

Appendix IV
ANNUAL REPORT

*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020
of the Minister of Finance)*

ANNUAL REPORT
NHI HIEP BRICK-TILE CO-OPERATION
Year 2024

I. General information

1. General information

- Trading name: NHI HIEP BRICK-TILE CO-OPERATION
- Business Registration Certificate No: 3700358798
- Charter capital: 30.415.420.000 VND
- Owner's capital: 30.415.420.000 VND
- Address: No 1/8 Quyet Thang Street, Binh Thang Ward, Di An City, Binh Duong Province
- Telephone: 0274.3749080
- Fax: 0274.3749287
- Website: gachngoinhihiep.com
- Securities code: NHC

Establishment and development process

– **Establishment and development process :**

Previously, the company was a brick and tile manufacturing enterprise under the Construction Material Production and Import-Export Company of Song Be, now known as Binh Duong Materials and Construction corporation (M&C).

In 2000, the Enterprise was transformed into Nhi Hiep Brick and Tile co-operation according to Decision No. 171/2000/QĐ-UB dated November 29, 2000, by the People's Committee of Binh Duong Province. The initial charter capital was 9,990,000,000 VND, of which the State represented 30% of the total capital. Over the years of operation until now, the company's charter capital is 30,415,420,000 VND.

The listing process:

On November 11, 2005, the company was granted a listing license according to Decision No. 38/2005 by the Ho Chi Minh City Stock Exchange.

On December 16, 2005, the company was officially listed on the stock exchange, with the trading code NHC and a total of 1,336,061 shares corresponding to a charter capital of 13,360,610,000 VND.

On October 2, 2007, the company was approved by the Ho Chi Minh City Stock Exchange to list an additional 99,418 shares, corresponding to a total value of the additional listed securities of 994,180,000 VND. The official trading start date was October 18, 2007, which increased the total listed share volume to 1,435,479 shares.

On December 5, 2007, the company was granted the 5th amendment of the Business Registration Certificate by the Department of Planning and Investment of Binh Duong Province, with a charter capital of 14,354,790,000 VND and an additional business activity in rubber tree cultivation.

On December 10, 2008, the company was granted approval by the Ho Chi Minh City Stock Exchange for the principle of listing an additional 85,292 shares.

On December 26, 2008, the company was granted a Business Registration Certificate for the sixth time by the Department of Planning and Investment of Binh Duong Province, with the enterprise code: 3700358798 (previously: 4603000011) and a charter capital of 15,207,710,000 VND.

On January 12, 2009, the company was approved by the Ho Chi Minh City Stock Exchange to list an additional 85,292 shares, corresponding to a total value of the additional listed securities of 852,920,000 VND. The official trading date is January 16, 2009, increasing the total listed shares to 1,520,771 shares, with a listed value of 15,207,710,000 VND.

To implement the listing standards stipulated in Decree 14/2007/ND-CP of the Government and in accordance with Official Letter No. 163/PTTT dated February 10, 2009, from the State Securities Commission regarding the handling of companies that do not meet the listing conditions as per Decree 14/2007/ND-CP for listed companies with a charter capital of less than 80 billion VND and without a plan to increase capital, they must register to transfer their listing to the Hanoi Stock Exchange. According to the detailed guidance on the process and procedures for transferring listings, the company has prepared the application for the transfer on its own.

On June 1, 2009, based on the delisting application of the Company, the Ho Chi Minh City Stock Exchange issued Decision No. 52/QĐ-SGDHCM approving the delisting of the Company's shares with a total of 1,520,771 shares to be delisted, amounting to a total delisting value of 15,207,710,000 VND. The last trading day on the Ho Chi Minh City Stock Exchange was June 8, 2009, and the effective date of the delisting was June 11, 2009.

On June 3, 2009, the Company was approved by the Hanoi Stock Exchange to list its shares under the stock code NHC; par value: 10,000 VND/share; number of listed securities: 1,520,771 shares; value of listed securities: 15,207,710,000 VND. The official trading date is June 17, 2009, with a reference starting price of 35,900 VND/share.

On October 9, 2014, the company was approved by the Hanoi Stock Exchange to list an additional 1,520,771 shares, with a par value of 10,000 VND per share, corresponding to an additional issuance value of 15,207,710,000 VND. The total number of listed shares is 3,041,542 shares, corresponding to a value of 30,415,420,000 VND, with the official trading date set for October 22, 2014.

On April 24, 2015, the company was granted a Business Registration Certificate for the 10th time by the Department of Planning and Investment of Binh Duong Province, with a charter capital of 30,415,420,000 VND. Currently, the company operates under the business registration and tax registration number 3700358798 (14th amendment on August 22, 2023) with a charter capital of 30,415,420,000 VND.

– **Other events:**

On December 2, 2005, the company was granted ISO 9001:2000 certification by the General Department of Standards, Metrology and Quality, Quacert Certification Center, in the field of manufacturing and supplying fired clay bricks and tiles.

On March 6, 2006, the company operated under the model of an affiliated company with Binh Duong Materials and Construction Company (now Binh Duong Materials and Construction corporation) according to Decision No. 61/2006/QĐ-UBND of Binh Duong Province regarding the establishment of Binh Duong Materials and Construction Company operating under the parent-subsidiary model.

On May 8, 2009, the company was evaluated for the re-certification of TCVN ISO 9001:2000 by the Quacert Certification Center.

On August 4, 2009, the company was granted the ISO 9001:2000 certificate by the General Department of Standards, Metrology and Quality, Quacert Certification Center, in the field of manufacturing and supplying fired clay bricks and tiles. The certificate is valid from August 4, 2009, to November 14, 2010.

On August 2, 2010, the company was granted the ISO 9001:2008 certificate by the General Department of Standards, Metrology and Quality, Quacert Certification Center, in the field of manufacturing and supplying fired clay bricks and tiles. The certificate is valid from July 22, 2010, to August 3, 2012.

On September 5, 2014, the company temporarily suspended the production of tiles at the headquarters of Nhi Hiep Brick and Tile co-operation (Address: No. 1/8 Quyet Thang Street, Binh Thang Ward, Di An City, Binh Duong Province) until a suitable location is found and a new factory is invested in; only then will the company resume production activities.

In 2016, the Company acquired 1,200,000 shares, corresponding to 60% of the charter capital of Song Phan Joint Stock Company from the shareholders of Sông Phan Joint Stock Company. Since May 10, 2016, the Company has officially held control over Sông Phan Joint Stock Company located at: An Binh Village, Sông Phan Commune, Ham Tan District, Binh Thuan Province. Song Phan Joint Stock Company primarily operates in the production of building bricks made from fired clay.

On June 20, 2016, the company was re-certified by the Intellectual Property Office under the Ministry of Science and Technology for the exclusive trademark registration of the product (for the logo with the NHI HIEP brand).

In December 2018, the company purchased an additional 200,000 shares, corresponding to 10% of the charter capital of Song Phan Joint Stock Company, increasing its ownership stake in the subsidiary from 60% to 70%.

In April 2019, the company purchased an additional 580,000 shares of its subsidiary, corresponding to an increase of 29% in the charter capital of Song Phan Joint Stock Company, raising its ownership stake in the subsidiary from 70% to 99%. The company currently holds 1,980,000 shares in Song Phan Joint Stock Company.

In July 2019, the stone production and business branch at the Binh Phuoc branch officially began its production and business operations.

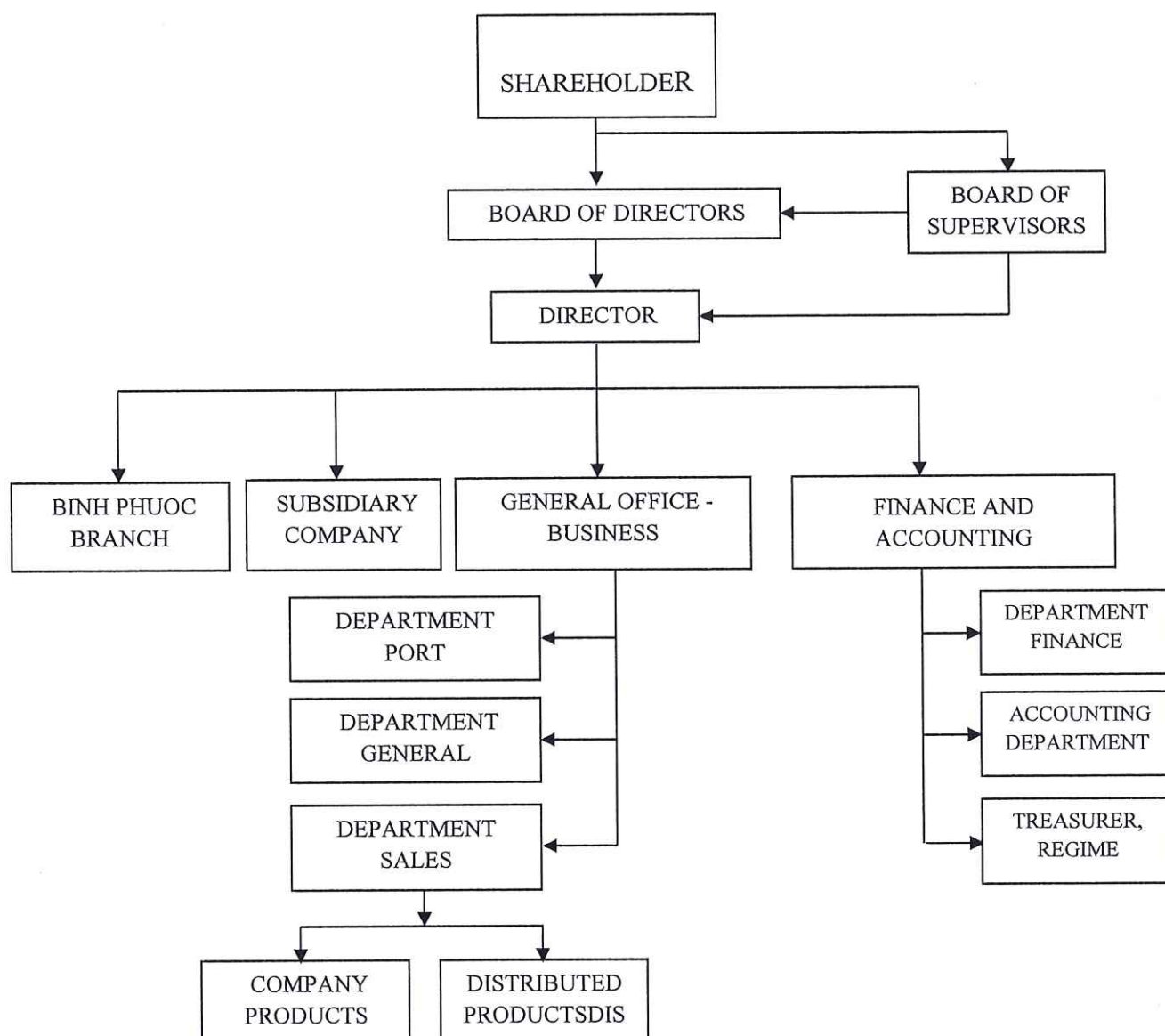
2. *Business lines and locations of the business*

– The main business activities of the company are: The production of high-quality building bricks made from clay, the processing of various types of stone, leasing of business premises, and inland waterway port operations.

- The main business area with a high market share is in the regions of Binh Duong, Binh Phuoc, Tay Ninh, Ho Chi Minh City, Binh Thuan, Ninh Thuan, and the provinces in the Mekong Delta.

3. Information about governance model, business organization and managerial apparatus

- *Governance model: The company builds an online management model*
- *Management structure According to the following diagram:*



– ***Subsidiaries, associated companies:***

- + The company is affiliated with Binh Duong Materials and Construction corporation.

Address: No. 306 ĐT 743 Street, Binh Thang Ward, Di An City, Binh Duong Province

The charter capital of Binh Duong Materials and Construction corporation is contributed as follows: 9,137,940,000 VND (Nine billion, one hundred thirty-seven million, nine hundred forty thousand even), ownership rate accounts for 30,04% of the company's capital.

- + The company is affiliated with Nui Nho Stone Joint Stock Company.

Address: Land lot number 1426, Map sheet 3, Binh Thung 2 neighborhood, Binh An ward, Di An city, Binh Duong province.

The charter capital of Nui Nho Stone Joint Stock Company is: 5,952,420,000 VND (Five billion, nine hundred fifty-two million, four hundred twenty thousand VND), with an ownership ratio of 19.57% of the company's capital.

- + The company has a subsidiary called Song Phan Joint Stock Company.

Address: An Binh Village, Song Phan Commune, Ham Tan District, Binh Thuan Province.

The charter capital owned is: 19,800,000,000 VND (Nineteen billion, eight hundred million VND), accounting for 99% of the charter capital of Sông Phan Joint Stock Company.

4. Development orientations

a. Main objectives of the Company.

With a favorable location in terms of road and waterway access, along with the existing brand of Nhị Hiệp, the company has focused on its development-oriented goals.

Business in the distribution of various types of construction materials:

In the year, the company also signed a distribution agreement for the sale of construction materials (stone, sand, bricks) with affiliated companies in the system of Binh Duong Materials and Construction corporation and Nui Nho Stone Joint Stock Company. The company continues to focus its efforts on finding customers to boost the consumption of goods in the neighboring areas of Binh Phuoc, Binh Duong, Tay Ninh, and the western provinces, while also researching investment directions for production and business expansion in the future.

Stone grinding service:

In the year, the company invested in 02 (two) stone crushing and screening production lines and signed a contract for stone processing with Binh Duong Materials and Construction corporation. The company focuses on managing the outsourcing activities to increase the productivity of the grinding machines and reduce input costs to maximize profit efficiency.

Domestic port service:

Continue the leasing contracts, negotiate rental prices that are in line with the local market to maximize revenue, extend permits, and supplement other procedures according to the regulations of waterway operations to facilitate stable and long-term business for leasing partners. Coordinate inspections and reminders with the rental partners to effectively implement safety regulations and fire prevention measures, address issues related to noise and dust, and ensure that there is no negative impact on the environment and surrounding residents.

Regularly check the quality of the wharf, promptly maintain and repair any damages to prevent incidents.

Implement the security regulations and ensure order and safety in the operation of equipment and the exploitation of the waterway port.

Managing business production activities for the subsidiary company (Song Phan Joint Stock Company).

The market situation in 2024 is facing many difficulties, with the consumption of construction bricks being very slow due to a slowdown in construction projects, so the subsidiary company is still temporarily halting production. However, the company still plans to research product design quality and the production capacity of the molding machines and kilns to ensure optimal conditions when the factory resumes production.

About the clay mine: The company has completed the procedures and has been granted a decision to adjust the mining license (reducing the area). The company is currently in the process of leasing land to put the project into operation. The land within the mining area that has been returned is no longer included in the mining license: The company is seeking a partner for transfer to recover part of the investment.

Regarding the implementation of social welfare policies for workers:

Caring for and ensuring the well-being of employees, implementing policies and regulations for staff, training, and reorganizing personnel with the necessary qualifications and knowledge to work effectively in response to the company's management needs when transitioning to a new business model.

Maintain the implementation of the approved annual salary plan, ensuring the 13th-month salary and other benefits for employees.

Focus on caring and coordinating with political and mass organizations to implement the company's traditional movements such as: the green, clean, and beautiful movement, sports activities, fire prevention and fighting, security and order, practicing thrift to combat corruption and waste, and maintaining and promoting the tradition of mutual support within the unit.

Maintain good policies for employees as prescribed, such as: properly implementing social insurance, health insurance, and unemployment insurance contributions according to the state's adjusted salary levels, providing adequate personal protective equipment, and implementing allowances for working in heavy, hazardous environments.

b. Development strategies in medium and long term:

- At the headquarters: Strengthen the exploitation and development of inland waterway ports, leveraging the advantages of land adjacent to rivers and asphalt roads to invest in and develop commercial service projects.
- Construction materials business: Continue signing the distribution contracts for product consumption with the companies in the affiliated company system.
- Maintain stability and develop to increase the capacity of stone processing services.
- Activities at Song Phan Joint Stock Company (subsidiary): Complete the extraction procedures for the project to proactively secure a supply of clay raw materials for the factory when it resumes operations. At the same time, research product diversity, ensure stable quality, actively improve productivity, and reduce product costs.
- Investment research (cooperation - linkage): Investing in quarries and collaborating on investment partnerships.
- Train the team of staff to meet the research and development requirements of the company.

c. Corporate objectives with regard to Corporate environment, society and community Sustainability:

Develop measures to address environmental issues to avoid impacting the environment and the community, such as: Complying with environmental regulations, minimizing the impact on residents from dust, noise, and other disturbances. In the area of waterway business and stone production: Implement regular watering of roads during dry seasons to reduce dust from transportation vehicles and operating machinery.

Implement safety measures for the stone grinding service, coordinate with the partner renting the premises to effectively comply with regulations on equipment operation and waterway exploitation, fire prevention, and address issues related to noise and dust, to avoid impacting the surrounding environment.

5. *Risks*

Before the development direction of the company, as well as the medium and long-term development strategies, it can be observed that risks are always present, such as: the supply of business goods, the availability of raw materials for production becoming increasingly scarce, rising input costs (especially fuel), fierce market competition due to frequent price fluctuations, the investment situation both domestically and internationally, particularly in the construction materials sector, which is entirely influenced by land policies, real estate, and public investment from the government.

In reality, over the past few years and with an objective assessment of the coming years, the economic situation of the country in general and the industry in particular still faces many difficulties, so the company cannot avoid those impacts.

II. Operations in the Year

1. Situation of production and business operations

– Results of business operations in the year:

In 2024, the company faced many difficulties in production and business due to the overall impact of the market, resulting in the achievement of specific plan targets:

Regarding domestic port service business and rental of premises:

The leasing activity in the field has remained stable throughout the year as the company has secured a partner for a long-term lease agreement. At the same time, the company is seeking additional leasing partners to fully utilize the available space on its land.

Regarding the business of goods

During the year, the company entered into contracts to become a distributor of construction materials with affiliated companies in the system to develop and maintain customer relationships. On the other hand, it established sales policies suitable for each market period to enhance sales effectiveness.

Stone processing services: At contract for stone grinding processing has been signed with Binh Duong Materials and Construction corporation since July 2024, and the operating capacity of the grinding machine is stable.

– Implementation situation/actual progress against the plan and the preceding year:

In the year, the company faced difficulties due to both objective and subjective factors, resulting in the achievement of the following planned targets.

No	Indicators	Unit	Plan 2024	Results 2024	Results 2023	Rate Results 2024 /of Plan 2024	Rate Results / Results 2023
I-	Parent company						
1	Revenue + other income	VND	19.333.432.900	49.891.811.258	12.134.447.267	258,10%	411,20%
2	Profit before tax	VND	2.047.849.400	933.825.209	577.985.261	45,60%	161,60%
II-	Hợp nhất/ Consolidation						
1	Revenue + other income	VND	19.333.432.900	51.102.575.671	15.872.256.433	264,30%	322,00%
2	Profit before tax	VND	1.849.632.599	710.375.531	(468.002.281)	38,40%	-151,80%

According to the data above, in 2024, the company's targets for production, revenue, and profit not meet the 2024 plan. The profit results are low; however, the consolidated results have shifted from a loss last year to a profit this year.

2. Organization and Human resource

2.1 List of the Board of Management:

1. **Mr. Lam Thanh Lam: Director** (Date of appointment 01/8/2023).
 - Position of work at the listing organization: Director of Nhi Hiep Brick Tile co-operation.
 - Gender: Male
 - Date of birth: 14/12/1991
 - Place of birth: Kien Giang Province
 - Nationality: Vietnam
 - Ethnicity: Kinh
 - Hometown: Tra Vinh Province
 - Place of residence:
 - Office contact phone number
 - Education level: 12/12
 - Professional level: Bachelor of Geology
 - Position at another organization:
 - + Member of the Supervisory Board of Nui Nho Stone Joint Stock Company
 - + Director of Sông Phan Joint Stock Company (subsidiary located in Binh Thuan)
 - The number of shares owned and represented:
 - + Number of shares owned: 0 shares
 - + Number of representative shares: None
2. **Ms. Nguyen Thi Thu Phuong: Chief Accountant**
 - Position of work at the listing organization: Chief Accountant of Nhi Hiep Brick Tile co-operation.
 - Gender: Female
 - Date of birth: 25/5/1976
 - Place of birth: Ninh Binh Province
 - Nationality: Vietnam
 - Ethnicity: Kinh
 - Hometown: Ninh Binh Province
 - Place of residence:
 - Office contact phone number:
 - Education level: 12/12
 - Professional level: Bachelor of Economics
 - The number of shares owned and represented:
 - + Number of shares owned: 115 shares, occupy a proportion 0,0038% voting rights
 - + Number of representative shares: None

2.2. Number of staffs. Brief information and changes on the employee's policies

- The total number of employees at the company at the beginning of 2024 is 18 people.
- Labor policy:
 1. Implement an 8-hour workday
 2. Holidays and Sundays are days off as regulated by the State.
 3. Leave, holidays, and Tet according to the regulations of the current Labor Code
 4. Welfare policies: The company fully implements all benefits for employees according to labor laws, contributing 100% of social insurance, health insurance, and unemployment insurance for staff.
 5. Equip all employees with the necessary working tools.
 6. Compensation for hazardous working conditions according to current regulations.
 7. Support for meal allowances during breaks.

3. Investment activities, project implementation

- a) **Major investments:** In the year, the company made a significant investment in two crushing and screening equipment.
- b) **Subsidiaries:**
- Song Phan Joint Stock Company, with a charter capital of 19,800,000,000 VND (Nineteen billion, eight hundred million VND), holds 99% of the charter capital of Song Phan Joint Stock Company. Nhi Hiep Brick Tile co-operation officially took over on May 10, 2016.
 - Song Phan Joint Stock Company ceased operations nearly 2 years before becoming a subsidiary of Nhi Hiep Brick Tile co-operation. To resume operations, it took some time for maintenance and repairs of machinery, equipment, and facilities, and it was not until early November 2016 that production of fired clay bricks resumed .
 - **Financial situation** of the subsidiary company (Song Phan Joint Stock Company) as follows:

Unit: VND

Indicators	Year 2023	Year 2024
Total asset	14.183.380.492	9.902.760.088
Net revenue	11.386.625.348	1.336.570.664
Profit from business activities	-2.270.504.128	-1.146.995.980
Other profits	17.460.864	-1.376.290.614
Profit before tax	-2.253.043.264	-2.523.286.594
Profit after tax	-2.253.043.264	-2.523.286.594
Payout ratio		

4. Financial situation

a) **Financial situation:**

- Parent company:

Unit: VND

Indicators	Year 2023	Year 2024	% increase compared to the previous year	% decrease compared to last year
Total asset	72.586.776.358	102.483.692.852	41,2	
Net revenue	9.128.660.824	48.293.285.707	429,0	
Profit from business activities	538.249.728	320.845.209		40,4
Other profits	39.735.533	612.980.000	1.442,6	
Profit before tax	577.985.261	933.825.209	61,6	
Profit after tax	462.388.209	747.071.367	61,6	
Payout ratio				

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- Consolidation:

Unit: VND

Indicators	Year 2023	Year 2024	% increase compared to the previous year	% decrease compared to last year
Total asset	64.924.161.299	94.122.343.804	45,0	
Net revenue	13.624.704.204	49.629.856.371	264,3	
Profit from business activities	-424.690.378	1.473.686.145	447,0	
Other profits	-43.311.903	-763.310.614		1.662,4
Profit before tax	-468.002.281	710.375.531	251,8	
Profit after tax	-1.042.639.405	523.621.689	150,2	
Payout ratio	0%	0%		

b) Major financial indicators

- Parent company

Indicators	Year 2023	Year 2024	Note
Solvency ratio			
+ Current ratio: Short term Asset/Short term debt	5.48	0.68	
+ Quick ratio: Short term Asset - Inventories Short term Debt	4.75	0.58	
capital structure Ratio			
+ Debt/Total assets ratio	0.131	0.378	
+ (Debt/Owner's Equity ratio)	0.151	0.607	
Operation capability Ratio			
+ Inventory turnover: Cost of goods sold/Average inventory			
+ Total asset turnover (Net revenue/ Average Total Assets)	0.56	10.89	
	0.13	0.47	
Profitability			
+ profit after tax/ Net revenue Ratio	0.051	0.015	
+ profit after tax/ total capital Ratio	0.007	0.012	
+ profit after tax/ Total assets Ratio)	0.006	0.007	
+ (Profit from business activities/ Net revenue Ratio)	0.059	0.007	

- Consolidation:

Indicators	Year 2023	Year 2024	Note
<i>Solvency ratio</i>			
+ <i>Current ratio:</i> <i>Short term Asset/Short term debt</i>	5.38	0.64	
+ <i>Quick ratio:</i> <i>Short term Asset - Inventories</i> <i>Short term Debt</i>	4.35	0.52	
<i>capital structure Ratio</i>			
+ <i>Debt/Total assets ratio</i>	0.162	0.417	
+ <i>(Debt/Owner's Equity ratio)</i>	0.193	0.715	
<i>Operation capability Ratio</i>			
+ <i>Inventory turnover:</i> <i>Cost of goods sold/Average inventory</i>			
+ <i>Total asset turnover</i> <i>(Net revenue/ Average Total Assets)</i>	0.82	8.59	
	0.210	0.527	
<i>Profitability</i>			
+ <i>profit after tax/ Net revenue Ratio</i>	-0.077	0.011	
+ <i>profit after tax/ total capital Ratio</i>	- 0.019	0.010	
+ <i>profit after tax/ Total assets Ratio)</i>	- 0.016	0.006	
+ <i>(Profit from business activities/ Net revenue Ratio)</i>	- 0.031	0.030	

5. Shareholders structure, change in the owner's equity

a) **Shares.**

The total number of shares of the company is: 3,041,542 shares,

in that: Floating shares: 3.041.542 shares

Treasury stock: 0 shares

Restricted of shares: None

b) **Shareholders structure:** According to the final list dated July 1, 2024, of the Company is:

No	Shareholder	Number of shares	Holding rate
1	The major shareholder is a domestic organization: Binh Duong Materials and Construction corporation	913,794	30.04%
2	The major shareholder is a domestic organization Nui Nho Stone Joint Stock Company	595,242	19,57%

No	Shareholder	Number of shares	Holding rate
3	Minor shareholders are domestic organizations.	501	0.02%
4	Large domestic individual shareholders Ms. Lam Thi Mai	284,800	9.36%
5	Minor shareholders are domestic individuals.	770,394	25.34%
6	Foreign individual shareholders	259,545	8.53%
7	Foreign institutional investors shareholders	217,266	7.14%
8	Treasury stock	0	0.00%
	Total	3,041,542	100.00%

c) **Change in the owner's equity:** In the year, the company has changed the owner's investment capital, specifically

No	Owner's equity	Ending balance	Beginning balance
01	Binh Duong Materials and Construction corporation	9.137.940.000	9.137.940.000
02	Nui Nho Stone Joint Stock Company	5.952.420.000	
03	Mr. Nguyen Thai Ngoc		3.290.000.000
04	Ms. Lam thi Mai	2.848.000.000	2.848.000.000
05	Other shareholders	12.477.060.000	15.139.480.000
	Total	30.415.420.000	30.415.420.000

d) **Transaction of treasury stocks:** In the year, the company did not have any transactions of treasury stocks.

e) **Other securities:** During the year, the company did not issue any other securities.

6. Environment-Social-Governance (ESG) Report of the Company.

6.1. **Impact on the environment:** The company leases business premises to partners for road and river cargo transportation and handling, so dust is unavoidable. Therefore, the company has also implemented solutions such as spraying water and watering the roads to limit dust dispersion.

6.2. **Management of raw materials:** The company has temporarily halted production of ice, so there is no source of raw materials.

6.3. **Energy consumption:** The company operates in leasing commercial space, so the renting partners also use electricity for production. The company consistently reminds partners to schedule their production times wisely, avoiding peak hours to save electricity.

- In the year, the direct electricity consumption for production is 1,151,580 kwh and for household electricity is 41,689 kwh

6.4. **Water consumption:** Use water resources in accordance with state regulations.

- The water source used is supplied by Binh Duong Environmental Water Joint Stock Company.

- water consumption of business activities in the year: 4.702 m³

6.5. Compliance with the law on environmental protection: The company always complies with laws and regulations regarding the environment, such as regularly watering the roads and installing noise barriers.

The company is not penalized for violating environmental regulations

6.6. Policies related to employees:

a) Number of employees, average wages of workers: 22 people

The average salary for workers is 9,500,000 VND per month.

b) *Labor policies to ensure health, safety and welfare of workers:*

- Working hours: 8-hour workday, with a 1.5-hour lunch break.
- Working in difficult and dangerous conditions is entitled to a monthly allowance.
- Workers are provided with uniforms and protective gear annually

c) Welfare policies for employees: Based on the annual profit results, the company allocates 5% of the bonus and welfare fund for employee distribution.

d) *Employee training:* When new tasks arise or when job transfers occur, the company organizes training in the form of direct guidance and exchange of tasks for general laborers. For those who require professional expertise or additional skill development, the company arranges training through skill development centers.

III. Reports and assessments of the Board of Management

I. Assessment of operating results

Based on the resolution of the General Meeting of Shareholders on April 19, 2024, which approved the operational directions and profit plan targets for 2024, the Board of Directors of the Company has implemented the results for 2024, specifically:

No	Indicators	Plan 2024	Results 2024	Rate
01	Total Revenue Only	19.333.432.900	49.891.811.258	258,1%
02	Net profit after tax only	1.638.279.520	747.071.367	45,6%
03	Consolidated Total Revenue	19.333.432.900	51.102.575.671	264,3%
04	Consolidated after-tax profit	1.440.062.719	523.621.689	36,4%

In 2024, the results of operations showed that revenue targets were exceeded due to an increase in the distribution of building materials and the addition of stone processing services. However, the company's profit did not meet the plan; nonetheless, consolidated profit shifted from a loss to a profit. Some main reasons affecting the above targets are as follows.

- Main business activity: The finished stone inventory at the Binh Thang workshop has been completely sold out, so there is no profit from this activity anymore.
- The distribution of building materials only receives a commission based on revenue, so the profit is not high.
- Financial activity: Bank deposits decreased due to investments in purchasing equipment for the stone crushing and screening line.

- The subsidiary has temporarily suspended production but is still incurring costs such as asset depreciation and other expenses. The subsidiary's business results show significant losses, so the parent company Nhi Hiep must set aside provisions for investment losses in the subsidiary.

2. *Financial Situation*

- a) **Assets:** In the year, the company invested in two (02) stone crushing and screening production lines, resulting in significant changes in the asset situation.
- b) **Debt Payable:** As of December 2024, the company owes suppliers of construction materials and has outstanding payments for two stone crushing and screening production lines, as the payment deadlines according to the contracts have not yet arrived.

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

Regarding the organizational structure, policies, and management, the company continues to maintain the policies that have been established previously.

4. *Development plans in future*

- Exploit and leverage advantages to develop inland waterway business and rental space.
- Focus on business marketing for the sale of goods and the distribution of construction materials.
- Song Phan Joint Stock Company (subsidiary): Maintain stable quality, actively improve productivity, exploit clay mines to provide raw materials, and reduce product costs.
- Find a stone quarry investment that matches the company's financial resources.
- Developing investment projects and commercial services in the land area of Binh Thang Ward.

5. *Explanation of the Board of Management for auditor's opinions:*

The auditor's opinion on the implementation of the financial report audit for 2024 was very clear and comprehensive; the Board of Management has no other opinions.

6. *Assessment Report related to environmental and social responsibilities of the Company*

- a) **Assessment concerning the environmental indicators:** Coordinated well with partners and local authorities to ensure safety and fire prevention, address issues related to noise and dust, and fulfill obligations regarding taxes and environmental fees.
- b) **Assessment concerning the labor issues:** Ensure good working conditions that protect the safety and health of workers, such as providing personal protective equipment, regularly checking safety equipment, and offering support for heavy, hazardous work. Pay attention to creating stable employment and implementing policies for workers in accordance with regulations, such as work schedules, salary and bonus payment policies, and other welfare benefits, as well as providing assistance during production stoppages and unemployment
- c) **Assessment concerning the corporate responsibility for the local community:** Coordinate with local authorities to ensure security and order, manage the collection of household waste, prevent disease outbreaks, participate in relief efforts, and work on poverty alleviation and gratitude initiatives.

IV. *Assessments of the Board of Directors on the Company's operation*

1. *Assessments of the Board of Directors on the Company's operation*

Quarterly, the Board of Directors of the Company meets once to assess the performance of the previous quarter and to outline plans for the upcoming quarter. Additionally, for urgent matters that need to be addressed, the Board has also held extraordinary meetings to provide timely solutions and directives to the Executive Board.

2. Assessment of Board of Directors on Board of Management's performance

In 2024, the Board of Directors held 06 meetings as required for business production tasks and issued 06 resolutions to support the company's management operations. The documents issued by the Board of Directors were timely and based on the principle of democratic centralism, in accordance with regulations. Specifically, in 2024, the Board of Directors supervised the Executive Board on the following work contents:

1. Signing of transaction contracts with related parties.

- Signed a contract to become a distributor of construction materials and a contract to grind and process mixed stone with Binh Duong Materials and Construction corporation.
- Signed a contract to become a construction materials distributor with Nui Nho Stone Joint Stock Company.

2. Transfer of Song Phan Joint Stock Company

In 2024, we have initiated negotiations with several partners but have not yet made any sales. The company continues to seek partners for transfer in the near future.

3. Investment in stone quarries worth no more than 100 billion VND: In 2024, the Board of Directors and the Management Team conducted surveys of the mines in Phu Giao, Dong Phu, and Hon Quan districts in Binh Duong and Binh Phuoc provinces. However, most of these mines are hindered by legal procedures and high transfer prices, so they have not been able to proceed.

4. Joint venture partners to provide logistics services.

It is still not completed because the partner has not provided a comprehensive feasible plan to collaborate with NHI Hiep on the project.

5. Authorize the Board of Directors to select an auditing company:

The company has signed a financial statement audit contract with independent auditing firm AASCS to complete the audit of the 2024 financial statements.

6. Some other issues:

- Completed the renewal of the operating license of NHI Hiep 2 Inland Waterway Terminal in November 2024
- The People's Committee of Binh Thuan province has granted an adjustment to the clay mine license in August 2024.
- Binh Phuoc branch at Tan Lap quarry reopened in July 2024.
- Invested in 02 used stone crushing lines with a total capacity of 600 tons/hour worth 60 billion VND, signed a stone grinding and processing contract with Binh Duong Materials and Construction corporation at Tan Lap quarry, Binh Phuoc.
- Mortgaged the land certificate of NHI Hiep Brick Tile co-operation to borrow 30 billion VND in bank credit to pay 50% of the investment in 02 stone crushing and screening machines.
- Directing the search for partners to lease premises to maximize the efficiency of land use of the existing Company.

*** General assessment**

In 2024, although the Board of Directors was very determined in directing the operations of the Board of Directors, in addition to the leasing of premises and 02 stone grinding and processing machines operating stably and effectively, Song Phan Brick and Tile Factory had to stop production and encountered many difficulties, leading to business results not reaching the target set by the shareholders' meeting (reaching 38.4%) The main reason is that the country's economy is facing difficulties, very few construction projects are being constructed due to the sluggish real estate market, the state's management is also tightening... from there, the Company's goods are consumed very slowly, the company has to set aside large inventories for Song Phan... this is an undesirable result of the Board of Directors, we hope that shareholders will share the common difficulties of the Company.

3. Plans and orientations of the Board of Directors

The economy in 2025 is expected to be more prosperous than in 2024 thanks to the large public investment projects that have been implemented. However, the market still faces many difficulties due to the impact of political and economic instability in the world. In the country, there is a streamlining of the state apparatus, merging of provincial, district and communal administrative units... In addition, the domestic real estate market is still quiet, with no positive changes... which will affect the Company's business activities. The Board of Directors has agreed with the Board of Directors to develop and submit to the 2025 General Meeting of Shareholders with the following targets:

No	Indicators	Unit	Plan 2025
1	Revenue	million dong	55.000
2	Profit before tax	million dong	1.500

*** Mind the mission**

1. Continuously improve the effectiveness and efficiency of the Board of Directors' operations on the basis of strict compliance with the provisions of the Law and the Company's Charter, ensuring maximum facilitation and promoting the capacity of the management and executive staff.

2. The Board of Directors directs and closely monitors production costs. Regularly inspects the Executive Board in implementing the Board of Directors' resolutions and decisions.

3. Manage and operate well 02 stone grinding machines at Tan Lap stone quarry to promote investment efficiency.

4. Carry out procedures to invest in a gas station and electric charging and gas filling station at Binh Thang Ward.

5. Continue to find partners to transfer Song Phan Joint Stock Company.

6. Continue to research and invest in quarries to expand the company's development.

V. Corporate governance

1. Board of Directors

a) Members and structure of the Board of Directors:

- Education level: 12/12
- Professional level: Bachelors degree in Financial Economics, Bachelors degree in Agricultural Economics..
- Position at another organization:
 - + Deputy General Director of Binh Duong Materials and Construction corporation
 - + Head of the Supervisory Board of High-Quality Tile Joint Stock Company
- The number of shares owned and represented:
 - + Number of shares owned: 190 shares, occupy a proportion 0.006% voting rights
 - + Number of representative shares: 913,794 shares, occupy a proportion 30.04% voting rights

2. Mr. Mai Anh: Member of the Board of Directors (Appointment on April 22, 2022, and dismissal on April 19, 2024)

- Position of work at the listing organization: Member of the Board of Directors of Nhi Hiep Brick Tile co-operation
- Gender: Male
- Date of birth: 06/09/1993
- Place of birth: Binh Duong Province
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Binh Duong Province
- Place of residence:
- Contact phone number:
- Education level: 12/12
- Professional level: Bachelor's in Supply Chain and Information Systems
- The number of shares owned and represented:
 - + Number of shares owned: 0 shares
 - + Number of representative shares: None

3. Ms. Lam Thi Mai: Member of the Board of Directors (Appointment date: April 22, 2022)

- Position of work at the listing organization: Member of the Board of Directors of Nhi Hiep Brick Tile co-operation
- Gender: Female
- Date of birth: 01/02/1972
- Place of birth: Long An Province
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Long An Province
- Place of residence:
- Contact phone number:
- Education level: 12/12
- Professional level: Banking University, Bachelors degree in English
- Position at another organization: Member of the Board of Directors of Nui Nho Stone Joint Stock Company
- The number of shares owned and represented:
 - + Number of shares owned: 284.800 shares, occupy a proportion 9.36% voting rights
 - + Number of representative shares: None

4. Mr. Nguyen Quoc Binh: Member of the Board of Directors (Appointment date: April 22, 2022)

- Position of work at the listing organization: Member of the Board of Directors of Nhi Hiep Brick Tile co-operation.
- Gender: Male
- Date of birth: 01/01/1977
- Place of birth: Da Nang City
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Da Nang City
- Place of residence:

- Contact phone number:
- Education level: 12/12
- Professional level: Bachelor's degree in Economics, majoring in Accounting and Auditing.
- Position at another organization:
 - + Deputy General Director of Binh Duong Materials and Construction corporation.
 - + Head of the Supervisory Board of Nui Nho Stone Joint Stock Company.
- The number of shares owned and represented:
 - + Number of shares owned: 0 shares
 - + Number of representative shares: None

5. **Mr. Le Minh Hoang:** Member Independent of the Board of Directors (Appointment on April 22, 2022, and dismissal on April 19, 2024)

- Position of work at the listing organization: Member of the Board of Directors of Nhi Hiep Brick Tile co-operation.
- Gender: Male
- Date of birth: 05/08/1969
- Place of birth: Di An, Binh Duong Province
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Di An, Binh Duong
- Place of residence:

- Contact phone number:
- Education level: 12/12
- Professional level: Mechanical Engineer
- The number of shares owned and represented:
 - + Number of shares owned: 0 shares
 - + Number of representative shares: None

6. **Mr. Pham Thanh Liem:** Member of the Board of Directors (Appointment date: April 19, 2024)

- Position of work at the listing organization: Member of the Board of Directors of Nhi Hiep Brick Tile co-operation.
- Gender: Male
- Date of birth: 05/10/1975
- Place of birth: Long An Province
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Can Duoc, Long An Province

Place of residence:

Contact phone number:

- Education level: 12/12
- Professional level: Construction Engineer
- Position at another organization:
+ Director of Nui Nho Stone Joint Stock Company.
- The number of shares owned and represented:
+ Number of shares owned: 0 shares
+ Number of representative shares: None

7. Ms. Bui Hoai Chau: Member Independent of the Board of Directors (Appointment on April 19, 2024)

- Position of work at the listing organization: Member of the Board of Directors of Nhi Hiep Brick Tile co-operation.
- Gender: Female
- Date of birth: 18/07/1968
- Place of birth: HaNoi
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: HaNoi
- Place of residence:
- Contact phone number:
- Education level: 12/12
- Professional level: Bachelor of Economics - Major in Accounting
- Position at another organization: Deputy General Director – Saigon Fuel Joint Stock Company (SFC)
- The number of shares owned and represented:
+ Number of shares owned: 0 shares
+ Number of representative shares: None

In 2024, the Board of Directors will have the following changes in its members

- Dismissal: Mr. Mai Anh and Mr. Le Minh Hoang
- Supplementary election: Mr. Pham Thanh Liem and Ms. Bui Hoai Chau

b). **The committees of the Board of Directors:** The company does not have state boards of directors

c). **Activities of the Board of Directors:**

Trong năm 2024, HĐQT giám sát Ban Giám đốc các nội dung công việc/ In 2024, the Board of Directors supervises the Executive Board on various work matters:/ During the year, the Board of Directors held 06 meetings as required for production and business tasks, serving the management and operational work of the Company. Supervised the Board of Managements on specific work contents:

- Develop the plan for 2024.
- Drafting documents and announcing information for the Annual General Meeting of Shareholders in 2024, on April 19, 2024.
- Enhance the search for customers to consume distributed construction material products.
- Looking for a partner to transfer Sông Phan Joint Stock Company.
- Find a capable partner to establish a new legal entity to implement the logistics service project.
- Search for a stone quarry and acquire one quarry with a value of under 100 billion VND.

- The Director is tasked with implementing human resource development plans to expand the market for building materials.
- Implement the supplementary planning and land use plan for the inland waterway port and extend the license for inland waterway port operations.
- Unify the content to gather opinions from the General Meeting of Shareholders in writing, including the following issues:
 - + Invest in 02 used stone crushing and screening lines for processing at the Tan Lap quarry with a total investment value of 61,283,031,670 VND.
 - + The bank loan transaction amounts to approximately 30 billion VND to invest in grinding equipment, secured by the "Land Use Rights Certificate" of Nhi Hiep Brick Tile co-operation, located at 1/8 Quyet Thang Quarter, Binh Thang Ward, Dī An City, Binh Duong Province.
 - + Sign a contract with the relevant party, Binh Duong Materials and Construction corporation, to provide stone processing services of various types.
- Develop a plan for constructing a concrete road at the company and prepare the necessary conditions to meet the standards for applying for an extension of the inland waterway port operation license.
- Cease securities trading activities starting from November 1, 2024
- Survey the best preferential loan interest rates from banks before taking out a loan to pay the remaining amount for purchasing the stone crushing and screening line from the supplier.
- The Director is negotiating with the locals to purchase an additional over 3 hectares of land within the clay mine boundary.
- Implement the draft for the economic and technical norms - plan for 2025 for the Chairman's approval
- Sign a contract with Southern Auditing and Accounting Financial Consulting Services Company Limited - AASCs to conduct an audit of the company's financial statements

d). *Activities of the Board of Directors independent members*: Participate directly in board meetings, coordinate regularly with the Board of Directors and the company's executive board in the function of carrying out the assignments of the Chairman of the Board of Directors.

e). *The list of members of the Board of Directors possessing certificates on corporate governance*:

Mr. Nguyen Hong Chau

Mr. Mai Anh

Ms. Lam Thi Mai

Mr. Nguyen Quoc Binh

Mr. Le Minh Hoang

b) Board of Supervisors

a. *Members and structure of the Board of Supervisors* (Term VI: 2022-2027): Consisting of 3 members:

No	Full name	Position	The number of shares held.	Holding rate	Note
01	Mr. Huynh Minh Tam	Head of Board of			Appointment

		Supervisors			22/4/2022
02	Mr. Ho Huyen Trang	Member of Board of Supervisors			Appointment 22/4/2022
03	Ms. Phan Thi Thuyen Huong	Member of Board of Supervisors	590	0.019 %	Appointment 22/4/2022

The profiles of the members of the Supervisory Board

1. Mr. Huynh Minh Tam: Head of Board of Supervisors

- Position of work at the listing organization: Head of the Supervisory Board of Nhi Hiep Brick Tile co-operation
- Gender: Male
- Date of birth: 16/04/1979
- Place of birth: Binh Duong Province
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Binh Duong Province
- Place of residence:
- Office contact phone number:
- Education level: 12/12
- Professional level: Bachelor of Economics
- Position at another organization: Chief Accountant of Binh Duong Materials and Construction corporation.
- The number of shares owned and represented:
 - + Number of shares owned: 0 shares
 - + Number of representative shares: None

2. Ms. Phan Thi Thuyen Huong: Member of Board of Supervisors

- Position of work at the listing organization: Member of Board of Supervisors of Nhi Hiep Brick Tile co-operation.
- Gender: Female
- Date of birth: 25/11/1977
- Place of birth: Binh Duong Province
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Tan Hung Tay Commune, Cai Nuoc District, Ca Mau Province
- Place of residence:
- Education level: 12/12
- Professional level: Cử nhân kinh tế, Cử nhân anh văn/ Bachelor of Economics, Bachelor of English.
- Position at another organization: Deputy Director of Nui Nho Stone Joint Stock Company
- The number of shares owned and represented:
 - + Number of shares owned: 590 shares, occupy a proportion 0.019% voting rights
 - + Number of representative shares: None

3. Mr. Ho Huyen Trang: Member of Board of Supervisors

- Position of work at the listing organization: Member of Board of Supervisors of Nhi Hiep Brick Tile co-operation
- Gender: Male
- Date of birth: 06/12/1986
- Place of birth: Bien Hoa City
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Bien Hoa City, Dong Nai Province
- Place of residence:

Office contact phone number:

- Education level: 12/12
- Professional level: Bachelor of Economics
- Position at another organization: Head of the Organization and Administration Department of Binh Duong Materials and Construction corporation.
- The number of shares owned and represented:
 - + Number of shares owned: 0 shares
 - + Number of representative shares: None

b. *Activities of the Board of Supervisors:*

In 2024, the Supervisory Board conducted monitoring of the company's activities within its scope of authority, including:

- Check and supervise the implementation of the Resolution of the General Meeting of Shareholders, Resolution of the Board of Directors, Charter and working regulations between the Chairman of the Board of Directors and the Director, and internal documents issued to serve the management and operation of the enterprise.
- Reviewing and supervising the execution of business plans and technical-economic indicators of the Company.
- Assessing the legality and reasonableness of business operations, bookkeeping, and financial reporting of the Company and its subsidiaries.
- Monitoring compliance with information disclosure regulations set by the State Securities Commission.
- Discussing issues raised in the audited financial statements with the independent auditors.
- Consulting with the Company's management on the 2025 business plan.

Through the work results, the Board of Supervisors has reported to the Board of Directors and the Board of Management of the Company the remaining shortcomings, and at the same time proposed solutions to resolve and handle such as: payment collection procedures; Calculation and accounting of accounts; additional analysis and pre-quotation of expenses, etc. All proposals and recommendations are considered and resolved by the Board of Directors and the Board of Management within the scope of their authority as stipulated in the Company Charter and relevant legal documents.

The Board of Supervisors has assigned tasks to the supervisors and organized regular meetings in accordance with the provisions of the Enterprise Law and the Company's Charter. Fully participated in meetings of the Company's Board of Directors on orientation and decision-making on issues related to Production and Business.

Monitoring the Implementation of GMS Resolutions.

The Board of Directors has implemented the Resolution of the 2024 General Meeting of Shareholders as assigned.

- Implement the production and business targets assigned by the General Meeting of Shareholders as presented in the report.
- Allocated and distributed funds according to the approved resolutions.
- Negotiated and signed an auditing contract with AASC Auditing Company for financial statement audits.
- Taking good care of the lives of the Company's staff helps speed up the implementation of annual planning targets assigned by the General Meeting of Shareholders.

Regarding the audit of the financial statements for the year 2024:

The supervisory board has conducted an assessment of the financial statements of Nhi Hiệp Brick and Tile Joint Stock Company for the fiscal year 2024, with the following results:

- The quarterly financial reports of the Company are prepared and submitted on time, in accordance with legal regulations. This helps the Board of Directors and the Management Board to obtain timely information for managing and operating the Company's
- The financial report for 2024 has been audited, accurately and fairly reflecting the Company's financial situation, in compliance with legal regulations and current accounting standards and practices.
- Recording, opening accounting books, organizing management, storing documents and records, and preparing and submitting financial reports in accordance with regulations.
- Nhi Hiep Brick Tile co-operation has submitted and disclosed periodic reports to the Securities Commission and the Hanoi Stock Exchange in accordance with the regulations of the Ministry of Finance regarding information disclosure in the stock market.

Results of monitoring the performance of management and operation tasks of the Board of Directors, Board of Management and management staff:

- In 2024, the Board of Directors held 6 regular meetings. In addition, to prohibit actions in response to Resolutions and decisions, the Board of Directors collected written opinions from Board members. The Board of Directors has seriously implemented the Resolutions of the General Meeting of Shareholders. The Board of Directors has issued Resolutions and decisions related to production and business activities, investment and construction orientations, and personnel organization in accordance with regulations and the company adjusted.
- The Board of Directors has performed well its role in directing, supervising and supporting the Board of Directors in effectively managing production and business activities and has achieved the production and business targets approved by the General Meeting of Shareholders.
- The Board of Directors has made efforts to manage production and business, determined to overcome difficulties, to implement the 2024 production and business plan approved by the Annual General Meeting of Shareholders and the Resolutions and Decisions of the Board of Directors.
- The Board of Supervisors found that the Board of Management had carried out the Company's business activities in accordance with the recommendations of the Board of Directors

- At the time of reporting, the Board of Supervisors has not received any complaints related to the positions of the Board of Directors and the Board of Management. The Board of Supervisors has not seen any abnormalities in the activities of the Board of Directors, the Board of Management and the company's management staff.

- The Supervisory Board agrees to approve the business performance report, profit distribution plan, and fund allocations of the Company.

- Remuneration of the Board of Directors and the Board of Supervisors is paid according to the resolution of the 2024 General Meeting of Shareholders.

The coordination between the Supervisory Board, the Board of Directors, and the Executive Board:

In the year, the coordination between the Supervisory Board, the Board of Directors, and the Management Board was carried out effectively. The Board of Directors, the Management Board, and the departments within the Company provided significant support and facilitation for the Supervisory Board to successfully complete its tasks.

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

a) **Salary, rewards, remuneration and benefits:**

The 2024 shareholders' meeting has decided to approve the allocation for the bonus fund and the remuneration fund for the Board of Directors and the Supervisory Board at 5% of after-tax profit. However, due to the ineffective business results in 2024, the Company will not disburse remuneration for that year. Nevertheless, during the year, the Company has paid the remaining remuneration from the previous year and the specific salaries for each member of the Board of Directors, Supervisory Board, and Executive Board as follows

No	Position	VND/year	Note
1	Chairman of the Board of Directors	14.165.000	
2	Member of the Board of Directors	7.083.000	
3	Head of Board of Supervisors	7.083.000	
4	Member of Board of Supervisors	3.541.500	
5	Director	369.982.700	
6	Chief Accountant	259.663.317	

b) **Share transactions by internal shareholders:**

In 2024, the company has transactions related to the shares of its internal members and the related parties of the internal members of the company as follows:

No	Transaction executor	Relationship with internal persons	owned at the beginning of the period	Number of shares owned at the end of the period	Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
01	Mr. Mai Van Chanh	Mr. Mai Anh's father	21.498	0	Reduce ownership ratio.
02	Ms. Dang Kim Tan	Mr. Mai Anh's	19.630	0	Reduce ownership

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		mother			ratio
03	Mr. Nguyen Thai Ngoc	Major share holder	329.000	0	Reduce ownership ratio
04	Nui Nho Stone Joint Stock Company	Mr. Nguyen Quoc Binh Member of the Board of Directors of Nui Hiep Brick Tile co-operation	0	595.242	Increase ownership rate.

c) **Contracts or transactions with internal shareholders:** In the year, the company signed a distribution agreement for construction materials and a stone processing contract with Binh Duong Materials and Construction corporation; signed a distributor agreement for the sale of construction materials with Nui Nho Stone Joint Stock Company.

d) **Assessing the Implementation of regulations on corporate governance:** The implementation of corporate governance regulations is carried out uniformly by the company in accordance with the established corporate governance standards.

VI. Financial statements

1. Auditor's opinions

Regarding the financial statements of the Company for the fiscal year ending December 31, 2024.

To: SHAREHOLDERS, BOARD OF DIRECTORS, AND BOARD OF MANAGEMENT NHI HIEP BRICK – TILE CO-OPERATION

We have audited the consolidated financial statements of Nui Hiep Brick – Tile Co-operation and its Subsidiary ("the Company"), prepared on March 25, 2025, set out on page 06 to 41, which comprise the consolidated balance sheet as at 31 December 2024, the consolidated income statement and the consolidated cash flow statement for the year then ended and the notes thereto.

The Board of Management's Responsibility

The Company's Board of Management is responsible for the preparation and fair presentation of these financial statements in accordance with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and the statutory requirements relevant to the preparation and presentation of the consolidated financial statements and for such internal control as the Board of Management determines is necessary to enable the preparation and presentation of the financial statements are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial consolidated statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical regulations and standards, plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including assessments of the risk of material misstatement in financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to Company's preparation and fair presentation of the 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 Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Company's Board of Management, as well as evaluating the overall presentation of the financial statements.

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

The opinion of the auditor:

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

Ho Chi Minh City, March 25, 2025

**Southern Auditing and Accounting Financial
Consulting Services Company Limited - AASCs**
Deputy Director

(Signed)

Le Kim Ngoc

Audit Practising Registration Certificate:
0181-2023-142-1

Auditor

(Signed)

Chu The Binh

Audit Practising Registration Certificate:
1858-2023-142-1

VII. Audited financial statements

Include: Separate and consolidated balance sheets; Report on the results of separate and consolidated business operations; Separate and consolidated cash flow statements; The explanatory report on the separate and consolidated financial statements in accordance with the regulations of accounting and auditing law has been published by the Company on the portal of the State Securities Commission and is available for download on the company's website at the address: gachngoinhihiep.com.

Binh Duong, day 15th, April, 2025



LAM THANH LAM