



Breakthrough Transformation

HVC[®] GROUP

ANNUAL REPORT
2024

CONTENT

MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

VISION, MISSION, CORE VALUES

1. OVERVIEW

- 1.1. Introduction to the Company
- 1.2. Process of Formation and Development
- 1.3. Area of operation and business location
- 1.4. Governance Framework and Management Structure
- 1.5. Development Focus
- 1.6. Risks

2. OPERATIONAL STATUS IN 2024

- 2.1. Organizational Performance
- 2.2. Structure and Staff
- 2.3. Investment Landscape, Project Execution
- 2.4. Fiscal Condition
- 2.5. Shareholder composition, alterations in ownership capital
- 2.6. Prominent projects that HVC Group undertake in 2024

※ 3. REPORT OF THE BOARD OF DIRECTORS

- 3.1. Assessment of Business Performance
- 3.2. Fiscal Condition
- 3.3. Enhancements in organizational structure, policies, and management
- 3.4. Prospective Development Plans
- 3.5. Evaluation report concerning environmental and social accountability

4. EVALUATION OF THE COMPANY'S PERFORMANCE BY THE BOARD OF DIRECTORS

4.1. Evaluation of the company's performance by the Board of Directors

4.2. Evaluation of the Board of Directors' Performance

4.3. Strategies and Objectives of the Board of Directors

5. CORPORATE GOVERNANCE

5.1. Board of Directors

5.2. Governing Board

5.3. Compensation transactions and benefits of the Board of Directors, the Executive Board, and the Supervisory Board

6. CSIGNIFICANT EVENTS IN 2024

7. ACCOMPLISHMENTS AND COMMUNITY RECOGNITION

8. SUSTAINABLE DEVELOPMENT

8.1. Employee-related Responsibilities

8.2. Obligation to the community

8.3. Environmental Stewardship

9. FINANCIAL STATEMENTS

9.1. Overview

9.2. Report of the Board of Directors

9.3. Independent Audit Report

9.4. Consolidated Statement of Financial Position

9.5. Consolidated Income Statement

9.6. Consolidated Cash Flow Statement

9.7. Notes to the Consolidated Financial Statements



MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

Dear Shareholders, Partners and all staff!

First and foremost, on behalf of the Board of Directors and the Management Board of the company, I extend my best wishes for health and success to our shareholders, partners, and all officers and employees of HVC Investment and Technology Joint Stock Company. In 2024, HVC Group successfully executed its production and business plan, establishing a robust foundation for a new era of national development. Notable highlights from 2024 include a revenue growth of nearly 58% and a profit increase of approximately 170%. HVC maintained consistent and stable operations, with the average employee income rising by nearly 15%. The company was recognized by Vietnam Report and Vietnamnet as one of the Top 10 Electromechanical Contractors in Vietnam. Furthermore, 2024 marked the year HVC was appointed as the investor for the urban resort real estate project in Hoa Binh City. These achievements reflect not only the solidarity and relentless efforts of all employees but also the effectiveness of the company's strategic direction.

The year 2025 holds significant expectations and aspirations for the nation's transformation, serving as a pivotal moment to consolidate our resources in branding, human capital, experience, management, and more. Consequently, this presents a remarkable opportunity for us to achieve a substantial breakthrough, as we strive to avoid being left behind. HVC Group is committed to leveraging all available resources and is resolute in its pursuit of robust growth to establish a distinct presence for the company's brand in the marketplace. Nevertheless, opportunities and challenges are inherently intertwined, and we anticipate increased support from our Shareholders and Partners.

We are dedicated to exerting every effort in each decision and action to strengthen the company continually. We recognize this as a pivotal moment for the company to undergo transformation in order to achieve faster and more sustainable development. The expectations of our Shareholders and Partners regarding HVC Group will consistently serve as the impetus for us to advance toward an open future.

Once more, we extend our best wishes for good health, happiness, and success to all our shareholders, partners, and employees!

Thank you very much!

CHAIRPERSON OF THE BOARD OF DIRECTORS

Mr. Tran Huu Dong



VISION

HVC Group aspires to establish itself as a private corporation specializing in real estate investment, M&E general contracting, and high-end entertainment equipment, positioning itself among the Top 500 largest private enterprises in Vietnam by 2026, following 15 years of construction and development.

MISSION

✧ FOR THE MARKET:

Deliver superior and distinctive products and services.

✧ FOR EMPLOYEES:

Foster a welcoming, professional, and compassionate workplace that offers competitive compensation and equitable development opportunities for all staff members.

✧ FOR SHAREHOLDERS AND PARTNERS:

Collaborative opportunities, mutual benefits, and successful partnerships.

✧ FOR SOCIETY:

Align business objectives with social priorities and collaborate in community-focused initiatives.



CORE VALUES

❖ REPUTATION

It is the privilege of the Enterprise. HVC Group consistently endeavors to meet its obligations.

❖ CREATIVE

HVC Group recognizes CREATIVITY as the most direct route to generate the greatest added value. CREATIVITY involves establishing a distinction in value.

❖ RESPONSIBILITY

Responsibility is essential in all social activities and in the workplace. To mitigate risks, it is crucial to enhance the sense of responsibility.



1 - GENERAL INFORMATION

NEVER CEASE INNOVATING

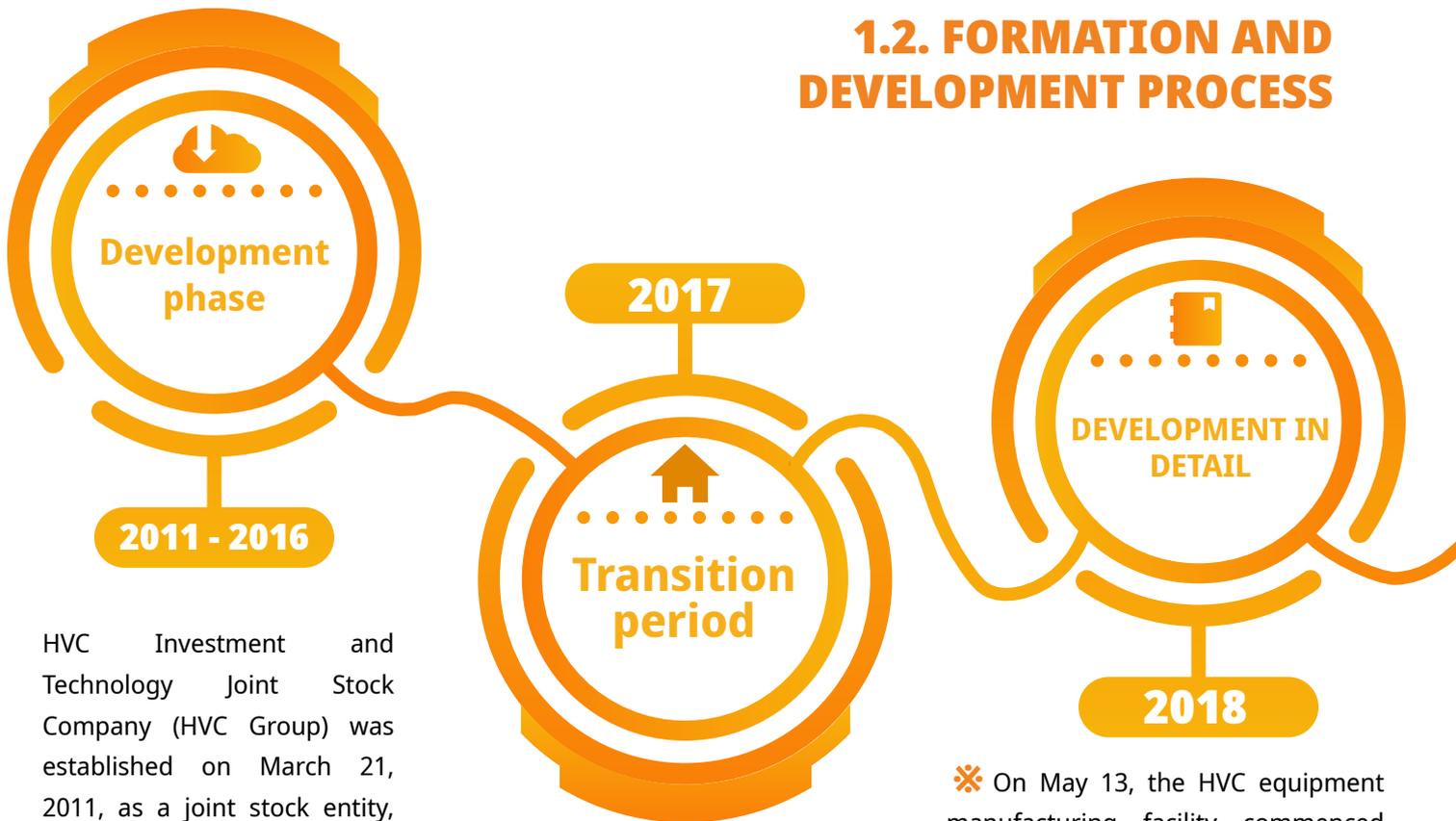
Over the course of 13 years of establishment and development, HVC Investment and Technology Joint Stock Company (HVC Group) has consistently embraced innovation, achieved significant breakthroughs, and garnered numerous outstanding accomplishments. Transitioning from a trading entity, HVC has ascended to become one of the most esteemed general contractors in Vietnam, specializing in M&E and high-end entertainment technology. The company has attained considerable success in the design, production, and installation of electrical cabinets, air ducts, and cable trays. The year 2024 marks a pivotal milestone as HVC officially assumes the role of investor for the real estate project "Garden Villa Area, Afforestation Combined with Eco-Tourism in Mong Hoa Commune, Hoa Binh City," commercially known as Euro Villas.

Over the years, HVC Group has consistently innovated across products, human resources, technology, operational processes, and the business environment, delivering exceptional value to customers, shareholders, and the community. HVC Group's future objective is to rank among the largest private enterprises in Vietnam and expand its reach globally.

1.1. COMPANY OVERVIEW

Company Name:	HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY
Abbreviation:	HVC
Charter capital:	406,448,300,000 VND (In words: Four hundred six billion, four hundred forty-eight million, three hundred thousand dong)
Tax code:	0104606490
Head Office:	8th Floor, Tower C - Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City
Branch:	2nd Floor, Sophie Building, 277B Do Xuan Hop, Phuoc Long B Ward, Thu Duc City, Ho Chi Minh City.
Factory:	Tho Binh, Tan Dan Commune, Khoai Chau District, Hung Yen Province.
Phone:	024.3540.2246
Fax:	024.3540.2247
Website:	www.hvcgroup.net
Email:	info@hvcgroup.net
First registered:	April 23, 2010
Listing date:	November 30, 2018, at the Ho Chi Minh City Stock Exchange in accordance with Decision No. 475/QD-SGDHCM.
Stock Code:	HVH

1.2. FORMATION AND DEVELOPMENT PROCESS



HVC Investment and Technology Joint Stock Company (HVC Group) was established on March 21, 2011, as a joint stock entity, situated on the 8th floor of Tower C - Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City. HVC Group specializes in the domain of general contracting for technology and high-end entertainment equipment, including the design and construction of swimming pools, water parks, fountains, ocean aquariums, ice skating rinks, and advanced water treatment technologies.

HVC Group has broadened its production and business sectors, officially entering the M&E general contractor market and successfully undertaking numerous large-scale projects, including Vinhomes Riverside The Harmony, Vinmart - Vincom Ha Tinh, Vinhomes Imperia Hai Phong, Vinpearl Nam Hoi An, UK Academy (UKA) Ha Long Bilingual International School, Vinhomes Ocean Park, Vinhomes Smart City Tay Mo - Dai Mo, and Vinhomes Grand Park.

Within a mere three years of entering the market, HVC was recognized as one of the top five most prestigious electromechanical contractors in Vietnam.

- ✘ On May 13, the HVC equipment manufacturing facility commenced operations.

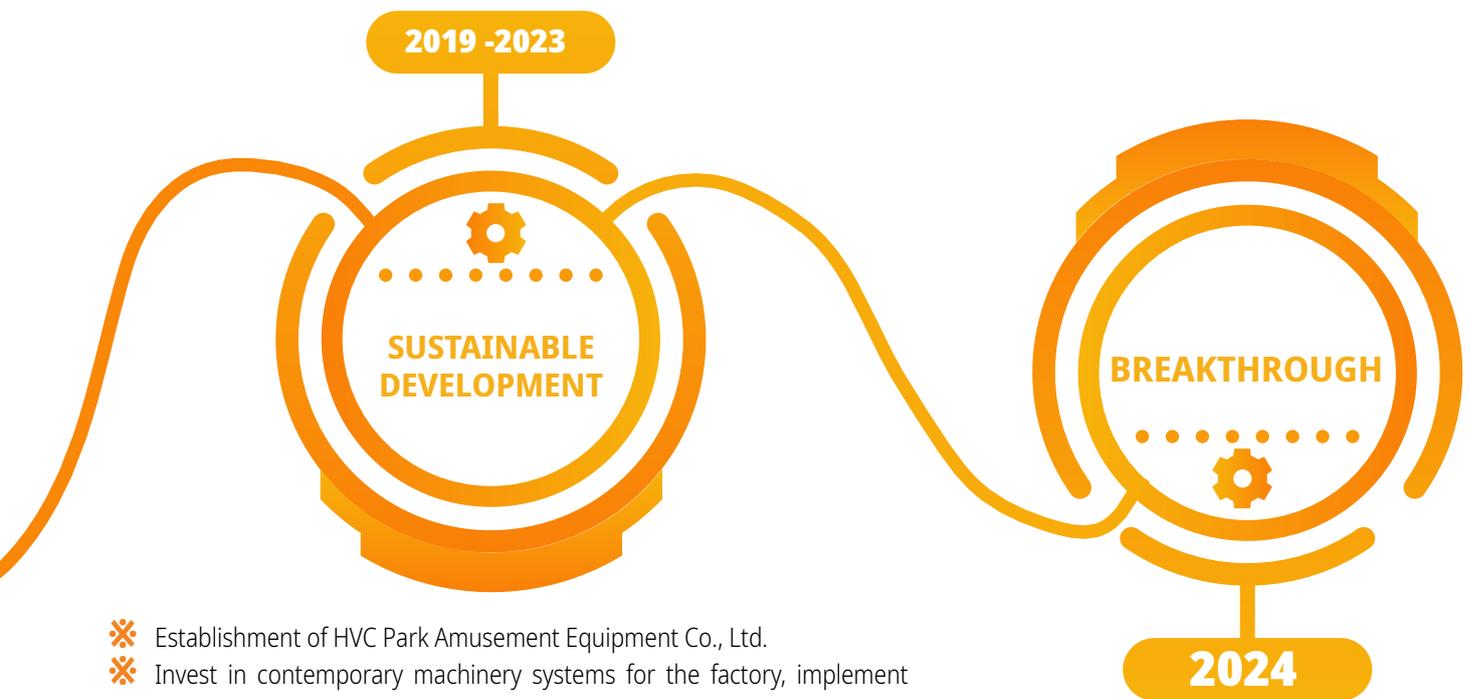
- ✘ On September 15, HVC Electromechanical General Contractor Co., Ltd. was founded.

- ✘ On November 30, HVC shares were formally listed on the Ho Chi Minh City Stock Exchange under the stock code HVH.

- ✘ Awarded a certificate of merit by the Chairman of the Hanoi People's Committee for exceptional accomplishments in production and business.

- ✘ Total assets rose by 26% compared to 2017, while profit after tax was three times greater than in 2017.

- ✘ On December 23, the HVC brand received recognition at the Vietnam Golden Star Award.



- ❖ Establishment of HVC Park Amusement Equipment Co., Ltd.
- ❖ Invest in contemporary machinery systems for the factory, implement advanced technology in construction design and business management. Broaden the scope of operations through innovative technologies.
- ❖ Reinforcing our status in the market as a TOP 5 general contractor within the electromechanical sector. Sustaining our position as the premier entity in the high-end entertainment equipment industry.
- ❖ TOP 500 fastest-growing enterprises in 2020 (rank 101), 2021 (rank 130).
- ❖ Consistently recognized with certificates of merit by the Chairman of the Hanoi People's Committee for exceptional accomplishments in production and business.
- ❖ Continue to uphold robust financial management.
- ❖ Expanding partnerships with numerous new entities, including Bitexco, Alma, Sigma, Suoi Tien, DETA, Danko Group, Novaland, Thang Long Invest Group, Apec, Doji, Phenikaa, Van Phuc Group, BIM Group, and Masterise Home, while also sustaining strong and enduring collaborative relationships with Vingroup and Sun Group corporations.
- ❖ Enhance and broaden international collaboration.
- ❖ Collaborate with the community in volunteer initiatives, mitigating the Covid-19 pandemic, and striving to rejuvenate production and commerce.
- ❖ Successfully navigated the challenges posed by the Covid-19 pandemic, securing numerous substantial contracts in water music, mechanical and electrical engineering, and high-end entertainment technology. This includes the largest water music installation in Southeast Asia at The Global City, the Van Phuc City water music project, and serving as the general mechanical and electrical contractor for Vinhomes Dai An and Vinhomes Dream City, as well as The Horizon Bay Ha Long.
- ❖ In 2023, a time when the real estate market is stagnant, HVC successfully completed construction and secured a series of high-value contracts, including The Global City, the Mega Grand World Hanoi music water project, L'Aurora Phu Yen, InterContinental Residences Ha Long Bay, and Vinhomes Bac Luan Mong Cai.
- ❖ Awarded the KEMA Type Test Certificate by KEMA, the world's leading and most esteemed organization based in the Netherlands, for the low-voltage electrical cabinet line designed, manufactured, and assembled by the HVC Hung Yen Factory.

- ❖ Top 10 esteemed electromechanical contractors in Vietnam for 2024
- ❖ Officially became the investor in the Garden Villas real estate project, as well as in the Forest Plantation and Eco-tourism initiatives in Mong Hoa Commune, Hoa Binh City.
- ❖ Executed and finalized numerous significant contracts for projects including The Global City Phase 2 Water Music, VinWonders Cua Hoi Water Park, VinWonders Grand Park Water Park, and The Manor Lao Cai...
- ❖ Collaborate with our fellow citizens to address the aftermath of storm 3 Yagi.
- ❖ Attain revenue exceeding 393,5 billion. In comparison to 2023, this reflects a growth of nearly 58%, with profits rising by approximately 170%.

1.3. FIELD OF ACTIVITY AND BUSINESS SECTOR

⚙️ AREA OF EXPERTISE

⚙️ GENERAL CONTRACTOR FOR M&E

HVC Group is a versatile electromechanical contractor engaged in various construction projects, including high-rise buildings, tunnels, infrastructure, low-rise structures, commercial centers, and educational institutions.

In 2019, HVC was recognized among the Top 10 Most Prestigious Electromechanical Contractors in Vietnam. By 2020, HVC advanced to the Top 5 of this ranking and maintained its position within the Top 10 Prestigious Electromechanical Contractors in Vietnam by 2024.

Typical projects include Vinhomes Riverside The Harmony, Vinmart - Vincom Ha Tinh, Vinpearl Cua Sot, Vinhomes Golden River, Imperia Hai Phong, Vinpearl Nam Hoi An, UK Academy (UKA) Ha Long Bilingual International School, the 20-storey Van Phuc Commercial Center and Office Building, as well as the construction of infrastructure and the general contracting of mechanical and electrical works for apartment towers at significant developments such as Vincyty Ocean Park, Danko City, Vinhomes Grand Park, Apec Mandala Sky Villa Hoa Binh, Vinhomes Dai An (Ocean Park 2), Vinhomes Dream City (Ocean Park 3), The Horizon Ha Long Bay, The Global City, and The Manor Lao Cai.



❖ SWIMMING POOL DESIGN AND CONSTRUCTION

HVC Group, recognized for its extensive portfolio of completed swimming pools, advanced technology, and highly skilled personnel, proudly stands as the foremost general contractor in Vietnam specializing in the design, supply, construction, and installation of swimming pools.

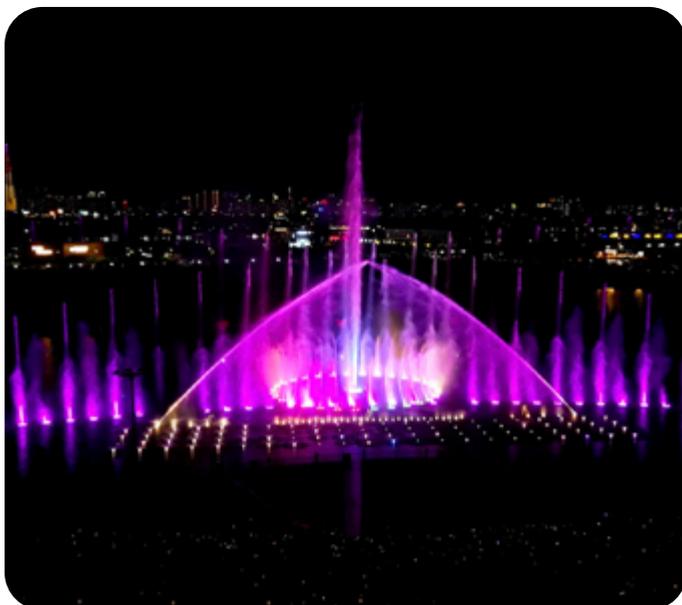
Some notable swimming pool projects include the largest infinity pool in the capital at the Vinhomes Riverside project (Long Bien), the infinity pool at the Premier Village Phu Quoc project owned by Sun Group, the swimming pool at Dusit Princess Moonrise Beach Resort (Phu Quoc), the swimming pool within the Vinschool inter-level school system, the swimming pools in the 5-star hotel system of Vingroup, Vuon Vua Resort & Villa, Apec Mandala Wyndham Mui Ne, the swimming pool system at Vinhomes Dai An (Ocean Park 3), L'Aurora Phu Yen, Vinhomes Bac Luan Mong Cai, InterContinental Residences Ha Long Bay, and Vinhomes Vu Yen.



※ DESIGN, CONSTRUCTION, AND INSTALLATION OF WATER MUSIC AND ARTISTIC FOUNTAINS.

HVC Group is a premier design, construction, installation, and supply entity for water music equipment, aquatic playgrounds, and artistic fountains in Vietnam.

In recent times, HVC has consistently reinforced its brand reputation through a series of significant projects, including the largest water music display in Southeast Asia at The Global City, the Van Phuc City water music, and the Mega Grand World Hanoi water music (Ocean City). Additionally, various types of fountains have been installed at locations such as the Government Office, Royal City Square, Vinhomes Ocean Park, Vinhomes Smart City Dai Mo, Vinhomes Star City, Vinhomes Green Bay Me Tri, Vinhomes Skylake Pham Hung, Vinhomes Central Park, the Supreme Court Headquarters, the Ministry of Natural Resources and Environment Headquarters, and VinWonders Cua Hoi.



❖ DESIGN AND CONSTRUCTION OF AQUATIC AMUSEMENT PARKS

HVC Group is a leader in the design, supply, construction, and installation of water parks. By the end of 2024, HVC Group will have completed the installation of approximately 30 large-scale water parks across the nation.

HVC has successfully completed numerous water park projects, including: Muong Thanh Water Park (Nghe An), Than Tai Mountain Eco-tourism Water Park (Da Nang), Vietnam's largest water park, Vinpearl Phu Quoc, the most modern water park in Southeast Asia developed by SunGroup in Ha Long City (Quang Ninh), Thai Binh Water Park, Nam Hoi An Water Park, VinWonder Nha Trang Water Park, Son Tien Water Park, Ocean Kingdom Water Park (NovaWorld Phan Thiet), Vinhomes Dai An Water Park (Ocean Park 3), VinWonders Cua Hoi Water Park, and VinWonders Grand Park Water Park.





※ DESIGN AND CONSTRUCTION OF ENTERTAINMENT PARKS

Aiming to establish itself as a leader in the high-end gaming equipment market, HVC Group is steadily reinforcing its position through collaborations with premier global entertainment equipment companies. This initiative seeks to introduce internationally recognized amusement park projects to the Vietnamese market, offering the public new and extraordinary experiences.

HVC has successfully finalized the Phu Cuong Land amusement park in Kien Giang, as well as the Vinpearl Land Phu Quoc park.





❖ DESIGN AND CONSTRUCTION OF ICE SKATING RINKS AND SNOW SCULPTURES

Always a leader in technological innovation, HVC Group takes pride in being the foremost company in Southeast Asia specializing in consulting, designing, supplying equipment, and constructing ice rinks.

Typical projects executed by HVC Group encompass: the ice skating rink at the Landmark 81 building - Vinhomes Central Park project; at Vincom Mega Mall Thao Dien; at Vincom Bien Hoa Shopping Center; Vincom Can Tho Shopping Center; Vincom Da Nang Shopping Center; and Vincom Ha Long Shopping Center, among others.

HVC Group is a pioneer in introducing snow castle technology to Vietnam, offering diverse and unique entertainment options to our market. Utilizing advanced snow castle technology, HVC Group constructs a genuine world of ice and snow at temperatures ranging from 0 to -5 degrees Celsius, providing individuals in tropical regions with captivating and memorable experiences.

※ DESIGN AND CONSTRUCTION OF MARINE AQUARIUMS AND EXPANSIVE KOI FISH TANKS

HVC Group takes pride in being the pioneer and sole entity in Vietnam capable of offering consulting solutions, as well as designing, supplying, and installing ocean aquarium equipment—a wholly new domain that necessitates specialized technology.

HVC is the entity responsible for the operation of Times City Aquarium and Vinpearl Phu Quoc Aquarium, which are the largest aquariums in Vietnam to date.

Additionally, HVC specializes in the design and construction of expansive Koi fish tanks for various projects nationwide, enhancing the aesthetic appeal of the landscape and amenities associated with each development. Notable projects include Vinhomes Smart City, Vinhomes Grand Park, Vinhomes Central Park, Vinhomes Ocean Park, Vuon Vua Resort & Villa, and VinWonders Cua Hoi.





✳ DESIGN AND PRODUCTION OF ELECTRICAL CABINETS, AIR DUCTS, AND CABLE TRAYS



Electrical cabinets, air ducts, and cable trays are produced at HVC Hung Yen Company Limited (abbreviated as HVC Hung Yen Factory), a subsidiary of HVC Investment and Technology Joint Stock Company.

The HVC Hung Yen factory features a synchronized and automated production line system that complies with ISO 9001:2000 standards. All products are rigorously inspected by highly skilled professional engineers before reaching contractors. The offerings from HVC Hung Yen boast a variety of designs and sizes, crafted in accordance with ISO standards, earning the trust of customers nationwide for significant projects undertaken by corporations such as Vingroup, Sun Group, and Muong Thanh. Furthermore, these products are also installed in numerous factories and plants across the country.

HVC Group takes pride in being one of the select enterprises in Vietnam to obtain the KEMA Type Test Certificate for low-voltage electrical cabinets, awarded by the esteemed and reputable KEMA organization from the Netherlands.



❖ INVESTMENT IN REAL ESTATE PROJECTS

On May 15, 2024, in Decision No. 15/QD-UBND, the People's Committee of Hoa Binh Province approved HVC as the investor for the Garden Villas, Forest Plantation, and Ecotourism project in Mong Hoa Commune, Hoa Binh City (Hoa Binh Province).

The project encompasses a land area of 28.74 hectares, supporting a population of approximately 1,396 individuals. It features a long-term residential land use plan, comprising 263 villas, alongside a 50-year term for commercial and service land, commencing from the date the investor is designated to allocate the land.

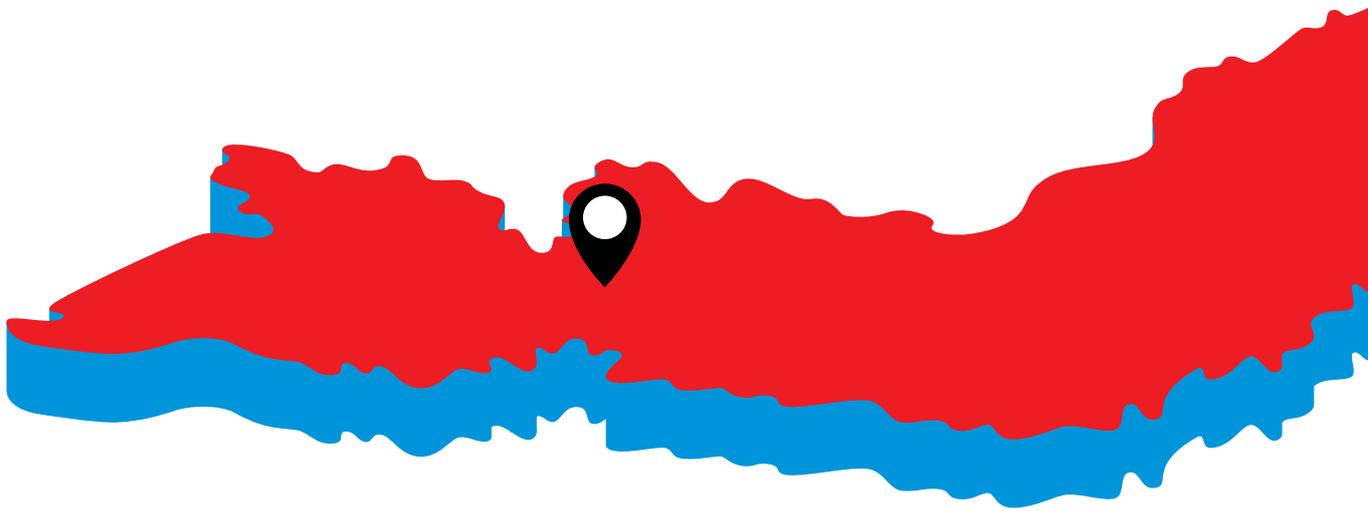
The objective of the project is to enhance land use efficiency, develop a premier eco-resort urban area, generate employment opportunities for workers, establish a housing fund for Hoa Binh City, and contribute to the advancement of socio-economic development while increasing state budget revenue.

On December 13, 2024, the People's Committee of Hoa Binh City issued a Notice of land recovery for the implementation of the project as outlined in Notice No. 188/TB-UBND.



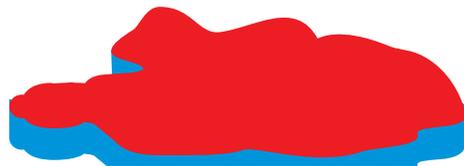
⚙️ BUSINESS SECTOR

HVC Group is engaged in projects nationwide. Currently, HVC has:



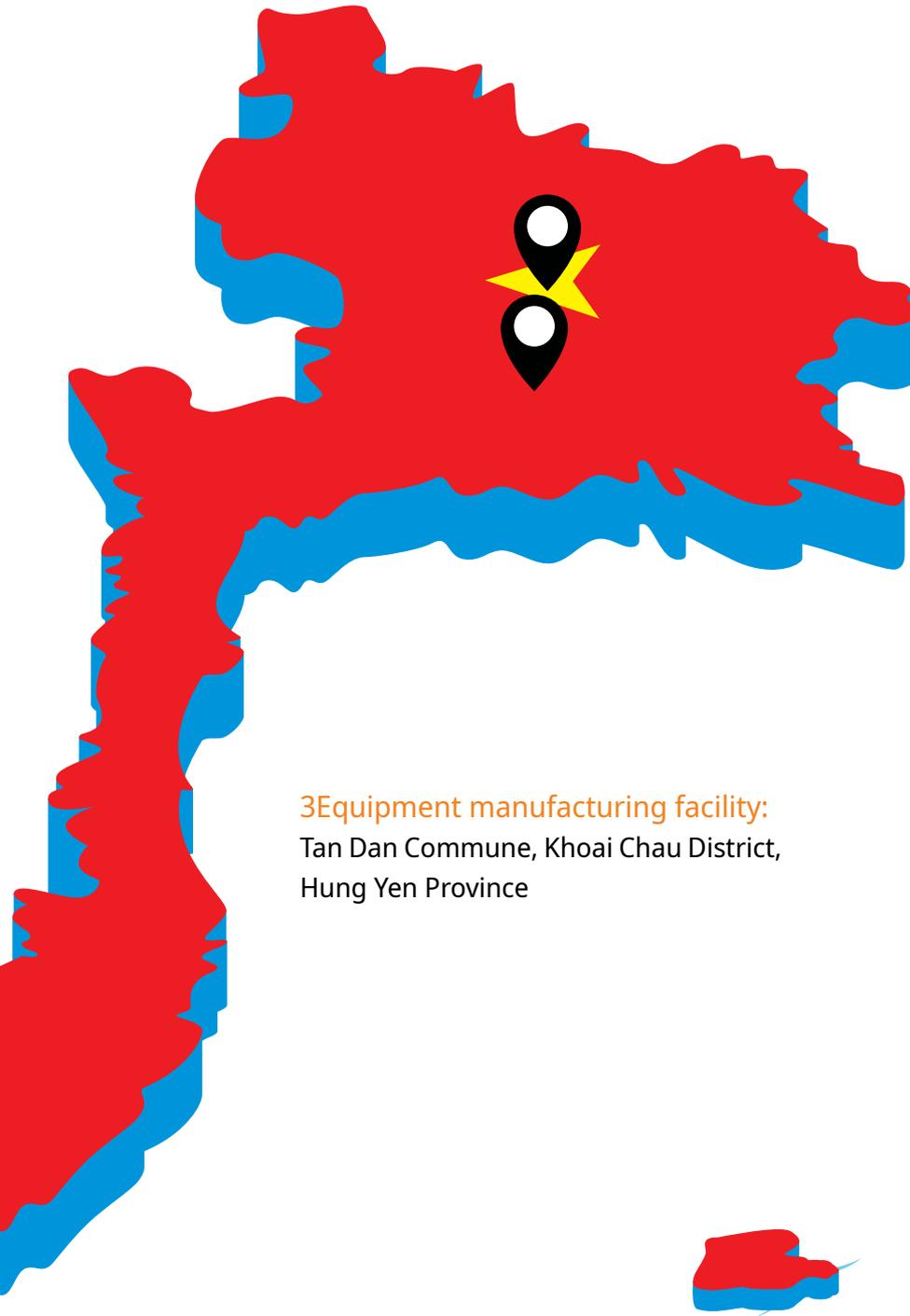
Branch in Ho Chi Minh City:

2nd Floor, Sophie Building, 277B Do Xuan Hop, Phuoc Long B Ward, Thu Duc City, Ho Chi Minh City.



Head office located at:

8th Floor, Tower C - Ho Guom Plaza, No.
102 Tran Phu, Mo Lao Ward, Ha Dong
District, Hanoi City.



3Equipment manufacturing facility:

Tan Dan Commune, Khoai Chau District,
Hung Yen Province

※ 1.4. MANAGEMENT FRAMEWORK AND MANAGEMENT STRUCTURE

※ MANAGEMENT MODEL:

HVC Group consistently prioritizes the refinement and innovation of its organizational structure to ensure that management is executed according to a modern, streamlined, efficient, and optimal model that aligns with the business strategy, with the objective of becoming a private corporation in the realm of electromechanical general contracting and high-end entertainment equipment.

※ MANAGEMENT STRUCTURE:

To enhance operational efficiency and concentrate resources on business development, HVC Group has refined its organizational structure and effectively defined the functions and responsibilities of its Blocks, Departments, and Divisions.

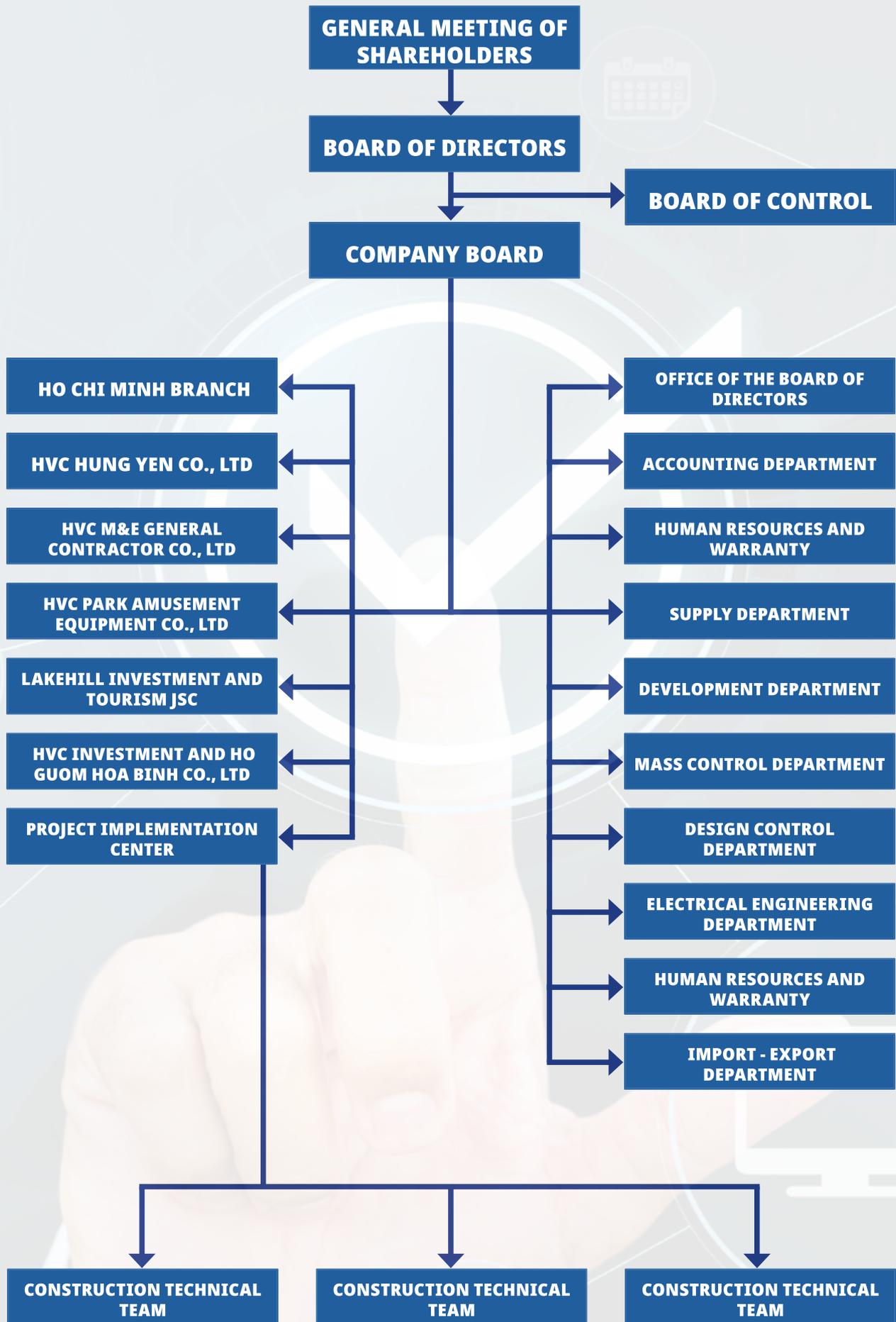
The governance structure of HVC Group comprises: The General Meeting of Shareholders, the Board of Directors (BOD), the Board of Supervisors, and the Board of General Directors.

The General Meeting of Shareholders: Represents the supreme authority of the Company.

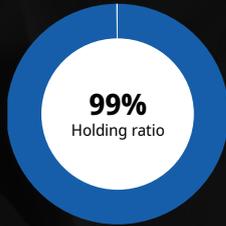
The Board of Directors: Serves as the paramount governing entity, comprising members elected by the General Meeting of Shareholders.

General Directors: Oversees the comprehensive management of the business and production operations of HVC Group.





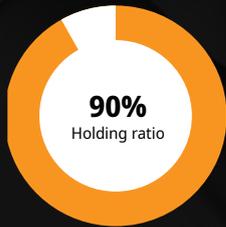
SUBSIDIARIES – AFFILIATED COMPANIES



HVC HUNG YEN CO.,LTD



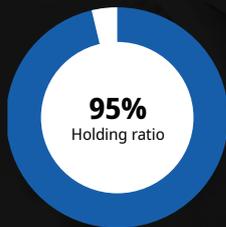
YEAR OF ESTABLISHMENT: January 11, 2016, as issued by the Department of Planning and Investment of Hung Yen Province.
CHARTER CAPITAL: 60,000,000,000 VND (sixty billion Vietnamese Dong)
Tax code: 0900982165
Website: www.hvchungyen.vn
BUSINESS SECTOR: Business sectors: Design and production of electrical cabinets, air ducts, cable ladders, cable trays, and more.
ADDRESS: Tan Dan Commune, Khoai Chau District, Hung Yen Province.



HVC MECHANICAL AND ELECTRICAL GENERAL CONTRACTOR COMPANY LIMITED



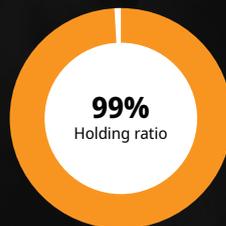
YEAR OF ESTABLISHMENT: September 14, 2018
CHARTER CAPITAL: 30,000,000,000 VND (thirty billion Vietnamese dong)
Tax code: 0108433496
Website: www.hvcme.net
BUSINESS SECTOR: M&E general contracting, encompassing infrastructure, low-rise and high-rise buildings, tunnels, educational institutions, shopping centers, and more.
ADDRESS: 8th Floor, Tower C, Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi.



HVC PARK AMUSEMENT EQUIPMENT CO., LTD



YEAR OF ESTABLISHMENT: May 29, 2019
CHARTER CAPITAL: 30,000,000,000 VND (thirty billion Vietnamese dong)
Tax code: 0108761458
Website: www.hvcpark.net
BUSINESS SECTOR: Design, construction, supply, and installation of premium entertainment technology, including swimming pools, aquatic music systems, fountains, water parks, amusement parks, oceanic aquariums, ice skating rinks, and more.
ADDRESS: 8th Floor, Tower C, Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi.



LAKEHILL INVESTMENT AND TOURISM JOINT STOCK COMPANY



YEAR OF ESTABLISHMENT: November 23, 2022, as issued by the Department of Planning and Investment of Hoa Binh Province.
CHARTER CAPITAL: 11,000,000,000 (eleven billion dong)
Tax code: 5400536676
Website: www.hvcpark.net
BUSINESS SECTOR: Real estate, tourism, hospitality industry
ADDRESS: Nuoc Hang Hamlet, Mong Hoa Commune, Hoa Binh City, Hoa Binh Province.



HVC INVESTMENT COMPANY LIMITED AND HOA BINH SWORD LAKE



YEAR OF ESTABLISHMENT: December 4, 2023, issued by the Department of Planning and Investment of Hoa Binh Province.
CHARTER CAPITAL: 150,000,000,000.
Tax code: 5400543722
BUSINESS SECTOR: Real estate, tourism, hospitality industry
ADDRESS: Nuoc Hang Hamlet, Mong Hoa Commune, Hoa Binh City, Hoa Binh Province.

1.5. DEVELOPMENTAL FOCUS

HVC Group aspires to establish itself as a private corporation specializing in real estate investment, electromechanical contracting, and high-end entertainment technology, delivering numerous advantages to employees, customers, shareholders, and investors.

HVC Group consistently prioritizes prestige, responsibility, and creativity as the guiding principles for all its activities, which also serve as the foundation for its development.

✧ PRIMARY OBJECTIVES

A. MEDIUM AND LONG-TERM OBJECTIVES:

HVC Group aims to rank among the Top 3 most esteemed electromechanical contractors in Vietnam. The strategic vision for 2026 is to evolve into a robust private corporation, positioned within the Top 500 largest enterprises in the country.

B. DEVELOPMENT STRATEGY FOR THE MEDIUM AND LONG TERM:

Based on assessments of the macroeconomic landscape, HVC Group formulates tailored strategies for each phase of development, with a focus on medium- and long-term objectives. The organization consistently prioritizes innovation, creativity, and advancement, all while striving to align with the collective interests of customers, partners, investors, and employees.



C. IMMEDIATE PRIORITIES 1 – 2 YEARS:



TARGET

- ✘ Maintain a position among the Top 500 fastest growing enterprises in Vietnam.
- ✘ Maintain a position among the most prestigious electromechanical contractors in Vietnam.
- ✘ Continue to uphold its status as the premier enterprise in the general contractor market for high-end technology and entertainment equipment.
- ✘ Concentrate resources to finalize real estate investment projects in Hoa Binh.

STRATEGY

- ✘ Affirming business principles by prioritizing the interests of customers, partners, and investors. Delivering high-quality products and projects, ensuring timely construction, maintaining aesthetic standards, and achieving customer satisfaction.
 - + Attain consistent growth.
 - + Attain sustainable profitability.
- ✘ Ensure resources are allocated to enhance growth and risk management capabilities.
- ✘ Always pursue innovation, update technology, and train personnel to enhance labor productivity, business efficiency, and the quality of HVC Group's projects.
- ✘ Restructuring administration and management to enhance capacity and productivity.
- ✘ Exercise caution, and perform calculations with precision and thoroughness to mitigate risks.

D. LONG-TERM PRIORITIES: 2 TO 5 YEARS.



TARGET

- ✘ Become the industry leader in electromechanical general contracting and premium entertainment technology.
- ✘ Top 500 largest privately held enterprises in Vietnam.
- ✘ Transform real estate developments in Hoa Binh into upscale urban areas that serve as appealing destinations for tourists.

STRATEGY

- ✘ Positioning the distinct and competitive development strategy of the general contractor, production, business, and investment unit with a 5-10 year outlook.
 - + Robust brand development: Distinctly positioning the HVC Group brand and cultivating a strong HVC Group identity.
 - + Identify essential customers and partners, and formulate targeted business policies.
 - + Cultivating sustainable shareholder value.
- ✘ Promote innovation, creativity, and continuous advancements.
- ✘ Establish prestige and responsibility as the foundational principles for all production and business activities.
- ✘ Identify real estate investment as the company's strategic sector for the medium and long term.

1.6. THE RISKS

In 2024, HVC Group will persist in its proactive risk management approach. Risks will be identified, periodically assessed, and promptly reported to the Board of Directors and the Board of Management, thereby ensuring effective control over risks that may impact the business performance and reputation of HVC Group.



1.6.1 OPPORTUNITIES AND CHALLENGES:

✧ A. OPPORTUNITY:

Vietnam boasts a stable political system and a commitment to the “rule of law,” which serves as a favorable environment for business development and economic growth. This stability mitigates risks associated with terrorism, strikes, and other disruptions, thereby enabling businesses to navigate their production and operational processes with greater security. Consequently, this environment is likely to attract investment across various sectors, including general contracting and service units focused on investment, production, and business, such as HVC Group.

In 2024, the global landscape will be complex and unpredictable, characterized by numerous risky and uncertain factors. Nevertheless, it is evident that 2024 will be a year in which the Government adopts a proactive and adaptable approach to managing macroeconomic policies. Core inflation will be effectively controlled, production will experience remarkable recovery, foreign investment will thrive, and we will be poised to embrace a new wave of foreign direct investment (FDI), with export turnover achieving a new historical milestone.

While 2024 is anticipated to be a promising year, it remains a challenging period for the real estate sector. Experts suggest that this industry will evolve into a significant player with a tendency for substantial growth in the future.

The market continues to evolve sustainably when the State effectively regulates policies and instruments that govern the supply and demand of real estate, including taxation, credit, land use, finance, and investment attraction.

MACROECONOMIC FACTORS	IMPACT ON GENERAL CONTRACTORS, INCLUDING HVC GROUP		
	TREND	MEDIUM-TERM	LONG-TERM
Stable economic growth, with a growth structure transitioning towards sustainability.	Stable	Positive	Positive
Inflation is well-managed	Stable	Positive	Positive
The real estate market, encompassing housing, land, and development projects, is expected to thrive in 2025, with numerous initiatives being introduced and investment policies receiving approval	Improve	Positive	Positive
The State eliminates legal barriers and unlocks capital sources to expedite projects and introduce new supply to the market.	Improve	Positive	Positive

❖ B. CHALLENGE:

It is anticipated that by 2025, the financial market will stabilize, facilitating the continued influx of capital into the real estate sector. This will assist businesses in navigating challenges, enabling the market to recover from its downturn and progress toward more sustainable development. Building on the successes realized in 2024 and numerous robust and affirmative initiatives from the government, 2025 is poised to usher in a new era of national growth.

The enactment of Land Law No. 31/2024/QH15 represents a significant advancement, alleviating barriers for numerous enterprises. This legislation introduces various new provisions aimed at streamlining administrative procedures related to land, thereby promoting equality, objectivity, public accessibility, transparency, and straightforward implementation methods that are easy to comprehend and execute. Additionally, it amends and supplements several articles across eight laws pertinent to land management and usage, addressing conflicts and overlaps among these laws, and fostering coherence and synchronization within the legal framework.

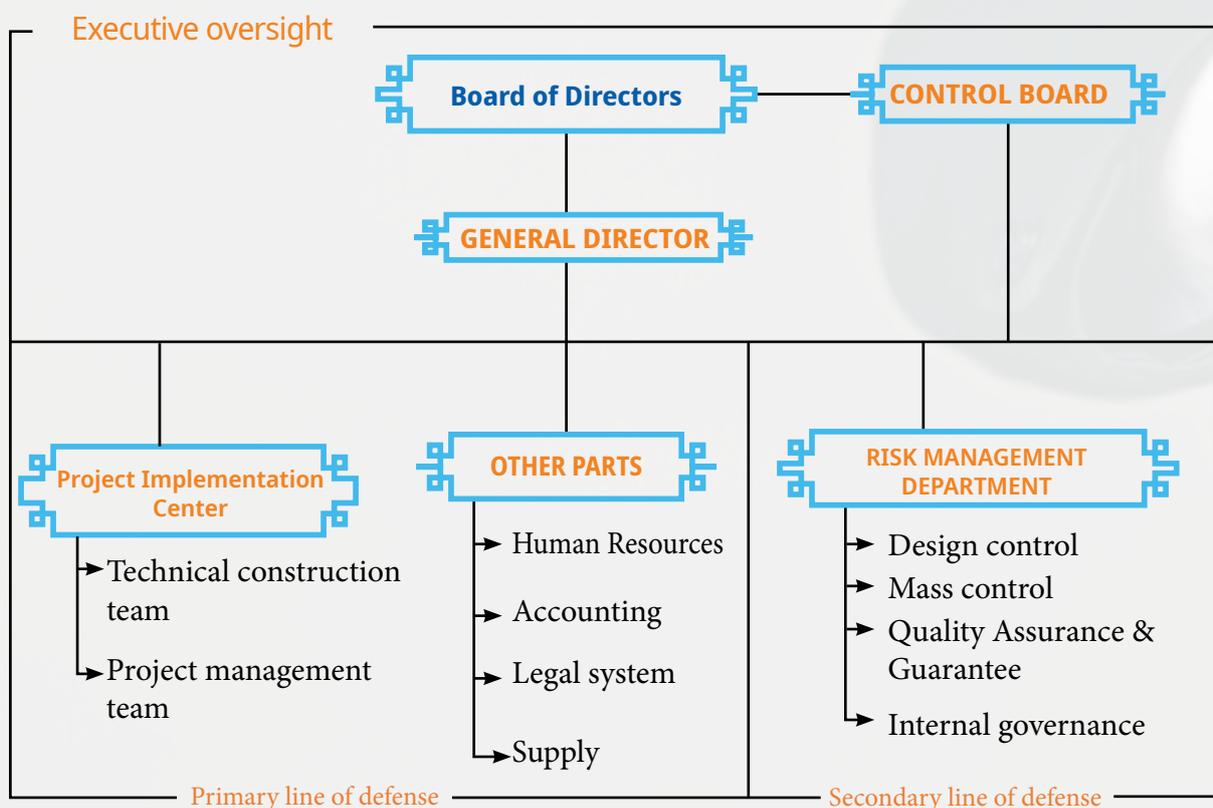
Furthermore, the credit facility has been reinstated, enabling banks to resume lending activities. Consequently, the real estate market will benefit from an increased influx of capital, fostering renewed development momentum. Nevertheless, market dynamics remain influenced by numerous unforeseen and unpredictable elements, which may pose potential risks.

As a distinguished entity in the electromechanical and high-end entertainment technology sector, HVC Group has encountered significant competition from various construction firms and general contractors in recent years. This situation presents numerous challenges, compelling HVC to innovate, create, and consistently achieve breakthroughs. Furthermore, officially becoming an investor in real estate projects in Hoa Binh offers HVC numerous development opportunities, alongside various difficulties and challenges that must be addressed to prepare for the new era.

1.6.2 PARTICULAR RISKS:

In addition to the risks posed by the macro environment, HVC Group consistently identifies, closely monitors, and manages industry-specific risks, including market risks, operational risks, financial risks, and labor risks.

✳ CONTROL, OVERSIGHT, AND RISK MANAGEMENT FRAMEWORK AT HVC GROUP



Risk management activities at HVC Group are executed in accordance with the two lines of defense model across all operations. The first line of defense is responsible for identifying, controlling, and implementing measures to mitigate risks. The second line of defense is designed to oversee and monitor these risks. Furthermore, HVC Group has established departments to assist the Board of Directors and the Management Board in fulfilling their supervisory role over senior management within the company's operations.

❖ **KEY RISK MANAGEMENT, MEASUREMENT, MONITORING, AND OVERSIGHT:**

❖ Financial exposure: Financial risks significantly impact business operations. In 2024, HVC Group will persist in monitoring and swiftly adapting to market trends, as well as new policies and regulations, to propose effective measures. The organization will maintain stringent control over cash flow. HVC's finance department consistently ensures operational efficiency, periodically evaluates risk levels, and delivers timely solutions.

❖ Operational risks: In 2024, HVC Group will take a proactive approach to managing operational risks by preventing and preparing for potential scenarios in advance. The organization will consistently enhance employee awareness regarding risk management through periodic and regular training and communication activities.

❖ To effectively manage risks, HVC has instituted and executed monitoring of potential risks at construction sites, factories, and offices. Internal procedures are consistently updated, enhanced, and disseminated to mitigate deficiencies.

❖ Given its role as a production and construction unit, HVC's activities consistently prioritize the safety and welfare of its workers.

❖ Labor safety remains a paramount priority. In addition to regular training and coaching, HVC Group offers comprehensive occupational accident insurance to employees and workers at factories and construction sites, safeguarding them against operational risks. Continuous inspection and supervision are implemented to prevent errors in bidding packages and projects, ensuring customer benefits and bolstering HVC's reputation.

❖ Environmental and social risks: In pursuit of sustainable development and adherence to Vietnamese regulations regarding environmental protection, HVC Group has effectively conducted assessments of environmental and social risks associated with its production and business activities by:

- ✘ Formulate regulations to establish measures for managing social and environmental risks, detailing the implementation organization and the responsibilities of pertinent departments and individuals.

- ✘ For the HVC Hung Yen Factory, production must align with the protection and rigorous enforcement of environmental regulations to mitigate risks. Wastewater undergoes treatment prior to its release into the environment, while hazardous waste is collected and processed by Urenco 10 (Hung Yen branch). Environmental monitoring will be conducted periodically, with four assessments scheduled for 2024 to evaluate emissions and wastewater quality.

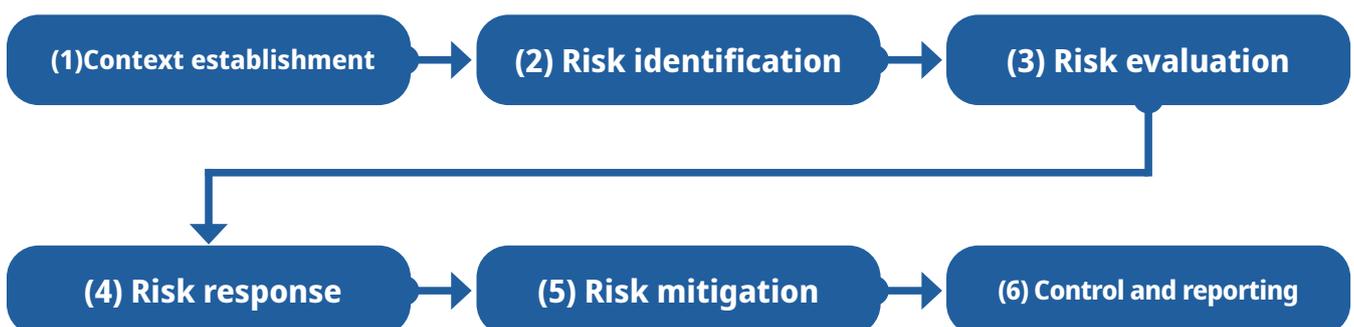
- ✘ For construction sites, HVC Group mandates the rigorous application of the 5S methodology and strict adherence to environmental regulations across projects nationwide. Given the inherent characteristics of the construction industry, primarily operating in outdoor settings, weather and climate factors significantly influence project timelines, quality, and costs. HVC Group has successfully navigated challenges and obstacles, presenting proactive and effective work and construction strategies. Evidence of this is reflected in the timely completion of all bid packages, often ahead of schedule, which has garnered satisfaction from investors.

- ✘ For the Garden Villas, Forest Plantation, and Resort Tourism project in Mong Hoa Commune, Hoa Binh City, HVC consistently upholds environmental standards, employing advanced modern technology to treat wastewater to regulatory standards prior to its release into the environment, thereby preserving the landscape. Concurrently, it safeguards green spaces and protects the natural scenery surrounding the project area.

- ✘ Market risk: Market fluctuations significantly influence the financial matters and construction progress of HVC Group. Given that HVC's industry is closely linked to numerous other service sectors and constitutes a substantial portion of the investment capital budget allocation within the economy, potential fluctuations may arise in raw material prices, the labor market, and the capital market, among others.

- ✘ In 2024, HVC Group's risk management continues to be effective. The organization has precisely measured and identified risks while proactively mitigating them, thanks to the expertise of the Board of Directors and the consulting team. Despite the market's inherent fluctuations, HVC has maintained notable strengths in its operational sectors, surpassing revenue targets and achieving profit objectives, all while ensuring the well-being of its employees.

Risk Management:



2 - PERFORMANCE STATEMENT FOR 2024

※ 2.1. BUSINESS PERFORMANCE

※ ORGANIZATIONAL PERFORMANCE

※ 2024 presents a year marked by numerous unpredictable developments in the global political and economic landscape, alongside specific challenges within the country. Despite these obstacles, Vietnam's economy has demonstrated a clear recovery, exhibiting consistent month-on-month growth, with inflation remaining below the target and key balances being maintained.

※ In 2024, our nation's real estate market experienced a resurgence, attributed to significant advancements in refining the legal framework, coupled with the diligent oversight and guidance of the Party, State, and Government.

※ In 2024, HVC Group, characterized by exceptional capacity, a strong brand reputation, a professional work ethic, flexible adaptability, and particularly a spirit of solidarity and unity, has successfully navigated numerous challenges, attained new heights, and achieved significant results, fulfilling its growth objectives. In 2024, HVC Group remains among the Top 10 most reputable electromechanical contractors in Vietnam.

※ In 2024, HVC distributed cash dividends at a rate of 3% (each share received 300 VND) to its shareholders. The total revenue generated by HVC Group from its business activities for the year amounted to VND 393,590 billion, with a pre-tax profit of VND 38,361 billion and an after-tax profit of VND 30,562 billion.

CONCERNING THE OPERATIONS OF THE GENERAL CONTRACTOR SPECIALIZING IN HIGH-END ENTERTAINMENT TECHNOLOGY:

※ In 2024, HVC Group showcased its strength and reputation as a market leader in this sector by consistently completing and delivering numerous large-scale projects. Concurrently, it secured high-value contracts, reinforcing its standing with investors and bolstering its market position.

※ In 2024, HVC entered into agreements with prominent investors, including Vingroup, Sun Group, and Masterise Homes. Specifically, HVC undertook projects such as VinWonders Cua Hoi (water park, fountain, Koi pond); VinWonders Grand Park (water park); Ha Nam Water Park; phase 2 of the water music at The Global City; Vinhomes Vu Yen (crystal swimming pool, landscape swimming pool); Vinhomes Ocean Park (four-season swimming pool at Vinschool Inter-level School and sauna and jacuzzi system in building R16); and Vinhomes Smart City (landscape swimming pool and sauna and jacuzzi in building V7).

※ With robust resources, all components of the project were executed by HVC and "completed" on schedule, ensuring advancement while adhering to the stringent aesthetic and technical requirements of investors. Last year, HVC delivered the project, which included a series of swimming pools and hot mineral pools at Vuon Vua Resort & Villa; the construction and handover of the water park, two fountains, and a Koi fish pond at VinWonders Cua Hoi; and the completion and handover of the VinWonders Grand Park water park.

✦ In 2024, HVC successfully finalized the construction of a landscaped swimming pool and 13 villa swimming pools at L'Aurora Phu Yen. The company also completed the second phase of the water music installation at The Global City, alongside a series of additional swimming pool and fountain projects spanning from North to South. Furthermore, HVC continues to implement technological enhancements at the InterContinental Residences Ha Long Bay, Vinhomes Vu Yen, Vinhomes Ocean Park, and Vinhomes Smart City projects.

CONCERNING THE ACTIVITIES OF THE M&E GENERAL CONTRACTOR:

✦ In 2024, HVC Group will maintain its status as one of the Top 10 most esteemed electromechanical contractors in Vietnam. HVC's commitment is evidenced by securing numerous high-value contracts at Vinhomes Dai An (Ocean Park 3), Vinhomes Dream City (Vinhomes Ocean Park 2), The Global City, Office 83 Ngoc Hoi, and The Manor Lao Cai.

✦ Continue to finalize and deliver numerous projects: Phase 1 of the general contract for the mechanical and electrical infrastructure system at The Global City; the general contract for the mechanical and electrical infrastructure system, traffic management of the West Bay subdivision, and the M&E system of the main road servicing sales at Vinhomes Dai An (Ocean Park 3); Phase 1 of the construction and installation package for temporary electrical cabinets and power supply at Vinhomes Dream City (Ocean Park 2).

REGARDING PRODUCTION ACTIVITIES:

✦ In 2024, HVC will enhance its investment in advanced equipment, expand the factory's scale, and develop production areas with a focus on specialization, particularly in the design, production, and assembly of electrical cabinets. Furthermore, the company's product lines, including cable trays, air ducts, and air duct accessories, have established a strong market presence, earning the trust and high regard of numerous investors.

✦ In 2024, HVC Group supplied electrical cabinets, ducts, and cable trays for numerous projects nationwide. Notable projects include: the provision of electrical cabinets for The Global City project; the supply and installation of electrical cabinets at Vinhomes Dream City (Ocean Park 2); the supply and installation of electrical cabinets, ducts, and cable trays at Office No. 83 Ngoc Hoi; the provision of electrical cabinets for the water supply technology segment of the game at the Vinhomes Dai An project (Ocean Park 3); the supply and installation of electrical cabinets and ducts for the L'Aurora Phu Yen project; the provision of electrical cabinets for the swimming pool project at InterContinental Residences Ha Long Bay; and the supply of electrical cabinets, ducts, and cable trays for the VinWonders Cua Hoi project (Nghe An).

REGARDING REAL ESTATE INVESTMENT ACTIVITIES:

✦ In 2024, HVC Group officially emerged as the investor for the real estate project encompassing Garden Villas, Forest Plantation, and Eco-tourism in Mong Hoa Commune, Hoa Binh City (Hoa Binh Province). This milestone marked a new chapter and a significant turning point in HVC Group's venture into the realm of real estate investment.

✦ The project encompasses an area of 28.74 hectares, serving a population of approximately 1,396 individuals, with a total estimated investment of 791.8 billion VND. The implementation timeline is set for the period from 2023 to 2026. It features a long-term residential land use period, comprising 263 villas, alongside a 50-year term for commercial and service land, commencing from the date the investor is granted land allocation.

✦ Project objectives: To develop a comprehensive, synchronized, civilized, modern, stable,

and sustainable framework for garden villas, eco-tourism, and high-end resorts that aligns with the overarching societal development trends; to establish a detailed planning map at a scale of 1:500 as a foundation for planning management and the construction of integrated technical infrastructure for the project; to engage in real estate business to enhance land use efficiency; to facilitate job creation for the workforce; to establish a housing fund for Hoa Binh city; to contribute to the promotion of socio-economic development and to augment state budget revenues at all levels.

✘ This project has been in development by HVC Group for the past two years. With unwavering determination, HVC has successfully completed over 80% of the procedural steps. As of December 31, 2024, the project has advanced to the stages of land acquisition and site clearance, paving the way for land allocation and construction.

✘ Additionally, HVC conducted a survey and research on investments in resort real estate projects located on the outskirts of Hanoi, leveraging its extensive experience in executing numerous large-scale tourist developments in Vietnam.



⚡ Implementation status in relation to the plan

No	Target	Plan 2024	Implementation 31 December 2024	Percentage of implementation relative to the 2024 plan
1	Total revenue (million VND)	386.000	393.590	102%
2	Net profit after tax (million VND)	30.000	30.562	101%
3	Profit after tax to revenue ratio	7,8%	7,8%	100%

2.2. Human resources organization

⌘ Executive board members list

No	Name	Position	Ownership share ratio
1	Le Van Cuong	General Director	10.548%
2	Truong Thanh Tung	Deputy General Manager	2.76%
3	Vu Thi Nga	Deputy General Manager	2.72%
4	Nguyen Xuan Truong	Deputy General Manager	0.15%
5	Cao Ngoc Hai	Chief Accountant	0%

⌘ For a brief profile of the Board of Directors and Chief Accountant, please refer to the Report of the Board of Directors - Senior Management Structure, page number 62-63.

⌘ Modifications to the Board of Directors

⌘ In 2024, the Company's Board of Directors will remain unchanged and stable.

⌘ List of officers responsible for member companies

⌘ In 2024, Lakehill Investment & Tourism Company Limited experienced a transition in its directorship. Consequently, Mr. Tran Tuan Anh assumed the role of company director, succeeding Mr. Pham Quoc Bao.

No	Name	Position	Note
1	Truong Thanh Tung	Director of HVC Park Amusement Equipment Co., Ltd.	
2	Le Van Cuong	Chairman of the Board of Members overseeing HVC Hung Yen Company Limited	
3	Nguyen Xuan Truong	Director of HVC Mechanical and Electrical General Contractor Limited	
4	Tran Tuan Anh	Director of Lakehill Investment and Tourism Company, Limited	
5	Vu Thi Nga	Director of HVC Investment Company Limited and Hoa Binh Ho Guom	

⌘ Number of personnel

✳ As of December 31, 2024, the total number of employees at HVC Group stands at 189, comprising 73 in the office block, 34 at the HVC Hung Yen factory, and 82 across construction sites nationwide.

✳ In 2024, the average salary of HVC employees is 16.3 million VND per person per month, reflecting a 15% increase compared to 2023.

⌘ Employee Policy

With the goal of building human resources with qualities, experience and qualifications to meet the strict requirements of the company, in 2024, HVC Group continues to have many good policies to attract, motivate development and long-term commitment of employees to the company.

✳ Open and transparent recruitment policy with criteria for evaluating candidates' qualifications and abilities based on professional standards as a basis for the recruitment process.

✳ HVC Group always pays attention to the selection of personnel with high standards of capacity, health and ethics by maintaining a specialized recruitment department, online recruitment website, and internal recruitment newsletter. Recruitment information is disseminated through social networking sites, ensuring professionalism, transparency, fairness, and enhancing the image and reputation of the HVC Group brand in the labor market.

✳ Employee training and development policy: HVC Group always considers human resources as the most valuable asset, taking people as the center of HVC Group's development motivation with training and development policies according to the company's business strategy, built according to each target group.

✳ Training in 2024 will have many changes with training programs designed towards standard titles for key positions in the company, focusing on training courses on expertise, specialized skills and soft skills.

✳ Additionally, HVC Group fosters an environment that encourages employees to engage in external direct and online training programs to enhance their skills.

✳ Upon successful recruitment, HVC Group promptly organizes integration training courses for new employees. These courses are designed to provide essential professional knowledge and soft skills, thereby enhancing the staff's capabilities in a professional manner and preparing them to meet the high expectations of the company's Board of Directors and investors in various projects.

✳ For newly graduated engineers, HVC Group implements a training program that follows this roadmap: theoretical instruction, practical experience on-site, and experiential learning through participation in HVC projects across the nation. The training courses at HVC are delivered by the company's senior experts and overseen by project managers.

✳ HVC Group's salary policy, benefits, and welfare system are competitive, aimed at ensuring a stable income source that allows employees to feel secure in their commitment to the company. By defining the core values of Prestige, Creativity, and Responsibility, HVC Group has not only solidified its advantages in the recruitment market over the years but has also established these principles as the foundation for all human resource development activities, continually striving to enhance these strengths.

- + In 2024, HVC Group consistently guarantees employment and ensures that salaries are paid promptly and in full.
- + Fully implement health insurance, social insurance, unemployment insurance, and occupational accident insurance systems.
- + Coordinate visits and provide timely assistance for employees facing challenges.
- + Benefits for female employees: Reduced working hours for those with children under one year old, as well as for pregnant employees.
- + Organize significant cultural, sports, and appreciation activities for employees, including birthdays, International Women’s Day on March 8, October 20, the holidays from April 30 to May 1, team-building events, National Day on September 2, and Lunar New Year, to foster trust and strengthen solidarity.

✳ For information regarding the human resources structure, policies, and modifications to employee policies, please refer to the section on Sustainable Development – Employee-related Policies, page number 109.

✳ 2.3. INVESTMENT AND PROJECT EXECUTION STATUS

⚙ Project execution status

✳ PROJECTS HVC SERVES AS THE CONTRACTOR

- ✳ Aiming to establish itself as a private corporation in high-end entertainment technology and as a general contractor in electromechanical services, HVC Group has consistently endeavored to evolve into a comprehensive, efficient, and reputable development firm.
- ✳ In 2024, HVC Group successfully completed and delivered numerous key projects to strengthen the company’s standing in the industry, including:
 - + Successfully completed 100% of the construction and delivered the general contractor package for the water park, fountain, and Koi pond at VinWonders Cua Hoi.
 - + Completed the construction and handover of Phase 1 of the general mechanical and electrical infrastructure package at The Global City.
 - + Successfully finalized the construction of the water music phase 2 at The Global City.
 - + Successfully completed the construction and handover of multiple swimming pools and hot mineral pools at Vuon Vua Resort & Villa.
 - + Complete the construction and handover of VinWonders Grand Park water park.
 - + Complete the construction and handover of the general contract package for mechanical and electrical infrastructure, traffic management of the West Bay subdivision, and the mechanical and electrical (M&E) systems of the main road servicing sales at Vinhomes Dai An (Ocean Park 3).
 - + Construction, renovation, and handover of game cluster number 10 at the Central Park of the Vinhomes Dai An project (Ocean Park 3).
 - + Successfully completed the construction and handover of phase 1 of the electrical cabinets and temporary electricity installation package at Vinhomes Dream City (Ocean Park 2).

+ In addition to the aforementioned projects, HVC will complete and deliver numerous other electromechanical and entertainment equipment general contracting projects to investors for use in 2024.

+ In addition to the completed and delivered projects, HVC Group continues to finalize M&E projects, as well as design, supply, and install high-end entertainment equipment. This includes significant projects such as:

+ The Global City: HVC serves as the general contractor for the mechanical and electrical infrastructure construction of the entire project. As of December 31, 2024, HVC is actively progressing with phases 2 and 3.

+ Vuon Vua Resort & Villa: In this project, HVC Group serves as the general contractor responsible for the design, supply, and installation of numerous swimming pools within the luxury villa complex. By the end of December 2024, in addition to the completed and delivered swimming pools, HVC is undertaking several significant bidding packages, including swimming pool technology, Jacuzzis, hot mineral swimming pools, dry sauna systems, and wet saunas.

+ InterContinental Residences Ha Long Bay: In this project, HVC Group serves as the general contractor responsible for the construction of the complete swimming pool system, Jacuzzi, and landscape pool. By the end of December 2024, HVC had accomplished approximately 90% of the work.

+ L'Aurora Phu Yen: HVC serves as the contractor for the construction of the infinity pool system, landscape pool, and 13 swimming pools for individual villas. By the end of 2024, in addition to the completed items, HVC is still awaiting the site to commence construction of the infinity pool. Furthermore, the M&E electrical and mechanical components of the Clubhouse are also being developed and executed by HVC, with approximately 70% of the volume completed.

+ 83 Ngoc Hoi Office Mechanical and Electrical Project: HVC Group serves as the contractor for the mechanical and electrical systems, encompassing electricity, low voltage electricity, water supply and drainage, and air conditioning (excluding fire protection) in Zones A and B. As of December 31, 2024, HVC has accomplished approximately 70% of the contract value.

+ Ha Nam Water Park: HVC Group serves as the contractor for the package involving the supply and installation of the mechanical and electrical systems for Game C2, C8, and C9 technology - Mechanical component. By the end of 2024, HVC has deployed personnel, machinery, and equipment to the site and commenced installation to ensure the project's progress and quality.

+ Vinhomes Vu Yen: HVC is currently executing two bidding packages: one for swimming pool and Jacuzzi technology for the Royal subdivision, and another for swimming pool and Jacuzzi technology for the landscape swimming pool of the Noble subdivision. By the conclusion of 2024, HVC Group will be engaged in the construction and installation of equipment at both swimming pools.

+ The Manor Lao Cai: HVC Group has been tasked with executing the electromechanical components of the commercial center, which include the power supply system, water supply and drainage, as well as the air conditioning and ventilation systems. As of December 31, 2024, HVC has dedicated both human and material resources to the project to facilitate construction.

+ Furthermore, objective factors from the investor, including issues related to labor, materials, construction sites, and design drawings, also influence the construction progress of HVC. Nevertheless, HVC continues to strive for implementation, and currently, the aforementioned projects are still progressing in accordance with the commitments made to the investor.

✧ **PROJECT FOR GARDEN VILLAS, AFFORESTATION INTEGRATED WITH ECO-TOURISM IN MONG HOA COMMUNE, HOA BINH CITY**

+ The villa complex featuring garden houses, forest plantations, and eco-tourism in Mong Hoa commune, Hoa Binh city, known commercially as Euro Villas, is developed by HVC Investment Company Limited and Ho Guom Hoa Binh (HVC Hoa Binh, a subsidiary of HVC Group).

+ The project spans 28.74 hectares and offers the market 263 villas with long-term legal ownership. It is the sole project in Hoa Binh that boasts the unique advantage of a “lake in the heart of the city.” Du Lake, situated in the central area, is regarded as the “heart” of the project, enhancing the landscape and improving air quality.

+ As of December 31, 2024, the project has successfully completed over 80% of the procedural requirements, including the approval of detailed planning at a scale of 1/500, the endorsement of the investment policy, the completion of the bidding process for investor selection, and the acquisition of investor approval. The project is currently in the phase of land acquisition and site clearance, preparing for land allocation and the commencement of construction.

✧ **Member organizations**

DIRECTOR OF HVC MECHANICAL AND ELECTRICAL GENERAL CONTRACTOR LIMITED:

✧ HVC Mechanical and Electrical General Contractor Limited (HVC M&E) was established on September 14, 2018, with a charter capital of 30 billion VND, of which HVC Group contributed 90%. It is registered to operate primarily as an electromechanical contractor, with its headquarters located at Ho Guom Plaza Building, 102 Tran Phu, Ha Dong District, Hanoi. At the time of its inception, Mr. Nguyen Sy Truong served as the director of HVC M&E.

✧ Since its inception, HVC M&E has undergone four changes in business registration. The initial change occurred on April 1, 2019, with Mr. Tran Van Duy serving as director. The second change took place on September 12, 2019, with Mr. Truong Thanh Tung appointed as director. The third change was on March 19, 2020, reinstating Mr. Tran Van Duy as director. The fourth change occurred on August 3, 2020, with Mr. Nguyen Xuan Truong assuming the role of director, a position he has held to the present day.

✧ HVC M&E was swiftly established to acquire human resources, technical expertise, and project assets from HVC Group. A number of significant projects spanning the North, Central, and South regions have been successfully completed in accordance with investor requirements, including: Vinhomes Riverside, Vinmart - Vincom Ha Tinh, Vinhomes The Harmony, Vinpearl Cua Sot, Vinhomes Golden River, Imperia Hai Phong, Vinpearl Nam Hoi An, Vinhomes Ocean Park, Vinhomes Grand Park, Vinhomes Dream City, Vinhomes Dai An, and The Global City.

✳ In early 2019, HVC was proud to be recognized as one of the Top 10 prestigious electromechanical contractors in Vietnam. By 2020, the company advanced to the Top 5 in this ranking. In 2024, HVC maintained its position among the Top 10 prestigious electromechanical contractors. Looking ahead, HVC M&E aims to secure a place in the Top 3 of this ranking.

✳ Last year, HVC M&E experienced minor fluctuations in its human resources situation; however, the company's business activities remained stable. In 2024, as a result of the electromechanical contracts signed directly with HVC Investment and Technology JSC, HVC M&E total revenue amounted to 3.67 billion VND, with total expenditures of 2.85 billion VND. The pre-tax profit reached 823 million VND.

HVC PARK AMUSEMENT EQUIPMENT CO., LTD.:

✳ HVC Park Amusement Equipment Co., Ltd. (HVC Park) was established In May 29,2019, with a charter capital of 30 billion VND, of which HVC Group contributed 95%, with Mr. Truong Thanh Tung serving as the director. Areas of business include the design, construction, supply, and installation of high-end entertainment technology, encompassing swimming pools, water music, fountains, water parks, amusement parks, ocean aquariums, and ice skating rinks. HVC Park is located on the 8th floor of Tower C - Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi.

✳ The company has attained numerous certifications: HACCP, ISO 9001:2008, QS-9000, SA8000, ISO 17799, OHSAS 18001, TL 9000, providing complete assurance to customers.

✳ After several years of establishment, HVC Park has solidified its reputation and excellence in the industry through a series of notable projects spanning from North to South. HVC Park consistently attracts prominent investors such as Vingroup, Sungroup, Muong Thanh, Alma, Sunshine Group, Van Phuc Group, and Masterise Home. The objective of HVC Park is to continue aligning with HVC Group's leadership in design consulting, as well as in the provision of installation and technology transfer of high-end entertainment equipment within the Vietnamese market.

✳ As of December 31, 2024, total revenue for the year amounted to 61.1 billion VND. Total expenditures were 54.7 billion VND. Pre-tax profit reached 6.4 billion VND.

HVC HUNG YEN CO., LTD.:

✳ HVC Hung Yen Company Limited (HVC Hung Yen Factory) was established on January 11, 2016, by the Department of Planning and Investment of Hung Yen Province, with Mr. Le Van Cuong as the representative. The charter capital amounts to 60 billion VND, of which HVC Group contributes 99%. The business focuses on the manufacturing of electrical cabinets, air ducts, and cable trays. The factory is located in Tan Dan Commune, Khoai Chau District, Hung Yen.

✳ In May 2018, the factory commenced operations to manufacture and assemble equipment across an area of 36,955 m². The HVC Hung Yen factory is equipped with comprehensive facilities, including an operational and product introduction building, workshop, warehouse, canteen, and workers' rest area, all supported by a modern production line system and standardized infrastructure. With an investment of approximately 4 million USD in advanced technology, the production line is capable of producing 800,000 equipment products annually.

✳ In August 2023, HVC Hung Yen's electrical cabinet products underwent evaluation by KEMA, the world's foremost prestigious and reputable organization based in the Netherlands. The products were found to meet the quality standards and fully comply with the requirements established by IEC standards, resulting in the issuance of the KEMA Type Test Certificate.

✘ Over the years, the electrical cabinets, air ducts, and cable trays produced by HVC Hung Yen Factory have been utilized in numerous projects nationwide and have been selected by prominent investors including Vingroup, BIM Group, Masterise Homes, SUN Group, Danko Group, Bitexco, Delta, Thang Long Invest Group, Apec Group, Novalad, and An Lac Group, among others.

✘ As of December 31, 2024, the HVC Hung Yen Factory employs 34 individuals. The total revenue for 2024 amounts to 32.1 billion VND, while total expenditures reach 28.25 billion VND. The pre-tax profit stands at 3.85 billion VND.

LAKEHILL INVESTMENT AND TOURISM JOINT STOCK COMPANY

✘ Established on November 23, 2022, the initial legal representative is Mr. Pham Quoc Bao. The charter capital amounts to 11,000,000,000 VND (Eleven billion VND), with HVC Group contributing 99%. Tax code: 5400536676, the company operates in the real estate, tourism, and resort sectors. The address is located in Nuoc Hang hamlet, Mong Hoa commune, Hoa Binh city, Hoa Binh province.

✘ From its inception until December 31, 2023, the company has modified its charter capital once, reducing it from VND 26,000,000,000 (Twenty-six billion VND) to VND 11,000,000,000 (Eleven billion VND). In 2024, the legal representative and Director of the company will be Mr. Tran Tuan Anh.

✘ In 2024, Lakehill Company did not engage in any production or business activities; however, it generated revenue from financial activities amounting to VND 117 million, with a pre-tax profit of VND 16.2 million.

HVC INVESTMENT AND HO GUOM HOA BINH CO., LTD

✘ This joint venture, established on December 1, 2023, is a collaboration between HVC Investment and Technology Joint Stock Company and Ho Guom Group Joint Stock Company, with a charter capital of 150,000,000,000 VND (one hundred and fifty billion VND). HVC Group holds a 70% stake in the venture. The company is situated in Nuoc Hang hamlet, Mong Hoa commune, Hoa Binh city, Hoa Binh province, and operates within the sectors of real estate, tourism, and resorts. The director of the company is Ms. Vu Thi Nga.

✘ As of December 31, 2024, HVC Hoa Binh reported total revenue from commercial activities amounting to VND 3.85 billion, with a pre-tax profit of VND 24.89 million.

3.3 FINANCIAL SITUATION

⌘ Capital size

No	Target	Unit of measure	2023	2024
1	Total assets	VND	661.158.608.134	693.955.654.311
2	Charter capital	VND	406.448.300.000	406.448.300.000
3	Equity	VND	487.995.540.639	551.362.032.659

⌘ Business outcomes

No	Target	Unit of measure	2023	2024
1	Net revenue	billion VND	250,811	393,590
2	Profit after tax	billion VND	11,09	30,562
3	EPS	billion VND	269	743

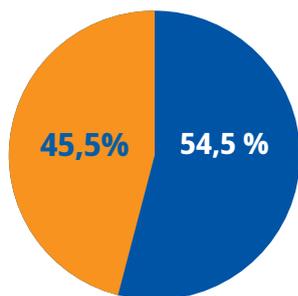
2.5. SHAREHOLDER COMPOSITION, ALTERATION IN OWNER'S EQUITY FOR 2024 (TABULAR PRESENTATION)

⌘ Shares

Total shares	40.644.830 shares
Number of outstanding shares	40.644.830 shares
Number of restricted shares	0 shares
Number of freely transferable shares	40.644.830 shares

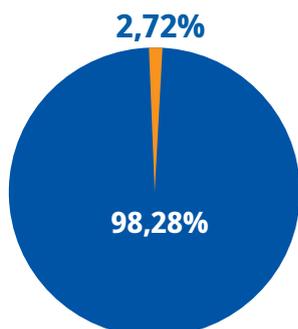


⌘ Shareholder Composition



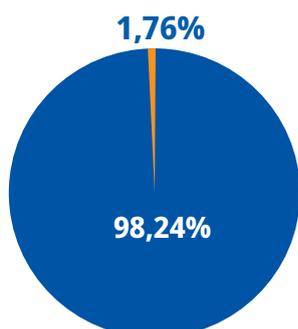
BASED ON THE DISTINCTIONS BETWEEN LARGE SHAREHOLDERS AND SMALL SHAREHOLDERS:

- ✘ Major shareholders: 18,485,540 shares, representing 45.5% of the total voting shares.
- ✘ Small shareholders: 22,159,290 shares, representing 54.5% of the total voting shares.



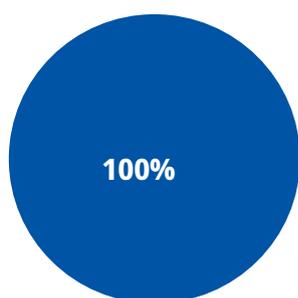
BASED ON THE CRITERIA ESTABLISHED BY INSTITUTIONAL AND INDIVIDUAL SHAREHOLDERS:

- ✘ Semi-individual: 39,539,385 shares, representing 97.28% of the total voting shares.
- ✘ Organization: 1,105,445 shares, representing 2.72% of the total voting shares.



BASED ON THE CRITERIA FOR DOMESTIC AND FOREIGN SHAREHOLDERS:

- ✘ Domestic: 39,928,450 shares, representing 98.24% of the total voting shares.
- ✘ Foreign: 716,380 shares, representing 1.76% of the total voting shares.



IN ACCORDANCE WITH THE CRITERIA ESTABLISHED BY STATE SHAREHOLDERS AND OTHER STAKEHOLDERS:

- ✘ State: 0 shares, representing 0% of the total voting shares.
- ✘ Other shareholders: 40,644,830 shares, representing 100% of the total voting shares.



⌘ Modifications in Owner's Equity

- ✘ Issuing shares to distribute dividends: 0
- ✘ Issuing shares to current shareholders: None

⌘ Transactions involving treasury stock

- ✘ In 2024, HVC Group will refrain from engaging in any treasury stock transactions.
- ✘ Current number of treasury shares: Zero

⌘ Other securities: None

2.6. HVC GROUP'S EXCEPTIONAL PROJECTS IN 2024

⌘ CONSTRUCTION AND COMPLETION INITIATIVES

⌘ THE GLOBAL CITY PROJECT

The Global City, spanning 117 hectares, is regarded by experts as the last remaining gem of Thu Duc City, developed and invested in by Masterise Homes Group.



M&E infrastructure general contractor: HVC Group serves as the M&E infrastructure general contractor for the entire project. This contract represents one of the largest value packages ever awarded to HVC Group. The general contract package is segmented into three phases, with HVC completing the handover of phase 1 of the Soho subdivision to the investor in 2024.

Subsequently, HVC proceeded with the implementation of the electromechanical infrastructure system on routes D8, D4, N1P, N1R, N1Q, and D2 of phase 2, as well as on routes V, N1G, N1H, and D2 of phase 3.

**Water Music Phase 2:**

Following the success of the initial phase of the water music show, HVC Group garnered the trust and high regard of the investor. In 2024, HVC commenced the design, construction, and installation of the second phase of the water music show at The Global City. This second phase represents an extension of the first phase of the artificial canal system, boasting a total length of up to 2 kilometers.



The scale of this phase surpasses that of phase 1, and the performance requirements introduce distinct challenges in the design and construction process. Nevertheless, leveraging a professional work ethic and prior experience, HVC Group efficiently designed and completed the water music phase 2 in a short timeframe, garnering satisfaction from the investor.

⚡ VINHOMES DREAM CITY DEVELOPMENT

Vinhomes Dream City is systematically and diversely invested, featuring a comprehensive ecosystem of renowned Vingroup amenities, including the Vincom Shopping Center, Vinmec Hospital, Vinschool, and hundreds of other premium facilities, all designed to create a dream urban area characterized as “All in One”.



Historically, HVC Group has made a significant impact through the successful completion and handover of various essential M&E and high-end entertainment technology projects. In 2024, HVC Group was awarded an additional contract for the construction and installation of electrical cabinets and temporary power supply for areas CT01, CT02, and CT03. As of December 31, 2024, HVC has successfully completed phase 1 of this contract.

⚡ VINHOMES DAI AN DEVELOPMENT

The project encompasses a total planning area of 293.96 hectares, with an overall investment of approximately 32,661 billion VND (equivalent to 1.4 billion USD), situated in the Van Giang and Van Lam districts of Hung Yen province. Vinhomes Dai An is regarded as an ideal residence, featuring a range of premium amenities thoughtfully integrated within the lush green spaces of the development.



In recent times at Vinhomes Dai An (commercially known as Vinhomes Ocean Park 3), HVC Group has made a significant impact as the general contractor for M&E and premium entertainment technology across a range of key projects.

In 2024, HVC successfully completed and delivered two high-value electromechanical packages at Vinhomes Dai An: the construction of infrastructure and traffic systems in PK4 of the West Bay subdivision, and the mechanical and electrical work for the main road facilitating sales.

With the construction and renovation of game cluster No. 10 at the project's Central Park, HVC has also completed and delivered it to the investor for operation.



⚡ VINWONDERS CUA HOI INITIATIVE

The Cua Hoi entertainment complex spans 195.5 hectares and is situated in the Nghi Hoa and Nghi Hai wards of Cua Lo town (Nghe An), with a total investment of approximately 4,000 billion VND. The project is organized into eight primary functional sub-areas on the mainland and Hon Ngu Island.



In 2024, HVC and investor Vingroup entered into a comprehensive agreement for the technology package encompassing the water park, fountain, and Koi fish pond at the Cua Hoi Entertainment Complex.



Following a brief construction period, HVC has successfully completed and delivered all components to the investor for operational use. Presently, VinWonders Cua Hoi is emerging as one of the most remarkable resort tourism landmarks in Nghe An specifically, and the North Central region more broadly.

✦ **VINWONDERS GRAND PARK INITIATIVE**

Vinhomes Grand Park serves as a convergence point for international residents situated in the Long Binh and Long Thanh My wards of District 9, Ho Chi Minh City. Spanning a total area of 360 hectares, it comprises 71 towers ranging from 25 to 35 stories, offering the market over 44,000 diverse real estate products. Since its inception, Vinhomes Grand Park has garnered significant attention, particularly due to its central park, which covers 36 hectares—3.6 times the size of Tao Dan Park.

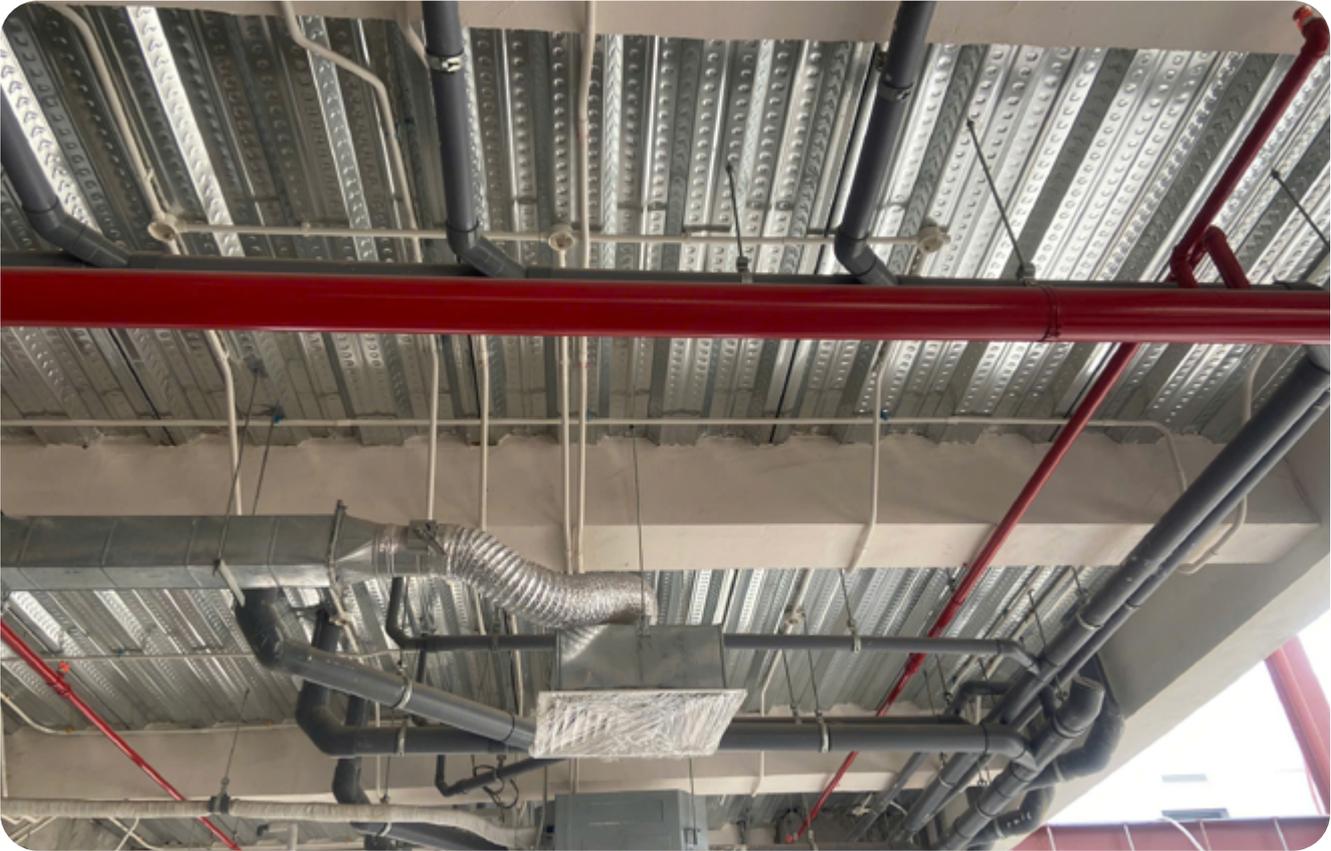


At VinWonders Grand Park, HVC Group oversees the execution of the general contract package for water filtration and drainage technology within the game clusters of the Tropical Island water park. Specifically, Zone 3 features six adventure games for adults, while Zone 4 offers three thrilling games for children.

At the conclusion of November 2024, HVC finalized the construction and transferred the general contract package to the investor for utilization.

✦ **OFFICE MECHANICAL AND ELECTRICAL PROJECT 83 NGOC HOI**

The Office Project, funded by the Transport Investment and Development Joint Stock Company, occupies an area of approximately 10,500 m² at No. 54, Lane 83, Ngoc Hoi Street (Hoang Mai District, Hanoi). In this endeavor, HVC Group serves as the contractor for the MEP system, which includes electricity, low voltage electricity, water supply and drainage, and air conditioning (excluding fire protection) in Zones A and B.



Zone A features a height of two floors and a construction area of approximately 2,700 m², encompassing typical functional spaces such as an administrative area, hall, library, canteen, and a private garage.

Zone B comprises two stories and encompasses an area of nearly 2,600 m², featuring primary functional spaces including an office, meeting room, co-working area, pantry, storage room, and garage.

As of December 31, 2024, HVC has fulfilled approximately 70% of the contract value.

⚡ INTERCONTINENTAL RESIDENCES HA LONG BAY DEVELOPMENT

InterContinental Residences Ha Long Bay is the sole beachfront resort in Ha Long (Quang Ninh), featuring a nearly 600-meter-long beach that offers fresh air and a sweeping view of Ha Long Bay, a masterpiece of global natural heritage.

The project is situated on the central peninsula of the Halong Marina Complex, developed by BIM Group, encompassing a total area of nearly 5.2 hectares.

HVC Group serves as the general contractor for the comprehensive system of swimming pools, Jacuzzis, and landscape pools. By the conclusion of 2024, HVC is expected to have completed approximately 90% of the project's work volume.



⌘ THE L'AURORA PHU YEN PROJECT



L'Aurora Phu Yen spans over 4.7 hectares and is situated on Doc Lap Street, extending along 250 meters of coastline in the heart of Tuy Hoa city, Phu Yen province.

In this project, HVC serves as the contractor for the construction of the infinity pool system, landscape pool, and 13 swimming pools for the individual villas. Concurrently, HVC is also tasked with the construction of the M&E package for the Clubhouse area.

In 2024, HVC finalized the construction of the landscape swimming pool and the villa swimming pool. The mechanical and electrical works remain ongoing.

⌘ **VUON VUA RESORT AND VILLAS PROJECT**

HVC Group serves as the general contractor responsible for supplying equipment and installing numerous swimming pools, onsen pools, and providing hot mineral water at the island villas within the Vuon Vua Resort & Villas project.



Vuon Vua Resort & Villas is a luxurious 5-star development spanning nearly 120 hectares, backed by Thang Long Construction Group. This eco-tourism complex features an outdoor amusement park and a resort villa system comprising over 300 villas and ecological garden houses.

In 2024, HVC has constructed, completed, and delivered numerous mineral spring swimming pools, island villa swimming pools, and water playgrounds within the project's subdivisions. The project remains ongoing under HVC's management.

✦ **VINHOMES VU YEN**

Vinhomes Vu Yen encompasses an area of 877 hectares, developed by Vingroup Corporation on Vu Yen Island in Hai Phong City. The project is segmented into 11 subdivisions, featuring a variety of product types and exceptional utility systems.



To enhance the quality of the crystal glass swimming pool in the Royal subdivision, the investor entered into a contract with HVC Group for swimming pool and Jacuzzi technology.

Next, in the Noble subdivision, HVC Group will implement the swimming pool technology package, including a Jacuzzi for the landscape swimming pool spanning nearly 600m². This feature is regarded as a significant asset that enhances the luxurious, refined, and distinctive resort lifestyle.

By the conclusion of 2024, HVC Group will be executing construction and equipment installation at these two swimming pools.

✦ **HA NAM WATER PARK**

Sun World Ha Nam entertainment complex encompasses an expansive area exceeding 26 hectares, developed and invested in by Sun Group in Phu Ly City, Ha Nam Province. A standout feature of this complex is Ha Nam Water Park, which draws inspiration from the traditional water puppetry culture characteristic of the Northern Delta.

The water park features 15 varied and appealing game complexes, organized into three distinct sub-areas, each serving different functions.

HVC Group serves as the contractor for the package involving the supply and installation of the Game C2, C8, and C9 electromechanical systems, specifically the mechanical components. By the end of 2024, HVC has deployed personnel, machinery, and equipment to the site and commenced installation to guarantee the project's progress and quality.



⚡ THE MANOR LAO CAI

The Manor Tower is a luxury apartment complex and five-star hotel project situated in the heart of Lao Cai City (Lao Cai Province). The development features a 25-storey tower, inspired by the grandeur of the terraced fields on the mountainside.



HVC Group was tasked with executing the electromechanical components of the commercial center, which included primary responsibilities such as the power supply system, water supply and drainage system, and air conditioning and ventilation system.

❖ EURO VILLAS REAL ESTATE INVESTMENT INITIATIVE

The villa complex featuring garden residences, forest plantations, and eco-tourism in Mong Hoa commune, Hoa Binh city, known commercially as Euro Villas, is developed by HVC Investment Company Limited and Ho Guom Hoa Binh (HVC Hoa Binh, a subsidiary of HVC Group).

The project encompasses an area of 28.74 hectares, offering the market 263 villas with long-term legal ownership. It is the sole project in Hoa Binh that boasts the unique advantage of a “lake in the heart of the city.” Du Lake, situated in the central zone, is regarded as the “heart” of the project, enhancing the landscape and improving air quality.



Project Synopsis

Euro Villas is situated in a prime location characterized by “three proximities”: first, its closeness to the market; second, its adjacency to the river; and third, its accessibility to the road, facilitating convenient movement for residents to surrounding areas. The project is located over 50 minutes from the National Convention Center, approximately 20 kilometers from the center of Hoa Binh City, and about 10 kilometers from the Da River in Ky Son town. Euro Villas is positioned adjacent to National Highway 6, which not only enhances transportation convenience but also allows for flexible connections to renowned tourist attractions such as Hoa Binh Lake, Kim Boi mineral spring, Phoenix golf course, Hilltop Valley golf course, Co Tien cave, Thang Thien waterfall, and Tu Son waterfall.



Perspective of Northern European residences

The project is segmented into two subdivisions: Northern Europe and Southern Europe. It features 263 villas designed in a minimalist European architectural style, varying in size, fully equipped with premium amenities, adorned with Indochine-style interiors, and managed by a professional company.

Euro Villas is not only a high-end resort project but also emphasizes the creation of a network of modern, synchronized amenities, healthcare services, and spiritual care, providing residents and visitors with invaluable living experiences that grant immediate access to a multitude of utilities.



Perspective on Southern European Villas

Euro Villas has invested in numerous valuable amenities, including a commercial service area, a luxury hotel, a mini hotel complex, an Asian-European style restaurant, a clubhouse featuring a gym and a four-season swimming pool, an outdoor infinity pool, a sports area, and a spa area equipped with a hot mineral jacuzzi pool utilizing hot steam and cold snow steam technology. Additional features include mini parks accentuated by a lake, a boat dock, a snow castle, a camping valley, team-building facilities, an Asian garden, and cafes with diverse styles.



9-storey condotel of the project

As of December 31, 2024, HVC has successfully completed over 80% of the procedural distance. The project is currently in the phase of land acquisition and site clearance, preparing for land allocation and the commencement of construction.



3 - REPORT OF THE BOARD OF DIRECTORS

3.1. SENIOR LEADERSHIP FRAMEWORK



1. **Mr. Le Van Cuong - General Director**

- ⌘ Year of birth: 1985
- ⌘ Ownership share ratio: 10.548%
- ⌘ Work process:
- ⌘ 8/2008 – 4/2012: DETECH Technology Development Support Joint Stock Company
- ⌘ 5/2012 - Present: HVC Investment and Technology Joint Stock Company
- ⌘ Current position: Member of Board of Directors, General Director

2. **Mr. Truong Thanh Tung - Deputy General Director**

- ⌘ Year of birth: 1980
- ⌘ Ownership share ratio: 2.76%
- ⌘ Work process:
- ⌘ 4/2004 – 8/2012: DETECH Technology Development Support Joint Stock Company
- ⌘ 9/ 2012 - Present: HVC Investment and Technology Joint Stock Company
- ⌘ Current position: Member of Board of Directors, Deputy General Director



3. **Mrs Vu Thi Nga - Deputy General Director**

- ⌘ Year of birth: 1982
- ⌘ Ownership share ratio: 2.72%
- ⌘ Work process:
- ⌘ 1/2004 – 5/2006: Ha Yen Company Limited
- ⌘ 6/2006 – 5/2011: VN Interior Architecture Joint Stock Company
- ⌘ 6/2011 – 5/2014: CONINCO Joint Stock Company Project Management and Investment
- ⌘ 6/2014 - Present: HVC Investment and Technology Joint Stock Company
- ⌘ Current position: Deputy General Director/ Person in charge of Corporate Governance.

4. **Mr Nguyen Xuan Truong – Deputy General Director**

- ⌘ Year of birth: 1981
- ⌘ Ownership share ratio: 0.15%
- ⌘ Work process:
- ⌘ 1/2003 – 11/2012: Construction Joint Stock Company No. 1 - Vinaconex 1
- ⌘ 12/ 2012 – 12/2013: Vingroup Corporation
- ⌘ 2/2014 – 7/2017: Hanoi University of Architecture
- ⌘ 8/2017 - Present: HVC Investment and Technology Joint Stock Company
- ⌘ Current position: Deputy General Director.



⌘ 5. **Mrs Cao Hai Ngoc - Chief Accountant**

- ⌘ Year of birth: 1984
- ⌘ Ownership share ratio: 0 %
- ⌘ Work process:
- ⌘ 1/2006 - 12/2013: Accountant - Thang Long Construction Quality Supervision Consulting Joint Stock Company
- ⌘ 2/2014 – 5/2016: Chief Accountant - Truong Thanh Industrial Joint Stock Company
- ⌘ 6/2016 – 12/2016: Basic construction accounting, general accounting - Lam Pham Company Limited
- ⌘ 1/2017 – 1/2019: Chief Accountant - Viking Vietnam Joint Stock Company
- ⌘ 1/2019 – 6/2022: General Accountant - Bac Phuong Joint Stock Company
- ⌘ 6/2022 - Present: Chief Accountant - HVC Investment and Technology Joint Stock Company
- ⌘

MODIFICATIONS TO THE BOARD OF DIRECTORS' STRUCTURE

In 2024, HVC Group will maintain its current Board of Directors structure.

※ 3.2. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

※ FINANCIAL METRICS AND STATISTICS:

No	Target	Consolidated financial statements 2024 (million VND)
1	Total assets	693.955
1.1	Current assets	342.962
1.2	Non-current assets	350.993
2	Total capital	693.955
2.1	Liabilities	142.593
2.2	Equity financing	551.362
3	Index Analysis	
3.1	Rapid payment capability	2,4
3.2	Debt-to-equity ratio	0,25
3.3	Receivables Turnover	2,4
4	Business outcomes	
4.1	Net revenue	393.590
4.2	Profit after tax	30.562
4.3	EPS	743

✳ In 2024, the Board of Directors finalized the production and business plan ratified by the 2024 Annual General Meeting of Shareholders. Revenue for 2024 amounted to VND 393,590 million, achieving 102% of the 2024 target. Profit after tax totaled VND 30,562 million, reaching 101% of the 2024 objective.

✳ The primary focus of the Company is general contracting for real estate projects and investor-related works, making it susceptible to fluctuations in the broader market. Furthermore, the Company's Board of Directors has determined that the financial landscape of the real estate sector poses significant risks. Although various agencies and departments have actively engaged in capital source clearance for real estate, tangible results have yet to materialize. Consequently, the Board has heightened its risk assessment regarding the financial status of investors to inform decisions on contract participation.

✳ Reality has demonstrated that in 2024, the financial landscape of the real estate industry is exceedingly challenging, with instances of overdue and non-performing debts among investors occurring frequently. Nevertheless, HVC successfully achieved the operational targets established at the General Meeting of Shareholders, and the Company's financial condition remains stable and sustainable. The ratio of payables to equity stands at 0.25, a decrease compared to 2023, while the quick payment ratio is 2.4.

✳ PRODUCTION AND BUSINESS MANAGEMENT OPERATIONS

Bidding process: Pioneer - Prestige - Brand

In 2024, HVC Group reaffirms its status as a premier enterprise in the realm of high-end entertainment technology and M&E electromechanical contracting, specifically:

+ In the realm of M&E general contracting, HVC Group is poised to reinforce its status as one of the Top 10 most esteemed M&E contractors in Vietnam in 2024. HVC's commitment is evidenced by securing numerous high-value contracts at Vinhomes Dai An (Ocean Park 3), Vinhomes Dream City (Vinhomes Ocean Park 2), The Global City, Office 83 Ngoc Hoi, and The Manor Lao Cai.

+ HVC continues to finalize and deliver numerous projects: Phase 1 of the general contract for the mechanical and electrical infrastructure system at The Global City; the general contract for the mechanical and electrical infrastructure system, traffic management of the West Bay subdivision, and the M&E system for the main road serving sales at Vinhomes Dai An (Ocean Park 3); and Phase 1 of the construction and installation package for temporary electrical cabinets and power supply at Vinhomes Dream City (Ocean Park 2).

+ In the realm of technology and premium entertainment equipment, HVC is set to initiate new projects in 2024, including: Water Music Phase 2 at The Global City, VinWonders Cua Hoi (water park, fountain, Koi pond); VinWonders Grand Park (water park); Ha Nam Water Park; Vinhomes Vu Yen (swimming pool); Vinhomes Ocean Park (swimming pool and sauna system, jacuzzi); Vinhomes Smart City (swimming pool and sauna, jacuzzi).

+ With robust resources and a professional work ethic, HVC executes and completes all projects punctually, ensuring progress while adhering to the stringent aesthetic and technical

requirements of investors.

+ Last year, HVC delivered the following projects: swimming pools and hot mineral pools at Vuon Vua Resort & Villa; the completed construction and handover of the water park, two fountains, and a Koi fish pond at VinWonders Cua Hoi; and the completed construction and handover of the VinWonders Grand Park water park.

+ HVC has successfully finalized the construction of landscape swimming pools, including 13 villa swimming pools at L'Aurora Phu Yen, and has completed the second phase of the water music installation at The Global City. This achievement is complemented by a range of additional swimming pool and fountain projects spanning from North to South.

Furthermore, the company continues to deploy technological solutions at the InterContinental Residences Ha Long Bay, Vinhomes Vu Yen, Vinhomes Ocean Park, and Vinhomes Smart City projects.

In 2024, HVC Group will continue to foster strong relationships with key investors in Vietnam, including Vingroup, BIM Group, Masterise Homes, Sun Group, Thang Long Invest, Apec Group, Danko, and Doji.

PROJECT OVERSIGHT:

Enhance project management and formulate project management plans for critical projects regarding progress.

Sustain and consistently enhance the management system in a contemporary manner, aligned with the Company's developmental needs during each phase.

Implement new management software to enhance operational efficiency, reduce loss and risk, boost productivity, and ensure quality, progress, and investor satisfaction.

The company's leadership overseeing the construction site is consistently present to directly manage and monitor the quality control and progress of the projects.

Consistently adhering to the guiding principles of "Prestige - Creativity - Responsibility" in all endeavors, HVC successfully completed and delivered numerous key projects in 2024, garnering satisfaction and high praise from investors. Specifically:

In the realm of M&E: HVC has completed the handover of Phase 1 of the general contract package for M&E infrastructure at The Global City. This includes the general contract for M&E infrastructure and traffic management for the West Bay subdivision, as well as the M&E for the main road servicing sales at Vinhomes Dai An (Ocean Park 3). Additionally, Phase 1 of the package for the construction and installation of temporary electrical cabinets at Vinhomes Dream City (Ocean Park 2) has been finalized.

In the realm of premium entertainment technology: A series of swimming pools and hot mineral pools at Vuon Vua Resort & Villa; the construction and handover of water park features, including two fountains and a Koi fish pond at VinWonders Cua Hoi, have been completed; the construction and handover of the VinWonders Grand Park water park have also been finalized.

Additionally, HVC continues to endeavor in the deployment and execution of substantial packages across numerous significant projects: The Global City, Vuon Vua Resort & Villas, L'Aurora Phu Yen, InterContinental Residences Ha Long Bay, Vinhomes Vu Yen, Vinhomes Ocean Park, Ha Nam Water Park, Office 83 Ngoc Hoi, The Manor Lao Cai...

For the real estate investment project of Garden Villas, Forestry, and Ecotourism in Mong Hoa Commune, Hoa Binh City, Hoa Binh Province: In 2024, HVC made significant progress by officially becoming the project investor. This milestone marked a new chapter and a pivotal

turning point in HVC Group's venture into the real estate investment sector.

The project encompasses an area of 28.74 hectares, serving a population of approximately 1,396 individuals, with a total estimated investment of 791.8 billion VND. The implementation timeline is set for the period from 2023 to 2026. It features a long-term residential land use period, comprising 263 villas, alongside a 50-year term for commercial and service land, commencing from the date the investor is granted land allocation.

This project has been in development by HVC Group for the past two years. With unwavering determination, HVC has successfully completed over 80% of the procedural steps. As of December 31, 2024, the project has advanced to the stages of land acquisition and site clearance, paving the way for land allocation and construction.

OCCUPATIONAL SAFETY AND HEALTH PRACTICES.

✦ Labor safety and site sanitation have seen substantial enhancements. The site now presents a cleaner and more aesthetically pleasing appearance. Notably, employee awareness has been elevated, aligning with the Company's commitment to sustainable development.

✦ The working environment at the construction site has undergone significant improvements, resulting in a more professional working style among employees.

✦ Organize training programs on occupational safety and conduct periodic health assessments to ensure that the Company's employees maintain stable health and possess a clear understanding of occupational safety regulations.

PRODUCTION MANAGEMENT RESPONSIBILITIES.

✦ In 2024, HVC Group will implement a plan primarily centered on the design, manufacturing, and market share expansion of electrical cabinets. The company will continue to enhance its investment in modern machinery and equipment while also expanding the production workshop at the HVC Hung Yen Factory.

✦ In 2024, HVC Hung Yen's electrical cabinets, air ducts, and cable trays were utilized in significant projects including The Global City, Vuon Vua Resort & Villa, Vinhomes Ocean Park 2, InterContinental Residences Ha Long Bay, VinWonders Cua Hoi, Office 83 Ngoc Hoi (Hanoi), and L'Aurora Phu Yen.

✦ Last year, the electrical cabinets, air ducts, and cable trays of the HVC Hung Yen Factory were consistently chosen and highly regarded by investors including Vingroup, BIM Group, Masterise Homes, Thang Long Invest Group, and Cloud Gate, among others.

✦ Production management fulfills the dual objective of maintaining production schedules as planned while simultaneously ensuring quality to deliver optimal products to stakeholders.

✦ Production direction and management consistently align with planning tasks to attain optimal results. Issues that arise during production are addressed and resolved with greater thoroughness and scientific rigor.

✦ Quality control and technical inspection primarily dictate the content and quality of products. Consequently, the execution of tasks related to directing, controlling, and evaluating product quality across all product categories, in accordance with the standards established by the Company, is consistently enforced to maintain product quality and ensure the integrity of the output.

HUMAN RESOURCE MANAGEMENT AND ORGANIZATION.

- ✦ Review, assess, and swiftly rectify existing issues in management operations, ensuring a comprehensive understanding of work processes from leadership to employees, in accordance with the management framework of the ISO 9001: 2015 system.
- ✦ Complete and implement the assignment documents encompassing structure, objectives, processes, regulations, and work instructions to establish criteria for assessing capacity and performance for each employee.
- ✦ Enhance professional training across all levels to bolster both professional and managerial competencies, thereby facilitating the effective execution of production and business strategies.
- ✦ Enhance the delegation of authority to Deputy General Directors and Department Heads to ensure efficiency, proximity, and expediency in executing tasks in alignment with the overarching plan.
- ✦ Recruitment continually evolves in both method and quality, with all recruitment information extensively disseminated on the company's website and social media platforms.
- ✦ Concerning employee policy:
 - + Always guarantee employment and the prompt payment of full salaries.
 - + Fully implement health insurance, social insurance, unemployment insurance, and occupational accident insurance systems.
 - + Provide prompt assistance to employees in challenging circumstances.
 - + Organize significant cultural, sports, and appreciation activities for employees, including birthdays, International Women's Day on March 8, October 20, tea gatherings, team-building events, and holidays such as Children's Day on June 1, the Mid-Autumn Festival, and the Lunar New Year. These initiatives aim to foster trust, strengthen connections, and cultivate a spirit of solidarity and mutual support in both personal and professional spheres.

FINANCIAL ADMINISTRATION.

- ✦ Proactively manage and adapt capital to guarantee that funding for the Company's production and business operations remains uninterrupted.
- ✦ Effective capital management and capital turnover in alignment with the Company's business plan.
- ✦ Diligently oversee customer debt and categorize it into distinct groups to establish tailored management plans, while also providing a framework for assessing financial limits for each customer to mitigate the risk of bad debt.
- ✦ Develop estimates for projects and contracts while closely monitoring their execution to ensure that the Company's leaders consistently oversee and comprehend the project implementation in alignment with the original objectives.

BRAND MANAGEMENT.

- ✦ In 2024, HVC Group is proud to be recognized among the Top 10 Vietnamese Electromechanical Contractors. This accolade serves as both a cornerstone and a significant motivator for HVC Group to intensify its efforts in the pursuit of construction and development.
- ✦ HVC continues to hold its position as the leading General Contractor of high-end entertainment technology in Vietnam.
- ✦ HVC is a leader in the realm of general contracting for innovative technology projects, including water music, snow castles, ice skating rinks, and ocean aquariums.

ASSET QUALITY MANAGEMENT

✦ In 2024, the economic landscape has shown some improvement; however, HVC remains committed to asset quality, which continues to be one of the Company's notable achievements.

✦ In 2024, HVC's total assets amount to 693,955,654,311 VND, reflecting a consistently stable and sustainable financial position. The debt-to-equity ratio stands at 0.25, a decrease from 2023, while the quick ratio is 2.4.

ENHANCEMENTS IN ORGANIZATIONAL STRUCTURE, POLICY, AND MANAGEMENT

✦ In 2024, HVC will persist in consolidating its organizational structure, refining the functions and responsibilities of departments and offices in a professional, effective, and comprehensive manner to align with the overall development trajectory of the Company. Certain departments have been merged or separated to create new entities aimed at enhancing business performance, optimizing cost efficiency, increasing labor productivity, and improving risk management, among other objectives.

✦ Last year, HVC made nine appointments. Specifically, this included the appointment of one Deputy Director for HVC Park Amusement Equipment Company Limited, as well as the positions of Head and Deputy Head of Department, and Commander and Deputy Commander of the construction site to enhance management operations.

REGARDING RISK MANAGEMENT

✦ In 2024, HVC will adopt a risk management framework based on the two-line-of-defense model across all activities. The first line of defense is responsible for identifying, controlling, and implementing measures to mitigate risks, while the second line of defense is designed to oversee and monitor these risks. These lines of defense also assist the Board of Directors and the Board of Management in fulfilling their supervisory role over senior management within the Company's operations.

✦ In addition to the risks posed by the macro environment, HVC consistently identifies, closely monitors, and manages industry-specific risks, including market, operational, financial, and labor risks. Consequently, in 2024, HVC has mitigated unnecessary risks, maintained stability, and remains prepared to navigate challenges.

TECHNOLOGICAL AND PRODUCT INNOVATION

✦ In 2024, HVC will persist in utilizing BIM (Building Information Modeling) technology for construction design. BIM is regarded as a pivotal solution in addressing the 4.0 technology revolution within the Vietnamese construction sector—a revolution that forges connections between the physical and virtual realms through digital technology. The adoption and implementation of BIM underscore HVC's adaptability and significant commitment to innovative technology.

✦ As a leading enterprise introducing numerous innovative technologies to Vietnam, HVC has been researching and implementing artificial snow technology that closely resembles natural snow in the Snow Castle model at the resort real estate project in Hoa Binh.

❖ **CHALLENGES AND ISSUES:**

❖ In addition to the results attained in 2024, the Company's production and business activities continue to face certain challenges and issues that require resolution.

❖ The sluggish economic recovery and challenges in securing real estate capital are impacting the Company's production and business operations.

❖ Exercising caution in the selection of an investor concerning financial capacity significantly influences the company's potential to maximize its revenue. Nevertheless, the company's success hinges on sustaining its operational scale, ensuring financial stability, and minimizing the incurrance of additional bad debt.

❖ The allocation of responsibilities among departments remains ambiguous, resulting in inadequate coordination and contributing to errors in the implementation process, particularly within the general contractor sector.

❖ The completion of certain projects is behind schedule, resulting in delayed payments. Debt collection efforts are neither comprehensive nor stringent.

❖ Production, business, financial, and human resource reports have not been submitted to the Company's leadership in a timely manner, hindering their ability to understand and address related issues.

3.3. PRODUCTION AND BUSINESS STRATEGY FOR 2025

PRODUCTION AND BUSINESS STRATEGY FOR 2025:

✳ At the conclusion of 2024, the Company entered into numerous construction and installation contracts with investors. Notably, the Company is engaged in negotiations and agreements with investors possessing substantial Industrial Park Real Estate, anticipated to generate significant revenue and profits in the future. In early 2025, the Company's Board of Directors evaluated that the real estate market is exhibiting signs of recovery, coinciding with the advancement of the Industrial Park Real Estate sector. Given the Company's stable and robust financial position, HVC promptly ventured into the Industrial Park infrastructure construction market.

✳ Since the beginning of 2025, the Company has entered into contracts with investors for construction projects, with a total contract value approaching 400 billion VND, and is actively negotiating with additional investors to secure new contracts.

✳ In light of the Company's favorable financial position, the Board of Directors recommends the following business and production plan for 2025:

No	Target	Plan for 2025 (million VND)
1	Minimum Total Revenue	590.000
2	Minimum profit after tax	50.150
3	Profit after tax/Revenue ratio	8,5%
4	Expected dividend payout ratio	10%

REAL ESTATE PROJECT INVESTMENT PLAN:

✳ By the end of 2024, the project of Garden Villas, Forest Plantation and Eco-tourism in Mong Hoa Commune, Hoa Binh City, Hoa Binh Province has completed over 80% of the procedure. In 2025, HVC will strive to complete 100% of the procedures and start the project according to the set schedule.

MANAGEMENT TARGET 2025:

✳ MANAGEMENT AND OPERATION WORK

✳ Improve the effectiveness of management work of managers through strengthening control work and working spirit and attitude. Each management level proactively plans and assigns tasks for each month, quarter, and year to each individual in the department as well as to related departments. Focus on action planning, task assignment, and checking and evaluating work completion results.

✳ Continue to apply the salary and bonus system based on the assignment of plans and evaluation of plan implementation. This will encourage employees to improve and maximize work efficiency, while stimulating the positive working spirit of employees.

✳ Focus on recruitment, training, improving skills and expertise of staff to ensure the best fulfillment of increasingly high job requirements.

- ✘ Coordinate with the Trade Union and the HR department to maintain dialogue with employees and pay closer attention to their lives.

- ✘ **INVESTMENT AND PRODUCTION ADVANCEMENT INITIATIVES**

- ✘ Implement innovative technologies in construction - Operate within the Company's capabilities.

- ✘ Enhance investment in equipment to swiftly address production demands and elevate production capacity.

- ✘ **TENDERING PROCESS**

- ✘ Continuously leverage domestic projects and initiatives to secure annual revenue growth.

- ✘ Engage with customers who are significant domestic and international investors to broaden market reach and enhance partnerships.

- ✘ Continue to uphold flexible pricing strategies and effectively negotiate projects.

- ✘ Continue to sustain and enhance areas of strength while gradually expanding into the domain of industrial factory construction within the value chain of high-end entertainment technology as a general contractor, as well as in M&E mechanical and electrical contracting.

- ✘ **MANUFACTURING OPERATIONS**

- ✘ Standardize production processes and equipment operation, innovate, and invest in upgrading existing machinery to ensure product quality. Enhance training and skill development for workers to boost production efficiency and product quality.

- ✘ Implement efficient production management to minimize waste, decrease material consumption, and utilize labor effectively, thereby reducing production costs and enhancing product competitiveness.

- ✘ Implement technical measures in production to enhance productivity and product quality, thereby reducing production costs, improving product quality, and increasing competitiveness.

- ✘ **FISCAL RESPONSIBILITIES**

- ✘ Continue to effectively execute financial solutions regarding operating cash flow, inventory management, outstanding debt, and loan restructuring to secure capital for production, business activities, and investment development in the 2025 plan.

- ✘ Enhance the accountability and function of control levels within the Company.

- ✘ Continue to manage overdue debts, bad debts, materials, and slow-moving assets that are underutilized or ineffective in order to recover capital for production and business activities.

- ✘ Effectively control expenses, decrease the cost of goods sold and services, and enhance production and operational efficiency.

- ✘ **INVESTMENT OPERATIONS**

- ✘ Actively pursue investment opportunities to enhance the utilization of idle cash flow within the Company. Focus on industries and sectors where the Company possesses strengths and expertise to mitigate the risk of capital stagnation.

- ✘ Continue to pursue investments in companies with promising projects or those within the same industry facing financial challenges, as well as construction firms capable of executing and managing the infrastructure development of industrial parks, to facilitate mergers and acquisitions for mutual growth.

3.4. ENVIRONMENTAL AND SOCIAL RESPONSIBILITY ASSESSMENT REPORT

In 2024, HVC Group will persist in its objectives of stabilizing the situation and fostering sustainable development, encompassing business growth alongside environmental and social responsibility.

✳ Regarding environmental responsibility: Throughout the construction, operation, and work processes, HVC Group places significant emphasis on sanitation and environmental protection. HVC Group asserts that its sustainable development strategy encompasses not only financial growth, project scale, and efficiency but also the judicious exploitation and economical utilization of natural resources, as well as the preservation and enhancement of the quality of the living environment.

✳ Training and propaganda efforts remain concentrated on enhancing employee awareness regarding the protection of the workplace environment, the effective use and conservation of raw materials, energy, and natural resources.

✳ Concerning social responsibility, charity has long been regarded as an essential and ongoing endeavor of HVC Group, reflecting the humanity embedded in the core values of the enterprise.

✳ In 2024, HVC Group will continue its partnership with the Hanoi Young Entrepreneurs Association to execute the “For the Community” Football Tournament and contribute 30 million VND to fund the construction of schools in remote areas and assist individuals facing challenging circumstances.

✳ In 2024, HVC Group answered the call of the Central Committee of the Fatherland Front by initiating the program “Supporting Flood Victims to Overcome the Consequences of Storm No. 3 Yagi.” Following the program, HVC directly presented 50 valuable gifts to residents of Tu Hiep commune in Ha Hoa district (Phu Tho). This initiative exemplifies the principles of “mutual love and support” and “the rich helping the poor,” reflecting HVC Group’s commitment to community service. Additionally, it aids in alleviating the damage, loss, and suffering experienced by the people of Northern Vietnam.

✳ HVC Group consistently adheres to legal provisions regarding employment, wages, insurance, and health check-ups, while continuously enhancing competitive welfare programs. The organization fosters a humane working environment that motivates employees to boost productivity and optimize their individual capabilities. Union and party activities are actively encouraged, ensuring the timely resolution of rights and obligations, as well as the enhancement of employees’ spiritual well-being.

✳ For details regarding the report on environmental and social responsibility, please refer to the Sustainable Development section, page number 111 - 129



4 - BOARD OF DIRECTORS' EVALUATION OF THE COMPANY'S PERFORMANCE

4.1. BOARD OF DIRECTORS' EVALUATION OF OPERATIONS IN 2024

※ FINANCIAL INDICATORS:

No	Target	Plan 2024	Implementation 31 December 2024	Percentage of implementation relative to the 2024 plan
1	Total revenue (million VND)	386.000	393.590	102%
2	Net profit after tax (million VND)	30.000	30.562	101%
3	Profit after tax to revenue ratio	7,8%	7,8%	100%

※ BUSINESS PERFORMANCE EVALUATION IN 2024

※ In 2024, the real estate market, in particular, is expected to experience fluctuations, with a limited number of real estate and resort projects nationwide receiving licenses and being executed. Furthermore, the bond market, a crucial capital avenue for investors, will face obstructions, resulting in numerous unfinished and delayed investment initiatives.

In 2024, HVC Group successfully executed its production and business plan. Key highlights from the year include a revenue growth of nearly 58% and a profit increase of approximately 170% compared to 2023. HVC maintained consistent and stable operations, with the average employee income rising by nearly 15%. The company was also recognized by Vietnam Report and Vietnamnet newspaper as one of the Top 10 Electromechanical Contractors in Vietnam. Notably, 2024 marked the year HVC was appointed as the investor for the urban resort real estate project in Hoa Binh City. These achievements reflect not only the solidarity and continuous efforts of all employees but also the effectiveness of the company's strategic direction.

The Company's financial position remains robust and sustainable. Specifically, revenue in 2024 amounted to 393,590 million VND, achieving 102% of the annual target. Profit after tax reached 30,562 million VND, representing 101% of the 2024 plan. The debt-to-equity ratio stands at 0.25, a decrease from 2023, while the quick ratio is 2.4. These stable financial metrics provide the Company with a strong foundation to pursue significant advancements in 2025, coinciding with the nation's growth.

❖ DETAILS OF KEY PRODUCTION AND BUSINESS ACTIVITIES:

❖ General contractor of high-end entertainment areas: In 2024, HVC Group showcased its prowess and reputation as a market leader in this sector by consistently completing and delivering numerous large-scale projects. Concurrently, it secured high-value contracts, reinforcing its standing with investors and bolstering its market position.

❖ HVC has specifically signed the following projects: VinWonders Cua Hoi (water park, fountain, Koi pond); VinWonders Grand Park (water park); Ha Nam Water Park; Water Music Phase 2 at The Global City; Vinhomes Vu Yen (swimming pool); Vinhomes Ocean Park (swimming pool, sauna system, jacuzzi); Vinhomes Smart City (swimming pool, sauna, jacuzzi).

❖ Last year, HVC successfully completed and delivered the following projects: a series of swimming pools and hot mineral pools at Vuon Vua Resort & Villa; a water park, two fountains, and a Koi fish pond at VinWonders Cua Hoi; and the VinWonders Grand Park water park.

❖ In 2024, HVC successfully finalized the construction of a landscaped swimming pool and 13 villa swimming pools at L'Aurora Phu Yen, as well as the second phase of the water music installation at The Global City. This was accompanied by a range of additional swimming pool and fountain projects spanning from North to South. Furthermore, the company continues to implement technological enhancements at the InterContinental Residences Ha Long Bay, Vinhomes Vu Yen, Vinhomes Ocean Park, and Vinhomes Smart City projects.

❖ Concerning M&E General Contractor activities: In 2024, HVC Group will persist in solidifying its status among the Top 10 most esteemed M&E contractors in Vietnam. HVC's commitment is evidenced by securing numerous high-value contracts at Vinhomes Dai An (Ocean Park 3), Vinhomes Dream City (Vinhomes Ocean Park 2), The Global City, Office 83 Ngoc Hoi, and The Manor Lao Cai.

❖ Continue to finalize and deliver numerous projects: Phase 1 of the general contract for the mechanical and electrical infrastructure system at The Global City; the general contract for the mechanical and electrical infrastructure system, traffic management of the West Bay subdivision, and the M&E system of the main road serving sales at Vinhomes Dai An (Ocean Park 3); Phase 1 of the construction and installation package for temporary electrical cabinets and power supply at Vinhomes Dream City (Ocean Park 2).

❖ Concerning production activities: In 2024, the HVC Hung Yen Factory will achieve production stability. The factory's products will be reliably supplied to HVC Group projects, thereby assisting the Company in mitigating various risks associated with fluctuations in input materials. The factory's machinery system is subject to regular investment and maintenance, ensuring that the quality of its products consistently meets the stringent requirements of discerning investors.

❖ In 2024, HVC Hung Yen's electrical cabinets, air ducts, and cable trays were utilized in significant projects including The Global City, Vuon Vua Resort & Villa, Vinhomes Ocean Park 2, InterContinental Residences Ha Long Bay, VinWonders Cua Hoi, Office 83 Ngoc Hoi (Hanoi), and L'Aurora Phu Yen.

❖ Concerning investment endeavors: In 2024, HVC took a significant step forward by officially becoming the project investor. The project encompasses an area of 28.74 hectares, accommodating approximately 1,396 residents, with a total estimated investment of 791.8 billion VND. The implementation timeline is set for the period from 2023 to 2026. This initiative features a long-term residential land use period, comprising 263 villas, alongside a 50-year term for commercial and service land, commencing from the date the investor is designated to allocate the land.

✳ With unwavering determination, HVC has successfully completed over 80% of the procedural journey. As of December 31, 2024, the project has advanced to the stages of land acquisition and site clearance, paving the way for land allocation and the commencement of construction.

✳ About construction activities of industrial park factories: Beginning in the fourth quarter of 2024, the Company's Board of Directors recognized the significant potential for future growth within the general contractor sector for industrial park development, identifying it as an industry complementary to the Company's core operations. Notably, the general contractor sector for electromechanical and equipment products produced by HVC factories constitutes a substantial portion of the industrial factory category. By the end of 2024, the Board resolved to advance the development of industrial park infrastructure, and the Company has commenced the signing of several general contractor contracts for the construction and installation of industrial factories. This initiative is poised to represent a transformative opportunity for HVC in 2025.

✳ PROFIT DISTRIBUTION STRATEGY FOR 2024

No	CONTENT	AMOUNT VND
A	Retained earnings after tax	96.956.704.305
B	Remuneration of the Board of Directors, Supervisory Board	400.000.000
C	Profit Distribution 2024	0
I	Resource distribution	0
I	Dividend Distribution 2024	40.644.830.000
D	Remaining Undistributed Profit	55.911.874.305

⌘ Customer Management

⌘ HVC CUSTOMER SELECTION STRATEGY HAS BEEN EXECUTED

- ⌘ HVC clientele must consist of reputable corporations within the market, and the collaboration should yield mutual benefits for both parties.
- ⌘ HVC clientele must be meticulously chosen based on their financial capacity, particularly those who lack a culture of utilizing contractor capital.
- ⌘ Prioritize collaboration with major clients, even if it necessitates a reduction in profits to stabilize production. Engaging with large customers not only enhances brand reputation in the market but also provides valuable insights into business management and development.
- ⌘ Minimize reliance on intermediaries and subcontracting, as this approach diminishes profits and heightens risks, particularly the risk of bad debt.

⌘ FOSTER COLLABORATION TO STRENGTHEN AND BROADEN CUSTOMER RELATIONSHIPS

- ⌘ The quality of work and product must take precedence.
- ⌘ Work progress must be conducted in alignment with the commitment to the customer.
- ⌘ The pricing of the work product must be genuinely competitive and appealing.
- ⌘ Warranty and maintenance should be prompt, consistent, and genuinely professional.
- ⌘ The customer care approach must be cohesive and appropriate to the nature of each role.

⌘ PRODUCTION AND OPERATIONS MANAGEMENT:

- ⌘ HVC Group has established its strategy to evolve into a multi-industry private corporation, gradually developing brands for its subsidiaries, including HVC Park, HVC M&E, HVC Hung Yen Factory, and HVC Hoa Binh.
- ⌘ HVC has effectively established an organizational structure that aligns with its scale and job characteristics.
- ⌘ By implementing the ISO 9001:2015 quality management process and refining work efficiency assessments through key performance indicators (KPIs), the company has also evaluated various information technology software.
- ⌘ To enhance employee accountability and work efficiency, several company construction sites have implemented a labor assignment plan.
- ⌘ The expanded factory in Hung Yen has invested in modern, highly automated machinery to reduce labor costs and ensure consistent product quality.
- ⌘ Regular training for employees enhances their skills and elevates the quality of design, construction, and installation.

※ HUMAN RESOURCE MANAGEMENT

In 2024, following the resolution of the economic crisis, the Board of Directors recognized the significance of “Human Resource Management” in relation to the Company’s development. The cultivation of corporate culture has been championed by the Board of Directors to the Company’s leadership, particularly within the Human Resources Administration Department and the PR and Communications Department. The Board of Directors is confident that HVC Group will distinctly establish a corporate culture in the near future. The Board of Directors constructs corporate culture based on the following factors:

- ※ Human factors, the establishment of suitable compensation policies, and the cultivation of a conducive work environment and culture are essential for enabling each employee to fully realize their creative potential.

- ※ The transparency factor indicates that the Company actively establishes a publicly accessible remuneration policy as a foundation for recruitment. The flexible remuneration mechanism includes specific provisions for exceptional personnel.

- ※ Timely welfare and reward policies are applicable to all employees of the Company. The Company’s annual welfare initiatives are designed to enhance the spiritual well-being of employees.

- ※ Establish criteria for assessing corporate culture grounded in the principles of solidarity, responsibility, and initiative among individual staff members and the organization as a whole.

※ COST MANAGEMENT

- ※ With accounting software, cost management at the company’s construction sites has become public and transparent. The cost management tools include vertical analysis reports and horizontal analysis of cost items according to DSSX (Production turnover). Through the analytical tools in vertical and horizontal reports, all employees at both management and executive levels, as well as mass organizations, can clearly identify which cost items the company is overspending. This insight facilitates improvements in production and business efficiency by: [1] Increasing sales, [2] Reducing variable costs.

- ※ Given the nature of the work, which must primarily be conducted on-site, a lack of close management may result in material loss, labor inefficiencies, and time wastage.

- ※ In 2024, HVC officially ventured into the real estate investment sector in Hoa Binh, necessitating stricter and more focused cost management. To enhance management effectiveness, the company has developed and implemented a series of control procedures aimed at minimizing losses on construction sites and projects.

4.2. BOARD OF DIRECTORS' ASSESSMENT OF THE PERFORMANCE OF THE BOARD OF DIRECTORS

✦ The Board of Directors' supervision activities with the executive body are carried out regularly every day, promptly intervening in arising issues, ensuring that the executive apparatus properly implements the Board of Directors' instructions to complete the set goals.

✦ Every month, the Board of Directors evaluates the management capacity of the management staff through the production and business results and the expected production and business plan for the next month of each department and division. The Board of Directors directs the Internal Control Department to conduct regular and irregular inspections and audits of ineffective departments. At the same time, it directs the Board of Directors, especially the Project Implementation Center, to focus highly on supporting the design and installation work of officers and employees at projects and construction sites.

✦ In 2024, the Board of Directors has made great efforts to complete the contents and business plans set forth by the General Meeting of Shareholders and the Board of Directors. The Board of Directors highly appreciates the efforts of the Board of Directors and hopes that the Board of Directors will continue to strive to better fulfill the goals and directions of the Board of Directors.

THE BOARD OF DIRECTORS SUPERVISES THE BOARD OF DIRECTORS IN THE FOLLOWING AREAS:

In early 2024, the Board of Directors and the Board of Management convened for a joint meeting to assess and provide feedback on the Company's production and business performance in 2023, as well as to outline the production and business strategy for 2024. Concurrently, the Board of Directors issued direct instructions to the Board of Management, emphasizing the need to continue monitoring, supervising, guiding, and directing the management and operations of the Board of Management in the forthcoming period:

✦ The Board of Directors oversees the execution of Resolutions/Decisions and business plans sanctioned by both the Board of Directors and the General Meeting of Shareholders.

✦ The Board of Directors consistently oversees the responsibilities delegated to the Board of Management, promptly addresses and resolves issues within its jurisdiction, and facilitates the Board of Management in swiftly addressing matters pertaining to the Company's business operations.

✦ In June 2024, the Board of Directors and the Board of Management convened for a joint meeting to assess and provide feedback on the execution of the plan for the initial six months of 2024, as well as to outline the strategic direction for business activities in the latter half of the year.

✦ The Board of Directors consistently monitored the execution of Resolutions and Decisions made by the General Meeting of Shareholders and the Board of Directors, overseeing the activities of the General Director, the staff supporting the General Director, and the representative of the capital contribution at companies associated with HVC.

THE BOARD OF DIRECTORS EXPLICITLY INSTRUCTS THE GENERAL DIRECTOR TO EXECUTE THE FOLLOWING PRIMARY TASKS:

- ✳ Formulate an investment strategy, along with profit, production, and business plans for the years 2024 to 2025.
- ✳ Formulate a capital plan for the initial six months and the concluding six months of the year.
- ✳ Formulate a strategy for procuring input materials to guarantee that raw materials are imported at competitive prices amid atypical fluctuations in raw material costs.
- ✳ Formulate a financial strategy to support production and business initiatives, while simultaneously mitigating payment risks amid the intricate fluctuations of the real estate market.
- ✳ Evaluate, analyze, and forecast the production and business landscape on a monthly and quarterly basis to provide timely guidance for the Board of Directors in effectively mobilizing the Company's resources.
- ✳ Formulate capital plans, address legal matters, and execute other strategies pertinent to the implementation of the Garden Villas, Forest Plantation, and Ecotourism project in Mong Hoa Commune, Hoa Binh City, Hoa Binh Province.

RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS

(2024 Management Report):

No	Resolution/ Decision Number	Date	Content	Pass Rate
1	01/HVC/NQ- HĐQT/2024	29/01/2024	Resolution of the Board of Directors regarding the summary of transactions between the company and related parties for the period from January 1, 2023, to December 31, 2023.	100%
2	02/HVC/NQ- HĐQT/2024	06/03/2024	Resolution of the Board of Directors regarding the notification of the timing for the 2024 Annual General Meeting of Shareholders	100%
3	03/2024/HVC/NQ- HĐQT	01/04/2024	Resolution of the Board of Directors regarding the documents for the 2024 Annual General Meeting of Shareholders	100%
4	04/2024/HVC/NQ- HĐQT	15/04/2024	Resolution of the Board of Directors regarding supplementary documents for the 2024 Annual General Meeting of Shareholders	100%
5	05/HVC/NQ- HĐQT/2024	14/06/2024	Resolution of the Board of Directors regarding the appointment of an independent auditor	100%
6	06/2024/HVC/NQ- HĐQT	21/06/2024	Resolution regarding the notice for convening the 1st Extraordinary General Meeting of Shareholders in 2024	100%
7	07/2024/HVC/NQ- HĐQT	24/07/2024	Resolution regarding the documents from the 1st Extraordinary General Meeting of Shareholders in 2024	100%
8	08/2024/HVC/NQ- HĐQT	29/07/2024	Resolution regarding the consolidation of transactions between the company and related parties from January 1, 2024, to June 30, 2024	100%
9	09/2024/HVC/NQ- HĐQT	11/12/2024	Resolution regarding the interim cash dividend disbursement for 2024	100%

※ ASSESSMENT OF THE PERFORMANCE OF INDEPENDENT BOARD MEMBERS ON THE BOARD OF DIRECTORS

※ All members of the Board of Directors have engaged actively in the Board's activities under the leadership of the Chairman. The Board's functions primarily encompass strategic planning, oversight, and supervision of its activities and decisions. In 2024, the Board of Directors adopted Resolutions and provided timely directives to facilitate the Company's sustainable development.

※ Independent members of the Board of Directors have actively engaged in meetings and contributed valuable insights to the Board's overall decisions. Furthermore, these independent members have shared their practical experiences related to the Company's production and business activities, thereby enriching the Board's understanding of the challenges encountered during the Company's operations.

※ BOARD MEMBERS ASSESS THE EFFECTIVENESS OF THE BOARD OF DIRECTORS:

※ The meetings of the Board of Directors were convened in accordance with the stipulations outlined in the Board of Directors' Operating Regulations, the Governance Regulations, the Company Charter, and applicable legal provisions.

※ The agenda of the Board of Directors meetings closely aligns with the critical issues in the Company's production and business operations.

※ Resolutions of the Board of Directors are issued following consultations with the attending members during the Board of Directors meeting.

※ Board members exhibit a strong sense of responsibility and professionalism, possess clarity regarding their designated work duties, and exercise diligence in executing the Board's tasks to optimize benefits for the Company.

※ Board members consistently uphold a creative ethos in the Board's endeavors to address the demands of evolving circumstances, ensuring that the Board's initiatives remain closely aligned with the realities of the Company's production and business operations.

※ Board members engage collaboratively with the Board of Directors to cultivate corporate culture, positioning human resources at the core of sustainable development.

※ In 2024, the Board of Directors implemented timely solutions and directives to assist the Company in minimizing bad debt.

※ The activities of the Board of Directors are proactive, professional, and guided by a clear strategy for the Company's development, with a focus on sustainable growth.

❖ ASSESSMENT OF THE BOARD OF DIRECTORS' OVERSIGHT ACTIVITIES

❖ The Board of Directors oversees the direction of the organization to execute the resolutions established by the Board of Directors.

❖ The Board of Directors designates members to participate in the annual and extraordinary meetings, providing insights into the Board's decisions and reporting on significant matters discussed at the most recent meetings.

❖ The Board of Directors consistently reviews the production and business status of the Company, along with its subsidiaries and affiliates, to offer prompt guidance regarding any unusual incidents that may impact the Company's operations. Board members frequently engage with various Departments, including the Board of Supervisors, Internal Control, and the Company's Administration Officer, to stay informed about the Company's circumstances.

❖ Board members actively and proactively exchange experiences and offer essential support to the Board of Directors regarding corporate governance initiatives aimed at achieving sustainable growth.

4.3. HVC DEVELOPMENT STRATEGIC PLAN FOR 2025

❖ The Board of Directors outlines the production and business plan for 2025 as follows:

No	Target	Plan 2025 (million VND)	Implementation in 2024 (million VND)	Growth compared to 2024
1	Minimum revenue	590.000	393.590	50%
2	Minimum post-tax profit	50.150	30.562	64%
3	Projected dividend yield	10%	10%	-

THE FOUNDATION FOR THE BOARD OF DIRECTORS TO FORMULATE THIS PLAN IS GROUNDED IN THE FOLLOWING FACTORS:

1. In light of the current state of the real estate market, numerous investors and projects have resumed participation in the national development era. The environment for production and business competition is particularly vibrant, bolstered by robust governmental support for the advancement of the private sector.

2. Based on the total project turnover for which the Company signed contracts in 2024 and has transferred to 2025 for implementation, approximately 50 billion VND, the Company has also signed contracts with investors for construction projects totaling nearly 400 billion VND

since the beginning of 2025. Furthermore, the Company is actively negotiating with investors to secure additional contracts.

3. The promotion of infrastructure construction activities—specifically factories within Industrial Parks—generates new growth momentum for the Company. As of March 31, 2025, the Company's turnover from agreements with investor partners in Industrial Parks reached approximately 330 billion VND. HVC aims to establish itself as a leading general contractor for infrastructure construction of factories in industrial parks throughout Vietnam in the near term.

4. The Board of Directors has concluded that 2025 must be a year of significant transformation for HVCgroup, resulting in a production and business plan that can be characterized as ambitious. Nevertheless, this plan is grounded in reality, and should the domestic economic conditions improve, the growth rate will undoubtedly be elevated.

5. Continue to prioritize recruitment and training to enhance staff qualifications, particularly in key positions. Emphasize key personnel in both operational focus and staff development. Aim to boost labor productivity, ensuring that the company's growth rate surpasses the rate of personnel expansion. Optimize the organizational structure to enhance work efficiency. HVCgroup will establish optimal conditions for all employees to maximize their potential, thereby contributing to the company's development and enhancing individual value.

6. Enhance ISO quality management processes by developing a strategy to assess the performance of individuals and departments in alignment with the nature of their work and HVC culture. Actively leverage information technology to improve operational efficiency and mitigate risks.

7. Sustain the leading position in Vietnam as a high-end entertainment general contractor, while striving to keep the M&E sector within the top 10 reputable electromechanical general contractors in the Vietnamese market.

8. The factory in Hung Yen continues to advance the production of equipment for the electromechanical sector, maintaining high quality and ensuring timely delivery of goods for HVC Company to execute the project. The electrical cabinet division of the factory possesses a significant competitive advantage and has attained an International Quality Certification, which will enhance its quantity, scale, and value, thereby fostering a more robust commercial development trajectory for the factory. This year's objective is for the factory's electrical cabinet products to experience substantial growth, targeting a minimum revenue increase of 100%.

9. The Board of Directors directs and oversees the activities of the Executive Board by establishing conducive conditions regarding mechanisms, policies, human resources, and facilities, enabling the Executive Board to effectively execute its designated responsibilities.

10. Aiming to initiate the construction of a project that integrates garden villas and forest plantations with an ecological resort in Hoa Binh.





5 - CORPORATE GOVERNANCE

⚡ CONCISE BIOGRAPHIES OF THE BOARD OF DIRECTORS MEMBERS:



Mr. Tran Huu Dong

- ✧ Year of Birth: 1982
- ✧ End-of-period share ownership ratio: 22.45%
- ✧ Work procedure:
- ✧ 7/2005 - 6/2012: DETECH Technology Development Support Corporation
- ✧ 7/2012 to present: HVC Investment and Technology Joint Stock Company
- ✧ Current position: Chair of the Board of Directors

Mr. Do Huy Cuong

- ✧ Year of Birth: 1977
- ✧ End-of-period share ownership ratio: 12.48%
- ✧ Work procedure:
- ✧ 7/2001 - 8/2003: YAZAKI Vietnam Company Limited.
- ✧ 9/2003 - 5/2004: Viet Nhat Steel Corporation
- ✧ 6/2004 - 12/2006: KONYA PAPER Vietnam Limited Company
- ✧ 1/2007 - 5/2008: Institute of Mechanical Research
- ✧ 6/2008 - 6/2010: ELCOM Engineering Joint Stock Company
- ✧ 7/2010 - 7/2012: Environmental Technology Corporation
- ✧ 8/2012 to present: HVC Investment and Technology Joint Stock Corporation
- ✧ Current position: Vice Chairman of the Board of Directors



Mr. Le Van Cuong

- ✧ Year of Birth: 1985
- ✧ End-of-period share ownership ratio: 10.548%
- ✧ Work procedure:
- ✧ 8/2008 - 4/2012: DETECH Technology Development Support Joint Stock Company
- ✧ 5/2012 to present: HVC Investment and Technology Joint Stock Company
- ✧ Current position: Board Member - Chief Executive Officer



Mr. Dao Thanh Son

- ✦ Year of Birth: 1988
- ✦ End-of-period share ownership ratio: 0%
- ✦ Work procedure:
- ✦ 10/2010 - 2/2017: Thai Son Technology and Investment Co., Ltd.
- ✦ 3/2017 to present: HVC Investment and Technology Corporation
- ✦ Current position: Independent Board Member - Chair of the Electrical Engineering Department



Mr. Truong Thanh Tung

- ✦ Year of Birth: 1980
- ✦ End-of-period share ownership ratio: 2.08%
- ✦ Work procedure:
- ✦ 04/2014 - 08/2012: DETECH Technology Development Support Joint Stock Company
- ✦ 9/2012 to present: HVC Investment and Technology Joint Stock Company
- ✦ Current position: Board Member - Deputy General Director



5.1. BOARD OF DIRECTORS

The Board of Directors serves as the paramount management entity of HVC Group, comprising members elected during the General Meeting of Shareholders. This body possesses comprehensive authority to make decisions on behalf of HVC and to fulfill the rights and obligations of the Company in accordance with legal provisions.

CHANGE IN BOARD OF DIRECTORS MEMBERSHIP:

In 2024, the HVC Group will maintain the current composition of its Board of Directors.

❖ SUBCOMMITTEES OF THE BOARD OF DIRECTORS (IF APPLICABLE):

❖ The Board of Directors of HVC Group does not create any sub-committees. This decision is based on the assessment that, given the current scale of the Company, the Board members are capable of ensuring the effective operation of the Board. Consequently, the formation of sub-committees will depend on the practical circumstances of the Company. Such sub-committees will be established only if deemed necessary by the Board of Directors.

❖ The Company has designated an individual to oversee internal administration. This individual is responsible for supporting the Board of Directors in its activities.

❖ FUNCTIONS OF THE BOARD OF DIRECTORS

❖ The Board of Directors is elected by the General Meeting of Shareholders and is authorized to oversee the management of HVC Group. In 2024, the Board convened for 9 meetings, achieving full attendance from its members. The meetings and resolutions enacted by the Board of Directors in 2024 are as follows:



No	Resolution/ Decision Number	Date	Content	Pass Rate
1	01/HVC/NQ- HĐQT/2024	29/01/2024	Resolution of the Board of Directors regarding the summary of transactions between the company and related parties for the period from January 1, 2023, to December 31, 2023.	100%
2	02/HVC/NQ- HĐQT/2024	06/03/2024	Resolution of the Board of Directors regarding the notification of the timing for the 2024 Annual General Meeting of Shareholders	100%
3	03/2024/HVC/NQ- HĐQT	01/04/2024	Resolution of the Board of Directors regarding the documents for the 2024 Annual General Meeting of Shareholders	100%
4	04/2024/HVC/NQ- HĐQT	15/04/2024	Resolution of the Board of Directors regarding supplementary documents for the 2024 Annual General Meeting of Shareholders	100%
5	05/HVC/NQ- HĐQT/2024	14/06/2024	Resolution of the Board of Directors regarding the appointment of an independent auditor	100%
6	06/2024/HVC/NQ- HĐQT	21/06/2024	Resolution regarding the notice for convening the 1st Extraordinary General Meeting of Shareholders in 2024	100%
7	07/2024/HVC/NQ- HĐQT	24/07/2024	Resolution regarding the documents from the 1st Extraordinary General Meeting of Shareholders in 2024	100%
8	08/2024/HVC/NQ- HĐQT	29/07/2024	Resolution regarding the consolidation of transactions between the company and related parties from January 1, 2024, to June 30, 2024	100%
9	09/2024/HVC/NQ- HĐQT	11/12/2024	Resolution regarding the interim cash dividend disbursement for 2024	100%

✧ In 2024, the Board of Directors of HVC Group, comprising five members (including one independent member), convened for nine regular meetings throughout the year as mandated. In addition to these meetings, the Board routinely votes by soliciting written opinions to swiftly address emerging issues within its jurisdiction. The resolutions of the Board of Directors provide guidance and direction to the Executive Board for the effective execution of the business plan in 2024.

✧ The supervisory activities of the Board of Directors have designated specific responsibilities to each member, with each individual tasked with administrative and oversight functions in critical areas of the company's operations. Throughout the implementation process, the Chairman of the Board consistently provides comprehensive guidance to ensure the Board establishes clear objectives and detailed action plans. The Chairman closely monitors the execution of solutions, encourages timely feedback, and directs the Board to adjust business activities as necessary at each stage, thereby ensuring the fulfillment of plans approved by the General Meeting of Shareholders.

✧ Furthermore, the General Director serves as a member of the Board of Directors, consistently ensuring the alignment and proper guidance of the Board in operational activities. During regular Board meetings, the General Director provides updates on all facets of the company's operations, reports on the execution of the Resolutions from the General Meeting of Shareholders, the Resolutions of the Board of Directors, and addresses various topics as requested by the Board.

✧ The Board of Directors consistently engages in meetings with departmental leaders and project managers to understand the unit's business landscape, swiftly address challenges, foster motivation for business advancement, and ensure safe, effective, and sustainable growth.

✧ HVC consistently articulates a transparent development strategy that underscores its commitment to customer-centricity. The objective is to establish a robust private economic group in Vietnam, thereby delivering advantages to investors, company leadership, and all employees. The Board of Directors is dedicated to researching and implementing innovative technologies in construction, enhancing the quality of its works and projects.

✧ During the 2024 meetings, the Board of Directors adopted 9 Resolutions concerning the following matters: a summary of transactions between the company and related parties from January 1, 2023, to December 31, 2023; notification of the timing of the 2024 Annual General Meeting of Shareholders; documentation for the 2024 Annual General Meeting of Shareholders; supplementary documents for the 2024 Annual General Meeting of Shareholders; selection of an independent auditor; notification of the convening of the 1st Extraordinary General Meeting of Shareholders in 2024; documentation for the 1st Extraordinary General Meeting of Shareholders in 2024; a summary of transactions between the company and related parties from January 1, 2024, to June 30, 2024; and the advance payment of 2024 cash dividends.

❖ **ENGAGEMENT OF INDEPENDENT BOARD MEMBERS:**

The company currently has one independent member on its Board of Directors, Mr. Dao Thanh Son. In 2024, Mr. Dao Thanh Son will engage in the following primary activities:

- ❖ Attend Board of Directors meetings, provide insights, and cast votes on decisions made by the Board.

- ❖ Engage in the review and oversight of the execution of the Board of Directors' Resolutions.

- ❖ Attend several meetings of the Board of Directors.

- ❖ Organize and convene meetings of the Board of Directors as necessary.

- ❖ Conduct research and assess the circumstances and outcomes of production and business activities during each period, while also providing insights for the overall advancement of the Company.

- ❖ Contribute to the development of the Company's organizational structure and management system to achieve effective operations.

❖ **LIST OF BOARD MEMBERS HOLDING CORPORATE GOVERNANCE TRAINING CERTIFICATES**

- ❖ Since 2018, HVC has dispatched its Senior Leaders and Managers to engage in various training courses aimed at enhancing corporate governance skills.

- ❖ In 2024, HVC's Board of Directors engaged in comprehensive online training courses focused on corporate governance and professional disciplines, facilitated by esteemed domestic and international partners. These programs equipped HVC's Board of Directors and management with essential insights and knowledge regarding corporate governance models in the era of 4.0 technology.



5.2. BOARD OF SUPERVISION:

⚡ BOARD OF CONTROL STRUCTURE:

Mrs Dao Thi Dung

Chairperson of the Supervisory Board

- ⚡ Equity ownership ratio: 0.05%
- ⚡ Work procedure:
- ⚡ 08/2001 – 05/2014: Vietnam New Technology Consulting Co., Ltd.
- ⚡ 06/2014 – 07/2022: Phu Hung International Trading and Import-Export Co., Ltd.
- ⚡ 11/2018 – present: HVC Investment and Technology Corporation



Mrs Ha Thi Linh

Board of Supervisors

- ⚡ Equity ownership ratio: 0%
- ⚡ Work procedure:
- ⚡ 11/2019 – 10/2020: Softdreams Technology and Trading Investment Joint Stock Company.
- ⚡ 11/2020 – 12/2021: KTC Auditing Firm Limited
- ⚡ 01/2022 – present: HVC Investment and Technology Joint Stock Corporation.



Mrs Nguyen Thi Thuy Lan

Board of Supervisors

- ⚡ Equity ownership ratio: 0%
- ⚡ Work procedure:
- ⚡ 02/2014 – 04/2021: Transportation Equipment and Materials Company
- ⚡ 5/2021 – present: HVC Investment and Technology Joint Stock Company



MODIFICATIONS TO THE COMPOSITION OF THE BOARD OF SUPERVISORS:

- ⚡ In 2024, the HVC Group will maintain the current structure of the Board of Supervisors.

⌘ CONTROL PERFORMANCE OUTCOMES

⌘ BOARD OF CONTROL OPERATIONS

In 2024, the Board of Supervisors convened for four meetings:

No	Board of Supervisors	Number of meetings participated in	Meeting participation rate	Electoral participation rate	Rationale for absence from the meeting
1	Dao Thi Dung	4	100%	100%	
2	Nguyen Thi Thuy Lan	4	100%	100%	
3	Ha Thi Linh	4	100%	100%	



During the meetings in 2024, the Company's Board of Supervisors executed the implementation in alignment with the authorities and responsibilities outlined in the Company Charter and the Enterprise Law.

✦ With four meetings conducted, the activities of the Board of Supervisors were ratified, encompassing the following key elements:

✦ Board of Supervisors meeting on January 23, 2024: Assess the outcomes of the Board of Supervisors' activities in the fourth quarter of 2023 and throughout the entire year of 2023; recommend objectives and initiatives for the Board of Supervisors in the first quarter of 2024.

✦ Board of Supervisors meeting on May 7, 2024: Assess the outcomes of the Board of Supervisors' activities in the first quarter of 2024; recommend objectives and initiatives for the Board of Supervisors in the second quarter of 2024.

✦ Board of Supervisors meeting on July 23, 2024: Assess the outcomes of the Board of Supervisors' activities in the second quarter of 2024; recommend objectives and initiatives for the Board of Supervisors in the third quarter of 2024.

✦ Board of Supervisors meeting on October 15, 2024: Assess the outcomes of the Board of Supervisors' activities in the third quarter of 2024; recommend objectives and initiatives for the Board of Supervisors in the fourth quarter of 2024.

✦ In the interest of consolidating the content of the meetings, the Board of Supervisors has finalized the work plan and objectives for 2024, along with each quarter's agenda. Notably, the primary activities have been successfully accomplished as outlined below:

✦ Supervise and evaluate the management and execution of the production and business plan established by the Board of Directors and the Executive Board of the company. Verify the legality and validity of production and business activities in 2024 in accordance with the resolution of the 2024 Annual General Meeting of Shareholders. The outcomes of the meetings indicated unanimous agreement among all members regarding the process of inspecting and supervising the management and execution of the production and business plan by the Board of Directors and the Executive Board of the company.

✦ Oversee and monitor the issuance of Resolutions and decisions by the Board of Directors and the Company's Executive Board.

✦ Appoint members to participate in all quarterly and annual meetings of the Board of Directors. The Board of Supervisors has provided insights on matters requiring attention in the company's production and business operations during the meetings of the Board of Directors.

✦ Review the accounting records, additional documentation, and the management and operational activities of HVC Group.

✦ Timely update the roster of principal shareholders and associated individuals of the Board of Directors, the Board of Supervisors, the General Director, institutional shareholders, and other individual shareholders of HVC Group who are involved in capital contributions, in accordance with legal provisions and the charter of HVC Group.

✦ Conduct an evaluation of the Board of Directors' management assessment report, the General Director's report on production and business conditions, and the appraisal of the company's financial statements for the first half and full year of 2024, audited by A&C Vietnam Auditing and Consulting Co., Ltd. - Hanoi Branch, ensuring that they accurately represent the company's business operations and financial status at the time of reporting.

❖ **COORDINATION OF ACTIVITIES AMONG THE BOARD OF SUPERVISORS, THE BOARD OF DIRECTORS, THE GENERAL DIRECTOR, AND SHAREHOLDERS:**

❖ Coordination of activities among the Board of Supervisors, the Board of Directors, the General Director, and shareholders.

❖ In 2024, the Board of Supervisors collaborated closely with the Board of Directors and the Executive Board to investigate and oversee the Company's production, business activities, and financial status.

❖ The Board of Directors, the Board of Management, and the functional departments have supplied comprehensive and timely information and documentation regarding the management, operations, and business activities of the company as requested by the Board of Supervisors, thereby facilitating the Board of Supervisors in exercising its rights and responsibilities in accordance with legal provisions and the Company's Charter.

❖ Concerning shareholder relations: In 2024, no documents were submitted by shareholders or groups of shareholders to the Board of Supervisors requesting an examination of matters pertaining to the management and operation of the Board of Directors, the Board of Directors, and other facets of the company's operations.

❖ Information Disclosure: Oversee the Company's regular and exceptional information disclosures to guarantee that all information is completely and promptly communicated to regulatory agencies and shareholders.

❖ **COORDINATION OF ACTIVITIES AMONG THE SUPERVISORY BOARD, THE BOARD OF DIRECTORS, THE EXECUTIVE BOARD, AND OTHER MANAGEMENT PERSONNEL:**

❖ Examine and assess issued internal management documents to guarantee adherence to newly established legal regulations and the Company's developmental context.

❖ Quarterly, review the management assessment report from the Board of Directors, the General Director's business and production report, and the financial statements, ensuring that these documents accurately represent the company's business performance and financial condition at the time of reporting.

❖ Review the resolutions and decisions of the Board of Directors to verify the appropriateness of authority in decision-making. Engage in providing insights and fulfilling the role of comprehensive oversight (evaluating, monitoring before, during, and after activities), while identifying and managing potential risks both within and outside the organization.

❖ Oversee the management and utilization of capital to safeguard and enhance the Company's assets.

❖ In 2024, the Board of Directors, the Board of Management, and the management team executed their duties and responsibilities effectively within the legal framework, adhering to the provisions of the Company's Charter and the Resolution of the General Meeting of Shareholders. This was accomplished on the basis of common interests, safeguarding the legitimate interests of both the Company and its shareholders.

※ EVALUATION OF THE EXECUTION OF THE RESOLUTION FROM THE 2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS:

Unit: million VND

No	Target	Plan for 2024	Implementation 2024	% of implementation compared to 2024 plan
1	Total revenue (million VND)	386.000	393.590	102%
2	Profit after tax (million VND)	30.000	30.562	101%

In 2024, amidst a highly volatile socio-economic landscape, the Board of Directors and employees successfully executed the plan established at the 2024 Annual General Meeting of Shareholders. Revenue for 2024 exceeded VND 393,590 million, achieving 102% of the target. Profit after tax for 2024 amounted to VND 30,562 million, reaching 101% of the objective.

※ In 2024, HVC Group successfully completed and delivered several key projects to strengthen the Company's position within the industry, including:

- ※ A collection of swimming pools and thermal mineral baths at Vuon Vua Resort & Villa.
- ※ Completed the construction and handover of the water park, two fountains, and a Koi fish pond at VinWonders Cua Hoi.
- ※ Complete the construction and handover of the VinWonders Grand Park water park.
- ※ Transferring the comprehensive contract package for infrastructure, traffic management of the West Bay subdivision, and mechanical and electrical works for the primary road servicing sales at Vinhomes Dai An (Ocean Park 3);
- ※ Handover of Phase 1 of the construction and installation package for electrical cabinets and temporary electricity at Vinhomes Dream City (Ocean Park 2).
- ※ Completed the construction of a landscape swimming pool and thirteen villa swimming pools at L'Aurora Phu Yen.
- ※ Successfully finalized the construction of the water music phase 2 at The Global City.
- ※ Moreover, the Company's operations continue to exhibit certain shortcomings, including:
 - ※ The process of finalizing payment and settlement records has seen improvement; however, the payment and settlement records for certain projects remain sluggish, resulting in challenges in debt collection from the Investor.
 - ※ The project is distributed nationwide, resulting in elevated management expenses, particularly in terms of travel costs.
 - ※ The ratio of management expenses to revenue has not substantially decreased.
 - ※ The evaluation of the Investor's financial capacity remains insufficient, resulting in bad debts that necessitate provisions.

❖ AUDIT OF THE COMPANY'S FINANCIAL STATEMENTS FOR 2024

According to the Company's consolidated financial statements for 2024, audited by A&C Auditing and Consulting Co., Ltd. - Hanoi Branch, the specific figures are as follows:

- ❖ Total assets: 693 billion VND, comprising:
 - + Short-term assets: 343 billion VND, representing 49.4% of total assets.
 - + Long-term assets: 350 billion VND, representing 50.6% of total assets.

- ❖ Total capital: 693 billion VND, comprising:
 - + Liabilities: 142 billion VND, representing 20.5% of total capital
 - + Equity: 551 billion VND, representing 79.5% of total capital

- ❖ Business outcomes:
 - + Total revenue: 393,590 billion VND
 - + Profit before tax: 38.361 trillion VND
 - + Profit after tax: 30.562 billion VND.
 - + Debt to Equity Ratio: 0.25 times
 - + Rapid payment capability: 2.4 times
 - + Return on equity (EPS): 743

❖ Based on the aforementioned fundamental financial indicators and following a review of the audit report provided by A&C Auditing and Consulting Co., Ltd. - Hanoi Branch, the Board of Supervisors offers the following observations:

❖ Debt to equity ratio: 0.25 times; quick ratio: 2.4 times demonstrates financial stability and eliminates the risk of insolvency. The receivable turnover of 2.4 times and an EPS of 743 VND indicate a low capacity for profit generation on equity. While the Company's production and business activities in 2024 are expected to improve compared to 2023, they will still remain at a low level.

❖ In 2025, the Company engaged solely in transactions with related parties, specifically Subsidiaries. These transactions with Subsidiaries were conducted in accordance with prevailing market values at the time of the transaction.

❖ RECOMMENDATION FROM THE BOARD OF SUPERVISORS:

The company must develop robust financial plans to address the fluctuating capital sources within the real estate sector and to meet its future capital requirements.

❖ The company is enhancing its standing with the Bank by preparing to allocate essential capital resources to address short-term financial requirements.

❖ The company emphasizes cost control to enhance capital efficiency.

❖ It is proposed that the Board of Directors of the Company persist in advocating for the debt collection by the Project Management Board to secure the Company's working capital.

❖ The Board of Directors and the General Director concentrate on ensuring that the work in progress value aligns with capital requirements for production, business operations, and investments aimed at enhancing the Company's capital efficiency.

❖ Allocate resources, enhance construction quality management, and concentrate on directing and operating to ensure the timely progress of key projects.

❖ Persist in meeting customer demands for swimming pool design and installation services.

- ✦ Enhance rigorous cost management, establish financial regulations, and diligently enforce cost-saving measures within the Company.

- ✦ Cultivate a robust corporate culture with an emphasis on the Company's human resources.

✦ **MISSION CONTROL 2025**

The Board of Supervisors executes its responsibilities on behalf of shareholders to oversee all business, management, and operational activities of the Company. It conducts a comprehensive review of all operational aspects on a quarterly basis. Should any indications of violations of the Company's regulations and Charter arise, the Board of Supervisors will undertake extraordinary measures to report to shareholders in accordance with the Charter and legal regulations.

- ✦ Oversee the Company's production and business operations as sanctioned by the General Meeting of Shareholders; evaluate quarterly, semi-annual, and annual financial reports;

- ✦ Ensure that representatives of the Board of Supervisors actively engage in the quarterly meetings of the Board of Directors to comprehend the Company's management, production, and business activities, while also offering timely alerts to safeguard the interests of shareholders.

- ✦ Guarantee the prompt and precise dissemination of information to shareholders.

- ✦ Monitor the status of capital contributions and the efficiency of capital contributions at subsidiaries and affiliated companies.

5.3. TRANSACTIONS, REMUNERATIONS, AND OTHER BENEFITS OF THE BOARD OF DIRECTORS, MANAGEMENT BOARD, AND SUPERVISORY BOARD

❖ COMPENSATION, INCENTIVES, REMUNERATION, AND PERKS:

❖ In 2024, compensation for the Board of Directors and Board of Supervisors: 400 million VND

❖ The salary of the Board of Directors in 2024 (excluding the Chief Accountant) is 2,717,342,991 VND.

Stock transactions by internal shareholders: None

Contracts or services involving internal stakeholders: None

Investor relations activities: In 2024, HVC will consistently and proactively disseminate information regarding the Company's activities through various mass media channels, including press outlets, social networks such as Facebook, and the websites hvcgroup.net, hvcme.net, hvcparrrk.net, hvcchungyen.vn, tudienhvc.net, and eurovillas.vn.

In the past year, HVC engaged in investor conference programs. Concurrently, the company consistently had representatives participating in information exchange sessions and signing contracts with investors such as Vingroup, BIM Group, Novaland, Sun Group, Apec, and Masterise Homes.

Implementation of corporate governance regulations: The Board of Directors, the Management Board, and the Supervisory Board of HVC have thoroughly executed corporate governance regulations in compliance with prevailing laws, without any infractions.

Plan to improve efficiency in corporate governance: The Board of Directors will continue to convene regular and extraordinary meetings on a monthly and quarterly basis to assess the company's production and business activities, as well as to make strategic decisions and development plans. Propose three initiatives that significantly contribute to sustaining the Company's stable growth rate and assisting the Company in navigating challenges:

❖ Innovate the company's management, enhance the organizational structure, and mobilize, appoint, and optimize the personnel framework to align with the new circumstances.

❖ Formulate investment strategies and execute projects.

❖ Utilizing technology in construction design to enhance quality and elevate construction standards in projects.



**6 - HVC GROUP EXCEP-
TIONAL EVENTS IN
2024**

2024 is a year characterized by fluctuations as the global landscape continues to evolve in a complex manner, marked by numerous risky and uncertain factors. In the previous year, our nation's socio-economic conditions demonstrated a distinct recovery trend, with growth enhancing month by month, inflation remaining below the target, and key balances being maintained.

In 2024, through flexible and creative adaptation while upholding brand reputation, the Board of Directors and employees have successfully navigated challenges, attained new heights, achieved significant milestones, and met the established growth objectives.

2024 marks a significant milestone, establishing a robust foundation and a path of progress for HVC Group, accompanied by numerous commendable events.



✧ SUCCESSFULLY COORDINATED THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

On the morning of April 23, 2024, at the Wyndham Garden Hanoi Hotel, HVC Group successfully conducted the 2024 Annual General Meeting of Shareholders. During the meeting, shareholders unanimously endorsed the report and several significant proposals. Leveraging signed contracts, a robust financial position, and forthcoming plans, HVC Group aspires to achieve a growth rate of at least 50% in 2024 compared to 2023.

✳ MAINTAIN A POSITION AMONG THE TOP 10 MOST ESTEEMED ELECTROMECHANICAL CONTRACTORS IN VIETNAM

Entering the M&E market later than many competitors, HVC Group has swiftly established its presence, leveraging its inherent capabilities and brand reputation to secure numerous prestigious awards. In 2024, HVC Group was once again recognized in the category of Top 10 Most Prestigious M&E Contractors in Vietnam. This esteemed accolade is organized by Vietnam Report Joint Stock Company in collaboration with VietNamNet newspaper.

The Top 10 Prestigious M&E Contractors 2024 award exemplifies HVC Group’s commitment to achieving new heights. Simultaneously, it reinforces HVC’s brand, reputation, accountability, and dedication within the M&E General Contractor sector.

WINNER TOP 10 REPUTATION AWARDS

TOP 10 NHÀ THẦU CƠ ĐIỆN NĂM 2024

- REE** M&E: CÔNG TY CỔ PHẦN DỊCH VỤ & KỸ THUẬT CƠ ĐIỆN LẠNH R.E.E
- Hawee** M&E: CÔNG TY CỔ PHẦN HAWEE CƠ ĐIỆN
- SEAREFICO**: CÔNG TY CỔ PHẦN SEAREFICO
- SIGMA ENGINEERING** The Spirit Of Possibilities: CÔNG TY CỔ PHẦN KỸ THUẬT SIGMA
- ĐOÀN NHẤT** NHÀ THẦU CƠ ĐIỆN: CÔNG TY CỔ PHẦN CƠ ĐIỆN ĐOÀN NHẤT
- ALPHANAM** E&C: CÔNG TY CỔ PHẦN ALPHANAM E&C
- NAM THỊNH**: CÔNG TY CỔ PHẦN CƠ ĐIỆN LẠNH NAM THỊNH
- HVC GROUP**: CÔNG TY CP TẬP ĐOÀN ĐẦU TƯ - TM VÀ XÂY DỰNG VÂN KHÁNH
- HEM** SINCE 1981: CÔNG TY CỔ PHẦN CHẾ TẠO ĐIỆN CƠ HÀ NỘI

Dữ liệu cập nhật đến ngày 31/12/2023

✳ BECOME AN INVESTOR IN REAL ESTATE PROJECTS IN HOA BINH

In May 2024, HVC Group received positive news as it officially became the investor of the Garden Villas, Forest Plantation, and Eco-tourism real estate project in Mong Hoa Commune, Hoa Binh City (Hoa Binh Province). This milestone marked a new chapter and a significant turning point in HVC Group’s venture into the realm of real estate investment.

The project encompasses a land area of 28.74 hectares, supporting a population of approximately 1,396 individuals. It features a long-term residential land use designation, comprising 263 villas, alongside a 50-year term for commercial and service land, commencing from the date the investor is designated to allocate the land.

The objective of the project is to enhance land use efficiency, develop a premier eco-resort urban area, generate employment opportunities for workers, establish a housing fund for Hoa Binh City, and contribute to the advancement of socio-economic development while increasing state budget revenue.



SUCCESSFULLY CONVENED THE 1ST EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS AND INITIATED A REAL ESTATE PROJECT

In August 2024, HVC Group convened its inaugural extraordinary general meeting of shareholders. During this meeting, in addition to discussing the issuance of individual shares to augment charter capital, HVC officially unveiled the Garden Villas real estate project, which integrates afforestation with eco-tourism in Mong Hoa commune, Hoa Binh city (commercially known as Euro Villas).

Euro Villas spans an area of 28.74 hectares and is the sole project in Hoa Binh that boasts the unique advantage of a “lake in the heart of the city,” situated along the shores of Du Lake, regarded as a precious gem of this “epic land.” The project enjoys a prime location, characterized by its proximity to three key features: first, close to the market; second, near the river; and third, adjacent to the road.

This project has been under development by HVC Group for the past two years. With remarkable determination, HVC has successfully completed over 80% of the process. Aiming to serve as the inaugural product for a new business sector, HVC Group plans to invest in transforming Euro Villas into a five-star resort urban area, which promises to be an upscale destination at the gateway to the Northwest.

✧ **TEAM BUILDING**

In 2024, HVC Group experienced a significant and “explosive” period with the Summer Team Building program held at the five-star Apec Mandala Sky Villa Hoa Binh Resort—one of the principal projects for which HVC has developed the mechanical and electrical components.



Team Building 2024 has fostered positive values, enriching experiences, and, most importantly, the spirit of solidarity within the “big family” of HVC Group. This event serves not only as a practical opportunity to strengthen connections among individuals but also as a testament to the belief that “CBCNV is the greatest asset of HVC Group.”

✧ **JOIN FORCES WITH FLOOD VICTIMS TO ADDRESS THE AFTERMATH OF STORM NO. 3**



In light of the significant damage inflicted on individuals and property by storm No. 3 across numerous northern provinces, and in response to the appeal from the Central Committee of the Vietnam Fatherland Front, HVC Group initiated the program “Supporting Flood Victims in Overcoming the Aftermath of Storm No. 3.” The group directly distributed 50 valuable gifts to residents of Tu Hiep commune in Ha Hoa district, Phu Tho.

This activity exemplifies the essence of “mutual love and support,” “helping one another,” and a commitment to serving the HVC Group community. Simultaneously, it aids in alleviating the damage, loss, and suffering experienced by the people of the North.

✧ SUCCESSFULLY SIGNED AND COMPLETED NUMEROUS LARGE-SCALE PROJECTS NATIONWIDE.

Last year, in the realm of M&E General Contracting and General Contracting for the Design and Construction of High-end Entertainment Technology, HVC Group successfully signed and completed numerous significant projects. Notable undertakings include: General Contractor for infrastructure and traffic at Vinhomes Dai An; General Contractor for infrastructure at The Global City; General Contractor for the office at 83 Ngoc Hoi; General Contractor for The Manor Lao Cai commercial center; VinWonders Cua Hoi Water Park; VinWonders Grand Park Water Park; and the water music phase 2 of The Global City. Additionally, the company executed a series of swimming pool, Koi fish pond, and fountain projects throughout the country.

In the realm of design and production of electrical cabinets, air ducts, and cable trays, HVC has attained success by securing numerous valuable contracts, earning the trust and high regard of both customers and investors.



※ REVENUE SURPASSES THE 2024 PLAN

Despite encountering numerous difficulties and challenges, HVC Group, through determination and solidarity, has achieved a revenue of approximately 390 billion, surpassing its revenue target and is on track to meet its profit goal. Consequently, compared to 2023, HVC has experienced growth of nearly 58%, with profits rising by approximately 170%.

This outcome is remarkably impressive when compared to other companies within the same industry and serves as a significant motivation for HVC Group to persist in its pursuit of excellence.

Embarking on a new journey—the journey toward the future—HVC Group, fueled by the strength of a united and innovative collective, is poised to achieve remarkable successes, prosperity, and opportunities in 2025.

7 - ACHIEVEMENTS AND SOCIAL RECOGNITION



ACHIEVEMENTS AND SOCIAL RECOGNITION

Throughout its formation and development, HVC Group has consistently demonstrated a stable and sustainable growth trajectory, earning the trust of customers, shareholders, and investors. In recent years, despite encountering numerous difficulties and challenges, HVC Group has successfully navigated these obstacles through innovation, adaptability, business flexibility, and effective governance. As a result, the company has garnered significant achievements, including numerous esteemed awards from the state and prestigious accolades from both domestic and international organizations. Notably, HVC Group has received Certificates of Merit from the Chairman of the Hanoi People’s Committee on three occasions, ranked among the Top 5 and Top 10 reputable Vietnamese electromechanical contractors, been honored with the Vietnam Golden Star Award, and recognized as one of the Top 50 leading brands in Vietnam.

- ❖ Top 10 esteemed electromechanical contractors in 2024
- ❖ Top 5 esteemed electromechanical contractors in 2020
- ❖ Top 10 esteemed electromechanical contractors in 2019
- ❖ Vietnam Golden Star Award 2018
- ❖ Top 50 Prominent Brands in Vietnam 2018
- ❖ Top 50 Renowned Vietnamese Brands 2018
- ❖ Top 50 Sustainable Development Brands of 2017
- ❖ Three times awarded the Certificate of Merit by the Chairman of the Hanoi People’s Committee in 2017, 2018, and 2020 - 2023.
- ❖ ASEAN Gold Star Award 2016
- ❖ Top 100 Renowned Vietnamese Brands 2016
- ❖ ISO 9001:2015 Certification for Quality Management Systems
- ❖ First 3K Enterprise Certification in Vietnam, 2015
- ❖ Certificate of Merit for Creative Youth awarded by the Central Committee of the Ho Chi Minh Communist Youth Union
- ❖ Certificate of Merit for Educational Career from the Ministry of Education and Training
- ❖ Gold medal for superior quality Vietnamese products
- ❖ Gold Medal of the Trusted Brand Exhibition.







8 - HVC GROUP SUSTAINABLE DEVELOPMENT

HVC GROUP SUSTAINABLE DEVELOPMENT

In 2024, despite some improvements in the domestic economy, the real estate market continues to encounter numerous challenges. As a general contractor specializing in electromechanical systems and high-end entertainment technology, HVC Group is not immune to these effects.

Last year, the number of newly approved projects remained limited, coupled with intense competition from industry peers, compelling HVC Group to expedite its efforts and achieve breakthroughs. Due to the agile decisions made by the Board of Directors, along with a strong brand reputation and, most importantly, a spirit of solidarity and consensus, HVC Group has experienced growth and surpassed its established objectives in 2024.

Revenue in 2024 amounted to 393,590 million VND, achieving 102% of the 2024 target. Profit after tax totaled 30,562 million VND, representing 101% of the 2024 objective



High-end entertainment technology sector:

Since its inception, HVC Group has consistently upheld a pioneering role in Vietnam's entertainment equipment general contracting sector. The company has served as the general contractor for the design, supply, and installation of thousands of swimming pools throughout the country, approximately 30 water parks, nearly 10 large-scale ice skating rinks for performances and competitions, the largest water music and fountain projects in Southeast Asia and Vietnam, the most extensive ocean aquariums in the nation, and has led the market in sauna and cold snow sauna technology.

In 2024, HVC Group will proceed with the completion of phase 2 of the largest water music show in Southeast Asia at The Global City project, thereby reaffirming its reputation and expertise in this unique domain. Additionally, HVC will undertake fountain and water playground projects at VinWonders Cua Hoi and Vuon Vua Resort & Villas.

With advanced technology and a team of skilled professionals, HVC Group is recognized as the premier entity in Vietnam for general contracting in the design, construction, and installation of swimming pools. HVC has successfully executed a series of significant projects from North to South, earning high praise from investors. In 2024, HVC will finalize the construction of notable swimming pool projects, including the villa swimming pool system and mineral spring swimming pool at Vuon Vua Resort & Villa, as well as the swimming pool system at L'Aurora Phu Yen and numerous private pools nationwide. By the end of 2024, HVC Group will also be engaged in the construction of the swimming pool system for the InterContinental Residences Ha Long Bay project and the infinity pool for the L'Aurora Phu Yen project. The company continues to secure new projects at Vinhomes Vu Yen, Vinhomes Ocean Park 1, and Vinhomes Smart City.

With approximately 30 large-scale water park projects across the nation, HVC Group is regarded as the leading entity in the design, construction, and installation of water parks and amusement parks. In 2024, HVC signed contracts, constructed, and delivered two large-scale water parks at VinWonders Cua Hoi Entertainment Universe and VinWonders Grand Park. Furthermore, the company also signed and commenced the construction of the water park component at the Ha Nam Water Park project, developed by the investor Sun Group.

To date, HVC Group has upheld its status as a leader in the consultation, design, and construction of ice rinks, snow castles, ocean aquariums, expansive Koi fish tanks, and cold steam and snow sauna technology. This capability has been distinctly evidenced by a succession of large-scale projects.

In 2025, HVC will persist in showcasing its strengths in human resources and technology while engaging in bids for numerous large-scale projects to solidify its position. Furthermore, HVC Group intends to implement a range of advanced entertainment technologies, including snow castles, swimming pool systems, and fountains, in the Garden Villas, Forest Plantation, and Eco-tourism project located in Mong Hoa Commune, Hoa Binh City (Hoa Binh Province).

High-end entertainment technology sector:

Since its inception, HVC Group has consistently upheld a pioneering role in Vietnam's entertainment equipment general contracting sector. The company has served as the general contractor for the design, supply, and installation of thousands of swimming pools throughout the country, approximately 30 water parks, nearly 10 large-scale ice skating rinks for performances and competitions, the largest water music and fountain projects in Southeast Asia and Vietnam, the most extensive ocean aquariums in the nation, and has led the market in sauna and cold snow sauna technology.

In 2024, HVC Group will proceed with the completion of phase 2 of the largest water music show in Southeast Asia at The Global City project, thereby reaffirming its reputation and expertise in this unique domain. Additionally, HVC will undertake fountain and water playground projects at VinWonders Cua Hoi and Vuon Vua Resort & Villas.

With advanced technology and a team of skilled professionals, HVC Group is recognized

as the premier entity in Vietnam for general contracting in the design, construction, and installation of swimming pools. HVC has successfully executed a series of significant projects from North to South, earning high praise from investors. In 2024, HVC will finalize the construction of notable swimming pool projects, including the villa swimming pool system and mineral spring swimming pool at Vuon Vua Resort & Villa, as well as the swimming pool system at L'Aurora Phu Yen and numerous private pools nationwide. By the end of 2024, HVC Group will also be engaged in the construction of the swimming pool system for the InterContinental Residences Ha Long Bay project and the infinity pool for the L'Aurora Phu Yen project. The company continues to secure new projects at Vinhomes Vu Yen, Vinhomes Ocean Park 1, and Vinhomes Smart City.

With approximately 30 large-scale water park projects across the nation, HVC Group is regarded as the leading entity in the design, construction, and installation of water parks and amusement parks. In 2024, HVC signed contracts, constructed, and delivered two large-scale water parks at VinWonders Cua Hoi Entertainment Universe and VinWonders Grand Park. Furthermore, the company also signed and commenced the construction of the water park component at the Ha Nam Water Park project, developed by the investor Sun Group.

To date, HVC Group has upheld its status as a leader in the consultation, design, and construction of ice rinks, snow castles, ocean aquariums, expansive Koi fish tanks, and cold steam and snow sauna technology. This capability has been distinctly evidenced by a succession of large-scale projects.

In 2025, HVC will persist in showcasing its strengths in human resources and technology while engaging in bids for numerous large-scale projects to solidify its position. Furthermore, HVC Group intends to implement a range of advanced entertainment technologies, including snow castles, swimming pool systems, and fountains, in the Garden Villas, Forest Plantation, and Eco-tourism project located in Mong Hoa Commune, Hoa Binh City (Hoa Binh Province).

General contracting in the mechanical and electrical sectors:

Although HVC Group entered the market later than many competitors in the industry, it has swiftly established its position and reputation by consistently ranking among the Top 10 prestigious electromechanical contractors in Vietnam. In 2024, HVC remains in the Top 10 prestigious electromechanical contractors, as determined by an independent assessment conducted by VietnamReport in collaboration with Vietnamnet newspaper.

HVC Group currently serves as a general contractor for a diverse range of mechanical and electrical (M&E) projects, including high-rise M&E, infrastructure M&E, basements, educational institutions, shopping malls, and hotel M&E.

In 2024, despite ongoing challenges, HVC Group has successfully solidified its brand reputation. HVC's commitment is evidenced by securing numerous high-value contracts at Vinhomes Dai An (Ocean Park 3), the office electromechanical project at 83 Ngoc Hoi, and The Manor Lao Cai.

Continue to finalize and deliver numerous projects: Vinhomes Dream City (Ocean Park 2), Vinhomes Dai An (Ocean Park 3); general contractor for infrastructure and electrical works in phase 1 at The Global City.

In the short term, HVC Group aims to establish itself as a leading electromechanical contractor in Vietnam, upholding its reputation while delivering value to shareholders, customers, and investors.

Equipment manufacturing sector:

HVC Group firmly asserts that growth is inextricably linked to a sustainable development strategy and clean production, which are integral to environmental protection. It aims to harmoniously advance production, consumption, revenue growth, and profitability.

In 2024, the electrical cabinets, air ducts, and cable trays from HVC Hung Yen Factory were featured in numerous projects nationwide and selected by esteemed investors including Vingroup, BIM Group, Masterise Homes, and Cloud Gate.

It is evident that after many years of establishment and growth, the HVC Hung Yen Factory has become a significant “arm” that aids HVC Group in enhancing its capabilities as a comprehensive mechanical and electrical contractor in Vietnam. The factory’s presence not only uncovers latent potential but also enables HVC Group to optimize its internal strengths, venture into new territories, and uphold and promote the core values of the enterprise.

Real estate investment initiative in Hoa Binh:

In May 2024, the People’s Committee of Hoa Binh Province issued Decision No. 15/QD-UBND, approving the consortium of HVC Investment and Technology Joint Stock Company and Ho Guom Group Joint Stock Company as the investor for the Garden Villas project, which integrates afforestation with eco-tourism in Mong Hoa Commune, Hoa Binh City, Hoa Binh Province.

The villa and garden area, afforestation, and eco-tourism are developed on a 28.74-hectare site, accommodating a population of approximately 1,396 individuals. The project entails a total estimated investment of 791.8 billion VND, with implementation scheduled for the period from 2023 to 2026. It features a long-term residential land use period, comprising 263 villas, alongside a 50-year term for commercial and service land, commencing from the date the investor is designated to allocate the land.

In 2024, HVC Group, driven by determination, has successfully completed over 80% of the procedural journey. By the end of 2024, the project will have advanced to the stages of land acquisition and site clearance, paving the way for land allocation and construction. In the future, visitors to this location will not only be able to appreciate the stunning natural beauty of Du Lake and immerse themselves in the sophisticated ambiance of the project, but also enjoy, explore, and experience the distinctive cultural attributes of the “epic land.”

8.1. EMPLOYEE-RELATED RESPONSIBILITIES:

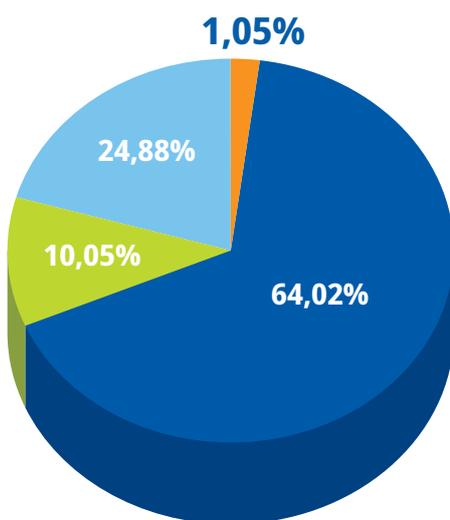
HVC Group boasts a youthful workforce, with an average age between 28 - 40 years, a demographic characterized by enthusiasm, experience, and a commitment to growth

Number of employees, average employee salary

As of December 31, 2024, the total number of employees at HVC Group stands at 189, with 73 located in the office block, 34 at the HVC Hung Yen factory, and 82 deployed across construction sites nationwide. In 2024, the average salary for HVC employees is 16.3 million VND per person per month, reflecting a 15% increase compared to 2023.

At HVC Group, the human resource framework is evolving towards professionalism, enhancing labor productivity, specialization, and augmenting staff management capabilities. Consequently, it necessitates the elevation of human resource quality, particularly among the young, dynamic workforce, experts, and proficient managers who can adapt to emerging trends to satisfy the growing demands of projects, thereby ensuring optimal operations.

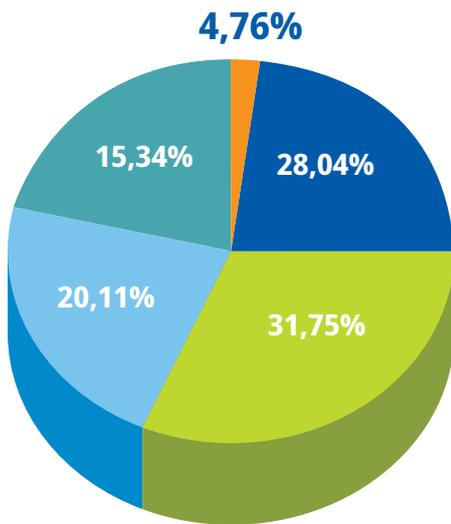
※ HUMAN RESOURCES STRUCTURE IN 2024



※ PERSONNEL STRUCTURE BY LEVEL

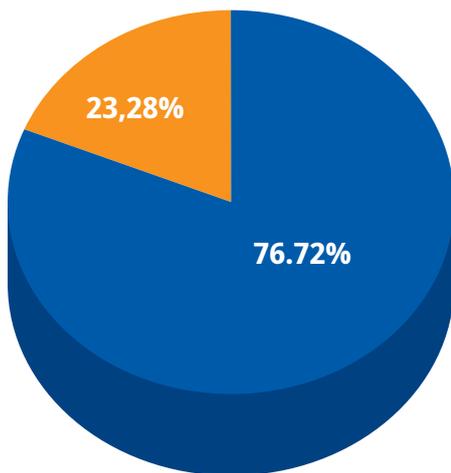
(unit: individuals):

- Postgraduate: 2 (1.05%)
- University: 121 (64.02%)
- College: 19 (10.05%)
- Secondary education or lower: 47 (24.88%)



⚡ PERSONNEL STRUCTURE BY SENIORITY:

- More than 10 years: 9 (4.76%)
- 5 – 10 years: 60 (31.75%)
- 3 – 5 years: 38 (20.11%)
- 1 – 3 years: 53 (28.04%)
- Less than 1 year: 29 (15.34%)



⚡ STAFF COMPOSITION BY GENDER:

- Male: 145 (76.72%)
- Female: 44 (23.28%)

8.2. POLICY TO SAFEGUARD THE HEALTH AND WELFARE OF EMPLOYEES

Aiming to cultivate a workforce characterized by experience, enthusiasm, and qualifications that align with the demands of a specialized service company, HVC Group has established fundamental corporate values to attract talent. These core values serve not only as HVC’s competitive edge in the recruitment landscape but also as the guiding principles for the company’s human resource development.

❖ COMPETITIVE BENEFITS

HVC Group recognizes and prioritizes the well-being of its employees by offering practical and competitive benefits that stand out in comparison to other organizations within the same industry and the broader market. The advantages provided to female staff, as well as to all employees and leaders, are exceptional, representing values that effectively attract talent.

❖ At HVC Group, the Trade Union is dedicated to prioritizing the well-being of employees. Comprehensive welfare policies encompass birthdays, insurance, unemployment, holidays, funerals, weddings, and Team Building activities. Salaries are regularly adjusted based on performance, with exceptional employees receiving salary increases and timely recognition. Both regular and extraordinary bonuses are awarded to those who achieve outstanding results. Employees are also entitled to invest in newly established subsidiaries and purchase preferential shares.

❖ Additionally, HVC Group consistently provides special allowances, including toxic allowance, overtime allowance, work allowance, concurrent allowance, and monthly parking allowance for all employees.

❖ In addition to enforcing policies for employees in accordance with legal provisions, HVC also implements various beneficial welfare programs annually, including the provision of work uniforms and the supply of modern tools tailored to the nature of the work.



❖ COMPASSIONATE AND RESPONSIBLE ENVIRONMENT

❖ By joining HVC Group, employees will engage in a compassionate environment that prioritizes individuals. This setting also fosters dedication and sustainable development.

✳ Fostering Solidarity: In every circumstance, environment, or working condition, each member of HVC Group champions solidarity. Collective activities, such as football and performing arts, are organized to cultivate cohesion and foster a warm, joyful atmosphere that motivates employees.

✳ Sense of responsibility: The commitment to the environment, society, legal standards, professional duties, and personal integrity is a cultural hallmark consistently advocated at HVC Group.

✳ Fostering a Culture of Mutual Support: Fostering a culture in which no member of the HVC Group is left behind during challenging times. Throughout its formation and development, HVC Group has consistently prioritized the well-being of its employees, demonstrating a commitment to the community and addressing the unique circumstances of its members within the collective environment. This commitment has been a fundamental mission of HVC Group for many years.

✳ **PROMOTION AND CAREER DEVELOPMENT POLICY:**

✳ Aiming to identify and cultivate exceptional internal talent for management roles, HVC Group successfully appointed personnel to middle and senior-level positions in 2024. Individuals entrusted with significant responsibilities possess a deep understanding of corporate culture, familiarity with work processes, and a commitment to professional development.

✳ HVC's personnel undergo periodic evaluations based on KPI assessment criteria, which delineate individual work objectives and facilitate an objective appraisal of performance outcomes.

✳ Recognizing that individuals are the pivotal element in achieving success for any enterprise, HVC's Board of Directors consistently fosters an environment where each person has the opportunity to develop and enhance their capabilities. Implemented measures include professional training, the enhancement of the working environment, and the promotion of physical well-being.



8.3. WORKFORCE TRAINING AND DEVELOPMENT INITIATIVES

Always regard human resources as the most valuable asset, optimize human resources, and place individuals at the core of the company's developmental impetus.

✳️ **Training initiatives:** HVC Group establishes an environment conducive to the career development of each employee, emphasizing the cultivation of high-quality human resources through a training plan aligned with the company's business development strategy. With a policy that ensures all employees have access to training and development opportunities, the company fully sponsors the costs of training courses organized by HVC Group, as well as those courses to which HVC Group sends employees for participation.

✳️ Training programs encompass professional development, quality management system education, occupational safety instruction, process training, integration and corporate culture workshops, fire prevention and firefighting training, among others.

✳️ In addition to maintaining high standards in the recruitment of new employees, HVC consistently emphasizes the training and enhancement of professional knowledge for its current workforce.

✳️ In 2024, HVC executed its training initiatives through various programs, engaging staff in the process. Specifically, HVC organized 15 training topics across all three sectors: office, construction site, and factory, with a total of 1,467 employees participating. The average score given by trainees in evaluating the quality of the training programs was 4.05 out of 5, surpassing the minimum quality requirement of 3.75 out of 5.

✳️ The total number of training hours for all employees of the company in 2024 is 1,720 hours, which corresponds to an average of 9.1 hours of training per employee at HVC for that year.

✳️ Over the past year, HVC has maximized the application of technology in its training activities, leveraging its capabilities and conditions to enhance the quality of instruction and training content. Given that employees operate from the main office, branches, factories, and numerous construction sites nationwide, training primarily occurs through direct and online sessions via the Zoom application. Employees participate in surveys and assessments at the conclusion of each course, facilitating swift exchanges of information and collaboration, thereby conserving time and office supply costs, improving training management efficiency, and minimizing travel time and expenses.

✳️ Training in 2024 continues to be structured around standard titles for key positions within the company, emphasizing courses on expertise, specialized skills, and soft skills. Furthermore, alongside qualified experts, in addition to its exceptional teaching standards, HVC Group also enables employees to engage in external in-person and online training courses to enhance their skills.

✳️ Upon successful recruitment, HVC Group promptly organizes training courses for new employees to equip them with both professional knowledge and essential soft skills, thereby enhancing their capabilities in a professional context and preparing them to meet the high expectations of the company's Board of Directors and investors in various projects. Specifically for newly graduated engineers, HVC Group implements a structured training program that encompasses theory, on-site practice, and engagement in HVC's projects across the nation. These training courses are conducted by the company's senior experts and overseen by



project managers. In 2024, a total of 59 individuals will participate in the integration training, comprising 58 employees and 1 manager.

- ✦ With a skilled and proficient team, HVC emphasizes advanced and specialized professional training to strategize human resources and facilitate career progression.

- ✦ For management levels, HVC develops and implements a training framework grounded in the necessary competency standards for each management position, aimed at enhancing management and operational capabilities, including skill development, strategic planning, and change management.

- ✦ The assessment of the course's effectiveness is periodically conducted at the conclusion of the program through evaluations across all three sectors: office, construction site, and factory. This initiative aims to motivate employees to engage in self-training, enhance their expertise, and address any deficiencies in their professional skills.

- ✦ Recruitment policy: Publicity, transparency, and the criteria for assessing candidates' qualifications and skills in accordance with professional standards serve as the foundation for recruitment.



✳ HVC Group consistently prioritizes the selection of personnel according to rigorous standards of competence, health, and ethics, supported by a dedicated recruitment department. This includes an online recruitment platform, an internal recruitment newsletter, and the dissemination of recruitment information via social media. The organization ensures professionalism, transparency, and fairness, thereby enhancing the image and reputation of the HVC Group brand within the labor market. Additionally, it establishes recruitment policies that reward employees for referring qualified candidates.

✳ In addition to sourcing labor externally, leadership also emphasizes internal appointments. HVC prioritizes its internal human resources to foster motivation and encourage employees to contribute meaningfully and remain with the organization long-term.

✳ Given the nature of the industry as a general contractor, HVC's construction projects extend across three regions of the country. Consequently, local workers are prioritized in recruitment due to their familiarity with the area, customs, and local culture.

✳ **Accountability for employee safety**

✳ HVC Group consistently guarantees that employees are entitled to work in safe and hygienic conditions. Simultaneously, it provides training and guidance to employees at the unit, equipping them with knowledge of labor protection, occupational safety (OSH) standards, and labor hygiene (OSH) pertinent to their roles and responsibilities.

✳ Prior to initiating a new project, the Company will engage with relevant authorities, enroll workers for health assessments, and partake in occupational safety and health training programs to secure certifications in compliance with legal mandates.

✳ Acquire insurance for construction machinery and equipment utilized in construction activities in accordance with Decision No. 663-TC/QD-TCNH dated June 24, 1995, issued by the Ministry of Finance.

✳ Employees engaged in construction activities must consistently adhere to occupational safety regulations as outlined in TCVN 5308-91 regarding technical safety in construction, as well as the current occupational safety standards mandated by the State, specifically as follows:

✳ Arrange for the placement of occupational safety signs in prominent and easily visible locations, particularly in areas prone to accidents, to remind employees to consistently prioritize occupational safety and to be mindful of their own well-being.



❖ The condition of machinery, equipment, and construction vehicles must be assessed prior to operation. Individuals who are untrained in technical operational procedures or who have not been assigned specific construction tasks are prohibited from operating or repairing construction machinery and equipment without authorization.

❖ To guarantee workplace safety, personal protective equipment must be thoroughly inspected prior to use. Technical personnel or production team leaders are accountable for instructing employees on its proper utilization.

❖ Officers and workers are prohibited from bringing explosives, flammable materials, or weapons onto the construction site. Additionally, the consumption of alcohol, stimulants, or the preparation of food is not permitted on the premises.

❖ Electricity and water lines supplying the construction site must be organized neatly to avoid obstructing pedestrians, vehicles, and construction equipment.

❖ A first aid kit is available at the scene, along with a phone directory containing emergency numbers for local authorities.

❖ **Commitment to the community**

❖ Charity has long been regarded as an essential and regular endeavor of HVC Group, reflecting the humanitarian principles embedded in the company's core values. Over the years, HVC Group has actively engaged in numerous community initiatives, including the construction of charitable housing, assistance for victims of Agent Orange, support for individuals affected by floods and natural disasters, and contributions to community development funds, among others.

❖ In 2024, HVC Group partnered with the Hanoi Young Entrepreneurs Association to inaugurate the "For the Community" Football Tournament, contributing 30 million VND to fund the construction of schools in remote regions and assist individuals facing challenging circumstances.



❖ In 2024, HVC Group answered the call of the Central Committee of the Fatherland Front by initiating the program "Supporting Flood Victims to Overcome the Consequences of Storm No. 3 Yagi." Following the program, HVC directly presented 50 valuable gifts to residents of Tu

Hiep commune in Ha Hoa district (Phu Tho). This initiative exemplifies the spirit of “mutual love and support” and “the rich helping the poor,” reflecting HVC Group’s commitment to community service. Additionally, it aids in alleviating the damage, loss, and suffering experienced by the people of Northern Vietnam.

✧ **Environmental stewardship**

✧ HVC Group serves as a general contractor specializing in electromechanical engineering, as well as the design, construction, and installation of premium entertainment equipment. Consequently, the primary raw materials integral to the business process encompass printing paper, printing ink, stationery, solvents, metal packaging, gloves, cleaning cloths, and electrical equipment.

✧ These materials are all employed and repurposed by HVC to reduce costs, minimize resource waste, and mitigate environmental pollution. In 2024, waste will be categorized for the purpose of resale to purchasing units for material recycling. Recycled materials encompass paper, cardboard, cartons, electrical equipment, plastic waste, and more. Consequently, the proportion of recycled waste at HVC constitutes approximately 17%.

✧ HVC Group’s total annual material expenses fluctuate based on the scale of its business operations and the progression of its projects. The total raw materials utilized for the production and construction of the company’s primary services in 2024:



❖ **At the HVC Hung Yen Facility:**

Spending	2023 (Unit: kg)	2024 (Unit: kg)	Therapeutic approach	Recipient organization and individual
Metal containers	80	70	Rinse	URENCO 11 Urban and Industrial Environment Joint Stock Company
Flexible packaging	10	12	Burn	
Gloves, cloths	18	22	Burn	
Waste oil	15	16	Burn	
Paper	14	20	Recycle	
Fluorescent lamp waste	8	15	Compress into a solid state	
Waste toner cartridge	1,5	2	Burn	

❖ **At the Headquarters and construction sites**

Spending	2023 (Unit: VND)	2024 (Unit: VND)
Expenses for stationery, printing paper, and ink	128.759.425	69.767.807
Annual office supplies expenditure per employee	607.353	369.142

❖ HVC Group employs various measures to conserve raw materials, optimize labor tools, minimize environmental pollution, and reduce greenhouse gas emissions, including:

❖ Aspiring to establish itself as a contemporary development firm, HVC Group integrates 4.0 technology into its management and operations, striving to minimize cumbersome paper-based procedures and reduce both working time and office supply expenses. Document processes have largely transitioned to online approval, resulting in a significant decrease in the use of paper, pens, and other supplies, particularly in 2024.

✳ Internal newsletters and business updates are posted on the website, fan page, Zalo, and Facebook Group, significantly reducing the volume of printed materials.

✳ Reuse one-sided printed paper, categorize stationery into single-use, monthly use, and regularly monitor and compare usage.

✳ The company’s internal communication initiatives also focus significantly on enhancing employee awareness regarding document printing to minimize excess paper usage. Additionally, they promote the exchange of information, documents, and reports through internal emails, as well as the reuse of old stationery.

✳ The reuse of raw materials at the HVC Hung Yen Factory is implemented effectively. When the raw materials no longer possess any reuse value, they are transported to the treatment facility by Urban and Industrial Environment Joint Stock Company 11 - URENCO 11.

✳ Energy utilization

The energy utilized for business operations at HVC Group primarily consists of electricity for lighting, as well as for powering computers, production machinery, and construction equipment.

Confronted with the adverse effects of climate change that influence both the present and future generations, HVC Group consistently prioritizes the monitoring of energy and natural resource utilization. This commitment contributes to the reduction of greenhouse gas emissions and environmental impacts.

Energy-saving initiatives at HVC include the installation of energy-efficient light bulbs and air conditioners that comply with greenhouse gas emission standards and are subject to regular maintenance. It is advisable to turn off the circuit breaker upon departure, ensure doors are closed to enhance the air conditioner’s efficiency, and arrange seating strategically to minimize electricity consumption for lighting. Machinery is routinely inspected and maintained to prevent damage and reduce electricity waste. Additionally, all electrical equipment and machinery should be turned off during lunch breaks...

✳ In 2024, the electricity consumption at the headquarters exceeded that of 2023. Last year, the expansion of production capacity and the increase in orders led to a rise in electricity usage at the HVC Hung Yen Factory compared to 2023. Specifically, the electricity consumed by the HVC Hung Yen Factory rose by 500,059,048 million VND, which is approximately 2.865 times greater.

✳ Direct and indirect electricity consumption in 2024:

Spending	2023 (Unit: VND)	2024 (Unit: VND)
Electricity usage at the Headquarters Office	227.646.373	250.651.060
Electricity usage at HVC Hung Yen Factory	268.102.750	768.161.798

❖ **Water usage**

❖ HVC Group primarily utilizes water for various living, production, and construction activities, including drinking, sanitation, floor cleaning, and labor tools. At the office headquarters located in the Ho Guom Plaza building, the water is supplied by Ha Dong Clean Water Company Limited and Viwaco Joint Stock Company. The average monthly water consumption amounts to 420,000 VND. Domestic wastewater is directed to a centralized treatment facility in accordance with the building's regulations.

❖ The expense for drinking water for staff and guests is managed by HVC Group in the most cost-effective manner, including serving only the necessary amount of water, utilizing small water bottles during internal meetings, and when hosting guests.

❖ For construction sites, wastewater is treated centrally in accordance with project and investor regulations.

❖ The HVC Hung Yen factory, situated in Tho Binh village, Tan Dan commune (Khoai Chau district, Hung Yen), sources its water from the Da Trach Water Supply Factory (Huy Phat Joint Stock Company). The factory generates a total wastewater volume of less than 600m³ annually. The domestic waste produced by the operational staff is minimal and will be managed by a septic system installed in both the operator's residence and the staff's accommodation, with a capacity of 4.5m³ per day and night.

❖ In the factory area, the rest house is equipped with adequately sized septic tanks utilizing advanced environmental technology. The domestic wastewater generated by employees will be directed into these septic tanks. Following a process of settling and biological decomposition, the treated wastewater will be channeled into the station's drainage system, subsequently merging with the broader drainage network in the vicinity. The domestic wastewater, which comprises residues, total suspended solids (TSS), organic matter (BOD₅, COD), nutrients (nitrogen, phosphorus), and pathogens capable of contaminating local water sources and groundwater, is meticulously collected.

❖ Pursuant to Decision No. 129/GPMT-UBND, dated February 22, 2024, issued by the People's Committee of Khoai Chau District, HVC Hung Yen Company Limited is authorized to undertake environmental protection activities for the project involving the production of iron and steel equipment, water treatment equipment, and HVC wooden furniture. This project will occupy a land area of 9,268 m² within a total area of 26,015 m² located in Tan Dan Commune, Khoai Chau District (Hung Yen), for which a certificate of land use rights, house ownership rights, and other assets attached to the land, No. DI871738, has been issued by the Department of Natural Resources and Environment. Consequently, HVC Hung Yen is exempt from conducting environmental monitoring of water and gas emissions.

❖ The Garden Villa, Forestry, and Ecotourism Area in Mong Hoa Commune, Hoa Binh City (Hoa Binh Province), developed by HVC, consistently upholds environmental standards by employing advanced modern technologies for wastewater treatment, ensuring compliance with regulations prior to discharge, thereby preserving the surrounding landscape and living environment.

❖ **Adhere to environmental protection regulations**

Currently, General Director Le Van Cuong oversees and implements the environmental initiatives of HVC Group. Due to stringent adherence to environmental laws and regulations, HVC Group has not incurred any fines in this regard in recent years, including 2024. The total amount of fines stands at 0 VND.

✘ At the office, HVC Group consistently encourages employees to prioritize environmental protection by disposing of waste appropriately. Employees are instructed to classify waste into three categories: organic, inorganic, and hazardous. Waste is managed in accordance with the standards set by the operator of the Ho Guom Plaza building.

✘ All employees of HVC Group are committed to upholding hygiene and conserving electricity and water in the office through various actions, including turning off unnecessary electrical equipment when leaving a room or after working hours, conserving water, sweeping and cleaning their personal workspaces, disposing of trash at the end of the workday, refraining from leaving trash overnight in the office, and nurturing trees to foster a refreshing environment.

✘ For the HVC Hung Yen factory, environmental sanitation remains a paramount priority. Both industrial and domestic wastewater undergo treatment in accordance with the standards set by the Ministry of Natural Resources and Environment prior to discharge. Discharge occurs at designated locations.

✘ The factory consistently implements measures to minimize and manage dust and exhaust emissions, preventing leakage or dispersion into the environment. It also restricts noise that impacts the surrounding area.

✘ The emissions of organic solvents from the interior painting process are minimal and are managed through activated carbon absorption. Organic solvent vapors are captured by a hood system, which directs them through closed pipes to the activated carbon absorption unit. Here, the porous surface of the activated carbon effectively retains organic solvent molecules. Clean air is subsequently released through the discharge tube. In 2024, the total emissions generated will be less than 1,000 m³/year. All parameter values for emissions remain within the permissible limits established by Vietnam Standards for reference pollutant concentrations.

✘ Number of current employees working at the factory: 34 people. Domestic waste primarily consists of plastic bags, cardboard packaging, and leftover food. These materials are collected, with a portion sold as scrap for recycling (cardboard and plastic materials), while organic waste is transported and processed by Urban and Industrial Environment Joint Stock Company 11 - URENCO 11. Hazardous waste at the factory, including light bulbs and equipment cleaning rags, is collected and stored in designated containers within the factory's hazardous waste storage facility. This waste is classified and transported for treatment by Urban and Industrial Environment Joint Stock Company 11 - URENCO 11 once a year, in accordance with Economic Contract No. 302/2024/HDCN/URENCO11, signed on October 16, 2024.

✘ For construction sites: HVC Group establishes an environmental protection management system with defined regulations. The personnel responsible for occupational safety and health conduct regular on-site inspections to oversee safety practices and guide the implementation of safety protocols. Individuals who violate regulations will face appropriate consequences, while those who excel will receive commendations and rewards.

✘ HVC consistently adheres to environmental protection regulations in its construction projects. The company rigorously enforces weekly site cleaning protocols. Furthermore, HVC actively participates in environmental initiatives, including programs such as Keeping the Ocean Clean and Lighting Up the Future, organized by the investor in collaboration with media agencies.

✘ To minimize noise during construction activities, HVC Group consistently inspects, maintains, and periodically services construction machinery and equipment. The company trains engineers and construction workers to enhance awareness throughout the construction

process. It monitors noise and vibration levels during operations and establishes a construction schedule that aligns with the living patterns of nearby residents to mitigate noise impact. HVC Group ensures that noise levels remain within the permissible limits set by TCVN 5949-1998.

✘ Over the years, HVC Group has consistently prioritized initiatives aimed at reducing air pollution and emissions, safeguarding the environment by addressing areas that produce dust during construction. This includes regularly washing vehicles prior to their departure from the construction site, erecting barriers to isolate hazardous zones, and securing locations that contain chemicals or flammable materials. During the transportation of equipment and materials, measures are taken to cover and shield them to prevent dust dispersion. Additionally, the use of numerous construction machines and equipment that generate significant dust on-site is minimized.

✘ In the Garden Villa area, the afforestation initiative integrated with eco-tourism in Mong Hoa commune, Hoa Binh city (Hoa Binh province) is being advanced by HVC. Presently, the project is in the land acquisition and site clearance phase, leading to minimal water consumption. Nevertheless, the project consistently adheres to environmental standards as mandated by the Department of Natural Resources and Environment of Hoa Binh province (now the Department of Agriculture and Environment of Hoa Binh province), employing cutting-edge technology to treat wastewater to meet established standards prior to discharge, thereby safeguarding the surrounding landscape and living environment.

✘ **Mitigation and reaction to ecological incidents**

✘ Formulating strategies for the prevention, response, and remediation of environmental incidents:

- + The company has formulated a prevention plan. Environmental incident response TS-UPSC-MT-01 issued/amended date: February 1, 2022.

- + Create scenarios for potential environmental incidents and coordinate the allocation of tasks to participants in the drill.

- + Prepare documentation of drill records and reports on experience sharing following environmental incident drills.

✘ Report on the execution of environmental incident prevention, response, and remediation efforts:

✘ Strategies to mitigate and address environmental incidents at the facility:

Evaluate risk sources, encompassing the identification of hazards, assessment of risk levels, control measures, and risk mitigation strategies.

- + Formulate and issue regulations or guidelines for environmental protection (already formulated and issued).

- + Warnings have been implemented in high-risk areas susceptible to environmental incidents.

- + Install suitable equipment, tools, and resources to address environmental incidents at wastewater treatment tanks and hazardous waste storage facilities, and maintain daily records.

- + Establish on-site teams to address environmental incidents, conduct annual training, and implement drill plans.

- + Develop, issue, and update the company's regulations and policies regarding environmental protection, including safety protocols for each machine and piece of

equipment, operational guidelines, and logbooks for all machinery and equipment.

- + Install, categorize, and maintain distinct cabinets for environmental incident response equipment tailored to each location.
- + Coordinate annual training and simulation exercises for environmental incident response teams.
- + Execute patrols, enforce, and implement strategies to eradicate and promptly address the underlying cause.
- + Fully adhere to occupational safety and hygiene regulations, actively engage in training on rescue plans, and prevent violations of occupational safety and hygiene standards.
- + The environmental incident prevention and response plan encompasses: the necessary works, equipment, and materials, tools, and resources required to address environmental incidents; the organization of on-site personnel to ensure preparedness for each potential environmental incident scenario;
 - + Addressing and mitigating environmental incidents occurring at the facility:
 - + Prevention and response to environmental incidents must adhere to established safety and environmental protocols and methodologies.
 - + Environmental incident response is executed in accordance with the principles of on-site command, on-site personnel, on-site resources and materials, and on-site logistics.



✧ Mitigating greenhouse gas emissions for sustainable environmental development:

✧ Reducing greenhouse gas emissions by sector, particularly in industry and the utilization of industrial products, is a primary objective of the National Strategy on Climate Change for the period leading up to 2050, as outlined in Decision No. 896/QĐ-TTg, dated July 26, 2022,

signed and issued by Deputy Prime Minister Le Van Thanh.

✧ The overarching objective of the Strategy is to proactively and effectively adapt to, and mitigate, the vulnerabilities, losses, and damages associated with climate change; to reduce greenhouse gas emissions in pursuit of achieving net zero emissions by 2050; to make positive and responsible contributions to the international community in safeguarding the Earth's climate system; and to leverage opportunities arising from climate change responses to transform the growth model, thereby enhancing the resilience and competitiveness of the economy.

✧ As a company engaged in the general contracting of electromechanical systems and high-end entertainment equipment, as well as the production of electrical cabinets, air ducts, cable trays, and various other sectors, HVC Group recognizes the detrimental impact of greenhouse gases and the greenhouse effect on the environment. Consequently, it has dispatched employees to participate in seminars focused on greenhouse gas emissions. The primary source of HVC Group's greenhouse gas emissions is predominantly indirect, stemming from the use of purchased materials, the operation of machinery, and the transportation of materials and equipment.

✧ At HVC, measures for reducing greenhouse gas emissions are chosen based on assessments of cost-benefit efficiency, implementation feasibility, alignment with climate change adaptation, socio-economic development, and adherence to national and sectoral development plans for the period 2021-2030, all aimed at achieving the objectives of the National Strategy on Climate Change through 2050.

✧ Minimizing water pollution is a priority for HVC Group at construction sites: Do not release untreated wastewater directly into the drainage system surrounding the construction area. Collect and organize a transit landfill. Upon completion of construction, consistently gather and transport materials and waste to the appropriate location.

✧ In addition to managing emissions in compliance with Vietnamese standards, HVC Group also informs individuals about the detrimental effects of greenhouse gases, conserves raw materials, categorizes waste, fosters a green workplace environment, and safeguards both living and working conditions.

✧ As previously noted, to utilize energy efficiently and mitigate greenhouse gas emissions, HVC has implemented high-efficiency air conditioning and refrigeration systems, adopted energy-saving lighting, installed solar water heaters, and employed high-efficiency electrical and refrigeration equipment. Furthermore, HVC has enhanced, developed, and applied technology in its production processes. Additionally, HVC advocates for the effective use of public transportation to conserve energy.

✧ In the near future, HVC Group intends to advance the implementation of technology in the collection and treatment of wastewater and waste, focusing on recycling to mitigate greenhouse gas emissions; manage and inventory greenhouse gas emissions; and formulate plans to reduce greenhouse gas emissions in accordance with the industry and sector in which the company operates.

9 - FINANCIAL STATEMENT

CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED DECEMBER 31, 2024

HVC INVESTMENT AND TECHNOLOGY
JOINT STOCK COMPANY

TABLE OF CONTENTS

	Page
1. Table of contents	1
2. Report of the Board of General Directors	2 - 3
3. Independent Auditor's Report	4
4. Consolidated Balance Sheet as of December 31, 2024	5 - 8
5. Consolidated Income Statement for the financial year ended December 31, 2024	9
6. Consolidated Cash Flow Statement for the financial year ended December 31, 2024	10 - 11
7. Notes to the Consolidated Financial Statements for the financial year ended December 31, 2024	12 - 32

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

REPORT OF THE BOARD OF GENERAL DIRECTORS

The Board of General Directors of HVC Investment and Technology Joint Stock Company (hereinafter referred to as the “Company”) presents its report together with the Consolidated Financial Statements for the financial year ended December 31, 2024, including the Financial Statements of the Company and its subsidiaries (collectively referred to as the “Group”).

Company Overview

The Company is a joint stock company operating under the Business Registration Certificate No. 0104606490, first registered on April 23, 2010 and registered for the 23rd change on August 16, 2023, issued by the Hanoi Authority for Planning and Investment.

Head office

- Address : 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City
- Tel : (0243) 5402246
- Fax : (0243) 5402247

The Company has the following affiliated units:

Unit name	Address
HVC Investment and Technology Joint Stock Company - Hai Phong Branch	Village 4, Thuy Son Commune, Thuy Nguyen District, Hai Phong City
Ho Chi Minh City Branch - HVC Investment and Technology Joint Stock Company	2 nd Floor, Sophie Building, No. 277B Do Xuan Hop, Phuoc Long B Ward, Thu Duc City, Ho Chi Minh City

The principal business activities of the Company are: Provision and installation of high-end amusement and recreational equipment such as: Ice skating rinks, ocean aquariums, water parks, swimming pools and installation of M&E systems.

Board of Directors, Supervisory Board and Executive Board

Members of the Board of Directors, Supervisory Board and Executive Board of the Company during the year and up to the date of this report include:

Board of Directors

Full name	Position	Date of reappointment
Mr. Tran Huu Dong	Chairman	April 26, 2023
Mr. Do Huy Cuong	Vice Chairman	April 26, 2023
Mr. Le Van Cuong	Member	April 26, 2023
Mr. Truong Thanh Tung	Member	April 26, 2023
Mr. Dao Thanh Son	Independent Member	April 26, 2023

Supervisory Board

Full name	Position	Date of appointment/reappointment
Ms. Dao Thi Dung	Head of Board	Reappointed on April 26, 2023
Ms. Ha Thi Linh	Member	Reappointed on April 26, 2023
Ms. Nguyen Thi Thuy Lan	Member	Appointed on April 26, 2023

Executive Board

Full name	Position	Date of appointment
Mr. Le Van Cuong	General Director	September 27, 2021
Mr. Truong Thanh Tung	Deputy General Director	October 21, 2013
Ms. Vu Thi Nga	Deputy General Director	September 27, 2021
Mr. Nguyen Xuan Truong	Deputy General Director	October 01, 2022
Ms. Cao Hai Ngoc	Chief Accountant	July 06, 2022

Legal Representative

The legal representatives of the Company during the year and up to the date of this report are Mr. Tran Huu Dong - Chairman of the Board of Directors, Mr. Le Van Cuong - General Director and Mr. Truong Thanh Tung - Deputy General Director.

Auditor

A&C Auditing and Consulting Company Limited has been appointed to audit the Group's Consolidated Financial Statements for the financial year ended December 31, 2024.

Responsibilities of the Board of General Directors

The Board of General Directors is responsible for the preparation of the Consolidated Financial Statements that give a true and fair view of the consolidated financial position, results of consolidated operations and consolidated cash flows of the Group for the year. In preparing these Consolidated Financial Statements, the Board of General Directors is required to:

- Select appropriate accounting policies and then apply them consistently;
- Make reasonable and prudent judgments and estimates;
- State whether applicable accounting standards have been complied with, and any material departures from these standards have been disclosed and explained in the Consolidated Financial Statements;
- Prepare the Consolidated Financial Statements on a going concern basis unless it is inappropriate to presume that the Group will continue in operation;
- Establish and maintain an effective internal control system for the purpose of minimizing the risk of material misstatement in the preparation and presentation of the Consolidated Financial Statements, whether due to fraud or error.

The Board of General Directors is responsible for ensuring that proper accounting records are kept which disclose, with reasonable accuracy at any time, the financial position of the Group and that the accounting records comply with the applicable accounting system. The Board of General Directors is also responsible for safeguarding the assets of the Group and, hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of General Directors confirms that it has complied with the above requirements in the preparation of the Consolidated Financial Statements.

Approval of the Financial Statements

The Board of General Directors hereby approves the accompanying Consolidated Financial Statements. The Financial Statements give a true and fair view of the Group's consolidated financial position as of December 31, 2024, as well as the results of consolidated operations and consolidated cash flows for the financial year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and the legal regulations related to the preparation and presentation of the Consolidated Financial Statements.

On behalf of the Board of General Directors,
General Director

Le Van Cuong
March ..., 2025

INDEPENDENT AUDITORS' REPORT

To: SHAREHOLDERS, BOARD OF DIRECTORS AND BOARD OF GENERAL DIRECTORS OF HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

We have audited the accompanying Consolidated Financial Statements of HVC Investment and Technology Joint Stock Company (hereinafter referred to as the “Company”) and its subsidiaries (collectively referred to as the “Group”), prepared on March ..., 2025, from page 05 to page 32, including the Consolidated Balance Sheet as of December 31, 2024, the Consolidated Income Statement, the Consolidated Cash Flow Statement for the financial year then ended and the Notes to the Consolidated Financial Statements.

Responsibilities of the Board of General Directors

The Company’s Board of General Directors is responsible for the preparation and fair presentation of the Group’s Consolidated Financial Statements in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and legal regulations related to the preparation and presentation of the Consolidated Financial Statements, and for such internal control as the Board of Directors determines necessary to enable the preparation and fair presentation of the Consolidated Financial Statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of Auditors

Our responsibility is to express an opinion on these Consolidated Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require us to comply with ethical requirements and plan and perform the audit to obtain reasonable assurance as to whether the Group’s Consolidated Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Consolidated Financial Statements. The audit procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the Consolidated Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Group’s preparation and fair presentation of the Consolidated Financial Statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of General Directors, as well as evaluating the overall presentation of the Consolidated Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditor's Opinion

In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, the consolidated financial position of the Group as of December 31, 2024, as well as the results of consolidated operations and consolidated cash flows for the financial year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and legal regulations related to the preparation and presentation of the Consolidated Financial Statements.

**A&C Auditing and Consulting Company Limited
Hanoi Branch**

**Vu Minh Khoi – Member of the Board of
General Directors**

*Auditing Practice Registration Certificate No.:
2897-2025-008-1*

Authorized Person

Hanoi, March ..., 2025

Vu Tuan Nghia - Auditor

*Auditing Practice Registration Certificate No.: 4028-
2022-008-1*

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

CONSOLIDATED BALANCE SHEET

As of December 31, 2024

Unit: VND

ASSETS	Code	Note	<u>Ending balance</u>	<u>Beginning balance</u>
A - CURRENT ASSETS	100		342,962,432,560	365,632,445,125
I. Cash and cash equivalents	110	V.1	97,975,498,572	72,680,252,029
1. Cash	111		18,531,460,238	8,002,721,513
2. Cash equivalents	112		79,444,038,334	64,677,530,516
II. Short-term financial investments	120		25,579,720,524	-
1. Trading securities	121		-	-
2. Provision for devaluation of trading securities	122		-	-
3. Held-to-maturity investments	123		25,579,720,524	-
III. Short-term receivables	130		125,564,109,241	204,351,609,658
1. Short-term trade receivables	131	V.3	103,830,087,761	169,511,991,457
2. Short-term prepayments to suppliers	132	V.4	3,394,480,797	11,875,697,674
3. Short-term intercompany receivables	133		-	-
4. Receivables according to the progress of construction contracts	134		-	-
5. Short-term loan receivables	135	V.5	8,106,630,137	11,106,630,137
6. Other short-term receivables	136	V.6a	26,663,204,530	25,883,679,449
7. Provision for doubtful short-term receivables	137	V.7	(16,430,293,984)	(14,026,389,059)
8. Shortage of assets awaiting resolution	139		-	-
IV. Inventories	140		91,287,859,520	87,461,873,840
1. Inventories	141	V.8	91,287,859,520	87,461,873,840
2. Provision for devaluation of inventories	149		-	-
V. Other current assets	150		2,555,244,703	1,138,709,598
1. Short-term prepaid expenses	151		23,706,266	-
2. Deductible value-added tax	152		2,489,732,868	1,116,614,319
3. Taxes and other receivables from the State budget	153	V.15	41,805,569	22,095,279
4. Government bond resale transactions	154		-	-
5. Other current assets	155		-	-

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Consolidated Balance Sheet (continued)

ASSETS		Code	Note	<u>Ending balance</u>	<u>Beginning balance</u>
B -	NON-CURRENT ASSETS	200		350,993,221,751	295,526,163,009
I.	Long-term receivables	210		33,000,000	-
1.	Long-term trade receivables	211		-	-
2.	Long-term prepayments to suppliers	212		-	-
3.	Operating capital in affiliated units	213		-	-
4.	Long-term intercompany receivables	214		-	-
5.	Long-term loans receivable	215		-	-
6.	Other long-term receivables	216	V.6b	33,000,000	-
7.	Provision for doubtful long-term receivables	219		-	-
II.	Fixed assets	220		49,369,375,310	52,501,317,310
1.	Tangible fixed assets	221	V.10	49,359,775,296	52,485,317,300
	<i>Historical cost</i>	222		<i>73,569,473,437</i>	<i>72,824,103,067</i>
	<i>Accumulated depreciation</i>	223		<i>(24,209,698,141)</i>	<i>(20,338,785,767)</i>
2.	Finance lease assets	224		-	-
	<i>Historical cost</i>	225		-	-
	<i>Accumulated depreciation</i>	226		-	-
3.	Intangible fixed assets	227	V.11	9,600,014	16,000,010
	<i>Historical cost</i>	228		<i>22,000,000</i>	<i>32,000,000</i>
	<i>Accumulated depreciation</i>	229		<i>(29,399,986)</i>	<i>(15,999,990)</i>
III.	Investment properties	230	V.12	2,814,624,000	-
	Historical cost	231		2,814,624,000	-
	Accumulated depreciation	232		-	-
IV.	Long-term work in progress	240		178,015,835,737	121,815,868,449
1.	Long-term work in progress	241		-	-
2.	Construction in progress	242	V.13	178,015,835,737	121,815,868,449
V.	Long-term financial investments	250		119,743,182,005	119,780,949,866
1.	Investments in subsidiaries	251		-	-
2.	Investments in joint ventures and associates	252	V.2	119,743,182,005	119,780,949,866
3.	Equity investments in other entities	253		-	-
4.	Provision for long-term financial investments	254		-	-
5.	Held-to-maturity investments	255		-	-
VI.	Other non-current assets	260		1,017,204,699	1,428,027,384
1.	Long-term prepaid expenses	261	V.9	955,067,713	1,428,027,384
2.	Deferred income tax assets	262	V.14	62,136,986	-
3.	Long-term spare parts, supplies, and equipment	263		-	-
4.	Other non-current assets	268		-	-
5.	Goodwill	269		-	-
	TOTAL ASSETS	270		693,955,654,311	661,158,608,134

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Consolidated Balance Sheet (continued)

FUNDS	Code	Note	Ending balance	Beginning balance
C - LIABILITIES	300		142,593,621,652	173,163,067,495
I. Current liabilities	310		142,593,621,652	173,163,067,495
1. Short-term trade payables	311	V.15	43,210,326,338	47,313,431,153
2. Short-term advances from customers	312	V.16	43,137,643,120	59,998,272,743
3. Taxes and other payables to the State budget	313	V.17	8,661,661,213	2,891,201,944
4. Payables to employees	314		4,916,897,849	4,152,241,905
5. Short-term accrued expenses	315		-	-
6. Short-term intercompany payables	316		-	-
7. Payables according to the progress of construction contracts	317		-	-
8. Short-term unearned revenue	318		-	-
9. Other short-term payables	319	V.18	12,193,449,000	18,385,981,161
10. Short-term borrowings and finance lease liabilities	320	V.19	27,995,306,870	34,863,092,722
11. Short-term provisions for payables	321	V.20	2,478,337,262	5,558,845,867
12. Bonus and welfare fund	322		-	-
13. Price stabilization fund	323		-	-
14. Government bond resale transactions	324		-	-
II. Non-current liabilities	330		-	-
1. Long-term trade payables	331		-	-
2. Long-term advances from customers	332		-	-
3. Long-term accrued expenses	333		-	-
4. Intercompany payables for operating capital	334		-	-
5. Long-term intercompany payables	335		-	-
6. Long-term unearned revenue	336		-	-
7. Other long-term payables	337		-	-
8. Long-term borrowings and finance lease liabilities	338		-	-
9. Convertible bonds	339		-	-
10. Preferred shares	340		-	-
11. Deferred income tax liabilities	341		-	-
12. Long-term provisions for payables	342		-	-
13. Science and technology development fund	343		-	-

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Consolidated Balance Sheet (continued)

FUNDS	Code	Note	<u>Ending balance</u>	<u>Beginning balance</u>
D - OWNERS' EQUITY	400		551,362,032,659	487,995,540,639
I. Owners' equity	410	V.21	551,362,032,659	487,995,540,639
1. Owner's contributed capital	411		406,448,300,000	406,448,300,000
- <i>Common shares with voting rights</i>	<i>411a</i>		<i>406,448,300,000</i>	<i>406,448,300,000</i>
- <i>Preferred shares</i>	<i>411b</i>		-	-
2. Share premium	412		(4,390,693,200)	(4,390,693,200)
3. Convertible bond option	413		-	-
4. Other owners' equity	414		-	-
5. Treasury shares	415		-	-
6. Asset revaluation surplus	416		-	-
7. Foreign exchange differences	417		-	-
8. Development investment fund	418		-	-
9. Enterprise reorganization support fund	419		-	-
10. Other funds under owners' equity	420		-	-
11. Undistributed profit after tax	421		96,956,704,305	78,943,725,571
- <i>Accumulated undistributed profit after tax as of prior period-end</i>	<i>421a</i>		<i>78,943,725,571</i>	<i>78,943,725,571</i>
- <i>Undistributed profit after tax for the current period</i>	<i>421b</i>		<i>18,012,978,734</i>	-
12. Capital for construction investment	422		-	-
13. Non-controlling interest	429		52,347,721,554	6,994,208,268
II. Funds and other sources	430		-	-
1. Funds	431		-	-
2. Funds used for acquisition of fixed assets	432		-	-
TOTAL FUNDS	440		<u>693,955,654,311</u>	<u>661,158,608,134</u>

Prepared on March ..., 2025

Prepared by

Chief Accountant

General Director

 Nguyen Thi Bich Thuan

 Cao Hai Ngoc

 Le Van Cuong

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

CONSOLIDATED INCOME STATEMENT

For the financial year ended December 31, 2024

Unit: VND

ITEMS	Code	Note	Current year	Previous year
1. Revenue from sale of goods and provision of services	01	VI.1	393,590,487,971	250,811,433,577
2. Revenue deductions	02		-	-
3. Net revenue from sale of goods and provision of services	10		393,590,487,971	250,811,433,577
4. Cost of goods sold	11	VI.2	329,528,956,750	207,672,254,004
5. Gross profit from sale of goods and provision of services	20		64,061,531,221	43,139,179,573
6. Financial income	21	VI.3	1,888,566,318	3,288,559,128
7. Financial expenses	22	VI.4	756,303,993	869,346,884
Of which: interest expense	23		639,077,433	747,993,224
8. Profit or loss in joint ventures and associates	24	V.2	(37,767,861)	(28,481,783)
9. Selling expenses	25	VI.5	(2,087,898,264)	1,683,515,378
10. General and administrative expenses	26	VI.6	29,049,298,074	30,405,393,289
11. Net profit from operating activities	30		38,194,625,875	13,441,001,367
12. Other income	31	VI.7	804,443,599	1,382,200,136
13. Other expenses	32	VI.8	637,322,136	679,082,206
14. Other profit	40		167,121,463	703,117,930
15. Total accounting profit before tax	50		38,361,747,338	14,144,119,297
16. Current corporate income tax expense	51		7,861,464,758	3,051,601,641
17. Deferred corporate income tax expense	52		(62,136,986)	-
18. Profit after corporate income tax	60		30,562,419,566	11,092,517,656
19. Profit after tax of parent company	61		30,206,427,734	10,939,109,869
20. Profit after tax of non-controlling shareholders	62		355,991,832	153,407,787
21. Basic earnings per share	70	VI.9	743	269
22. Diluted earnings per share	71	VI.9	743	269

Prepared on March ..., 2025

Prepared by

Chief Accountant

General Director

Nguyen Thi Bich Thuan_____
Cao Hai Ngoc_____
Le Van Cuong

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

CONSOLIDATED CASH FLOW STATEMENT

(According to indirect method)

For the financial year ended December 31, 2024

Unit: VND

ITEMS	Code	Note	Current year	Previous year
I. Cash flows from operating activities				
1. Profit before tax	01		38,361,847,338	14,144,119,297
2. Adjustments for:				
- Depreciation of fixed assets and investment properties	02	V.10,11	3,877,312,370	3,781,640,655
- Provisions	03		(676,603,680)	3,813,914,034
- Gains and losses from foreign exchange differences on revaluation of monetary items denominated in foreign currencies	04	VI.4	88,783,373	-
- Gains and losses from investing activities	05		(1,710,351,201)	(2,885,509,750)
- Interest expenses	06	VI.4	639,077,433	747,993,224
- Other adjustments	07		-	-
3. Operating profit before changes in working capital	08		40,579,965,633	19,602,157,460
- Increase or decrease in receivables	09		77,023,895,919	(2,605,657,326)
- Increase or decrease in inventories	10		(3,825,985,680)	33,206,256,867
- Increase or decrease in payables	11		(48,170,359,813)	31,013,499,437
- Increase or decrease in prepaid expenses	12		449,253,405	505,839,697
- Increase or decrease in trading securities	13		-	-
- Interest paid	14		(639,077,433)	(747,993,224)
- Corporate income tax paid	15	V.17	(2,497,254,640)	(6,154,471,039)
- Other receipts from operating activities	16		-	-
- Other payments for operating activities	17		-	-
Net cash flows from operating activities	20		62,920,437,391	74,819,631,872
II. Cash flows from investing activities				
1. Payments for purchases and construction of fixed assets and other long-term assets	21		(59,759,961,658)	(32,258,134,867)
2. Proceeds from disposals of fixed assets and other long-term assets	22		6,000,000,000	24,000,000,000
3. Payments for loans granted and purchases of debt instruments of other entities	23		(25,579,720,524)	(12,000,000,000)
4. Proceeds from loan recoveries and sale of debt instruments of other entities	24		3,000,000,000	12,000,000,000
5. Payments for capital contributions to other entities	25		-	-
6. Proceeds from capital withdrawals from other entities	26		-	-
7. Interest, dividends and profits received	27		1,470,260,081	2,829,782,827
Net cash flows from investing activities	30		(74,869,422,101)	(5,428,352,040)

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Consolidated Cash Flow Statement (continued)

ITEMS	Code	Note	Current year	Previous year
III. Cash flows from financing activities				
1. Proceeds from issuance of shares and capital contributions from owners	31	V.21	44,112,017,105	110,000,000
2. Return of capital to owners and repurchase of the Company's issued shares	32		-	-
3. Proceeds from borrowings	33	V.19	169,853,660,440	103,401,301,288
4. Repayments of borrowings	34	V.19	(176,721,446,292)	(162,755,450,815)
5. Payments of principal on finance leases	35		-	-
6. Dividends and profits paid to owners	36		-	-
<i>Net cash flows from financing activities</i>	40		37,244,231,253	(59,244,149,527)
Net cash flow for the year	50		25,295,246,543	10,147,130,305
Cash and cash equivalents at the beginning of the year	60	V.1	72,680,252,029	62,533,121,724
Effect of exchange rate fluctuations on foreign currency translations	61		-	-
Cash and cash equivalents at the end of the year	70	V.1	97,975,498,572	72,680,252,029

Prepared on March ..., 2025

Prepared by

Chief Accountant

General Director

Nguyen Thi Bich Thuan_____
Cao Hai Ngoc_____
Le Van Cuong

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**For the financial year ended December 31, 2024****I. OPERATING CHARACTERISTICS****1. Form of capital ownership**

HVC Investment and Technology Joint Stock Company (hereinafter referred to as the “Company” or “Parent Company”) is a joint stock company.

2. Business fields

The Company's business fields are construction and installation services, real estate business and trading.

3. Business lines

The Company’s principal business activities are provision and installation of high-end amusement and recreational equipment such as: Ice skating rinks, ocean aquariums, water parks, swimming pools and installation of M&E systems.

4. Normal production and business cycle

The Company's normal production and business cycle does not exceed 12 months.

5. Group structure

The Group comprises the Parent Company and five subsidiaries under the control of the Parent Company. All subsidiaries have been consolidated in these Consolidated Financial Statements.

5a. Information on capital contribution to subsidiaries

During the year, the Company contributed 105 billion VND to HVC Investment and Ho Guom Hoa Binh Company Limited as committed.

5b. List of consolidated subsidiaries

Company name	Head office address	Principal business activities	Percentage of ownership	Percentage of interest	Percentage of voting rights
HVC Hung Yen Company Limited	Tho Binh Village, Tan Dan Commune, Khoai Chau District, Hung Yen Province	Manufacture of metal products	99%	99%	99%
HVC Electricity Total Contractor Company Limited	8 th Floor, Tower C, Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City	Installation of water supply and drainage systems, heating and air conditioning systems	90%	90%	90%
HVC Park Entertainment Equipment Company Limited	8 th Floor, Tower C, Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City	Installation of water supply and drainage systems, heating and air conditioning systems	95%	95%	95%
Lakehill Investment and Tourism Joint Stock Company	Nuoc Hang Hamlet, Mong Hoa Commune, Hoa Binh City, Hoa Binh Province	Real estate business, resort tourism	99%	99%	99%
HVC Investment and Ho Guom Hoa Binh Company Limited ⁽ⁱ⁾	Nuoc Hang Hamlet, Mong Hoa Commune, Hoa Binh City, Hoa Binh Province	Real estate business, resort tourism	70%	70%	70%

5c. List of Associates reflected in the Consolidated Financial Statements using the equity method

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

Address: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City

CONSOLIDATED FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

Company name	Head office address	Business activities	Percentage of interest	Percentage of voting rights
Chi Thanh Joint Stock Company	Nuoc Hang Hamlet, Mong Hoa Commune, Hoa Binh City, Hoa Binh Province	Housing construction	44%	45%

6. Statement of comparability of information in the Consolidated Financial Statements

The corresponding figures of the previous year are comparable to the figures of the current year.

7. Employees

At the end of the financial year, the Group had 184 employees (The number at the beginning of the year was 217 employees).

II. FINANCIAL YEAR, CURRENCY USED IN ACCOUNTING

1. Financial year

The Group's financial year begins on January 1 and ends on December 31 each year.

2. Accounting currency

The accounting currency is Vietnamese Dong (VND) because most transactions are conducted in VND.

III. APPLICABLE ACCOUNTING STANDARDS AND SYSTEM

1. Applicable accounting system

The Group applies Vietnam Accounting Standards and Vietnam Enterprise Accounting System promulgated under Circular No. 200/2014/TT-BTC dated December 22, 2014 providing guidance on the Enterprise Accounting System, Circular No. 53/2016/TT-BTC dated March 21, 2016, Circular No. 202/2014/TT-BTC dated December 22, 2014 providing guidance on the preparation and presentation of Consolidated Financial Statements, and other circulars guiding the implementation of accounting standards of the Ministry of Finance in the preparation and presentation of Consolidated Financial Statements.

2. Statement on compliance with accounting standards and system

The Board of General Directors ensures that it has complied with the requirements of Vietnam Accounting Standards, Vietnam Enterprise Accounting System promulgated under Circular No. 200/2014/TT-BTC dated December 22, 2014, Circular No. 53/2016/TT-BTC dated March 21, 2016, Circular No. 202/2014/TT-BTC dated December 22, 2014, and other circulars guiding the implementation of accounting standards of the Ministry of Finance in the preparation and presentation of Consolidated Financial Statements.

IV. APPLICABLE ACCOUNTING POLICIES

1. Basis for preparation of Consolidated Financial Statements

The Consolidated Financial Statements are prepared on the basis of accrual accounting (except for information related to cash flows).

2. Basis of consolidation

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

Address: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City

CONSOLIDATED FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

The Consolidated Financial Statements comprise the Financial Statements of the Parent Company and the Financial Statements of its Subsidiaries. A Subsidiary is an entity that is controlled by the Parent Company. Control exists when the Parent Company has the power, directly or indirectly, to govern the financial and operating policies of a Subsidiary to obtain economic benefits from its activities. In determining control, potential voting rights arising from options or debt and equity instruments convertible into ordinary shares as at end of the financial year are also considered.

The operating results of Subsidiaries acquired or disposed of during the year are included in the Consolidated Income Statement from the date of acquisition or up to the date of disposal of the investment in such Subsidiaries.

The Financial Statements of the Parent Company and Subsidiaries used for consolidation purposes are prepared for the same accounting period and apply uniform accounting policies for like transactions and events in similar circumstances. Where a Subsidiary applies different accounting policies from those adopted uniformly within the Group, appropriate adjustments are made to the Subsidiary's Financial Statements before inclusion in the Consolidated Financial Statements.

Balances in the Balance Sheet between the Parent Company and its Subsidiaries, between Subsidiaries, intra-group transactions, and unrealized intra-group profits arising from these transactions must be eliminated in full. Unrealized losses arising from intra-group transactions are also eliminated unless the cost of the loss cannot be recovered.

Non-controlling interests represent the portion of profit or loss in the results of operations and net assets of the Subsidiaries not held by the Group and are presented separately in the Consolidated Income Statement and in the Consolidated Balance Sheet (as part of equity). Non-controlling interests include the value of non-controlling interests at the date of the initial business combination and their share of changes in equity since the date of the business combination. Losses incurred by subsidiaries are allocated to non-controlling interests in proportion to their ownership interests, even if such losses exceed the non-controlling interests in the Subsidiaries' net assets.

3. Foreign currency transactions

Transactions arising in foreign currencies are translated at the exchange rates prevailing at the transaction dates. Monetary items denominated in foreign currencies at the end of the financial year are retranslated at the exchange rates prevailing at that date.

Foreign exchange differences arising during the year from foreign currency transactions are recognized in financial income or financial expenses. Foreign exchange differences from the revaluation of monetary items denominated in foreign currencies at the end of the financial year, after offsetting gains and losses, are recognized in financial income or financial expenses.

The exchange rate used for converting foreign currency transactions is the actual transaction exchange rate at the transaction date. The actual transaction exchange rate for foreign currency transactions is determined as follows:

- For foreign exchange sales contracts (spot contracts, forward contracts, futures contracts, options contracts, swap contracts): the exchange rate signed in the foreign currency sales contract between the Group and the bank.
- For payables: the selling rate of foreign currency of the commercial bank where the Group expects to conduct the transaction at the transaction date.

The exchange rate used to revalue monetary items denominated in foreign currencies at the end of the financial year is determined as follows: For monetary items classified as liabilities: the selling rate of foreign currency of the Bank with which the Group frequently transacts.

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

Address: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City

CONSOLIDATED FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

4. Cash and cash equivalents

Cash includes cash on hand and demand deposits at banks. Cash equivalents are short-term investments with a maturity of not more than three (03) months from the date of investment, readily convertible into a known amount of cash, and subject to an insignificant risk of changes in value at the reporting date.

5. Financial investments

Held-to-maturity investments

Investments are classified as held-to-maturity when the Group has the intention and ability to hold them to maturity. Held-to-maturity investments include term deposits at banks and certificates of deposit issued by the Bank. Interest income from held-to-maturity investments after the acquisition date is recognized in the Income Statement on an accrual basis.

Loans

Loans are measured at cost less provisions for doubtful debts. Provision for doubtful debts of loans is made based on the expected level of loss that may occur.

Investments in associates

Associates

An associate is an entity over which the Group has significant influence but not control over its financial and operating policies. Significant influence is the power to participate in the financial and operating policy decisions of the investee but is not control over those policies.

Investments in associates are accounted for using the equity method. Accordingly, investments in associates are presented in the Consolidated Financial Statements at its initial investment cost and adjusted for changes in the Group's share of the associate's net assets after the date of investment. If the Group's share of the associates' losses equals or exceeds the carrying amount of the investments, the carrying amount of the investments presented in the Consolidated Financial Statements is reduced to zero unless the Group has incurred obligations to make payments on behalf of the associates.

The Financial Statements of the associates are prepared for the same accounting period as the Group's Consolidated Financial Statements. Where the accounting policies of the associates differ from those adopted consistently by the Group, appropriate adjustments are made to the associates' Financial Statements before they are used for the preparation of the Consolidated Financial Statements.

Unrealized profits and losses arising from transactions with associates are eliminated to the extent of the Group's interest in the associates when preparing the Consolidated Financial Statements.

6. Receivables

Receivables are presented at their carrying amounts less provision for doubtful debts.

The classification of receivables into trade receivables and other receivables is based on the following principles:

- Trade receivables represent commercial receivables arising from purchase and sale transactions between the Group and independent buyers.
- Other receivables represent non-commercial receivables that are not related to purchase and sale transactions.

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

Address: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City

CONSOLIDATED FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

Provision for doubtful debts is established for each doubtful receivable after offsetting with payable amounts (if any). The provision is based on the aging of overdue debts or estimated possible losses, specifically as follows:

- For overdue receivables:
 - 30% of the outstanding balance for receivables overdue from over 6 months to less than 1 year.
 - 50% of the outstanding balance for receivables overdue from 1 year to less than 2 years.
 - 70% of the outstanding balance for receivables overdue from 2 years to less than 3 years.
 - 100% of the outstanding balance for receivables overdue from 3 years and over.
- For receivables not yet overdue but likely irrecoverable: provision is based on the estimated loss.

Any increase or decrease in the provision for doubtful debts that needs to be recognized at the end of the financial year is recorded in general and administrative expenses.

7. Inventories

Inventories are stated at the lower of cost and net realizable value.

Cost of inventories is determined as follows:

- Materials and goods: comprises purchase costs and directly attributable expenses incurred to bring the inventories to their current location and condition.
- Work-in-progress: includes direct material costs, direct labor costs, and other directly related expenses.

Cost of inventories issued is calculated using the weighted average method and accounted for under the perpetual inventory method.

Net realizable value is the estimated selling price in the ordinary course of business less estimated costs of completion and estimated costs necessary to make the sale.

Provision for devaluation of inventories is made for each inventory item whose cost is higher than its net realizable value. Any increase or decrease in the provision for devaluation of inventories to be recognized at the end of the financial year is recorded in cost of goods sold.

8. Prepaid expenses

Prepaid expenses include actual expenses incurred but related to production and business activities of multiple accounting periods. These prepaid expenses are amortized over the period of prepayment or the period during which the corresponding economic benefits are generated from such expenses.

The Group's prepaid expenses mainly comprise:

Tool and instrument expenses

Tool and tool expenses are amortized on a straight-line basis over a period ranging from 12 to 36 months.

Land clearance expenses

Land clearance expenses represent amounts paid by the Company for land clearance. These expenses are amortized on a straight-line basis over a period of 63 months.

9. Tangible fixed assets

Tangible fixed assets are stated at historical cost less accumulated depreciation. The historical cost of tangible fixed assets includes all costs incurred by the Group to acquire the fixed asset up to the

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

Address: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City

CONSOLIDATED FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

time the asset is ready for its intended use. Subsequent expenditures are added to the historical cost of the fixed asset only when it is probable that future economic benefits associated with the asset will flow to the Company. All other subsequent expenditures are recognized in production and business expenses for the year.

When tangible fixed assets are sold or disposed of, their historical cost and accumulated depreciation are derecognized, and any resulting gain or loss is recognized in profit or loss for the year.

Tangible fixed assets are depreciated using the straight-line method over their estimated useful lives as follows:

<u>Type of fixed assets</u>	<u>Number of years</u>
Buildings and structures	05 - 50
Machinery and equipment	03 – 07
Means of transport and transmission	06 – 10
Management equipment and tools	04

10. Intangible fixed assets

Intangible fixed assets are stated at historical cost less accumulated depreciation.

The historical cost of intangible fixed assets includes all costs incurred by the Group to acquire the fixed asset up to the time the asset is ready for its intended use. Subsequent expenditures related to intangible fixed assets are recognized as production and business expenses in the period unless such expenditures are directly attributable to a specific intangible fixed asset and are expected to generate future economic benefits.

When intangible fixed assets are sold or disposed of, their historical cost and accumulated depreciation are derecognized, and any resulting gain or loss is recognized in profit or loss for the year.

The Group's intangible fixed assets consist of project management software, and costs related to this software that are not an integral part of the related hardware are capitalized. The historical cost of the project management software comprises all costs incurred by the Group up to the time the software is ready for use. Computer software is amortized using the straight-line method over 5 years.

11. Investment properties

Investment properties represent the land and house use rights owned by the Group that are held for the purpose of capital appreciation. Investment properties held for capital appreciation are presented at historical cost less impairment. The historical cost of investment properties includes all costs incurred by the Group or the fair value of consideration given to acquire such properties up to the date of purchase or construction completion.

Subsequent expenditures related to investment properties are recognized as expenses when incurred, unless such expenditures are expected to generate future economic benefits beyond the originally assessed level of performance, in which case they are capitalized as an addition to the historical cost.

When investment properties are disposed of, both the historical cost and accumulated depreciation (if any) are derecognized, and any resulting gain or loss is recognized in profit or loss for the year.

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

Address: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City

CONSOLIDATED FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

Transfers from owner-occupied properties or inventories to investment properties are made only when the owner ceases to use the asset and begins to lease it out to other parties under an operating lease, or when the construction phase is completed. Transfers from investment properties to owner-occupied properties or inventories are made only when the owner begins to use the property or intends to sell it. Such transfers do not change the historical cost or carrying amount of the properties at the date of transfer.

Investment properties held for capital appreciation are not depreciated. In case there is objective evidence indicating that investment properties held for capital appreciation are impaired compared to market value and such impairment can be reliably measured, the historical cost of these properties shall be reduced, and the impairment loss shall be recognized in cost of goods sold.

12. Construction in progress

Construction in progress reflects direct costs (including interest expenses directly attributable in accordance with the Group's accounting policies) relating to assets under construction or machinery and equipment under installation for production, rental, management purposes, and expenses related to the repair of fixed assets under improvement. These assets are recognized at cost and are not depreciated.

13. Payables and accrued expenses

Payables and accrued expenses are recognized for amounts to be paid in the future in respect of goods and services already received. Accrued expenses are recognized based on reasonable estimates of amounts to be paid.

The classification of payables into trade payables, accrued expenses, and other payables is determined based on the following principles:

- Trade payables reflect commercial payables arising from transactions of purchasing goods, services, assets, with independent suppliers of the Group.
- Accrued expenses reflect payables for goods and services received from suppliers or provided to customers but not yet paid due to lack of invoices or insufficient accounting records and documents, and payables to employees for unused leave and other accrued production and business expenses.
- Other payables reflect non-commercial payables, not arising from transactions of purchasing, selling, or providing goods and services.

Payables and accrued expenses are classified as current or non-current liabilities in the Consolidated Balance Sheet based on their remaining term as of the financial year-end.

14. Provisions

Provisions are recognized when the Group has a present obligation (legal or constructive) as a result of past events, and it is probable that an outflow of economic benefits will be required to settle the obligation, and a reliable estimate of the amount can be made.

Where the effect of time is material, provisions are determined by discounting the expected future cash flows at a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the liability. An increase in provisions due to the passage of time is recognized as a financial expense.

The Group's provisions include provisions for construction warranty costs, which are set up for each type of construction project that is subject to warranty obligations. Specifically, for construction projects where the proportion of goods is less than 75% and the proportion of

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

Address: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City

CONSOLIDATED FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

installation labor and auxiliary materials is 25% or more, the Group establishes a provision for warranty costs based on the warranty rate committed in each contract, but not exceeding 5% of the total contract value.

Any increase or decrease in construction warranty provisions that need to be adjusted at the end of the financial year is recognized in selling expenses.

15. Owner's equity

Owner's contributed capital

Owner's contributed capital is recognized based on the actual capital contributed by the shareholders.

Share premium

Share premium is recognized as the difference between the issuance price and the par value of shares in the initial or additional issuance, the difference between the reimbursement price and the book value of treasury shares, and the equity component of convertible bonds upon maturity. Direct costs related to the additional issuance of shares and the reissuance of treasury shares are deducted from share premium.

16. Profit distribution

Profit after corporate income tax is distributed to shareholders after appropriations to reserves in accordance with the Company's Charter, legal regulations, and as approved by the General Meeting of Shareholders.

The distribution of profits to shareholders takes into consideration non-monetary items included in undistributed profits after tax, which may affect cash flows and the ability to pay dividends, such as gains from revaluation of assets contributed as capital, revaluation gains on monetary items, financial instruments, and other non-monetary items.

Dividends are recognized as liabilities when approved by the General Meeting of Shareholders.

17. Revenue and income recognition

Revenue from sale of goods and finished products

Revenue from sale of goods and finished products is recognized when all the following conditions are satisfied:

- The Group has transferred considerably all risks and rewards of ownership of the goods and finished products to the buyer.
- The Group no longer retains the right to manage the goods as the owner of the goods and finished products or the right to control the goods.
- The amount of revenue can be measured reliably. Where the contract allows the buyer to return the goods under specific conditions, revenue is recognized only when such conditions no longer exist and the buyer is no longer entitled to return the goods and products (except in cases where the customer has the right to return the goods and products in exchange for other goods or services).
- It is probable that the economic benefits associated with the transaction will flow to the Group.
- The costs incurred or to be incurred in respect of the transaction can be measured reliably.

Revenue from provision of services

Revenue from provision of services is recognized when all the following conditions are satisfied:

- The amount of revenue can be measured reliably. Where the contract allows the buyer to return the service under specific conditions, revenue is recognized only when such conditions no longer exist and the buyer is no longer entitled to return the provided service.

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

Address: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City

CONSOLIDATED FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

- It is probable that the economic benefits associated with the transaction will flow to the Group.
- The portion of work completed at the reporting date can be determined.
- The costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

In case services are rendered over multiple periods, revenue is recognized in the period based on the results of the work completed at the end of the accounting period.

Interest

Interest is recognized on the basis of time and the actual interest rate for each period.

Distributed dividends and profits

Distributed dividends and profits are recognized when the Group is entitled to receive dividends or profits from capital contributions. Dividends received in the form of shares are only tracked by the number of shares increased, not the value of the shares received.

18. Construction contracts

A construction contract is an agreement entered into for the construction of an asset or a combination of assets that are closely interrelated or interdependent in terms of their design, technology, function, or their ultimate purpose or use.

When the outcome of a construction contract can be reliably estimated:

For construction contracts under which the contractor is entitled to be paid based on the value of work performed, revenue and costs associated with the contract are recognized in proportion to the work completed and certified by the customer, as reflected in the issued invoices.

Increases and decreases in construction volumes, compensation and other revenues are only recognized as revenue when agreed with customers.

When the outcome of a construction contract cannot be reliably estimated:

- Revenue is recognized only to the extent of contract costs incurred that are likely to be recoverable.
- Contract costs are recognized as an expense in the period in which they are incurred.

19. Borrowing costs

Borrowing costs include interest expenses and other costs directly attributable to borrowings. Borrowing costs are recognized as an expense when incurred.

20. Expenses

Expenses are decreases in economic benefits recognized when incurred or when it is probable that they will be incurred in the future, regardless of whether cash payment has been made or not.

Expenses and the related revenues must be recognized simultaneously following the matching principle. In cases where the matching principle conflicts with the prudence principle, expenses are recognized based on the nature of the transaction and in accordance with applicable accounting standards to ensure that transactions are presented fairly and reasonably.

21. Corporate income tax

Corporate income tax expense comprises current income tax and deferred income tax.

Current income tax

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

Address: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City

CONSOLIDATED FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

Current income tax is the amount of tax payable based on assessable income. Assessable income differs from accounting profit due to adjustments for temporary differences between tax and accounting treatments, non-deductible expenses, non-taxable income, and tax losses carried forward.

Deferred income tax

Deferred income tax is the amount of corporate income tax payable or recoverable arising from temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the tax bases of such assets and liabilities. Deferred income tax liabilities are recognized for all taxable temporary differences. Deferred income tax assets are recognized only to the extent that it is probable that future assessable profits will be available against which the deductible temporary differences can be utilized.

The carrying amount of deferred income tax assets is reviewed at the end of each financial year and reduced to the extent that it is no longer probable that sufficient assessable profits will be available to allow all or part of the deferred income tax assets to be utilized. Previously unrecognized deferred income tax assets are reassessed at the end of the financial year and recognized to the extent that it has become probable that future assessable profits will allow the deferred tax assets to be utilized.

Deferred income tax assets and deferred income tax liabilities are measured at the tax rates that are expected to apply in the year when the assets are recovered or the liabilities are settled, based on the tax rates that are effective at the end of the financial year. Deferred income tax is recognized in the Income Statement and is recognized directly in equity only when it relates to items that are recognized directly in equity.

22. Related parties

Parties are considered related if one party has the ability to control or exert significant influence over the other party in making financial and operating policy decisions. Parties are also considered related if they are subject to common control or significant common influence.

When assessing related party relationships, the substance of the relationship is emphasized over its legal form.

23. Segment report

A business segment is a distinguishable component engaged in providing products or services that are subject to risks and returns different from those of other business segments.

A geographical segment is a distinguishable component engaged in providing products or services within a particular economic environment and subject to risks and returns different from those operating in other economic environments.

Segment information is prepared and presented in a manner consistent with the accounting policies applied in the preparation and presentation of the Group's Consolidated Financial Statements.

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)**V. ADDITIONAL INFORMATION FOR ITEMS PRESENTED IN THE CONSOLIDATED BALANCE SHEET****1. Cash and cash equivalents**

	<u>Ending balance</u>	<u>Beginning balance</u>
Cash	402,295,835	607,083,264
Demand deposits at banks	18,129,164,403	7,395,638,249
Cash equivalents (<i>Term deposits with maturities of less than 3 months</i>)	79,444,038,334	64,677,530,516
Total	<u>97,975,498,572</u>	<u>72,680,252,029</u>

2. Các khoản đầu tư tài chính**2a. Đầu tư nắm giữ đến ngày đáo hạn**

Các khoản đầu tư nắm giữ đến ngày đáo hạn sau đây có giá gốc bằng giá trị ghi sổ:

	<u>Ending balance</u>	<u>Beginning balance</u>
Term deposits ⁽ⁱ⁾	2,200,000,000	-
Certificates of deposit ⁽ⁱⁱ⁾	23,379,720,524	-
Total	<u>25,579,720,524</u>	<u>-</u>

(i) Six-month term deposit at Vietnam Technological and Commercial Joint Stock Bank, bearing interest at 3.9% per annum. This term deposit is pledged to secure the issuance of a performance security at Vietnam Technological and Commercial Joint Stock Bank.

(ii) Bao Loc certificates of deposit issued by Vietnam Technological and Commercial Joint Stock Bank, bearing interest at 4.1% per annum.

2b. Investments in associates

The Group has invested in only one Associate, which is Chi Thanh Joint Stock Company. According to Business Registration Certificate No. 5400233946 dated September 9, 2008, issued by Hoa Binh Department of Planning and Investment, Chi Thanh Joint Stock Company has a charter capital of 120 billion VND. The Group holds 5,400,000 shares, with a par value of 54 billion VND, representing 45% of the Associate's charter capital.

	<u>Ending balance</u>	<u>Beginning balance</u>
Cost	119,820,000,000	119,820,000,000
Post-acquisition profit	(76,817,995)	(39,050,134)
Total	<u>119,743,182,005</u>	<u>119,780,949,866</u>

The value of the Group's interest in the associate is as follows:

	<u>Current year</u>	<u>Năm trước</u>
Beginning balance	119,780,949,866	119,809,431,649
Profit for the year	(37,767,861)	(28,481,783)
Ending balance	<u>119,743,182,005</u>	<u>119,780,949,866</u>

Operations of the associate

The associate is in the investment stage.

Transactions with associates

The Group has not entered into any transactions with the associate.

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)**3. Short-term trade receivables**

	<u>Ending balance</u>	<u>Beginning balance</u>
Vinhomes Joint Stock Company - Hung Yen Branch	23,538,893,905	70,922,507,344
Cat Hai Construction Limited Company	14,063,860,576	11,290,707,879
Spool Smart Pool Joint Stock Company	6,534,574,770	29,484,574,770
Other customers	59,692,758,510	57,814,201,464
Total	<u>103,830,087,761</u>	<u>169,511,991,457</u>

4. Short-term prepayments to suppliers

	<u>Ending balance</u>	<u>Beginning balance</u>
Gia Phu Capital Viet Nam Joint Stock Company	-	7,457,989,728
Cid Vietnam Joint Stock Company	346,000,000	346,000,000
Viettel Construction Joint Stock Corporation	537,553,462	-
Baleine Co.,Ltd	486,275,200	284,442,000
Other suppliers	2,024,652,135	3,787,265,946
Total	<u>3,394,480,797</u>	<u>11,875,697,674</u>

5. Short-term loan receivables

A loan granted to Mr. Nguyen Viet Thang on February 15, 2023, secured by 10% of charter capital owned by Mr. Nguyen Viet Thang in Song Thao Company Limited. On October 2, 2023, the Company entered into a contract to acquire the 10% of the capital contribution in Song Thao Company Limited from Mr. Nguyen Viet Thang with a transfer value of 11,106,630,137 VND. The outstanding loan will be offset against the transfer amount payable to Mr. Nguyen Viet Thang when the transfer procedure is completed. However, as the transfer procedures have not yet been fully completed, Mr. Nguyen Viet Thang has temporarily repaid a portion of the loan and will settle the remaining balance in full if the transfer procedures are not finalized. The loan has secured assets.

6. Other receivables**6a. Other short-term receivables**

	<u>Ending balance</u>		<u>Beginning balance</u>	
	Value	Provision	Value	Provision
Advances	8,151,650	-	38,380,000	-
Deposits and security deposits	4,624,185,223	-	4,060,907,065	-
Novareal Joint Stock Company ⁽ⁱ⁾	20,338,999,164	-	20,338,999,164	-
Receivable for land compensation from People's Committee of Khoai Chau District ⁽ⁱⁱ⁾	1,380,000,900	-	1,380,000,900	-
Accrued interest on deposits	311,692,593	-	33,833,612	-
Other short-term receivables	175,000	-	31,558,708	-
Total	<u>26,663,204,530</u>	-	<u>25,883,679,449</u>	-

⁽ⁱ⁾ Deposit under the agreement dated March 28, 2023, the Company made a deposit to enter into a contract when the Employer of the Project "Housing area of 4.2777 ha, in Thanh My Loi Ward, Thu Duc City" is eligible to sell Real Estate.

⁽ⁱⁱ⁾ Deposit for securing the implementation of the Investment Project for the HVC Factory manufacturing iron and steel equipment, water filtration and treatment devices, and interior wooden furniture in Tan Dan Commune, Khoai Chau District, Hung Yen Province. According to Official Letter No. 897/STC-GCS&DN dated August 2, 2022, issued by the Department of Finance of Hung

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

Yen Province, this deposit amount will be deducted from the land rent payable after HVC Hung Yen Company Limited fulfills the refund conditions as stipulated in Article 26 of Decree No. 31/2021/ND-CP dated March 26, 2021 by the Government.

6b. Other long-term receivables

This represents long-term deposits and security deposits.

7. Bad debts

	Ending balance		Beginning balance	
	Cost	Provision	Cost	Provision
Cienco5 Land Development Corporation	9,600,000,000	(9,600,000,000)	9,600,000,000	(9,600,000,000)
Delta - Valley Binh Thuan Company Limited	8,118,447,924	(4,059,223,962)	-	-
My An Tourist Joint Stock Company	1,050,144,045	(747,675,284)	5,036,044,045	(2,527,003,774)
Receivables from other organizations and individuals	2,023,394,738	(2,023,394,738)	2,127,604,522	(1,899,385,285)
Total	20,791,986,707	(16,430,293,984)	16,763,648,567	(14,026,389,059)

Movement of provision for doubtful debts:

	Current year	Previous year
Beginning balance	14,026,389,059	11,064,479,282
Additional provision	2,403,904,925	2,961,909,777
Ending balance	16,430,293,984	14,026,389,059

8. Inventories

	Ending balance		Beginning balance	
	Cost	Provision	Cost	Provision
Materials	2,345,922,652	-	5,883,950,429	-
Work in progress	63,570,766,266	-	65,722,124,345	-
Goods	25,371,170,602	-	15,855,799,066	-
Total	91,287,859,520	-	87,461,873,840	-

9. Long-term prepaid expenses

	Ending balance	Beginning balance
Tool and instrument expenses	147,374,614	357,356,848
Site clearance expenses	682,355,752	892,311,376
Other long-term prepaid expenses	125,337,347	178,359,160
Total	955,067,713	1,428,027,384

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)**10. Tangible fixed assets**

	Buildings and structures	Machinery and equipment	Means of transport and transmission	Management equipment and tools	Total
Historical cost					
Beginning balance	55,148,627,525	11,783,657,933	4,863,680,673	1,028,136,936	72,824,103,067
Purchase for the year	-	745,370,370	-	-	745,370,370
Ending balance	55,148,627,525	12,529,028,303	4,863,680,673	1,028,136,936	73,569,473,437
<i>Of which:</i>					
Fully depreciated but still in use	2,400,223,046	545,265,200	1,942,491,582	127,000,000	5,014,979,828
Pending disposal	-	-	-	-	-
Depreciation					
Beginning balance	12,917,963,060	4,455,546,453	2,428,188,028	537,088,226	20,338,785,767
Depreciation for the year	2,273,580,299	995,208,362	493,551,529	108,572,184	3,870,912,374
Ending balance	15,191,543,359	5,450,754,815	2,921,739,557	645,660,410	24,209,698,141
Carrying amount					
Beginning balance	42,230,664,465	7,328,111,480	2,435,492,645	491,048,710	52,485,317,300
Ending balance	39,957,084,166	7,078,273,488	1,941,941,116	382,476,526	49,359,775,296
<i>Of which:</i>					
Temporarily unused	-	-	-	-	-
Pending disposal	-	-	-	-	-

Tangible fixed assets with a carrying amount of 20,012,502,751 VND are pledged as collateral for the Group's bank loans (refer to Note V.18).

11. Intangible fixed assets

Is the enterprise management software system.

	Historical cost	Depreciation	Carrying amount
Beginning balance	32,000,000	15,999,990	16,000,010
Depreciation for the year	-	6,399,996	(6,399,996)
Ending balance	32,000,000	22,399,986	9,600,014
Temporarily unused	-	-	-
Pending disposal	-	-	-

12. Investment properties

Is the value of land use rights located in Bach Quang Ward, Song Cong City, Thai Nguyen Province.

In accordance with Vietnam Accounting Standard No. 05 "Investment Properties," the fair value of investment properties at the end of the financial year should be disclosed. However, the Group has not yet determined the fair value of these investment properties due to the absence of necessary conditions to conduct a valuation.

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)**13. Construction in progress**

Expenses incurred for the execution of the Project of Garden Villas, Afforestation, and Eco-Tourism located in Mong Hoa Commune, Ky Son District, Hoa Binh Province.

The People's Committee of Hoa Binh Province issued Decision No. 15/QD-UBND dated May 15, 2024, approving the joint venture between HVC Investment and Technology Joint Stock Company and Ho Guom Group Joint Stock Company as employers of the Project. The project enterprise is HVC Investment and Ho Guom Hoa Binh Company Limited.

	<u>Current year</u>	<u>Previous year</u>
Beginning balance	121,815,868,449	89,948,612,000
Expenses incurred during the year	56,199,967,288	31,867,256,449
Ending balance	<u>178,015,835,737</u>	<u>121,815,868,449</u>

14. Deferred income tax assets

Deferred tax assets relating to deductible temporary differences arising from the consolidation of Financial Statements. The movements are as follows:

	<u>Current year</u>	<u>Previous year</u>
Beginning balance	-	-
Recognized in profit or loss	62,136,986	-
Ending balance	<u>62,136,986</u>	<u>-</u>

15. Short-term trade payables

	<u>Ending balance</u>	<u>Beginning balance</u>
Ademax Joint Stock Company	5,151,845,600	-
Atl Investment and Trading Joint Stock Company	5,756,322,122	11,045,350
Gia Vinh Trading and Investment Company Limited	3,468,318,857	8,700,961,865
Duy Tan Electric Material Company Limited	207,769,704	6,957,045,704
Yixing Sea Fountain Equipment Co.,Ltd	8,142,974,971	1,210,664,592
Other suppliers	20,483,095,084	30,433,713,642
Total	<u>43,210,326,338</u>	<u>47,313,431,153</u>

16. Short-term prepayments from customers

	<u>Ending balance</u>	<u>Beginning balance</u>
SCG Construction Group Joint Stock Company	9,869,383,667	9,825,700,805
Van Phuc Co., Ltd.	7,266,166,287	7,266,166,287
Olympia Civil Construction Limited Liability Company	4,758,229,699	-
Tung Feng Construction Engineering (Vietnam) Co., Ltd	17,486,560,585	38,624,204,541
Other customers	3,757,302,882	4,282,201,110
Total	<u>43,137,643,120</u>	<u>59,998,272,743</u>

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)**17. Taxes and payables to the Sate budget**

	Beginning balance		Accrued during the year		Ending balance	
	Payable	Receivable	Amount		Payable	Receivable
			payable	Amount paid		
VAT on domestic sales	145,445,903	72,000	4,849,844,224	(4,552,165,106)	484,858,590	41,805,569
VAT on imported goods	-	-	4,267,101,712	(4,267,101,712)	-	-
Import and export tax	-	-	261,936,906	(261,936,906)	-	-
Corporate income tax	2,698,554,615	22,023,279	7,861,464,758	(2,497,254,640)	8,040,741,454	-
Personal income tax	47,201,426	-	866,765,423	(777,905,680)	136,061,169	-
Land and property tax	-	-	6,243,600	(6,243,600)	-	-
Business license fees	-	-	21,000,000	(21,000,000)	-	-
Other taxes	-	-	44,967,433	(44,967,433)	-	-
Total	2,891,201,944	22,095,279	18,179,324,056	(12,428,575,077)	8,661,661,213	41,805,569

Value-added tax

The Group pays value-added tax by deduction method at the rate of 8% and 10%.

Import tax

The Group declares and pays import tax based on notifications issued by the Customs Authority.

Corporate income tax

The Group is subject to corporate income tax on assessable income at a tax rate of 20%

Corporate income tax payable for the year is estimated as follows:

The determination of the Parent Company and its subsidiaries's corporate income tax payable is based on prevailing tax regulations. However, these regulations are subject to change from time to time, and the interpretation of tax regulations applicable to various transactions may vary. As a result, the tax amounts presented in the Interim Consolidated Financial Statements may be subject to adjustments upon examination by the tax authorities.

Other taxes

The Group declares and pays according to regulations.

18. Other short-term payables

	Ending balance	Beginning balance
Chien Thang Garment Joint Stock Company	-	18,131,186,841
Dividends and profits payable	12,193,449,000	-
Other short-term payables	-	254,794,320
Total	12,193,449,000	18,385,981,161

19. Short-term borrowings

These are borrowings from Vietnam Technological and Commercial Joint Stock Bank under the Credit Line Discounting Contract for Promissory Notes signed with the Parent Company and HVC Park Entertainment Equipment Company Limited (a subsidiary) with a total discount limit of 145,000,000,000 VND. The term of the discount limit is 12 months (from March 2024 to March 2025). The discount interest rate is specifically determined for each discount request and paid by the Group's customers. The discount term is stipulated in each discount request and shall not exceed the remaining maturity of the Promissory Notes, with a maximum of 365 calendar days.

The bank loans are secured by the Parent Company's asset mortgage contracts (see Note V.10).

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

Details of short-term borrowings incurred during the year are as follows:

	<u>Current year</u>	<u>Previous year</u>
Beginning balance	34,863,092,722	94,217,242,249
New borrowings	169,853,660,440	103,401,301,288
Repaid borrowings	<u>(176,721,446,292)</u>	<u>(162,755,450,815)</u>
Ending balance	<u>27,995,306,870</u>	<u>34,863,092,722</u>

20. Short-term provisions

Short-term provisions represent provisions for warranty expenses of construction works. Details of movements during the year are as follows:

	<u>Current year</u>	<u>Previous year</u>
Beginning balance	5,558,845,867	4,615,071,667
Provision/reversal during the year	<u>(3,080,508,605)</u>	<u>943,774,200</u>
Ending balance	<u>2,478,337,262</u>	<u>5,558,845,867</u>

21. Owner's equity**21a. Reconciliation table of changes in owner's equity**

	<u>Owner's contributed capital</u>	<u>Share premium</u>	<u>Undistributed profit after tax</u>	<u>Non-controlling interest</u>	<u>Total</u>
Beginning balance of previous year	369,499,950,000	(4,390,693,200)	104,952,965,702	6,730,800,481	476,793,022,983
Capital contribution in subsidiary	-	-	-	110,000,000	110,000,000
Stock dividend distributed	36,948,350,000	-	(36,948,350,000)	-	-
Profit for previous year	-	-	10,939,109,869	153,407,787	11,092,517,656
Ending balance of previous year	<u>406,448,300,000</u>	<u>(4,390,693,200)</u>	<u>78,943,725,571</u>	<u>6,994,208,268</u>	<u>487,995,540,639</u>
Beginning balance of current year	406,448,300,000	(4,390,693,200)	78,943,725,571	6,994,208,268	487,995,540,639
Capital contribution in subsidiary	-	-	-	44,112,017,105	44,112,017,105
Profit for the year	-	-	30,206,427,734	355,991,832	30,562,419,566
Interim dividend 2024 ⁽ⁱ⁾	-	-	(12,193,449,000)	-	(12,193,449,000)
Increase from business combination	-	-	-	885,504,349	885,504,349
Ending balance of current year	<u>406,448,300,000</u>	<u>(4,390,693,200)</u>	<u>96,956,704,305</u>	<u>52,347,721,554</u>	<u>551,362,032,659</u>

⁽ⁱ⁾ According to the Board of Directors' Resolution No. 09/HVC/NQ-HDQT/2024 dated December 11, 2024, the Company has declared an interim dividend for 2024 to shareholders at a rate of 3% (equivalent to 12,193,449,000 VND). The interim dividend payment was made in early January 2025.

21b. Shares

	<u>Ending balance</u>	<u>Beginning balance</u>
Number of common shares authorized for issuance	40,644,830	40,644,830
Number of common shares issued	40,644,830	40,644,830
Number of common shares outstanding	40,644,830	40,644,830

Par value per share: 10,000 VND.

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)**21c. Capital increase plan**

According to the Extraordinary General Meeting of Shareholders' Resolution No. 01/2024/HVC/NQ-DHDCDBT-L1 dated August 16, 2024, the shareholders approved the private placement plan to increase charter capital. Accordingly, the Company plans to issue 30,000,000 shares (equivalent to 300,000,000,000 VND) to supplement working capital and contribute additional capital to increase charter capital of the subsidiary (HVC Investment and Ho Guom Hoa Binh Company Limited) for project implementation. The issuance is expected to take place within the first six months of 2025. The General Meeting of Shareholders has authorized the Board of Directors to decide and implement all related tasks and procedures for the issuance.

VI. ADDITIONAL INFORMATION FOR ITEMS PRESENTED IN THE CONSOLIDATED INCOME STATEMENT**1. Revenue from sale of goods and provision of services**

	<u>Current year</u>	<u>Previous year</u>
Revenue from sale of goods	49,371,579,261	44,084,815,356
Revenue from semi-finished products	11,323,035,161	19,084,827,140
Revenue from construction and installation services	329,903,663,836	187,641,791,081
Revenue from investment property business	2,878,136,924	-
Revenue from provision of services	114,072,789	-
Total	<u>393,590,487,971</u>	<u>250,811,433,577</u>

2. Cost of goods sold

	<u>Current year</u>	<u>Previous year</u>
Cost of goods sold	43,459,968,217	40,808,413,066
Cost of semi-finished products	8,988,273,232	14,140,451,179
Cost of construction and installation services	274,118,494,997	152,723,389,759
Cost of investment property business	2,962,220,304	-
Total	<u>329,528,956,750</u>	<u>207,672,254,004</u>

3. Financial income

	<u>Current year</u>	<u>Previous year</u>
Interest on demand deposits	108,230,741	45,591,108
Interest on term deposits	1,748,119,062	2,562,834,676
Loan interest	-	588,249,316
Foreign exchange gains	32,216,515	91,884,028
Total	<u>1,888,566,318</u>	<u>3,288,559,128</u>

4. Financial expenses

	<u>Current year</u>	<u>Previous year</u>
Interest expense	639,077,433	747,993,224
Foreign exchange losses	28,443,187	59,874,633
Foreign exchange loss from revaluation of monetary items denominated in foreign currency	88,783,373	61,479,027
Total	<u>756,303,993</u>	<u>869,346,884</u>

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)**5. Selling expenses**

	<u>Current year</u>	<u>Previous year</u>
Provision/(Reversal) of provision for construction warranty	(3,080,508,605)	943,774,200
Outsourced services	905,909,541	599,591,178
Other expenses	86,700,800	140,150,000
Total	<u>(2,087,898,264)</u>	<u>1,683,515,378</u>

6. General and administrative expenses

	<u>Current year</u>	<u>Previous year</u>
Employee expenses	19,466,837,318	20,913,107,677
Office supplies	524,005,498	809,942,268
Depreciation of fixed assets	2,777,154,852	2,788,317,537
Taxes, fees and charges	27,243,600	331,027,306
Provision for doubtful debts	2,403,904,925	2,961,909,777
Outsourced services	2,569,113,076	2,023,206,835
Other expenses	1,281,038,805	577,881,889
Total	<u>29,049,298,074</u>	<u>30,405,393,289</u>

7. Other income

	<u>Current year</u>	<u>Previous year</u>
Penalty income from breach of contract	131,915,877	1,002,368,462
Debt settlement	243,518,712	369,787,892
Other income	429,009,010	10,043,782
Total	<u>804,443,599</u>	<u>1,382,200,136</u>

8. Other expenses

	<u>Current year</u>	<u>Previous year</u>
Loss on disposal of fixed assets	-	237,092,459
<i>Carrying amount of disposed fixed assets</i>	-	27,272,727,273
<i>Proceeds from disposal</i>	-	(27,509,819,732)
Penalty for breach of contract	264,157,808	32,403,397
Tax penalties and arrears	69,301,726	145,265,892
Other expenses	303,862,602	264,320,458
Total	<u>637,322,136</u>	<u>679,082,206</u>

9. Earnings per share**9a. Basic/diluted earnings per share**

	<u>Current year</u>	<u>Previous year</u>
Accounting profit after corporate income tax attributable to the Parent Company's shareholders	30,206,427,734	10,939,109,869
Adjustments to increase or decrease accounting profit to determine profit attributable to ordinary shareholders:	-	-
Profit used to calculate basic earnings per share	30,206,427,734	10,939,109,869
Weighted average number of ordinary shares outstanding during the year	40,644,830	40,644,830
Earnings per share	<u>743</u>	<u>269</u>

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)**9b. Other information**

There were no transactions involving ordinary shares or potential ordinary shares occurring from the end of the financial year to the date of issuance of these Consolidated Financial Statements.

10. Production and business expenses by element

	<u>Current year</u>	<u>Previous year</u>
Raw materials and supplies	237,376,985,904	89,797,294,183
Labor costs	47,972,148,221	61,218,089,582
Depreciation of fixed assets	3,877,312,370	3,781,640,655
Outsourced services	17,665,807,706	7,537,021,527
Other expenses	3,014,114,225	7,002,037,395
Total	<u>309,906,368,426</u>	<u>169,336,083,342</u>

VII. OTHER INFORMATION**1. Transactions and balances with related parties**

Related parties of the Company include key management personnel, individuals related to key management personnel, and other related parties.

1a. Transactions and balances with key management personnel and individuals related to key management personnel

Key management personnel include members of the Board of Directors, the Supervisory Board, and the Executive Board (including the General Director and Chief Accountant). Individuals related to key management personnel are close family members of such key management personnel.

Transactions and balances with key management personnel and individuals related to key management personnel

The Company did not enter into any transactions and had no outstanding balances with key management personnel and individuals related to key management personnel.

Guarantee Commitment

Member of the Executive Board used his/her land use rights to secure the company's loan to Mr. Nguyen Viet Thang (Refer Note V.5)

Remuneration of key management personnel

		<u>Salary</u>	<u>Remuneration of the previous year (*)</u>	<u>Total income</u>
Current year				
Mr. Tran Huu Dong	Chairman of the BOD	-	-	-
Mr. Do Huy Cuong	Vice Chairman of the BOD	515,200,000	-	515,200,000
Mr. Le Van Cuong	Member of the BOD/ General Director	515,200,000	-	515,200,000
Mr. Truong Thanh Tung	Member of the BOD/ Deputy General Director	485,892,500	-	485,892,500
Mr. Dao Thanh Son	Independent Member of the BOD	-	-	-
Ms. Vu Thi Nga	Deputy General Director	488,403,047	-	488,403,047
Mr. Nguyen Xuan Truong	Deputy General Director	490,860,724	-	490,860,724
Ms. Dao Thi Dung	Head of the Supervisory Board	-	-	-
Ms. Ha Thi Linh	Member of the Supervisory Board	-	-	-
Ms. Nguyen Thi Thuy Lan	Member of the Supervisory Board	-	-	-
Ms. Cao Hai Ngoc	Chief Accountant	291,245,727	-	291,245,727

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANYAddress: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City**CONSOLIDATED FINANCIAL STATEMENTS**

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

		Salary	Remuneration of the previous year (*)	Total income
Total		2,786,801,998	-	2,786,801,998
Previous year				
Mr. Tran Huu Dong	Chairman of the BOD	-	30,000,000	30,000,000
Mr. Do Huy Cuong	Vice Chairman of the BOD	415,150,000	17,500,000	432,650,000
Mr. Dao Thanh Son	Independent Member of the BOD	-	17,500,000	17,500,000
Mr. Hai Hiuliu	Member of the BOD	-	17,500,000	17,500,000
Mr. Le Van Cuong	Member of the BOD/ General Director	415,150,000	17,500,000	432,650,000
Mr. Truong Thanh Tung	General Director	385,150,000	17,500,000	402,650,000
Ms. Vu Thi Nga	Deputy General Director	385,150,000	-	385,150,000
Mr. Nguyen Xuan Truong	Deputy General Director	365,658,209	-	365,658,209
Ms. Dao Thi Dung	Head of the Supervisory Board	-	12,500,000	12,500,000
Ms. Pham Thi Thao	Member of the Supervisory Board	-	10,000,000	10,000,000
Ms. Ha Thi Linh	Member of the Supervisory Board	-	6,666,667	6,666,667
Ms. Do Thi Le	Member of the Supervisory Board	-	3,333,333	3,333,333
Total		1,966,258,209	150,000,000	2,116,258,209

(*) The Board of Directors and the Supervisory Board did not receive remuneration in 2023.

1b. Transactions and balances with other related parties

Other related parties of the Company include:

Related party	Relationship
Chi Thanh Joint Stock Company	Associate

Transactions and debts with other related parties

The Group had no transactions and no outstanding balances with other related parties.

2. Segment information

The Group's principal business activities are the provision and installation of high-end amusement and recreational equipment, which are carried out within the territory of Vietnam. Therefore, the Group's risks and returns are not significantly affected by differences in the goods/services it provides or by operating in different geographical areas. Accordingly, the Board of General Directors has determined that the Group has only one business segment and one geographical segment. As such, the Group is not required to present segment reports by business line or by geographical area.

3. Subsequent events after the end of the financial year

Except for the event disclosed in Note V.21a, there were no significant events occurring after the end of the financial year that require adjustments to the figures or disclosures in the Consolidated Financial Statements.

Prepared by

Chief Accountant

Prepared on March ..., 2025

General Director

HVC INVESTMENT AND TECHNOLOGY JOINT STOCK COMPANY

Address: 8th Floor, Tower C Ho Guom Plaza, 102 Tran Phu, Mo Lao Ward, Ha Dong District, Hanoi City

CONSOLIDATED FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

Notes to the Consolidated Financial Statements (continued)

Nguyen Thi Bich Thuan

Cao Hai Ngoc

Le Van Cuong



HVC TECHNOLOGY AND INVESTMENT JOINT STOCK COMPANY



8th Floor, Tower C-Ho Guom Plaza, No. 102 Tran Phu, Mo Lao Ward, Ha Dong Dist, Hanoi City.



2nd Floor, Sophie Building, 277B Do Xuan Hop, Phuoc Long B Ward, Thu Duc City, Ho Chi Minh City



Tho Binh Hamlet, Tan Dan Commune, Khoai Chau District, Hung Yen Province, Vietnam.



024 3540 2246



info@hvcgroup.net



<http://hvcgroup.net>

ANNUAL REPORT 2024