

**UNUSUAL INFORMATION DISCLOSURE**

**Dear: State Securities Commission  
Hanoi Stock Exchange**

**1. Organization name:** VKC Holdings Joint Stock Company

- Stock code: VKC

- Address/Address: 854 National Highway 1K, Chau Thoi Quarter, Ward Binh An, City Di An, Binh Duong Province

- Contact phone: 097186 6916

- E-mail: [info@vkcholdings.vn](mailto:info@vkcholdings.vn) Website: [vkcholdings.vn](http://vkcholdings.vn)

**2. Contents of disclosure/Contents of disclosure:**

*VKC Holdings Joint Stock Company announced its 2024 annual report*

**3. This information was announced on the company's website on March 28, 2025 at link <https://vkcholdings.vn/quan-he-co-dong.htm>**

We hereby pledge that the above published information is true and fully responsible before the law for the content of the published information.

**Attached documents:**

*Annual report of VKC Holdings Joint Stock Company in 2024*

**VKC HOLDINGS JOINT STOCK COMPANY**

*Legal representative*

*(Sign, indicate full name, position, stamp)*



**PHAM HOANG PHONG**



# ANNUAL REPORT 2024

## VCK HOLDINGS JOINT STOCK COMPANY (CODE: VKC)

I. General information :	3
1. Overview :	3
2. Business	5
3. Information on governance model, business organization and management apparatus:	5
4. Development orientation:	6
5. Risks	7
II. Operational situation during the year:	9
1. Production and business situation	9
2. Organization and personnel	10
3. Investment situation, project implementation situation	13
4. Financial situation	13
5. Shareholder structure, changes in owner's capital.	15
6. Company environmental and social impact report	16
III. Report and assessment of the Board of Directors	18
1. Evaluation of production and business performance	18
2. Financial situation	18
3. Improvements in organizational structure, policies, management :	19
4. Future Development Plan	19
5. Board of Directors' explanation of audit opinion :	19
6. Assessment Report on Corporate Social and Environmental Responsibility	19
IV. Board of Directors' assessment of the Company's performance	20
1. Board of Directors' assessment of the Company's operations	20
2. Board of Directors' assessment of the performance of the company's Board of Directors	21
V. Plans and directions of the Board of Directors :	21
VI. Corporate governance	21
1. Board of Directors :	21
2. Board of Supervisors	24
3. Transactions, remuneration and benefits of the Board of Directors, Board of Management	



and Board of Supervisors/Audit Committee .....	2 8
VI. Financial statements .....	29
1. Audit opinion .....	2 9
2. Audited financial statements : .....	2 9

# CONTENT

## I. General information:

### 1. Overview:

- Trading name : VKC HOLDINGS JOINT STOCK COMPANY
- Business registration certificate No.: 3700510650 dated July 28, 2022, 27th change issued by the Department of Planning and Investment of Binh Duong Province on July 12, 2024
- Charter capital : 200,000,000,000 VND
- Owner's investment capital : 200,000,000,000 VND
- Address : No. 854 National Highway 1K, Chau Thoi Hamlet, Binh An Ward, Di An City, Binh Duong
- Phone number : 097 186 6916
- Website: <https://vkcholdings.vn/>
- Stock code: VKC
- Formation and development process :

The company's predecessor was Vinh Khanh Rubber and Plastic Private Enterprise, established in 1993 in Song Be province (now Binh Duong province). Vinh Khanh's field of operation is the production and trading of plastic pipes for the postal and telecommunications industry.

<b>1995</b>	The enterprise changed its name to Vinh Khanh Company Limited with a charter capital of 5.3 billion VND according to Establishment License No. 396/GB.UB issued No. 4399/GP-TL-DN-02 dated December 5, 1995 issued by the People's Committee of Song Be province.
<b>1997</b>	The company increased its charter capital to VND 8.7 billion, added a number of business lines, invested in the telecommunications industry, starting with the production of subscriber telephone wires (dropwire).
<b>1999</b>	The company is aware of the importance of applying a quality management system. Vinh Khanh is one of the pioneering Vietnamese private enterprises in investing in building a quality management system according to ISO 9001 standards .
<b>2002</b>	With the efforts and progress over the past 5 years, Vinh Khanh was recognized by the ASEAN Plastic Industry Federation as "Outstanding Unit for 5 consecutive years 1997 – 2001" (Top 60). Vinh Khanh's efforts continued to be recognized by the Vietnam Plastics Association and awarded the certificate of merit "Excellent Enterprise for 5 consecutive years 1997 – 2002" (Top 24) because in 5 years, it had a growth rate of 15% - 25% in terms of revenue, profit, payment to the State



	Budget and salary increase for employees.
<b>2003</b>	Vinh Khanh was equitized and renamed Vinh Khanh Joint Stock Company according to Business Registration Certificate No. 4603000070 dated June 2, 2003 issued by the Department of Planning and Investment of Binh Duong province. 2003 was a turning point in the development history of Vinh Khanh because in this year Vinh Khanh has boldly arranged and streamlined the business structure in a more efficient direction.
<b>2005</b>	The company is officially named Vinh Khanh Plastic Cable Joint Stock Company, with charter capital of 85 billion VND.
<b>Year 2008</b>	Due to the technological transition from using copper cables to fiber optic cables in the telecommunications industry, Vinh Khanh decided to invest in research and develop the production of new products - LAN (Local Area Network) cables and became the first factory in Vietnam to produce Slim and Flat LAN cables, serving the export market.
<b>Year 2009</b>	With the desire to expand development, Vinh Khanh increased its charter capital to 130 billion VND and issued additional shares to raise capital to expand production and business.
<b>2010</b>	The company is officially listed on the Hanoi Stock Exchange with stock code VKC.
<b>2014</b>	Vinh Khanh has actively promoted research and development activities, invested in repairing and equipping machinery to meet new technology, brought in foreign training experts to support, and launched breakthrough products to expand the market and diversify products. For 5 consecutive years, the Company has been ranked in the top 500 fastest growing enterprises in Vietnam FAST500 by Viet Nam Report, independently researched and evaluated and updated regularly. The import and export situation is guaranteed to be stable and take advantage of export, diversify products, and increase quantity to increase the proportion of revenue.
<b>2015</b>	Production activities of all types of business grew from 30% to 70%. The company emphasized many advantages of the export segment thanks to traditional customers and plans to expand to foreign markets.
<b>2016</b>	The company increased its charter capital to 200 billion VND to invest in manufacturing and trading telecommunication cables.
<b>2017</b>	The company changed its business registration content, adding 2 more business lines. Currently, the company has a total of 26 business lines.
<b>2019</b>	VKC implements a comprehensive restructuring plan, focusing on core business



	areas with room for future development.
<b>2021</b>	Vinh Khanh Plastic Cable Joint Stock Company changed its name to VKC Holdings Joint Stock Company
<b>2022</b>	Having gone through many changes in business operations and shareholder structure, VKC Holdings has gradually resolved and overcome the impacts in the past time.
<b>2023</b>	It was a year of severe economic crisis both domestically and internationally. With the efforts of the Board of Directors, VKC Holdings is gradually resolving the remaining difficulties of the old Board of Directors.
<b>2024</b>	<p>The new management board is determined to thoroughly handle the situation, has made provisions for bad debts and difficult-to-recover capital contributions, and requested to write off bad debts of three branches at the 2024 Shareholders' Meeting (July 26, 2024) .</p> <p>Establish and develop 2 subsidiaries, Vinh Khanh Investment and Business Joint Stock Company ( VKB) and Vinh Khanh Plastic Cable Manufacturing Joint Stock Company ( VKM ) to have the opportunity to recover and develop production and business from these two companies .</p>

## **2. Business lines:**

- Manufacturing industry: VKC specializes in manufacturing and supplying camera cables , LAN cables , telecommunication cables, optical cables, electric wires, plastic pipes and accessories of all kinds. VKC's cable and plastic pipe products are of good quality, not only meeting domestic standards (TCVN) but also meeting many international standards, creating VKC's brand and reputation in the market.
- Business: VKC trades in tire and tube products with over 20 years of experience, creating prestige with customers and partners.

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

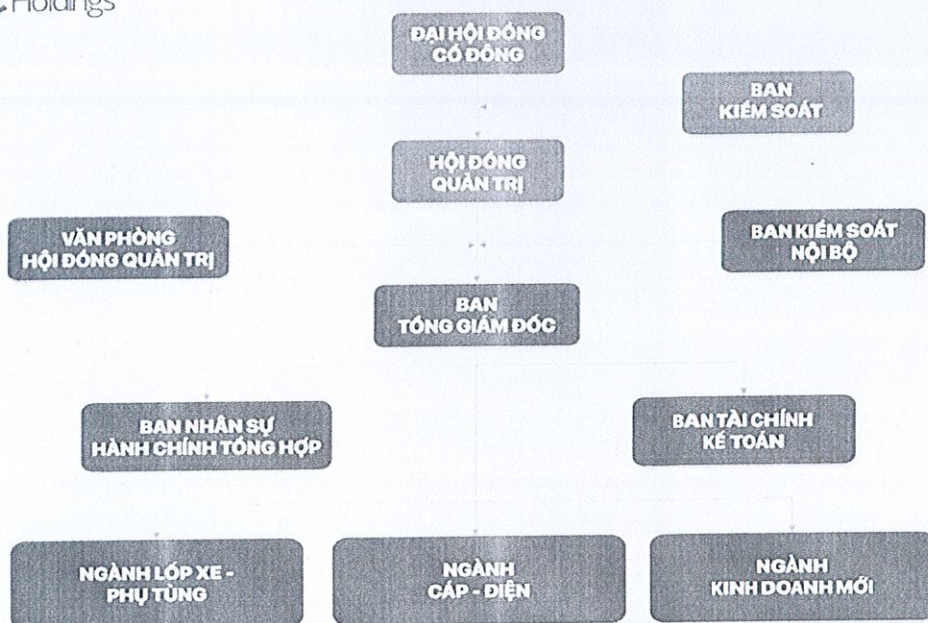
### **a. Management model**

VKC Holdings is operating under the model of a Joint Stock Company with an organizational structure according to Point a, Clause 1, Article 137 of the Enterprise Law 59/2020/QH14. including the General Meeting of Shareholders, Board of Directors, Board of Supervisors and Board of Management.

### **b. Management structure:**



## SƠ ĐỒ TỔ CHỨC



### c. Subsidiaries, affiliates: (\*)

(\*) Resolution of the Board of Directors No. 148/2024/VKC/NQ-HĐQT dated September 26, 2024 of the Company approved the investment in capital contribution of 2 subsidiaries: Vinh Khanh Investment and Business Joint Stock Company, Vinh Khanh Plastic Cable Production Joint Stock Company.

### 4. Development orientation:

#### a. The main objectives of the Company :

The most important goal is to resolve the company's previous outstanding issues (before 2023): Issuance and use of 200 billion capital from bond issuance, inventory issues, old outstanding debts, overdue bank debts. Actively take inventory to recover receivables and debts to supplement capital for the company and limit the impact on the interests of VKC shareholders.

Researching market trends and developing products to increase the company's market share in the national market, especially the market share of tire and tube trading, to maintain its business position in the market.

Cable and plastic products manufactured by the company maintain their brand and reputation in the market, creating a strong, prestigious VKC Holdings brand that bears the unique mark of the enterprise.

With the goal of bringing profits and practical benefits to shareholders , VKC implements effective production and business operations, uses costs reasonably, and strengthens and maintains sustainable relationships with strategic partners and potential customers .



#### **b. Medium and long term development strategy :**

VKC wishes to maintain steady growth in market share, focus on core manufacturing industries (cable manufacturing), emphasize scientific and technical improvements and exploit business opportunities, diversify trade of potential products (tires, plastic products for the construction industry, etc.).

With the aim of maintaining and enhancing the value of the Company's production and business activities, in addition to product research and development, human resources are also an important factor for the Company. VKC establishes an effective control system, builds a team of qualified, high-quality, and highly disciplined human resources to serve well the management or operation of production and business activities. The Company sets out salary and bonus policies appropriate to the business performance and production capacity of each employee depending on each position.

VKC always tries to maintain a harmonious balance between profits and expenses, focusing on financial control to ensure cash flow balance in production and business.

#### **c. The Company's short- and medium-term sustainability goals (environmental, social and community) and related key programs**

All production and business activities of VKC are always strictly implemented based on environmental regulations, strictly complied with and monitored to avoid violations of regulations of the State and local authorities.

VKC invests and supplies products to the market with the motto "Conveying trust, Committing quality", which is the foundation for the development of the Company. The Company always focuses on innovating and improving product quality, aiming at the benefits and satisfaction of customers.

In addition to the goal of increasing business efficiency and expanding market share, VKC is also committed to the responsibility of implementing green development goals. The company responds to and participates in local charity activities and actively participates in community support work, maintaining regular contributions to the state budget.

### **5. The risks**

#### **a. Economic risk**

Economic risks are defined as systemic risks created by macro factors, in which the basic factors affecting business activities are: Economic growth rate and construction and real estate industries; inflation rate and interest rate. Specifically, a strong and stable economic growth will lead to an increase in demand for infrastructure serving production, business and living, including factories, offices for rent, public construction works, housing, etc. On the contrary, economic instability or recession will affect the demand for infrastructure development and negatively impact the production and business activities of the industry in general and the Corporation in particular.

In 2024, the world economic situation in general and Vietnam in particular will suffer many fluctuations due to the need to recover the economy of countries after the pandemic, the



prolonged war between Russia and Ukraine will cause inflation to increase. In Vietnam, according to the General Statistics Office, the Gross Domestic Product (GDP) will increase by 7.09% compared to 2023, this figure is not affected by many fluctuations in the world but due to the determination to recover and develop the economy, maintain macroeconomic stability, monetary and fiscal policies are managed proactively, flexibly and effectively, inflation is under the control of the Government.

For VKC's production and business activities, fluctuations in the economy have a great impact on the business situation and development orientation of the Company. VKC is on the path to recovery, regaining its position and expanding its market share. Therefore, the Company always proactively monitors and updates the status of the macro economy in order to plan appropriate policies to prevent possible risks.

#### **b. Technology risk**

In the era of 4.0 technology, many activities through online methods are one of the most optimal solutions. At this time, the Internet has become one of the "most important items of every family", which contributes to promoting the production and business activities of VKC. However, fluctuations in economic development will change the country's telecommunications technology, thereby leading to the replacement of optical technology for copper cable technology, which will directly affect the production and consumption of copper cables of Vinh Khanh. Therefore, VKC has researched the conversion of production technology from telecommunication telephone cables to LAN (Local Area Network) cables, serving the export and domestic markets. At the same time, VKC also invested in optical cable production lines, serving the need for "FTTH" (Fiber to the Home) opticalization.

#### **c. Legal risks**

VKC Holdings operates under the model of a joint stock company and is listed on the HNX, so all of VKC's activities are subject to the provisions of the Enterprise Law, Securities Law, etc. In addition, the Company is an enterprise operating in the field of manufacturing and supplying cables - electricity, tires, so it must also comply with the Law on Environmental Protection and a number of related documents. Therefore, VKC always monitors and updates new regulations, promptly handles issues arising when legal documents are adjusted, ensuring that the Company's operations are continuous and in compliance with legal regulations.

#### **d. Business risk**

In the field of plastic pipe business, purchasing policies through bidding for construction projects with fluctuating quantities for each bidding package affect revenue and profit during the period. Therefore, in parallel with maintaining and developing construction customers, VKC also focuses on rebuilding civil plastic pipe distribution agents, a customer base with the expectation of bringing high revenue and profit in the future.

Currently, the domestic copper cable market still depends largely on the purchasing policy of the buyer. VKC Company has been expanding the product consumption market for telecommunications service providers such as VNPT, FPT ... and some export markets such as the United States, Japan, Philippines ... At the same time, with the new LAN cable product, the company aims to develop the export OEM market (foreign products processed domestically) and



expand the domestic distribution system to diversify customers .

#### **e. Competitive risks**

The business of network cables and tires in recent years has seen the presence of large enterprises and international brands, putting VKC in an increasingly competitive environment with many worrying challenges . Due to the increasing demand for Internet use, network cable products need to prioritize quality, durability and good transmission. It is alarming that there are counterfeit cables on the market, made from large network cable brands, with cable cores made from cheap materials, inappropriate twist design, and incompatibility with technical parameters on the device.

#### **f. Risk of raw material price fluctuations**

Raw materials account for a large proportion of product costs, so fluctuations in raw material prices will affect the Company's business performance. The main raw materials in production are copper and plastic. In addition, copper prices have also increased in the last months of 2024 and are forecast to continue to increase in the future when the global economy recovers strongly. To cope with the risk of fluctuations in raw material prices, VKC has conducted production planning, monitoring and research to evaluate fluctuations in raw material prices in the world as a basis for stockpiling and rationalizing production processes to reduce material loss...

#### **g. Interest rate risk**

With the specific business characteristics of the field requiring the use of borrowed capital in addition to its own capital, the Company always needs to maintain investment capital and production and business activities. Therefore, if the loan interest rate fluctuates sharply, it will put pressure on the cash flow to be paid, thereby affecting the overall business performance and the project performance in particular.

Based on VKC's financial report as of December 31, 2024, the Company has a debt of more than VND 485.4 billion , of which all are short-term debts. VKC's current loans are mainly credit loans from credit institutions and bond items worth VND 200 billion.

Therefore, the Company always proposes solutions to minimize the risk of loss and limit the impact of interest rates such as planning to pay on time for each loan. VKC regularly monitors interest rate fluctuations in the market to proactively propose methods to minimize the impact of interest rate risks, while taking advantage of opportunities from government policies to be able to use capital at low costs.

#### **h. Other risks**

Unforeseen risks such as natural disasters, droughts, storms, floods, fires, epidemics, etc. all have a major impact on the Company's business operations. To minimize the risk of damage , VKC has carried out tasks such as monitoring, checking, maintaining machinery and equipment, updating news, signing insurance contracts for assets and people to minimize possible losses.

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

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

#### **a. Business performance results during the year:**



Unit: Dong

STT	Target	TH 2023	TH 2024	TH 2024/2023
1	Net revenue	29,966,045,220	24,870,207,591	83%
2	Cost of goods sold	36,361,630,312	38,927,246,599	107%
3	Financial revenue	302,614,827	36,611,700	12%
4	Financial costs, sales and business management	83,499,149,713	146,445,107,336	175%
5	Profit from business operations	(89,592,119,978)	(160,465,534,644)	
6	Other profits	1,173,797,157	2,554,273,526	
7	Profit before tax	(88,418,322,821)	(157,911,261,118)	
8	Profit after tax	(88,418,322,821)	(158,521,257,014)	

Going through 2024 with many major fluctuations from the mistakes of the previous management board and shareholders has caused huge losses to VKC and other shareholders. When the lack of liquidity of working capital from the cash flow regulation of the old management board, at the same time the outstanding debt is too large, VKC cannot mobilize loans from credit institutions and this has made it impossible for VKC to re-establish its core business activities.

The Company's business and financial indicators have all seriously declined, the Company lacks capital for operations, outstanding debts and interest payments are large, and it cannot access credit capital. Especially after the new Board of Directors determined to handle the backlog, it had previously set aside provisions for receivables, set aside provisions for bad debts and requested debt cancellation of 3 branches. Specifically, in 2024 Net revenue recorded reached 24.87 billion VND, equal to 83% compared to 2023, profit after tax was negative 158.52 billion VND (compared to 2023, negative 88.42 billion).

## 2. Organization and personnel

### a. List of Executive Board :

As of December 31, 2024

STT	Member	Position	Number of shares owned	Ownership ratio
1	Mr. Pham Hoang Phong	General Director	0	-



2	Mr. Vo Van Viet	Chief Accountant	0	-
---	-----------------	------------------	---	---

**Executive Board Profile:**

**1. Mr. Pham Hoang Phong**

- ♦ Year of birth : 1966
- ♦ Professional qualification : Master Business administration
- ♦ Work process:

- June 24, 2024 – present: General Director of VKC

- ♦ Current position at other organizations : None

**2. Mr. Vo Van Viet**

- ♦ Year of birth: 1982
- ♦ Work history: Appointed as Chief Accountant of VKC Holdings from December 2, 2024 - present
- ♦ Current position at other organizations : None

**b. Changes in the executive board in 2024 :**

STT	Member	Position	Dismissal Date	Date of appointment
1	Mr. Nguyen Van Thai	General Director	07/26/2024	
	Mr. Pham Hoang Phong	General Director		June 24, 2024
2	Mr. Vo Xuan An	Chief Accountant	12/02/2024	
3	Mr. Vo Van Viet	Chief Accountant		12/02/2024

**c. Number of staff :**

STT	Criteria	2023		2024	
		Number (people)	Proportion (%)	Number (people)	Proportion (%)
I	By labour level	32	100%	23	100%



1	University and post-graduate level	13	40.6 %	7	30.43%
2	College level, professional secondary school	4	12.5 %	2	8.69%
3	Primary and Technical Workers	1	3.1 %	1	4.34%
4	General labour	14	43.8 %	13	56.52%
<b>II</b>	<b>By gender</b>	32	100%	23	100%
1	Male	26	81.25 %	19	82.60%
2	Female	6	18.75 %	4	17.39%

d. Average income

Target	Year 20 21	Year 20 22	Year 202 3	Year 202 4
Average income (VND/person/month)	8,787,000	8,793,000	10,778,284	12,800,000

**Human resource policy**

- Training policy

With the goal of expanding market share and improving product quality, the Company recognizes the importance of human resources, so the Company promotes the development of a team of highly skilled and professionally qualified personnel. The Company maintains training plans and policies to foster and improve the expertise of its staff, especially training to improve the skills of workers and professional qualifications of management staff. In addition, VKC also invites industry experts to provide guidance on operating procedures for modern machinery and equipment, using new technology to improve the skills of employees. To ensure safety at work, workers are further trained in fire prevention and fighting knowledge to ensure that safety is paramount.

- Recruitment policy

In order for production and business activities to progress stably, in addition to training and building a quality staff, VKC also attracts other labor sources. VKC sets out requirements on standards, professional qualifications, skills, experience, and corresponding to those requirements, appropriate salary and bonus policies. In addition, the Company builds a harmonious working environment, recruits dynamic, creative, and responsible human resources to complete tasks to develop with VKC.



- Work environment

VKC operates in the field of manufacturing and trading tire tires, electric cables, and optical cables, so VKC always wants to ensure the best working environment, motivating employees to complete assigned tasks and responsibilities. Workers are fully equipped with labor protection equipment during production. VKC always emphasizes safety at work, and the machinery and equipment in the Company are always reviewed and inspected according to legal requirements.

- Salary, bonus, welfare and treatment policy

The workforce is a resource that supports the Company in all areas of production and business activities. The Company always implements policies for employees in accordance with the law, such as issues related to social insurance, health insurance, and unemployment insurance based on the salary received. The salary and bonus levels in the Company are monitored based on capacity, work performance, and ability to contribute to VKC and are calculated fairly and transparently. In addition, to attract talent to stay long-term, the Company implements flexible promotion policies. In addition to appropriately adjusted salaries, the Company also implements other policies such as periodic health check-ups, especially in recent years when the pandemic has been intense, VKC has carried out sufficient disease prevention work for staff, ensuring the health of workers.

### 3. Investment situation, project implementation situation

a. Major investments : **Do not have**

b. Subsidiaries , affiliates : **None**

### 4. Financial situation

a. *Financial situation (Unit: Dong)*

STT	Target	2023	Year 202 4	2024 / 2023
1	Total asset value	358,691,235,185	243,846,247,585	68.0%
2	Net revenue	29,966,045,220	24,870,207,591	83.0%
3	Profit from business activities	(89,592,119,978)	(160,465,534,644)	
4	Other profits	1,173,797,157	2,554,273,526	
5	Profit before tax	(88,418,322,821)	(157,911,261,118)	
6	Profit after tax	(88,418,322,821)	(158,521,257,014)	
7	Dividend yield ratio			-

106  
GT  
PHÂN  
OLDI  
T. BINH



In 2024, after deciding to handle the remaining issues from the violations of the previous management boards, VKC made provisions for bad debts, made provisions for bad capital contributions and requested to write off bad debts of 3 branches. This has seriously affected the Company's business figures, so comparing these indicators will not be very meaningful at this stage. However, VKC is in the process of restructuring its operations, controlling operating costs such as business management costs, sales costs, etc. as well as resuming core business production is what the Company is aiming for.

**b. Key financial indicators:**

Target	Unit	Year 20 23	Year 20 24
<b>1. Payment capacity indicators :</b>			
<b>Current ratio :</b> ( <i>Current Assets/Current Liabilities</i> )	Time	0.58	0.392
<b>Quick ratio :</b> ( <i>Current assets - Inventory</i> ) / <i>Current liabilities</i> )	Time	0.53	0.386
<b>2. Capital structure indicators :</b>			
<b>Debt/Total Assets Ratio</b>	%	1.23	1.99
<b>Debt/Equity Ratio</b>	%	-	-
<b>3. Performance indicators :</b>			
<b>Inventory Turnover</b> ( <i>Cost of goods sold / Average inventory</i> )	Ring	1.72	13.9
<b>Total asset turnover</b> ( <i>Net revenue/Average total assets</i> )	Ring	0.08	0.1
<b>4. Profitability indicators :</b>			
<b>Profit after tax/Net revenue ratio</b>	%	-	
<b>Profit after tax/Average equity ratio</b>	%	-	
<b>Profit after tax/Average total assets ratio</b>	%	-	
<b>Operating Profit Ratio/Net Revenue</b>	%	-	

**Solvency ratio:**

In general, VKC's solvency indicators in 2024 all decreased sharply when short-term debt



increased by 10% from VND 442 billion to VND 485 billion, on the contrary, short-term assets decreased sharply from VND 255 billion to VND 193 billion, equivalent to a decrease of more than 24.4%. The provision for bad debts and debt cancellation requests from three branches were the main reasons for the sharp decline in the short-term asset structure. Meanwhile, the high increase in short-term financial debt and interest (accumulated) has affected the decline in the Company's solvency indicators as above.

***Capital structure indicators:***

As of December 31, 2024, the Debt/Total Assets ratio has increased from 1.23 times to 1.99 times, meaning that assets are not enough to pay debts. The main reason comes from the sharp decline in short-term assets analyzed above.

Moving in the same direction as the Debt/Total Assets ratio, the Debt/Equity ratio also changed significantly when recording a negative business result of VND 158.52 billion, causing the equity to be seriously affected.

***Performance indicators:***

By the end of 2024, the Company's inventory turnover had increased sharply from 1.7 to 13.9 due to the sale of expired liquidation goods. Inventory during the period decreased from VND 21 billion to VND 2.9 billion, mainly due to the company's liquidation of inventory. The cash flow regulation of the old Board of Directors caused outstanding loans to increase, and the bank did not grant a credit limit, thereby causing VKC to have no working capital to resume production and business activities.

Meanwhile, total asset turnover increased from 0.08 times to 0.1 times. The main reason is that total assets in 2024 decreased by more than 32% compared to total assets in 2023.

***Profitability indicators:***

VKC's profitability indicators do not have much analytical value during this period when the backlog handling has affected VKC's after-tax profit, recording a negative VND 158 billion.

**5. Shareholder structure, change in owner's equity.**

**a. Shares :**

**Total number of shares issued:**

- **Number of outstanding shares:** 19,279,000 shares
- **Number of treasury shares:** 721,000 shares

**Type of shares:** Common stock

**Par value of shares:** 10,000 VND/share

**b. Shareholder structure (As of December 31, 2024):**

No	Type of shareholder	Number of shareholders	Number of shares	Ownership ratio
----	---------------------	------------------------	------------------	-----------------



<b>I</b>	<b>Domestic shareholders</b>	<b>1462</b>	<b>19,119,986</b>	<b>95.6%</b>
<b>II</b>	<b>Foreign shareholders</b>	<b>12</b>	<b>159,014</b>	<b>0.8%</b>
<b>III</b>	<b>Treasury Stock</b>	<b>-</b>	<b>721,000</b>	<b>3.6%</b>
<b>Total (I+ II+III)</b>		<b>2176</b>	<b>1474</b>	<b>20,000,000</b>

Maximum foreign ownership ratio: 49%

c. Owner's capital change situation in 2024: None

d. Treasury stock transactions : None

e. Other securities : None

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

### **a. Environmental impact:**

The Vinh Khanh Plastic Cable brand has been built for more than 25 years. In addition to focusing on improving product quality and expanding market share, VKC also aims to carry out inspections of production and business activities at factories, ensuring that all activities are carried out in accordance with legal regulations related to environmental protection.

The company is always aware of its responsibility towards the environment and constantly improves production conditions to minimize the risks of environmental pollution. In addition, the company always properly carries out periodic and ad hoc environmental monitoring, reporting the monitoring results to relevant agencies in accordance with the provisions of law.

The company has plans and practices measures to respond to unusual incidents affecting the community and natural environment; periodically treats hazardous waste in accordance with regulations.

### **b. Raw material management:**

The main business areas of the Company are the cable industry, copper wire raw materials account for 65% of the production cost. In addition, raw materials in VKC's production activities are mainly imported from large, reputable suppliers in the international market such as Dow Chemical, Chengshin Ltd., Co. The Company always strengthens close relationships with its suppliers, so VKC's input materials are stable. In addition, VKC always has backup suppliers to ensure the quantity and quality of materials but the price is not different. The Company is affected by large fluctuations in raw copper prices, leading to the impact of exchange rate fluctuations, especially in the year when exchange rates are fluctuating unpredictably.

In the plastic pipe business, raw materials are imported domestically. To limit the impact of price increases, VKC applies measures such as: planning production, placing orders for each production batch based on the quarterly production and business plan, monitoring and updating



fluctuations in raw material prices on the world market to reserve raw materials. VKC is always aware that using energy effectively and economically is the foundation for the long-term, sustainable development of the Company.

**c. Energy consumption:**

The main energy source serving VKC's production and business process is electricity to serve the operation of the production lines. In addition, the Company uses DO oil to supply transportation vehicles. VKC always plans and uses energy reasonably. In addition, the Company periodically inspects machinery and equipment, upgrades production lines to ensure the quality of products brought to the market, and ensures the efficient and economical use of energy.

Energy consumption in the past year was used efficiently and economically by the Company.

The company always focuses on fuel cost management to ensure fuel sources at reasonable costs for factory and machinery operations.

**d. Water consumption :**

The water supply and water volume used at the factory is water from the Di An Water Supply Company. The company always tries to perform well in managing and using water resources effectively in production and business activities to reduce costs, save water resources and contribute to protecting the environment in the business area.

**e. Compliance with environmental protection laws:**

VKC always focuses on managing raw materials, fuel, and technological equipment in the production and supply chain, limiting the use of raw materials, ensuring that machinery and equipment are not damaged or leak waste that is harmful to the environment. In 2024, VKC had no violations related to environmental laws and regulations.

Number of times fined for non-compliance with environmental laws and regulations: **None**

Total amount of fines imposed for non-compliance with environmental laws and regulations: **None**

**f. Employee related policies:**

The company always strives to build a quality workforce, creating a dynamic, creative and safe working environment for employees. VKC has been and continues to fully perform its obligations to employees based on the provisions of the law. Employees' income is improved over time, based on efficiency, work productivity, and commitment to the Company to encourage the working spirit of staff. In addition, for employees who are planned, the Company will send them to attend external training courses on management and technical knowledge related to each job position. In addition, with a suitable salary of an average of 12 million VND/person/month, the Company also cares about the lives of employees, thereby improving the mental health of each individual, ensuring the goal of human resource development.

**g. Report on responsibility to local communities:**

As a part of society, the Company has a part of the responsibility to improve and develop the local community, VKC coordinates with the locality to organize the movement "Green - Clean -



Beautiful. Ensure occupational safety and hygiene", implement regulations and policies on labor protection. In addition, to ensure the safety of the working environment and surrounding environment, VKC builds and maintains fire prevention and fighting plans at factories and offices .

### III. Report and assessment of the Board of Directors

#### 1. Evaluation of production and business performance

2024 , is considered a year of many difficulties and great challenges but also many opportunities for the Vietnamese economy in general and the Company in particular. Accordingly, the Company's business activities were also seriously affected. In the face of high interest rates during the year to control inflation, along with fluctuations in key personnel and previous related violations, the Company encountered numerous difficulties . Net revenue recorded 24.9 billion VND and the Company's after -tax profit recorded a negative value of 158.5 billion VND .

#### 2. Financial situation

##### a. Asset situation (Unit: Dong)

Target	2023	2024	2024/2023	Proportion in 2023	Proportion in 2024
Current assets	255,873,795,983	193,510,686,593	75.6%	71.3%	79.4%
Long-term assets	102,817,439,202	50,335,560,992	49.0%	28.7%	20.6%
<b>Total assets</b>	<b>358,691,235,185</b>	<b>243,846,247,585</b>	<b>68.0 %</b>	<b>100.0%</b>	<b>100.0%</b>

In general, the asset structure in 2024 remained similar to the previous year when short-term assets accounted for a larger proportion (more than 70%) in the asset structure.

figures of short-term assets and long-term assets have fluctuated significantly , the indicators all decreased compared to the beginning of the period in 2024 :

- The main reason for the decrease in current assets is due to the cancellation of receivables of 03 Branches according to Resolution No. 110/NQ ĐCĐTN/VKC/2024 dated July 26, 2024.

- The main reason for the decrease in Long-term Assets is due to the provision for difficult-to-recover capital contribution of Khang Gia Hung Company according to Resolution No. 110/NQ ĐCĐTN/VKC/2024 dated July 26, 2024.

##### b. Debt situation (Unit: Dong)

Target	2023	2024	2024/2023	Proportion in 2023	Proportion in 2024
Short-term debt	442,839,184,037	485,425,229,710	109.6%	100.0%	100.0%
Long-term debt	-	-			



<b>Total liabilities</b>	<b>442,839,184,037</b>	<b>485,425,229,710</b>	<b>109.6%</b>	<b>100.0%</b>	<b>100.0%</b>
--------------------------	------------------------	------------------------	---------------	---------------	---------------

As of December 31, 2024, VKC's total liabilities were recorded at VND 485.42 billion, an increase of VND 42.59 billion, equivalent to 109.6% over the same period in 2023. All short-term debts of VKC are from loans and interest from financial institutions and bonds due for payment.

### **3. Improvements in organizational structure, policy and management :**

In 2024, VKC restructured key personnel and rearranged human resources in accordance with the actual situation to ensure the maintenance of company operations and overcome the backlog of previous years. Specifically, the company's human resources in 2023 were 32 people and in 2024 were 23 people.

### **4. Future development plans**

Production and business plan for 2024 : The resolute goal is to completely resolve outstanding issues, try to restore production and business activities through two newly established subsidiaries (VKB and VKM), restructure debt and reduce debt.

Investment plan: no new investment plan yet.

### **5. Board of Directors' explanation of audit opinion :**

In the 2024 audited financial statements, the auditor refused to give an audit opinion regarding the receivables and prepayments (debts) because it could not collect sufficient audit evidence to form the basis for an audit opinion.

Accordingly, the Company would like to explain as follows:

The archives of the old Board of Directors regarding the above debts (bad debts) are incomplete , the evidence collected by the current Board of Directors of the Company cannot be verified and the debt collection cannot be carried out. In 2024, the Company's Debt Collection Board contacted and verified these debts by many means, but almost did not collect many results. Specifically, the debt in the books recorded Ms. Nguyen Thi Loan: 25,330,876,560 VND and Tran Thi Huong Anh: 16,243,997,518 VND . The Debt Collection Board sent letters many times to Ms. Nguyen Thi Loan and Ms. Tran Thi Huong Anh to confirm the debt but could not contact them. At the same time, the Debt Collection Board also went to the local police of these women but could not contact and verify the relatives of these two women. At the end of 2024, according to the Audit regulations, the Company sent a letter to verify all of the Company's debts, but only a few Customers responded to confirm the debts. However, the current Board of Directors is continuing to implement and making strong efforts to collect evidence and data to report to relevant agencies and units with more complete information so that debt collection or lawsuits can be carried out.

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

#### **a. Assessment related to environmental indicators (water consumption, energy, emissions...) :**

VKC's main business and production areas are related to the production and supply of tire covers,



fiber optic cables, and plastic pipes. The company is always aware of the need to comply with legal regulations related to environmental protection. The company always focuses on controlling the amount of raw materials and energy used in the production lines at factories, the amount of waste and wastewater discharged into the environment during the production process, or issues affecting the environment in the Company's office. The Company's Board of Directors also makes plans for the reasonable use of raw materials and energy in production and business, ensuring compliance with environmental protection, maintaining and developing the productivity of the lines, and optimizing production costs.

**b. Labor issues :**

VKC aims to improve product quality and expand market share, so the Company always tries to build and maintain a stable, skilled workforce and a team of managers with high expertise and good skills. Currently, the Company has a team of experienced, highly skilled employees and to maintain that workforce, the Company has fully performed its obligations to employees such as paying accident insurance, health insurance, etc. In addition, based on the contribution and work results of each employee, the Company also offers appropriate salary and bonus policies. In addition, the Company also cares about the spiritual life of employees and organizes activities to increase cohesion in the working environment.

**c. Assessment related to corporate responsibility towards local communities :**

VKC not only focuses on production and business activities, the Company also cares about its responsibility for community development. The Company expands opportunities and creates jobs for local people. In addition, the Company participates in local activities to help and support disadvantaged households, people affected by the pandemic, and support areas affected by floods and natural disasters.

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

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

The Company's business and financial performance indicators all decreased seriously when net revenue was recorded at VND 24.9 billion and after-tax profit was negative VND 158.5 billion.

In 2024, based on the implementation of the role and functions of the Board of Directors, the Board of Directors of the Company has directed and supervised the Board of Directors in handling and overcoming difficulties and violations of the previous period, implementing production and business activities, mobilizing and managing capital resources.

However, the violations of the old management have greatly affected the production and business activities as well as the reputation and trust of the Company. The Board of Directors has continuously proposed solutions, sought solutions, handled the consequences and decided to handle previous violations according to the requirements of the relevant agencies. Through coordinating with the relevant agencies to handle previous violations , seriously responding to and complying with the requirements of the affected investors as well as trying to restore core production and business activities to overcome difficulties.

The Company's business and financial performance indicators in 2024 have not improved as net



revenue recorded VND 24.87 billion (83% compared to 2023) and after-tax profit was negative VND 158.52 billion (179% compared to 2023).

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

The Chairman of the Board of Directors chaired the meetings of the Board of Directors and, on behalf of the Board members, attended meetings with the Board of Directors and Heads of functional departments of the company to listen to reports on the organization and business activities, and gave direct instructions at the meetings.

In addition, members of the Board of Directors also regularly receive notifications from the Chairman of the Board of Directors via text, email or phone about the company's operations to unify opinions and make decisions. Therefore, the Board of Directors always closely and promptly grasps to direct and urge the activities of the Board of Directors. Specifically, the Board of Directors has supervised the Board of Directors in the following basic activities:

- Organize the 2024 Annual General Meeting of Shareholders.
- Invested capital to establish 2 subsidiaries.
- Asset liquidation and inventory liquidation.
- Handling bank debts, bonds.
- Directing and orienting production and business activities of the entire Company

## V. Plans and directions of the Board of Directors :

Continue to find solutions to handle the company's outstanding issues (bank debts, bond debts), as well as coordinate with authorities to search for and provide evidence and information related to violations in the issuance of the company's 200 billion bond lot.

Temporarily suspend production and business activities at the parent company (VKC) to focus on handling old backlogs and restoring VKC's core production and business activities through two subsidiaries (Vinh Khanh Investment and Business Joint Stock Company and Vinh Khanh Plastic Cable Production Joint Stock Company) .

## VI. Corporate governance

### 1. Board of Directors :

#### a. Composition and structure of the Board of Directors (As of December 31, 2024)

No	Member	Position	Number of shares owned	Ownership ratio	Managerial position at other organizations
1	Mr. Than Xuan Nghia	Chairperson	1,000,000	5.19%	Chairman of the Board of Directors and General Director of DNC Investment and Development Joint Stock Company



2	Mr. Nguyen Van Thai	Member	0	-	Do not have
3	Mr. Le Minh Chi	Member	51,000	0.25%	Do not have
4	Mr. Ta Ngoc Bich	Member	380,100	1.97%	
5	Mr. Nguyen Quang Huy	Member	0		Do not have
6	Ms. Pham Thi Lan	Member	1,197,200	5.69%	Do not have
7	Mr. Nguyen Trung Truc	Member	70	-	Do not have

- List of changes in Board of Directors members in 2024

No	Member	Position	Date of appointment	Dismissal Date
1	Mr. Nguyen Van Thai	Board Member	07/20/2022	07/26/2024
2	Mr. Le Minh Chi	Board Member	07/20/2022	07/26/2024

**b. Subcommittees of the Board of Directors: None**

**c. Supervisory activities of the Board of Directors over the Board of Directors:**

The Chairman of the Board of Directors chaired the meetings of the Board of Directors and, on behalf of the Board members, attended meetings with the Board of Directors and Heads of functional departments of the company to listen to reports on the organization and business activities, and gave direct instructions at the meetings.

In addition, members of the Board of Directors also regularly receive notifications from the Chairman of the Board of Directors via text, email or phone about the company's operations to unify opinions and make decisions. Therefore, the Board of Directors always closely and promptly grasps to direct and urge the activities of the Board of Directors. Specifically, the Board of Directors has supervised the Board of Directors in the following basic activities:

- Organize the 2024 Annual General Meeting of Shareholders.
- Invested capital to establish 2 subsidiaries.
- Asset liquidation and inventory liquidation.
- Handling bank debts, bonds.
- Directing and orienting production and business activities of the entire Company

- Specify the number of Board meetings .

No	Board Member	Number	of	Meeting	Reason	for	not
----	--------------	--------	----	---------	--------	-----	-----



		meetings attended	attendance rate	attending meeting
1	Than Xuan Nghia	12/12	100%	
2	Nguyen Van Thai	4		Dismissal April 17, 2024
3	Le Minh Chi	8		Dismissal 07/26/2024
4	Nguyen Trung Truc	12/12	100%	
5	Pham Thi Lan	4/4	100%	Appoint 07/26/2024
6	Ta Ngoc Bich	4/4	100%	Appoint 07/26/2024
7	Nguyen Quang Huy	4/4	100%	Appoint 07/26/2024

- The Board of Directors held 12 meetings in the form of direct meetings and written opinions. The specific contents of the meetings and the corresponding Resolutions issued are as follows:

No	Resolution Number	Day	Content	Passage Rate
1	07/QNBN/2024	22/01/2024	Dismissal of Mr. Nguyen Trung Truc from the position of Permanent Deputy General Director on January 22, 2024	3/3
2	47/2024/VKC/NQ-HĐQT	April 16, 2024	Extension of time to hold the 2024 Annual General Meeting of Shareholders, Appointment of Vo Xuan An as Chief Accountant	3/3
3	55/2024/VKC-NQ-HĐQT	April 23, 2024	Approval of the dismissal of General Director Mr. Nguyen Van Thai effective from May 2, 2024, Approval of the temporary authorization for Mr. Than Xuan Nghia - Chairman of the Board of Directors to operate VKC Holdings Company until a new General Director replaces and receives the handover of the legal representative and operations of the Company.	3/3
4	74/2024/VKC-NQ-HĐQT	May 16, 2024	Approving the finalization of the list of shareholders attending the 2024 Annual General Meeting of Shareholders: General Meeting of Shareholders on June 29, 2024, closing date June 5, 2024 .	3/3



No	Resolution Number	Day	Content	Passage Rate
5	77/2024/VKC-NQ-HĐQT	06/06/2024	Through the appointment of Ms. Quach Linh Chi - to hold the position of person in charge of corporate governance.	3/3
6	84/2024/VKC-NQ-HĐQT	June 19, 2024	Through the selection of auction unit: Minh Phap Joint Stock Auction Company carries out procedures to auction Vinh Long land assets according to legal regulations.	3/3
7	82/2024/VKC-NQ-HĐQT	June 20, 2024	Appointment of General Director Pham Hoang Phong 6/24/24	3/3
8	93/2024/VKC-NQ-HĐQT	June 29, 2024	Approval of the 2nd General Meeting of Shareholders on July 26, 2024	3/3
9	176.1/2024/VKC-NQ-HĐQT	07/23/2024	Through the addition of the debt write-off proposal to set aside provisions for bad debts. Through the list of candidates eligible to run for the Board of Directors, Board of Supervisors members. Approved the establishment of a committee to check the qualifications of delegates. Approved the update and addition of the plan for the proposal to handle mortgaged assets at Vietnam Prosperity Joint Stock Commercial Bank.	3/3
10	112b/2024/VKC-NQ-HĐQT	06/09/2024	Approval of changing the VKC Company seal sample from 7/30/24. The old seal is sealed and stored for use until 8/8/24.	5/5
11	148/2024/VKC-NQ-HĐQT	09/26/2024	Through capital contribution investment in 2 subsidiaries: Vinh Khanh Investment and Trading Joint Stock Company, Vinh Khanh Plastic Cable Production Joint Stock Company	5/5
12	150a/2024/VKC/NQ-HĐQT	10/01/2024	Through the agreement on the transfer of assets in Vinh Long.	5/5
13	179/QDBN/HĐQT/2024	12/02/2024	Through the appointment of Chief Accountant of VKC Holdings Joint Stock Company.	5/5

## 2. Board of Supervisor

### 2.1. Members and meetings of the Board of Supervisors



**a. Member information**

Status	Member	Title	Voting Share Ownership Ratio
1	Lam Hoang Hai	Prefect	0.00%
2	Pham Cong Tinh	Member	0.00%
3	Nguyen Thi Le (appointed on July 26, 2024)	Member	0.00%
4	Le Van Hiep (resigned June 10, 2024)	Member	0.00%

**b. Meetings of the Board of Supervisors**

Status	Minutes number and date	Number of attending	Content	Passage Rate
1	Minutes No. 01/2024/BB-BKS dated March 19, 2024	3/3	Monitor the implementation of the Resolution of the General Meeting of Shareholders. Review the 2023 Financial Report.	100%
2	Minutes No. 02/2024/BB-BKS dated April 2, 2024	3/3	Financial Report Q1 2024.	100%
3	Minutes No. 03/2024/BB-BKS dated August 16, 2024	3/3	Monitor the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders. Review the 2024 Semi-annual Financial Report .	100%
4	Minutes No. 04/2024/BB-BKS dated November 6, 2024	3/3	Monitor the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders. Review the 3rd Quarter 2024 Financial Report.	100%

**c. Remuneration and salaries, bonuses of the Board of Supervisors unit: VND**

Status	Name and Title	Income	Part-time income
1	Lam Hoang Hai	60,164,382	
2	Pham Cong Tinh	24,065,754	139,852,710



Status	Name and Title	Income	Part-time income
3	Nguyen Thi Le (appointed on July 26, 2024)	10,454,795	
4	Le Van Hiep (resigned June 10, 2024)	10,652,055	

## 2.2. ACTIVITIES OF THE BOARD OF SUPERVISION

Performing the tasks prescribed in the Company's Charter and the operating regulations of the Supervisory Board, in 2024, the Supervisory Board supervised the implementation of the Resolution of the General Meeting of Shareholders, supervised the Board of Directors ("BOD") and the Board of Management ("BOD") through:

- Participate in meetings of the Board of Directors as required, thereby the Board of Supervisors promptly grasps the actual business situation, participates in questioning and contributes opinions to the Board of Directors in implementing the Resolution of the General Meeting of Shareholders.
- Monitor the progress of implementation of the contents of the Shareholders' Meeting Resolution.
- Evaluate information in the Company's quarterly, 6-month and annual financial reports in accordance with current regulations.
- Supervise the Company's information disclosure in accordance with the provisions of the Securities Law and related legal documents.

## 2.3. WORK RESULTS OF THE SUPERVISION BOARD

### a. Monitor the implementation of the Resolutions of the 2024 Shareholders' Meeting

During the year, the Company implemented the Resolution of the General Meeting of Shareholders, specifically:

- Business results in 2024: In 2024, the domestic economic situation is still difficult. In addition, the Company also liquidated fixed assets, inventories and transferred assets such as land lots in Vinh Long province, resulting in revenue of VND 24.9 billion, equivalent to 124.5% of the plan. Profit after tax was negative VND 158.5 billion, equivalent to (263.9)% of the plan.
- The Board of Directors has directed the Board of Management to carry out the liquidation of fixed assets, inventories and transfer of assets such as land lots in Vinh Long province... the proceeds will be used to pay debts and supplement working capital for the Company.
- The Board of Directors continues to handle outstanding issues, trying to restore core business activities of cable production and tire trading.

### b. Check your financial situation in 2024

Company's Accounting Department in discussing with the independent auditor on the nature and scope of the audit, establishing working procedures with the independent auditor and other issues. Thereby, the Supervisory Board has participated in the process of issuing



the Company's quarterly, 6-month and year-end financial statements . The Supervisory Board also reviewed and analyzed the fluctuations of key items on the financial statements and reported the review results to the Board of Directors. The following key issues were raised :

- Receivables and payables have not been fully collected from debt confirmation letters in the form of direct responses, have not been collected from evidence to assess the collectability of receivables, and the existence of balances cannot be checked by other audit procedures.
- Land use right certificate No. CO 387309 of land plot No. 4701, map sheet No. 5 (2AB.9) is valid until August 6, 2023. The Company has sent a document to the Department of Planning and Investment of Binh Duong province, requesting an extension of the land use term to implement the investment project of building a warehouse and storing goods. However, the document has not been approved yet.
- Short-term and long-term loans and financial lease debts spanning many years as stated in the Audit Report have not been resolved as stated in the Audit Report.
- As of December 31, 2024 , the Company had an accumulated loss after tax of VND 463.0 billion ; short-term debt of VND 485.4 billion was larger than short-term assets of VND 193.5 billion with an amount of VND 291.9 billion ; the Company's overdue debts, bonds and interest on loans and bonds totaled VND 474.2 billion. billion VND. These conditions indicate the existence of a material uncertainty that may cast significant doubt about the Company's ability to continue as a going concern.

According to the explanation of the Board of Directors and the Board of Management, the Company has no significant plans to maintain its ability to operate as a going concern. The Company is also in the process of working with lenders to adjust the terms of the loan agreements that were violated by the former Board of Management.

**c. Supervise the activities of the Board of Directors and the Executive Board**

In 2024, the Supervisory Board attended the meetings of the Board of Directors as requested, thereby promptly grasping the actual business situation and the implementation of the goals approved by the General Meeting of Shareholders. The Supervisory Board also supervised the management of the Board of Directors through close and regular coordination with departments to help the Company implement the planning , operations , compliance and finance.

**d. Evaluation of coordination between the Supervisory Board and the Board of Directors and the Executive Board**

During the process of monitoring the Company's operations, the Board of Supervisors has been provided with timely information as requested by the Board of Directors, the Executive Board and management staff, creating all conditions for the Board of Supervisors to complete its tasks. There have been no requests for inspection or complaints from Shareholders.

**e. Independent Audit Selection**



The Supervisory Board has informed the Board of Directors of the procedures for submitting to the General Meeting of Shareholders for approval of the selection of an independent auditing company for the 2025 fiscal year at the most recent General Meeting of Shareholders.

#### 2.4. BOARD OF SUPERVISION'S ACTIVITY PLAN FOR 2025

In order to perform the duties of the Supervisory Board in accordance with the provisions of the Enterprise Law, the Company Charter and the Supervisory Board's Operating Regulations, the Supervisory Board's expected operating plan for 2025 is as follows:

1. Monitor the implementation of the Company Charter and Resolutions of the General Meeting of Shareholders;
2. Supervise the administration and management of the Company by the Board of Directors and the Executive Board;
3. Check and evaluate quarterly, 6-month and annual financial reports;
4. Check and monitor the implementation of the 2025 business plan;

### 3 . Transactions, remuneration and benefits of the Board of Directors, Management and Supervisory Board/Audit Committee

#### a. Salary, bonus, remuneration, benefits (Dong)

STT	Member	Position	Remunerati on	Wage	Bonus
<b>I</b>	<b>Board of Directors</b>				
1	Than Xuan Nghia	Chairperson	180,493,150		-
2	Nguyen Van Thai	Member	28,405,480	213,049,156	-
3	Nguyen Trung Truc	Member	96,263,016	348,554,580	-
4	Le Minh Chi	Member	54,706,850		-
5	Pham Thi Lan	Member	41,819,179		-
6	Ta Ngoc Bich	Member	41,819,179	49,240,845	
7	Nguyen Quang Huy	Member	41,819,179		
<b>II</b>	<b>Board of Control</b>	<b>Position</b>	<b>Remunerati on</b>	<b>Wage</b>	<b>Bonus</b>
1	Nguyen Thi Le	Board Member	10,454,795		-



2	Lam Hoang Hai	Head of Supervisory Board	60,164,382		-
3	Pham Cong Tinh	Board Member	24,065,754	139,852,710	-
4	Le Van Hiep	Board Member	10,652,055		
<b>III</b>	<b>Board of Directors</b>				
1	Nguyen Van Thai	General Director	-	213,049,156	-
2	Pham Hoang Phong	General Director	-	216,736,962	-

**b. Insider stock transactions :** *Do not have*

**c. Contracts or transactions with insiders :**

- Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, related persons of insiders: **None**
- Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company: **None**

**d. Assessment of implementation of corporate governance regulations :**

- VKC Holdings Joint Stock Company is in the process of overcoming the consequences from the previous period and VKC always tries to comply with the regulations on corporate governance as prescribed by law.
- Management and administration orientation: Perfecting the Company's organizational model from the Board of Directors to the Executive Board and departments. Strengthening and improving the efficiency of management and risk management activities, promoting the application of information technology in management activities.

## **VII. Financial report**

### **1. Audit opinion**

### **2. Audited financial statements:**

Information has been published in accordance with regulations on the company website at <https://vkcholdings.vn/>

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

**GENERAL DIRECTOR**



**PHAM HOANG PHONG**