HOANG HUY INVESTMENT FINANCIAL SERVICES JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 01/2025/BC-HDQT

Hai Phong, July 24, 2025

REPORT ON THE RESULTS OF THE BOARD OF DIRECTORS FOR FISCAL YEAR 2024 AND THE PLAN FOR FISCAL YEAR 2025

DRAFT

Dear Shareholders, Hoang Huy Investment Financial Services Joint Stock Company

On behalf of the Board of Directors (BOD), I would like to report to shareholders the general assessment of each area of the company's activities as well as the details of the Board of Directors' activities in the fiscal year 2024 and the orientation of the plan for the fiscal year 2025.

The Company's fiscal year begins on April 1 of each year and ends on March 31 of the following year.

I. BOARD OF DIRECTORS ACTIVITY REPORT IN 2024

The current Board of Directors has 05 members. Members of the Board of Directors and the Board of Management have actively coordinated to work to perform production and business tasks in 2024. The Board of Directors always closely follows the actual situation to make decisions to direct the direction in a timely manner and create favorable conditions for the Board of Management to complete its tasks. In 2024, the Board of Directors has made timely decisions on the Company's strategy, development plan and business plan.

1. Summary of meetings of the Board of Directors and decisions of the Board of Directors

- Periodically, the General Director shall report on the Company's operation and upcoming plans for the Board of Directors to monitor and supervise the results of the Company's management and administration. Board meetings are held in person and online, voting on issues via in-person and via email.
- In the fiscal year 2024, the Board of Directors has held 09 meetings and issued Resolutions/Decisions. All members of the Board of Directors fully participate in the meetings of the Board of Directors at the rate of 100%.
- The decisions of the Board of Directors made in the fiscal year 2024 are as follows:

Stt	Number of Resolutions	Day	Content	Adoption Rate
1	03/2024/NQ-HDQT	01/04/2024	Nomination of candidates for election of the Board of Directors and Supervisory Board at the 2024 Annual General Meeting of Shareholders of Hoang Huy Investment Services Joint Stock Company (HHS)	100%
2	04/2024/NQ-HDQT	25/04/2024	Report on the progress of project implementation	100%
3	05/2024/NQ-HDQT	03/05/2024	Convening the 2024 Annual General Meeting of Shareholders	100%
4	06/2024/NQ-HĐQT	14/05/2024	Approval of the internal audit plan for the fiscal year 2024	100%

Stt	Number of Resolutions	Day	Content	Adoption Rate
5	07/2024/NQ-HĐQT	28/09/2024	Report on the work results of the Board of Directors in the first 6 months of the fiscal year 2024	100%
6	08/2024/NQ-HĐQT	09/12/2024	Re-appointment of Deputy General Director Ho Thi Xuan Hoa	100%
7	09/2024/NQ-HĐQT	09/12/2024	Re-appointment of Deputy General Director Do Huu Hung	100%
8	10/2024/NQ-HĐQT	12/12/2024	Approval of the capital source plan for project implementation	100%
9	01/2025/NQ-HDQT	19/03/2025	Convening the 1st Extraordinary General Meeting of Shareholders for the fiscal year 2025	100%

2. Supervision results for the Executive Board

The Board of Directors assesses that in the past 2024, the Board of Management has properly implemented its responsibilities and powers in operating the Company according to the Charter. The Board of Management has worked with managers at all levels to make many efforts to implement the Company's business plan. The results of the implementation of the tasks directed by the General Meeting of Shareholders and the Board of Directors are as follows:

- Business Operations: Maintain well in both core areas of the company, namely investment in real estate projects and automobile business.
- Directing the successful organization of the company's events such as the General Meeting of Shareholders in 2024, preliminary and annual review programs to distribute business plans.
- Shareholders' events: Successfully organized the Annual General Meeting of Shareholders.
- Internal audit: The company has fully implemented internal audit as prescribed.

3. Report on the activities of each member of the Board of Directors

TT	Member of the Board of Directors	Assign tasks and report on the performance of each member of Board of Directors in 2024
1	Mr. Do Huu Ha - Chairman of the Board of Directors	In charge of the activities of the Board of Directors. In charge of the Company's strategy and business plan.
2	Ms. Nguyen Thi Ha – Member of the Board of Directors	In charge of and well implement activities on documents and meetings of the Board of Directors. All work on documents, documents, legal... are fully completed and scientifically archived.
3	Mr. Do Huu Hung – Member of the Board of Directors	In charge of and actively supporting the Board of Directors as well as the Board of Management in the investment and construction of projects, participating in directing and operating truck distribution activities.
4	Ms. Pham Hong Dung – Member of the Board of Directors	In charge of and well supporting the compliance with the Company's information disclosure obligations as prescribed.

TT	Member of the Board of Directors	Assign tasks and report on the performance of each member of Board of Directors in 2024
5	Ms. Phan Thi Phuong Thuy – Independent Member of the Board of Directors	In charge of fully supervising the activities of the Board of Directors related to arising issues to ensure that there is no conflict of interest, creating favorable conditions for all aspects of the Company's activities. Perform the duties of Head of the Internal Audit Department.

4. Report on remuneration of the Board of Directors

Remuneration of members of the Board of Directors of the Company in 2024 is entitled to:

- Chairman of the Board of Directors: 120,000,000 VND/person/year.
- Member of the Board of Directors: 60,000,000 VND/person/year.

5. Reporting on investment activities and transactions with related parties

In the fiscal year 2024, the Company has investment activities and a number of transactions with related parties, these activities do not affect the Company's interests and have been fully disclosed by the Company. Details are as follows:

STT	Name of organization/individual	Related relationship with the company	Content, quantity, total value of transactions
1	Hoang Giang Service Development Joint Stock Company	Subsidiaries	Revenue from office leasing in the amount of 60 million VND
2	Hoang Huy Service Investment Joint Stock Company	Subsidiaries	Revenue from leasing offices and showrooms in the amount of 630 million VND
3	Thinh Hiep Construction Joint Stock Company	Subsidiaries	Office leasing revenue of VND 109.1 million
4	Thinh Phat Real Estate Construction Joint Stock Company	Subsidiaries	Office leasing revenue of VND 109.1 million
5	Pruksa Vietnam Co., Ltd.	Subsidiaries	Office rental revenue of VND 216 million
6	Dai Thinh Vuong Construction Joint Stock Company	Subsidiaries	Office rental revenue of 108 million VND
7	Dai Loc Housing Development Joint Stock Company	Subsidiaries	Office rental revenue of 108 million VND
8	CRV Real Estate Group Joint Stock	Subsidiaries	Office leasing revenue 700.66 million VND

STT	Name of organization/individual	Related relationship with the company	Content, quantity, total value of transactions
	Company		
9	Dai Thinh Vuong Construction Joint Stock Company	Subsidiaries	Additional transfer revenue of Hoang Huy - Department of Petroleum project in the amount of VND 178.17 billion
10	Dai Loc Housing Development Joint Stock Company	Subsidiaries	Additional transfer revenue of Hoang Huy Commerce project in the amount of VND 276.65 billion
11	Dai Loc Housing Development Joint Stock Company	Subsidiaries	Buying services of Dai Loc House with an amount of 2.55 billion VND
12	Dai Thinh Vuong Construction Joint Stock Company	Subsidiaries	Settlement of the business cooperation contract at the Hoang Huy - Petroleum Department project between Dai Thinh Vuong and TCH in the amount of VND 171.03 billion
13	Dai Loc Housing Development Joint Stock Company	Subsidiaries	Settlement of business cooperation contract at Hoang Huy Commerce project between Dai Loc House and TCH in the amount of VND 276.65 billion
14	CRV Real Estate Group Joint Stock Company	Subsidiaries	CRV advances dividend in fiscal year 2024 to TCH in the amount of VND 171.59 billion
15	CRV Real Estate Group Joint Stock Company	Subsidiaries	Loan interest incurred with CRV in the amount of VND 24.48 billion

II. OPERATION PLAN OF THE BOARD OF DIRECTORS IN 2025

In 2025, the Board of Directors will continue to make efforts in orienting operations, closely supporting the operation of the Board of Directors to achieve safe and effective business goals, specifically:

1. General objectives

- Focus on directing and operating the investment and construction process of real estate projects and well implement the management and operation of the company's after-sales projects in a synchronous manner. Affirming and enhancing the company's real estate brand in the market.
- The business motto for 2025 and the following years is safety - efficiency - sustainability.

2. Orientations on business activities and products and services

- The company's real estate projects directly or indirectly invest focus on the housing segment for the increasing demand in Hai Phong.

- Maintain well the distribution of American tractors of TCH and other brands such as DongFeng of its subsidiary, constantly improve product quality and after-sales service; Affirming that the brand is always a reputable and leading quality unit in the field of truck business in the country.

3. Developing shareholder relations

- The company aims to build a close relationship with shareholders to improve the image and professionalism of the business.
- Perform well activities related to shareholder interests such as dividend payment, full and transparent information disclosure

4. Regarding organizational activities

- Attach importance to a lean and effective organizational model. To consolidate a contingent of personnel with good skills, professional skills, high technical skills, and knowledge of many foreign languages.
- Training, improving the quality and qualifications of management and executive teams at all levels, sticking with the company.
- Organize practical programs and events for the whole company to build corporate culture, form the Company's own identity brand.

III. ASSESSMENT REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS IN 2024

In the fiscal year 2024, the Board of Directors of Hoang Huy Investment Financial Services Joint Stock Company has 5 members, including 1 independent member. Members of the Board of Directors actively participate in strategic planning, compliance control, and supervision of the activities of the General Director and the Executive Board to ensure compliance with the provisions of the law and internal regulations on corporate governance.

Below is the evaluation report of Mrs. Phan Thi Phuong Thuy, Independent Member of the Board of Directors on the activities of the Board of Directors and the results of monitoring the activities of the General Director and the Executive Board in the fiscal year 2024.

1. General assessment of the operation of the Board of Directors

- The activities of the Board of Directors have been carried out in accordance with the operation plan of the Board of Directors in 2024, in compliance with the Company's Charter, and the Internal Regulations on Corporate Governance; complete most of the programs and actions of the Board of Directors.
- Meetings of the Board of Directors have been convened and implemented with a specific schedule, carefully prepared documents. The content of the meeting has been carefully discussed and evaluated by the members of the Board of Directors to make the best decisions for the Company.
- All members of the Board of Directors have a high sense of responsibility and prudence in performing their roles, rights and responsibilities.
- The Board of Directors has exchanged and discussed regularly with the Board of Management to promptly support the Board of Management in the process of operating the Company, well implementing the supervision and control of the administration.

2. General assessment of the activities of independent members of the Board of Directors

- Independent members of the Board of Directors have participated in supervising, evaluating and expressing opinions on management activities and work plans of the Board of Directors and the Executive Board; directly exchange and share knowledge about corporate governance and risk management with the Board of Directors.

- Independent members of the Board of Directors are in charge of fully supervising the activities of the Board of Directors related to arising issues to ensure that there is no conflict of interest, creating favorable conditions for all aspects of the Company's activities.
- Independent members of the Board of Directors are in charge of supervising and giving independent opinions on shareholder relations activities in order to improve the image and quality of the company's shareholder relations activities.
- An independent member of the Board of Directors performs the duties of Head of the Internal Audit Committee and has directed the Internal Audit Committee to fully perform all tasks and in accordance with the plans approved by the Board of Directors.

3. General assessment of the supervision of the Executive Board

- Overall, the Board of Directors has done a good job of supervising the Board of Management, ensuring that the Company's activities are always controlled, in line with the strategic orientation and in line with reality.
- The Chairman of the Board of Directors and a number of members of the Board of Directors have regularly attended meetings of the Board of Management. A number of decisions of the General Director have been analyzed, criticized and consulted by the Board of Directors to achieve optimal results for the Company.
- The Board of Directors also regularly reviews the reports of the General Director and discusses with the General Director to understand the Company's operation as well as get the fastest update of business information.
- The Chairman of the Board of Directors and a number of members of the Board of Directors have actively supported the Board of Management in a number of fields and activities; especially in the field of risk management in order to identify issues that need to be handled, maintain sustainable and continuous business activities, and protect the interests of shareholders and investors.

The above is the content of the report on the performance of the Board of Directors in 2024 and the plan for 2025.

Sincerely report./.

PRESIDENT

Do Huu Ha