing energy saving campaigns, the group has saved energy and optimized costs.

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: The company uses water in the areas where the company constructs its projects. The amount of water used depends on the production and business requirements of each project. The water source used to operate the group's hydropower plants is natural water from upstream to river branches and reservoirs. The use of water for hydropower has been approved in the planning and ensures environmental impact assessment requirements and ensures the operating process.

b) Percentage and total volume of recycled and reused water: none.

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. Policies Related to Employees

a) The company has 181 employees. The company operates on a work schedule of 7.5 hours per day, 5 days per week (for office staff working in Hanoi) and 6 days per week (for employees working at project sites). Employees receive paid leave, including holidays and annual leave, in accordance with labor laws. During the year, the company increased salaries and bonuses to promptly motivate employees to stay committed and achieve higher work efficiency. As a result, the average income for the year reached 28,000,000 VND per person per month.

b) Labor policy to ensure the health, safety and welfare of employees: The number of employees participating in insurance is 181 people. With a commitment to building a professional working environment, the company arranges office spaces that facilitate work efficiency. The company also provides full personal protective equipment and necessary work tools to ensure employee health and safety. Salary and bonus policies are applied for holidays, company anniversary, New Year's Day, Lunar New Year, 13th-month salary, International Women's Day, bereavement, and other occasions. Other welfare policies include company-sponsored travel, vacations, periodic health check-ups, health insurance

for management-level employees to receive medical treatment at hospitals, accident insurance for workers, workplace meal services, and support programs for families in need. The company fully complies with all policies and regulations concerning employee benefits.

c) Employee training activities:

Develop annual training plans for staff and workers, focusing on training and developing human resources to meet the development requirements and future orientation of the company.

In the year, the company collaborated with various organizations to provide training for employees to improve their professional skills through courses such as Global MiniMBA, mid-level management capacity enhancement, and management through corporate culture. The company prioritizes internal training, organizing an Advanced Internal Trainer Capacity Development Course with the aim of providing professional knowledge, sharing experiences, and fostering close connections within the organization. Employees with experience also provide training and guidance for new employees. The company also hired instructors from vocational schools to conduct short-term training sessions, equipping workers with basic technical skills and occupational safety knowledge. The total training hours for the year reached 1,240 hours;

Skills development and continuous learning programs to support employees in securing employment and career development such as: Training on new tax policies, financial reporting, office computing... (96 hours).

Develop annual training plans for staffs and workers, focusing on training and developing human resources to meet the development requirements and future orientation of the company.

6.7. Reports relating to responsibility towards local communities

Community investment activities and other community development activities, including financial support to serve the community. During the year, the Group supported and sponsored a number of local activities to share difficulties with the community: Supporting the "For the Poor" fund in Quang Binh province with VND 200,000,000; Supporting the program to support the elimination of temporary and dilapidated houses in Quang Nam province: VND 10,000,000,000; The Group's staff supported people in the northern provinces affected by storm No. 3: VND 320,000,000; Supporting the Truong Son Affection Fund with VND 50,000,000; Sponsoring money to buy supplies to welcome the New Year 2025 and supporting the cost of fireworks in Hue and Quang Binh: VND 1,200,000,000; Sponsoring the International Conference on Sustainable Development in

Construction Engineering of the University of Transport: 30,000,000 VND; supporting the organization's natural disaster prevention fund in 2024: 100,000,000 VND; giving gifts to poor households and supporting health insurance cards for people in difficult circumstances in Son Lap commune, Quang Binh province: 60,000,000 VND; Supporting the cost of organizing the ceremony to celebrate the 30th anniversary of the re-establishment of the district and the 65th anniversary of the liberation of Son Tay district, Quang Ngai: 300,000,000 VND; Supporting the cost of building 05 houses for poor households in especially difficult circumstances in Son Tay district and Son Hoa district to eliminate temporary and dilapidated houses in Quang Ngai province: 300,000,000 VND.

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

III. Report and evaluation 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:

In 2024, revenue reached 3,105.2 billion VND, equivalent to 76.03% of the plan; profit after tax reached 190.3 billion VND, equivalent to 91.37% of the plan. Consolidated revenue 3,577.5 billion VND; consolidated profit after tax 304.1 billion VND; profit after tax of parent company's shareholders 223.9 billion VND, equivalent to 88.00% of the plan.

Dat Phuong Group was honored in the Top 500 Largest Enterprises in Vietnam in 2024 and Top 50 Excellent Enterprises of Vietnam (Top 50 Vietnam The Best) in 2024 organized by Vietnam Report and VietnamNet newspaper - Ministry of Information and Communications. By maintaining its position in the Top 50 Excellent Enterprises of Vietnam (Top 50 Vietnam The Best) for the 10th consecutive year, Dat Phuong Group Joint Stock Company affirms its position in the Vietnamese business community for stable, sustainable business and demonstrating responsibility to the community and society.

In 2024, in the context of facing many challenges and market fluctuations, Dat Phuong is steadfast in its orientation of effective development, bringing sustainable value to customers and investors, contributing to changing the socio-economic landscape of the country.

Dat Phuong's Construction sector continues to affirm its reputation and quality through many major projects across the country. With practical experience, along with the application of new techniques and investment in modern machinery and equipment, Dat Phuong's projects are recognized for their comprehensive quality, thereby contributing significantly to the process of connecting trade between economic zones, awakening the

potential of localities and regions, contributing to the process of improving the quality of life and social security values.

In the Energy sector, Dat Phuong's hydropower projects maintain efficient operation of the power grid, meeting the electricity supply for production, business and people's daily life, while ensuring national energy security.

With the philosophy of creating real estate projects into happy places to live, in harmony with nature, bringing high-quality living experiences, Dat Phuong expanded the Casamia product line and expanded its development orientation in the Central region. A series of prestigious awards such as "Livable project in 2024" for Casamia Calm Hoi An urban area, IAA International Architecture Award for Clubhouse Casamia ... are proof that Dat Phuong's orientation of developing sustainable products and bringing real value to customers, the community ... is recognized and highly appreciated.

Aiming to connect and bring service experiences beyond tourists' expectations, while expanding the market and reaching out to the international scale, Dat Phuong promotes cooperation activities with Hilton Hotel Group with the first hotel project in Hoi An under the Tapestry Collection line and the second hotel project under the Hilton Garden Inn line.

2024 is also the year that marks Dat Phuong's footsteps in the field of super white flower glass industrial products by signing a contract to install a technological line with a foreign partner and deploying the construction of the first super white flower glass factory in 2025. This is considered an important step in Dat Phuong's development strategy to expand the ecosystem and affirm its position in the new period.

2. Financial situation

a) Asset situation

- Parent company's assets:

Unit: VND

Indicator	2023	2024	Compare
Current assets	2,793,478,106,405	2,107,848,660,678	75.46%
Cash and cash equivalents	1,002,166,082,799	572,616,555,422	
Short-term financial investment	167,072,661,600	67,952,042,500	
Short-term receivables	1,290,422,165,374	1,140,117,497,082	
Inventory	305,162,936,466	286,612,183,612	
Other current assets	28,654,260,166	40,550,382,062	
Long-term assets	787,921,873,960	1,005,142,599,138	127.57%
Fixed assets	33,135,632,081	32,485,627,852	
Long-term unfinished assets	1,811,441,527	0	

Long-term financial investment	752.351.276.204	971.351.276.204	
Other long-term assets	623,524,148	1,305,695,082	
Total assets	3,581,399,980,365	3,112,991,259,816	86.92%

- Consolidated asset situation:

Unit: VND

Indicator	2023	2024	Percentage
Current assets	3,768,010,308,814	3,527,394,763,967	93.61%
Cash and cash equivalents	1,432,080,508,529	1,016,565,558,779	
Short-term financial investment	219,657,661,600	69,452,042,500	
Short-term receivables	875,028,831,703	1,106,563,573,676	
Inventory	1,144,725,258,346	1,222,241,820,625	
Other current assets	96,518,048,636	112,571,768,387	
Long-term assets	2,921,440,612,911	2,891,200,104,165	98.96%
Long-term receivables		32,017,582,460	
Fixed assets	2,323,540,261,295	2,199,511,918,819	
Long-term unfinished assets	437,264,697,497	493,825,670,962	
Long-term financial investment	13,049,000,000	11,049,000,000	
Other long-term assets	147,586,654,119	154,795,931,924	
Total assets	6,689,450,921,725	6,418,594,868,132	95.95%

b) Debt situation
- Debt situation of parent company:

Unit: Dong

Indicator	2023	2024	Rate (%)
Liabilities	2,446,166,901,362	1,851,439,070,024	75.69%
Short-term debt	2,445,482,811,621	1,847,615,480,283	
Long-term debt	684,089,741	3,823,589,741	
Equity	1,135,233,079,003	1,261,552,189,792	111.13%
Owner's Equity	629,995,540,000	629,995,540,000	
Share capital surplus	17,732,079,678	17,732,079,678	
Development investment fund	41,352,798,365	41,352,798,365	
Undistributed profit after tax	446,152,660,960	572,471,771,749	
Total capital	3,581,399,980,365	3,112,991,259,816	86.92%

Total liabilities in 2024 compared to 2023 decreased by 24.31%, equity increased by 11.13% compared to 2023.

- Consolidated debt situation:

Unit: Dong

Indicator	2023	2024	Rate (%)
Liabilities	4,339,585,049,395	3,806,058,033,740	87.71%
Short-term debt	2,879,750,939,103	2,481,447,488,907	

Indicator	2023	2024	Rate (%)
Long-term debt	1,459,834,110,292	1,324,610,544,833	
Equity	2,349,865,872,330	2,612,536,834,392	111.18%
Owner's Equity	629,995,540,000	629,995,540,000	
Share capital surplus	-19,423,475,878	17,732,079,678	
Development investment fund	46,985,564,994	46,985,564,994	
Undistributed profit after tax	1,152,528,151,883	1,271,571,636,726	
Non-controlling interest	539,780,091,331	646,252,012,994	
Total capital	6,689,450,921,725	6,418,594,868,132	95.95%

Total consolidated liabilities in 2024 vs. 2023 decreased by 12.29%, consolidated equity increased by 11.18%.

3. Improvements in organizational structure, policies, and management

During the year, the management apparatus was stably consolidated, gradually unifying the management process, meeting production and business requirements. The Company's Executive Board always closely followed, directed decisively and promptly to best complete production and business tasks.

The previously applied contract management policy also brought high efficiency to each project.

4. Future development plans:

- The company always determines the main production and business goals as: developing and constructing traffic works, bridges, roads, irrigation, hydroelectricity and constructing urban residential infrastructure works, investing in tourism and resort real estate; investing in construction and owning hydroelectric plants... these are both the basic goal and the main driving force for the long-term development of the company.
- Business production development must focus on: revenue growth must go hand in hand with sustainable stability and economic efficiency to improve the lives of company employees and ensure increased payment of obligations to the State budget.
- Gradually innovate production technology to replace and modernize assets: construction machinery and equipment to meet the requirements on progress, quality assurance, technique, and aesthetics of construction works set by the investor and the terms of commitment signed in the contracts.
- With the advantage of having land funds in prime locations, the company invests in building 4* and 5* hotels and hires international and regional hotel management organization to put them into exploitation and operation.

5. Explanation of the Board of Directors regarding the audit opinion (if any) - (In case the audit opinion is not a fully approved opinion): *Not available*

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

a. Assessment related to environmental indicators (water consumption, energy, emissions...): The Company has complied with regulations.

b. Assessment related to labor issues: The company always creates a united, positive and dynamic environment for employees to develop their strengths, the average income of employees is quite good compared to businesses in the same industry.

c. Assessment related to corporate responsibility towards the local community: every year, Dat Phuong Group is always recognized by relevant agencies for its contributions to sponsorship, charity and humanitarian activities.

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

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

In 2024, revenue and profit will reach 76.03% and 91.83% of the plan, respectively, contributing to the overall GDP growth of the whole society, creating many jobs and income for workers. During the year, the Group paid 195.98 billion VND in taxes to the State budget (of which the parent company paid 63.3 billion). The Company has applied advanced, environmentally friendly technology, applied a suitable governance model and always been aware of and complied with environmental and social regulations.

2. Assessment of the Board of Directors on the Performance of the Executive Board

The Board of Directors highly appreciates the Executive Board and the management teams of member companies for their proactive efforts in business operations, consistently adhering to and strictly complying with the resolutions of the General Meeting of Shareholders and the Board of Directors.

The management team has effectively fostered internal solidarity, creating a positive, enthusiastic, creative, and efficient working environment throughout the company system.

The Executive Board has implemented the Board of Directors' decisions decisively yet cautiously and prudently. All projects have ensured quality, efficiency, and aesthetics.

The company has maintained and strengthened its credibility with partners and customers, consistently being a reputable client for banks.

Overall, the Executive Board has successfully fulfilled its duties for the year 2024.

3. Plans and directions of the Board of Directors

The Board of Directors constantly strives to create sustainable values for customers, shareholders and society to promote the core values that Dat Phuong has built and developed over the years. In 2025, the implementation plans include:

- Implement the Resolution of the 2025 Shareholders' Meeting;
- Organize regular and extraordinary meetings to deploy and effectively implement the 2025 production and business plan approved by the General Meeting of Shareholders;
- Promote the role of subcommittees under the Board of Directors to advise the Board of Directors on production and business strategies, human resources, salaries and bonuses, and investment activities;
- Developing a team of high-quality, creative and committed human resources will help the company develop sustainably, while ensuring safety, employment and income for employees;
- Regularly check and monitor through internal audit and risk management activities to improve production and business efficiency;
- Strengthen digital transformation and application of new technologies;
- Continue to be consistent with the group's orientation of developing a diversified ecosystem in a certain and sustainable manner, including core areas that have affirmed the brand such as: construction, hydropower, real estate, production and put the hotel area into operation in 2026.
- Continue to maintain growth in the construction sector, especially focusing on key projects that the State is encouraging investment in. With a strategic vision, Dat Phuong will expand its participation in major infrastructure projects such as **urban railways**, **high-speed railways**, **tunnels** and **metro** - key projects serving the development of transportation and smart cities.

Promoting participation in these projects not only helps us take advantage of the opportunities from the State's preferential policies but also makes important contributions to the country's sustainable development. We will continue to invest in modern construction technology, improve the quality of works, optimize costs and construction time, thereby affirming the Dat Phuong brand as a symbol of innovation and quality.

In addition to developing construction projects, Dat Phuong will continue to invest heavily in the **mining** and **raw material processing sectors**. The exploitation and processing of raw materials from the mine will not only serve the company's construction projects, but also export to international markets.

With this strategy, Dat Phuong will proactively seize opportunities from natural resources, increase production capacity and increase added value from exploited raw

materials, while contributing to the national economy. These steps will help us affirm our position in the manufacturing and export industry, creating high-value and sustainable products.

- In the real estate sector, we will not only expand our scale but also create high-class projects, with the mission of "Creating a living environment in harmony with nature", especially focusing on **ecological**, **luxurious** and **unique segments**. Dat Phuong will expand its investment in projects in many different locations, thereby creating diversity and richness in its investment portfolio.

In particular, we will build a **service - tourism - resort ecosystem**, including hotel projects, resorts, golf courses and high-end resorts. These projects not only bring high-class value but also meet the increasing demand for quality of life and experience for customers. We will constantly innovate, bring high-quality real estate products, closely connected with nature and enhance the value of experience.

- Prioritize environmental protection work, towards the group's sustainable development strategy.

Faced with market forecasts, with new orientation and vision, the Board of Directors builds the 2025 business plan as follows:

- Parent company's 2025 business plan:

No.	Indicator	Unit	2025 Plan	Percentage compared to 2024
1	Net revenue	Billion VND	3,751.9	120.8%
2	Profit before tax	Billion VND	215.1	100.7%
3	Profit after tax	Billion VND	191.5	100.6%
4	Expected dividend payment	%	10	100%

- Consolidated 2025 Business Plan:

No.	Indicator	Unit	2025 Plan	Percentage compared to 2024
1	Net revenue	Billion VND	4,755.5	132.9%
2	Profit before tax	Billion VND	416.9	121.5%
3	Consolidated profit after tax	Billion VND	376.9	124.3%

4	Profit after tax of parent company	Billion VND	284.4	127.3%
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V. Corporate governance

1. Board of Directors (BOD)

a. Members and structure of the Board of Directors

The Board of Directors consists of:

Mr. Luong Minh Tuan	: Chairman of the Board of Directors
Mr. Pham Kim Chau	: Vice Chairman of the Board of Directors
Mr. Tran Anh Tuan	: Member of Board of Directors
Mr. Dang Hoang Huy	: Member of Board of Directors
Mr. Do Xuan Dien	: Independent member of the Board of Directors
Ms. Le Thi Thu Trang	: Independent Member of the Board of Directors

• Mr. Luong Minh Tuan - Chairman of the Board of Directors

- Professional qualifications
 - + Technical expertise: Bridge and tunnel engineer - Hanoi University of Transport
 - + Political expertise: Advanced political theory - Nguyen Ai Quoc Political Academy
 - + Management expertise: Professional Executive Director - PACE Education Complex

Work Experience:		
Year	Organization	Position
From 01/1993-10/1996	Transport Construction 134 JSC - Hanoi	Technical staff
From 11/1996-5/1997	Transport Construction 134 JSC - Hanoi	Deputy Head of Construction Team 3
From 5/1997- 6/1998	Transport Construction 134 JSC - Hanoi	Construction Team Leader 3
From 7/1998- 8/1999	Transport Construction 134 JSC - Hanoi	Bridge Construction Team Leader 2
From 9/1999- 3/2001	Transport Construction 134 JSC - Hanoi	Head of Central Highlands Regional Executive Board and Captain of Bridge 2 Construction Team

From 4/2001- 9/2002	Transport Construction 134 JSC - Hanoi	Deputy Director of the company and Director of the Tay Nguyen branch
From 10/2002 - 12/2003	Transport Construction 134 JSC - Hanoi	Deputy Director of the company and Chief Representative of the Southern region
From 01/2004 - 02/2004	Dat Phuong Construction and Transport Joint Stock Company	Vice president
From 3/2004 - 9/27/2005	Dat Phuong Construction and Transport Joint Stock Company	Chairman of the Board of Directors - General Director
From 9/28/2005 - 10/02/2017	Dat Phuong Joint Stock Company	General Director
From 9/28/2005 - 11/05/2021	Dat Phuong Joint Stock Company	Chairman of the Board of Directors
From 06/12/2021 - Present	Dat Phuong Group Joint Stock Company	Chairman of the Board of Directors
From 5/2009 - 4/2022	Song Bung Joint Stock Company	Chairman of the Board of Directors
From 5/2022 - Present	Dat Phuong Song Bung Hydropower Joint Stock Company	Chairman of the Board of Directors
From 9/2010 - 4/2013	Dat Phuong 1 Company Limited	Chairman of the Board of Members
From 9/2010 - 12/19/2016	Dat Phuong Saigon Company Limited	Chairman of the Board of Members
From 7/2014 - 4/2022	30/4 Quang Ngai Joint Stock Company	Chairman of the Board of Directors
From May 2022 - Present	Dat Phuong Son Tra Hydropower Joint Stock Company	Chairman of the Board of Directors
From August 2017 - Present	Dat Phuong Hoi An Joint Stock Company	Chairman of the Board of Directors
From 01/2024 - Present	Dat Phuong Glass Joint Stock Company	Chairman of the Board of Directors

Current position held at the company	Chairman of the Board of Directors
Current Positions at Other Organizations	Chairman of the Board of Directors of Dat Phuong Song Bung Hydropower Joint Stock Company Chairman of the Board of Directors of Dat Phuong Son Tra Hydropower Joint Stock Company Chairman of the Board of Directors of Dat Phuong Hoi An Joint Stock Company Chairman of the Board of Directors of Dat Phuong Glass Joint Stock Company
Number of shares owned as of June 12, 2024	10,043,657 shares (15.94% of charter capital)
Number of shares represented	None

- **Mr. Pham Kim Chau** : Vice Chairman of the Board of Directors and Deputy General Director (Presented in section II.2)
- **Mr. Tran Anh Tuan** : Member of Board of Directors and General Director (Presented in section II.2)
- **Mr. Dang Hoang Huy** : Member of the Board of Directors and Member of the Audit Committee

Professional qualifications Mechanical and Electrical Engineer - University of Mining and Geology

Work Experience:		
Year	Organization	Position
From 6/1984 - 9/2020	Xuan Mai Concrete Factory	Construction team leader
From 9/2000 - 10/2003	Vinaconex Xuan Mai Concrete and Construction Factory	Deputy Director, Director
From 10/2003 - 5/2011	Xuan Mai Investment and Construction Joint Stock Company	Chairman of the Board of Directors and General Director
From 5/2011 - 4/2013	Xuan Mai Investment and Construction Joint Stock Company	General Director
From 9/2013 - 4/2014	Xuan Mai Investment and Construction Joint Stock Company	Deputy General Manager

From 4/2014 - 5/2019	Xuan Mai Investment and Construction Joint Stock Company	Member of Board of Directors, Deputy General Director
From 6/2019	Retirement	
From 04/2021 - present	Dat Phuong Group Joint Stock Company	Board Member
From 4/2023 - Present	Dat Phuong Group Joint Stock Company	Audit Committee Member
Current position at the Company		Member of the Board of Directors; Member of the Audit Committee
Current Positions at Other Organizations		Are not
Number of shares owned as of June 12, 2024		0 shares (Occupying 0 charter capital)
Number of shares represented		None

- **Mr. Do Xuan Dien : Independent member of the Board of Directors and Chairman of the Audit Committee**

Professional qualifications Bachelor of Business Administration

Work Experience:		
Year	Organization	Position
From 2002 - 2007	Ha - Chu Lai Investment and Development Company belongs to Chu Lai Open Economic Zone Management Board.	Manager
From 2008 - 2013	Project Management Board of Coastal Population Arrangement of Quang Nam Province	Deputy Project Management Board
From 2014 - 2018	Chu Lai Open Economic Zone Management Board	Head of the Board
From 2019 - 2020	Dong Duong Agricultural Production, Processing and Distribution Joint Stock Company (THADI)	Chairman of the Board
From 2019 - 2020	Truong Hai Auto Corporation	Board Member
From 2019 to Present	Do Holdings Investment and Development Trading Joint Stock	Chairman of the Board

	Company	
From 04/2021 - Present	Dat Phuong Group Joint Stock Company	Independent Board Member
From 4/2023 - Present	Dat Phuong Group Joint Stock Company	Chairman of the Audit Committee
Current position at the Company	Independent Board Member; Chairman of the Audit Committee	
Current Positions at Other Organizations	Chairman of the Board of Directors of Do Holdings Investment and Development Trading Joint Stock Company	
Number of shares owned as of June 12, 2024	0 shares (0% of charter capital)	
Number of shares represented	None	

• **Ms. Le Thi Thu Trang - Independent Member of the Board of Directors**

Professional qualifications Bachelor

Work Experience:		
Year	Organization	Position
From 3/2010 - 3/2016	Marketing Business Development Manager at Hotels, Resont	Sales Director
From 4/2016 - 3/2017	Alba Hotels & Resorts Vietnam	Business Development Director
From 3/2017 - 9/2018	X2 VIBE Hoi An Residence	Deputy General Manager
From 9/2018 - 3/2019	Hoi An Menories Resort & Sps By Fusion	General Manager
From 3/2019 - 9/2019	Paragon Saigon Hotel	General Manager
From 5/2020 - Present	Inter Being Hotel Consulting and Operation Co., Ltd.	Founder and CEO
From 04/2021 - Present	Dat Phuong Group Joint Stock Company	Independent Board Member
Current position at the Company	Independent Board Member	
Current Positions at Other Organizations	Founder and CEO of Inter Being Hotel Consulting and Operation Co., Ltd.	
Number of shares owned as of June 12, 2024	0 shares (0% of charter capital)	

Number of shares represented	None
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b. Subcommittees under the Board of Directors: The Company does not arrange subcommittees under the Board of Directors.

c. Activities of the Board of Directors: In 2024, the Board of Directors held 10 meetings with 100% approval rate and issued 16 important resolutions/decisions related to strategic orientation, production and business activities and comprehensive improvement of management quality of the Group and its member companies:

Meeting content:

No.	Date	Meeting content	Voting ratio
1	01/02/2024	Meeting minute of Board of Directors on approving transactions between the Company and related companies in 2024	100%
2	01/02/2024	Meeting minute of the Board of Directors on contributing capital to establish "Dat Phuong Glass Joint Stock Company" and appointing a representative to manage the capital.	100%
3	February 26, 2024	Minutes of the Board of Directors meeting on convening the 2024 annual general meeting of shareholders	100%
4	March 14, 2024	Meeting minute of Board of Directors to approve the plan to buy back all bonds before maturity	100%
5	March 28, 2024	Meeting minute of the Board of Directors on the time, agenda, and contents of the 2024 Annual General Meeting of Shareholders.	100%
6	April 26, 2024	Meeting minute of the Board of Directors on adjusting content 7 in the "Propose for voting at the 2024 Annual General Meeting of Shareholders"	100%
7	05/27/2024	Meeting minute of Board of Directors meeting to approve 2023 cash dividend payment	100%

No.	Date	Meeting content	Voting ratio
8	June 27, 2024	Meeting minute of the Board of Directors on borrowing capital, guaranteeing, opening L/C at banks. Selecting an auditing unit for 2024	100%
9	09/23/2024	Minutes of the Board of Directors meeting on reappointment of the positions of General Director and Deputy General Director of Mr. Hoang Gia Chieu	100%
10	11/14/2024	Meeting minute of Board of Directors to approve digital transformation plan	100%

The Board of Directors has approved many important matters, marking the beginning of a new phase for Dat Phuong Group in its journey toward sustainable development while maximizing shareholder benefits.

Resolutions/Decisions:

No.	Resolution/Decision Number	Date	Content	Approval Rate
1	02/QD-DP-HĐQT	01/02/2024	Resolution Approving transactions between Dat Phuong Group Joint Stock Company and related companies in 2024	100%
2	04/QD-DP-HĐQT	01/02/2024	Decision to approve capital contribution to establish "Dat Phuong Glass Joint Stock Company" and appoint a representative to manage capital	100%
3	11/QĐ-ĐP-HĐQT	February 26, 2024	Decision on convening the 2024 annual general meeting of shareholders	100%
4	13/NQ-DP-HĐQT	March 14, 2024	Resolution approving the plan to buy back all bonds before maturity	100%

No.	Resolution/Decision Number	Date	Content	Approval Rate
5	15/QD-ĐP-HĐQT	March 28, 2024	Decision on approving the time, agenda, and contents of the 2024 Annual General Meeting of Shareholders	100%
6	19/BB-ĐP-HĐQT	April 26, 2024	Decision on adjusting and supplementing the content of the submission to the 2024 Annual General Meeting of Shareholders	100%
7	21/QĐ-ĐP-HĐQT	05/27/2024	Decision on cash dividend payment in 2023	100%
8	24/QĐ-ĐP-HĐQT	June 27, 2024	Decision on borrowing capital, guarantecing, opening L/C at Joint Stock Commercial Bank for Foreign Trade of Vietnam - Thang Long Branch	100%
9	25/QĐ-ĐP-HĐQT	June 27, 2024	Decision on borrowing capital, guarantecing, opening L/C at Vietnam Joint Stock Commercial Bank for Investment and Development - Thang Long Branch	100%
10	26/QĐ-ĐP-HĐQT	June 27, 2024	Decision on borrowing capital, guarantecing, opening L/C at Vietnam Joint Stock Commercial Bank for Industry and Trade - Nam Thang Long Branch	100%
11	27/QĐ-ĐP-HĐQT	June 28, 2024	Decision to select A&C Auditing and Consulting Company Limited as the auditor for the 2024 financial statements	100%
12	29/QĐ-ĐP-HĐQT	09/23/2024	Decision to reappoint the position of General Director - Dat Phuong	100%

No.	Resolution/Decision Number	Date	Content	Approval Rate
			Group Corporation for Mr. Tran Anh Tuan	
13	30/QD-DP-HDQT	09/23/2024	Decision to reappoint the position of Deputy General Director - Dat Phuong Group Corporation for Mr. Hoang Gia Chieu	100%
14	31/QD-DP-HDQT	09/23/2024	Decision on the issuance of appendices amending and supplementing the Regulation on the delegation of functions and duties of departments and divisions under Dat Phuong Group.	100%
15	32/QD-DP-HDQT	09/23/2024	Decision on the establishment of Information Technology Department	100%
16	33/QD-DP-HDQT	11/14/2024	Decision on approving digital transformation plan	100%

d. Activities of independent members of the Board of Directors: Currently, the company has ensured the number of independent members of the Board of Directors as prescribed. Activities of the members according to the assignment of tasks are as follows:

1	Mr. Do Xuan Dien - Independent Member of the Board of Directors - Chairman of the Audit Committee under the Board of Directors	- In charge of researching and developing new and potential business areas for the company. - Responsible for developing strategies, plans, and investment options for industrial real estate projects and industrial-urban projects. - Supervise investment and construction of industrial real estate projects, industrial combined with urban areas; - Supervise the operations of the General Director and other managers in the daily production and business operations of the company;
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		- Prepare the program and plan of activities of the Audit Committee, assign work to members of the Audit Committee and the Internal Audit Board. Chair meetings of the Audit Committee; - Exercise the rights and obligations of the Audit Committee as stipulated in the Company Charter and the Audit Committee's Operating Regulations.
2	Ms. Le Thi Thu Trang - Independent Member of the Board of Directors	- Responsible for developing business plans and management and operation plans for hotel, restaurant, tourism, and commercial projects; - Supervise the development of products, business ideas, investment in construction of hotel, restaurant, tourism, commercial business projects and supervise the management and operation during the exploitation phase.

In 2024, the independent members of the Board of Directors worked actively, effectively and responsibly. Fully participating and giving opinions in the meetings of the Board of Directors, each member completed the assigned tasks.

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:

Board members with management expertise: Professional Executive Director - PACE Education Complex includes:

- Mr. Luong Minh Tuan
- Mr. Pham Kim Chau
- Mr. Tran Anh Tuan

2. Audit Committee (ABC):

a. Members and structure of the Audit Committee

The audit committee consists of 2 members:

Mr. Do Xuan Dien - Chairman of the Audit Committee: Appointed on April 28, 2023 (mentioned in section V.1)

Mr. Dang Hoang Huy - Member of the Audit Committee: Appointed on April 28, 2023 (mentioned in section V.1)

b. Audit Committee Activities

In 2024, the Audit Committee has implemented activities during the year to ensure the implementation of the following main tasks:

- Develop and submit to the Board of Directors policies on risk detection and management, propose to the Board of Directors solutions to handle risks arising in the Company's operations;
- Through the management and supervision of the Internal Audit Department's activities to: Monitor the integrity of the Company's financial statements and official announcements related to the Company's financial results; Review the internal control and risk management system; monitor to ensure the Company's compliance with legal regulations, requirements of regulatory agencies and internal management regulations of the Company;
- Review transactions with related parties under the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on transactions requiring approval of the Board of Directors or the General Meeting of Shareholders;
- Recommend an independent auditing company, remuneration and related terms in the contract with the auditing company (in the list of auditing companies approved by the General Meeting of Shareholders) for the Board of Directors to approve the selection. Monitor and evaluate the independence, objectivity of the auditing company and the effectiveness of the auditing process.
- Other tasks as prescribed by law, the Company Charter and the Company's internal management regulations .

In 2024, the Audit Committee held 4 meetings with the full participation of both members. The members attending the meetings discussed and agreed with the voting results of 100% approval of the issues in the meetings, specifically as follows:

- Approval of the 2023 Internal Audit Report and the 2024 Internal Audit Plan and Program;
- Recommend independent auditing company, remuneration and related terms in the contract with the auditing company for approval by the Board of Directors;
- Approval of the Company's 2023 Financial Statement, Quarterly and Semi-Annual Financial Statement for 2024:

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

a. Salary, bonus, remuneration, benefits:

- Board of Directors/Audit Committee

(Unit: million VND)

No.	Full name	Concurrent position	Salary + Allowance	Remuneration		Bonus	Total
				Dat Phuong Company	Subsidiaries		
1	Luong Minh Tuan	Chairman of the Board of Directors - Chairman of the Subsidiary	-	1,845.12	258.00	4.50	2,107.62
2	Pham Kim Chau	Vice Chairman of Board of Directors - Deputy General Director,	896.42	300.00	240.00	4.50	1,440.92
3	Tran Anh Tuan	Member of Board of Directors - General Director, General Director of Dat Phuong Song Bung Hydropower Joint Stock Company	1,699.74	300.00	204.00	4.50	2,208.24
4	Dang Hoang Huy	Member of Board of Directors - Member of Audit Committee	-	325.0	-	-	325.00
5	Do Xuan Dien	Independent Board Member - Chairman of the Audit Committee	-	780.00	24.00	-	804.00
6	Le Thi Thu Trang	Independent Board Member	-	650.00	-	-	650.00
	Total		2,596.16	4,200.12	726.0	13.50	7,535.78

- Board of Directors/functional, branches directors:

Full name	Salary, allowances	Remuneration (subsidiary)	Bonus	Total (million VND)
Hoang Gia Chieu	1.302,24	0	4,5	1.306,74
Ngo Duc Tinh	372,47	0	0	372,47
Pham Quang Binh	1.288,84	0	4,5	1.293,34
Dinh Gia Noi	1.849,27	120	4,5	1.973,77
Nguyen Thi Quynh Doan	1.679,46	36	4,5	1.719,96
La Thi Minh Loan	1.156,21	18	4,5	1.178,71
Phan Anh Tuan	915,58	0	0	915,58
Total	8.564,07	174,00	22,50	8.760,57

b. Insider stock transactions:

No.	The person who makes the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase, decrease (buy, sell, convert, reward...)
			Number of shares	Proportion	Number of shares	Proportion	
1	Luong Tuan Minh	Chairman's brother	1,956,812	3.106%	1,456,812	2,312%	Buy and Sell Stocks by Order Matching/ Negotiation
2	Luong Thi Thanh	Chairman's sister	3,266,813	5.185%	3,066,813	4.868%	Buy and Sell Stocks by Order Matching/ Negotiation

c. Contracts or transactions with insiders:

Mr. Luong Minh Tuan and Mr. Pham Kim Chau used their land use rights, house ownership rights and other assets attached to their land to secure the Company's loan at the Joint Stock Commercial Bank for Investment and Development of Vietnam - Thang Long Branch.

Mr. Luong Minh Tuan, Mr. Tran Anh Tuan and Mr. Pham Kim Chau used their Company's shares as collateral for the Company's bond issuance.

d. Implementation of corporate governance regulations: Corporate governance regulations are strictly implemented, with no violations.

VI. Financial Statements

1. Audit Opinion

- The audit opinion on the 2024 financial statements of the Parent Company and the consolidated financial statements is an unqualified opinion. Details are posted on <https://datphuong.com.vn>.

2. Audited financial statements

- The audited annual financial statements include the Parent Company's financial statements and the consolidated financial statements. These reports have been published on the Company's website at <https://datphuong.com.vn>.

**CONFIRMATION BY THE COMPANY'S
LEGAL REPRESENTATIVE**

(Signed and sealed)

Tran Anh Tuan

