

**BEN THANH SERVICES JOINT STOCK COMPANY  
(BTSC)**

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No.: 21 /2025/CV-BTSC

**SOCIALIST REPUBLIC OF VIETNAM**  
Independence - Freedom - Happiness

*Ho Chi Minh City, February 27, 2025*

## **INFORMATION DISCLOSURE**

**To: Hanoi Stock Exchange**

### **I. Introduction to the information disclosure organization**

- Organization name: **BEN THANH SERVICE JOINT STOCK COMPANY.**
- Stock code: BSC.
- Head office address: 390 Nguyen Cong Tru, Cau Ong Lanh Ward, District 1, Ho Chi Minh City.
- Phone: (028) 3914 0932 – 3914 0933.
- Fax: (028) 3914 0934.
- Information disclosure person: **Mr. Nguyen Le Dung** – Legal representative.

### **II. Information disclosure content**

Ben Thanh Service Joint Stock Company Announces Annual Report 2024. (*Attached Annual Report 2024*).

This information is disclosed on the Company's website at the link [www.btsc.com.vn](http://www.btsc.com.vn).

We commit that the information disclosed above is true and we are fully responsible before the law for the information disclosed.

Best regards.

### **Recipient:**

- *As above;*
- *Post Company Website;*
- *Save.*

**INFORMATION DISCLOSURE PERSON  
GENERAL DIRECTOR**



**NGUYEN LE DUNG**

**BEN THANH SERVICE JOINT STOCK COMPANY**



**ANNUAL REPORT  
2024**

**February 2025**




## Appendix IV

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)

### ANNUAL REPORT 2024

#### I. GENERAL INFORMATION

##### 1. General information

- Company name : **BEN THANH SERVICE JOINT STOCK COMPANY**
- Tên tiếng Anh : **BEN THANH SERVICE JOINT STOCK COMPANY**
- Abbreviation : **BTSC**
- Logo : 
- Head office : 390 Nguyen Cong Tru, Cau Ong Lanh Ward, District 1, HCMC.
- Phone : (84-28) 3914 0932 – (84.28) 3914 0933
- Fax : (84-28) 3914 0934
- Website : [www.btsc.com.vn](http://www.btsc.com.vn)
- Email : [benthanh1@btsc.com.vn](mailto:benthanh1@btsc.com.vn)
- Business Registration Certificate: Enterprise Code 0305246978 issued by the Department of Planning and Investment of Ho Chi Minh City on October 4, 2007, registered for the 16th change on July 2, 2020.
- Current charter capital: VND 31,507,470,000 (Thirty-one billion five hundred and seven million four hundred and seventy thousand VND).
- Stock code : BSC
- Formation and development process

##### ❖ *Establishment*

The predecessor of Ben Thanh Service Joint Stock Company (BTSC) is Ben Thanh Trading and Service Company (BTS).

Ben Thanh Trading and Service Company (BTS) was established under Decision No. 14A/QD-TL-2003 dated December 4, 2003 of Ben Thanh Corporation, on the basis of merging 03 Sunimex dependent accounting units: Trade and Service Center, Sunimex

Logistics Service Station, and Export Seafood Processing Factory. In October 2004, it merged with Ben Thanh Agricultural Products Company and Wood Factory under Binh Chieu Industrial Park Infrastructure Development Company.

❖ *Convert ownership into a Joint Stock Company*

On August 9, 2006, Ben Thanh Trading and Service Company (BTS) began to implement the Enterprise Equitization according to Decision No. 3629/QD-UBND dated August 9, 2006 of the People's Committee of Ho Chi Minh City on the establishment of the Steering Committee for Equitization of State-owned Enterprises. Ben Thanh Trading and Service Company is a dependent accounting unit of Ben Thanh Corporation.

On November 1, 2007, Ben Thanh Trading and Service Company (BTS) officially converted its form of operation from a state-owned enterprise to a joint stock company with the new name Ben Thanh Service Joint Stock Company (BTSC), according to Decision No. 3127/QD-UBND dated July 16, 2007 of the People's Committee of Ho Chi Minh City on approving the plan and converting Ben Thanh Trading and Service Company into Ben Thanh Service Joint Stock Company (BTSC), in which state capital accounts for 47.11% of the Company's charter capital.

In 2019, Ben Thanh Service Joint Stock Company (BTSC) approved the investment cooperation policy to establish a new legal entity to directly exploit the Vinh Loc Wedding Restaurant - Conference Center project in Vinh Loc Industrial Park. Accordingly, by the end of 2024, BTSC Company has contributed VND 20,975,610,000, equivalent to a rate of 27.24%. at Vinh Loc - Ben Thanh Service Joint Stock Company.

❖ *Charter capital increase process:*



Time	Charter capital (billion VND)	Value added (billion VND)	Content
October 4, 2007	10	-	Initial charter capital when converting to a joint stock company
March 2008	30	20	Private offering to existing shareholders at a ratio of 1:2, offering price of VND 10,000/share, number of shares offered 2,000,000 shares according to Resolution of the General Meeting of Shareholders No. 17/2007/NQ-DHDCD dated December 29, 2007
October 2011	<b>31.5</b>	1.5	Issuing shares to existing shareholders to increase charter capital according to Resolution of the General Meeting of Shareholders 2011 No. 01/NQ-DHDCD dated April 8, 2011.

- Other important events:

- a) On December 19, 2007, the State Securities Commission recognized Ben Thanh Service Joint Stock Company as a public company under the Securities Law.
- b) Ben Thanh Service Joint Stock Company contributed capital with 6 member units of Ben Thanh Corporation (BENTHANH GROUP) and Orient Commercial Joint Stock Bank (OCB) to establish Ben Thanh Real Estate Trading Floor Joint Stock Company under the Business Registration and Tax Registration Certificate No. 0308322190 issued by the Department of Planning and Investment of Ho Chi Minh City.
- c) On May 28, 2010, Ben Thanh Service Joint Stock Company contributed capital to establish Ben Thanh Motorcycle Joint Stock Company under Decision No. 01/HDQT and was granted Business Registration Certificate No. 0310092385 dated June 28, 2010 by the Department of Planning and Investment of Ho Chi Minh City.
- d) On May 28, 2010, Ben Thanh Service Joint Stock Company contributed capital to establish Ben Thanh Logistics Joint Stock Company under Decision No. 02/HĐQT and was granted Business Registration Certificate No. 0310074516 on June 21, 2010 by the Department of Planning and Investment of Ho Chi Minh City.

- e) On December 30, 2020, Ben Thanh Service Joint Stock Company contributed capital to establish Ben Thanh Viet Investment Joint Stock Company, which was granted Business Registration Certificate No. 0310568699 on January 10, 2011 by the Department of Planning and Investment of Ho Chi Minh City.
- f) On March 26, 2010, the Company's Annual General Meeting of Shareholders approved the decision to register for listing of shares of Ben Thanh Service Joint Stock Company on the Hanoi Stock Exchange. On October 28, 2010, the Company received the Certificate of Securities Registration issued by the Vietnam Securities Depository Center and on November 3, 2010, the Hanoi Stock Exchange issued a decision approving the registration of listing of shares of Ben Thanh Service Joint Stock Company on the Hanoi Stock Exchange. On January 5, 2011, the Company's BSC shares officially traded on the Hanoi Stock Exchange.
- g) On August 24, 2011, the State Securities Commission issued Certificate No. 90/GCN-UBCK on registration of public offering of shares for Ben Thanh Service Joint Stock Company. On October 28, 2011, the offering of shares to existing shareholders to increase the Company's charter capital ended.
- h) On August 1, 2012, Ben Thanh Service Joint Stock Company contributed capital to establish Ben Thanh - Nam A Joint Stock Company under Decision No. 09/QD-HDQT and was granted Business Registration Certificate No. 0311941803 on August 23, 2012 by the Department of Planning and Investment of Ho Chi Minh City.
- i) October 2013, divestment at Ben Thanh Motorcycle Joint Stock Company.
- j) November 2014, divestment from Ben Thanh - Nam A Joint Stock Company.
- k) June 2015, dissolution of Ben Thanh Service Joint Stock Company Branch in Binh Duong.
- l) In 2015, divestment from Ben Thanh Viet Investment Joint Stock Company.
- m) On June 16, 2017, Ben Thanh Service Joint Stock Company contributed capital to establish Ben Thanh Nhat Viet Joint Stock Company and was granted Business Registration Certificate No. 0314464644 by the Department of Planning and Investment of Ho Chi Minh City.
- n) In 2018, divestment dossier was carried out at Ben Thanh Logistics Joint Stock Company.
- o) On October 14, 2019, Ben Thanh Service Joint Stock Company contributed capital to establish Vinh Loc - Ben Thanh Joint Stock Company and was granted Business Registration Certificate No. 0314464644 by the Department of Planning and

Investment of Ho Chi Minh City. Ho Chi Minh City issued Business Registration Certificate No. 0315958861.

- p) On July 10, 2020, dissolved Ben Thanh Service Joint Stock Company Branch - Dakao Hotel and Restaurant Business Center.
- q) On September 3, 2020, dissolved 02 branches of Ben Thanh Service Joint Stock Company, namely Ben Thanh Service Center and Ben Thanh Restaurant.
- r) In December 2020, divested capital from Ben Thanh Nhat Viet Joint Stock Company.
- s) In September 2023, completed the procedures for divesting capital from Ben Thanh Logistics Joint Stock Company.

## 2. Business sector and location

Business sector and location:

No.	Name of industry, business	Industry code
1	Warehousing and storage of goods	5210
2	Details: Storage of goods	4781
3	Retailing of food, food, beverages, tobacco, tobacco products on the go or at the market	4741
4	Details: Buying and selling of food - food, forestry - aquatic - seafood products.	9511
5	Retailing of tobacco and tobacco products	4759
6	Retailing of computers, peripheral equipment, software and telecommunications equipment in specialized stores	4771
7	Details: Retailing of computers, software.	4723
8	Repairing of computers and peripheral equipment	6810
9	(except mechanical processing, electroplating).	6820
10	Retailing of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting sets, other household appliances not elsewhere classified in specialized stores	4542
11	Advertising	7310
12	Details: Commercial advertising services.	7320
13	Market research and public opinion polling	4931
14	Inner-city and suburban road passenger transport (except bus transport)	5510
15	Passenger transport business on fixed routes, under contract.	5610

16	Short-term accommodation services	6622
17	Details: Hotel business (not operating at headquarters)	7912
18	Restaurants and mobile catering services	8230
19	Other entertainment activities not elsewhere classified	9329
20	Details: entertainment business (not operating at headquarters)	4520
21	Maintenance and repair of automobiles and other motor vehicles	4543
22	Details: repair and warranty of automobiles; + Repair of mechanical parts, electrical parts, automatic ignition systems; + Regular maintenance; + Repair of frames, forks, fairings, and saddle cushions of motorcycles and motorbikes; - Repair of other parts of motorcycles and motorbikes; + Vehicle washing and polishing; + Repair, pumping and patching of motorcycle and motorbike tubes and tires, installation or replacement; + Anti-rust treatment; + Replacement of spare parts and auxiliary parts not included in the production process (except mechanical processing, waste recycling, electroplating at headquarters)	4773
23	Other specialized wholesale not elsewhere classified	4669
24	Details: Buying and selling household goods, food - foodstuff, forestry - aquatic - seafood products, handicrafts, small-scale industrial goods, machinery - equipment - spare parts - supplies for industry - agriculture, chemicals, construction materials, interior decoration products, spices, fresh flowers, dried flowers, plastic flowers, gold and silver jewelry, precious stones, cultural products (except music and photo tapes and discs), stationery, clothes, shoes, cosmetics, cosmetic chemicals, wine, beer, soft drinks, wholesale tire. Wholesale of plastic doors, iron-core plastic doors, iron doors, aluminum doors, aluminum-framed glass doors, aluminum-glass facades (including doors and windows)	4761
25	Retail of books, newspapers, magazines, and stationery in specialized stores	4620
26	Retail sale of other goods on the go or at the market	4789
27	Details: Buying and selling handicrafts, small-scale industrial goods, machinery-equipment-spare parts-supplies for industry-agriculture, chemicals, construction materials, interior decoration goods, fresh flowers, dried flowers, plastic flowers, gold and silver jewelry, precious stones, cultural products (except music and video tapes and discs), cosmetics, chemical cosmetics. Retail sale of fresh flowers, ornamental plants	8219
28	Photocopying, document preparation and other special office support activities	7020
29	Details: Photocopying services.	5229



30	Management consulting activities	7110
31	(except financial, accounting and legal consulting).	9000
32	Other support services related to transportation	2620
33	Details: Goods delivery services.	2630
34	Related architectural and technical consulting activities	2640
35	Details: Construction consulting (except construction design, construction survey, construction supervision).	4659
36	Electrical system installation	4321
37	(excluding mechanical processing, waste recycling, electroplating at headquarters)	4651
38	Wholesale of computers, peripherals and software	4652
39	Wholesale of electronic and telecommunications equipment and components	7410
40	Specialized design activities	4632
41	Details: interior decoration activities	4530
42	Private security activities	8010
43	Details: Security services	8129
44	Industrial cleaning and specialized constructions	8121
45	Details: Professional cleaning services for residential areas such as window cleaning, chimney cleaning or cleaning of fireplaces, ventilation ducts, pipe parts; Services for controlling and eliminating harmful insects, termites, flies, mosquitoes, ants, cockroaches, rats for constructions.	4101
46	General cleaning of houses	4663
47	Details: Company cleaning services (except steaming and disinfection services)	4512
48	Construction of residential houses	4299
49	Details: Construction of civil works	4322
50	Wholesale of other construction materials and installation equipment	4329
51	Comprehensive support services	8110
52	Details: Providing comprehensive support services for customer facilities such as interior cleaning, maintenance, garbage collection, security, mailing, reception, laundry and related services to meet customer needs.	3320

53	Installation of industrial machinery and equipment	8130
54	Details: Installation of solar panels and solar energy equipment systems. Installation of solar power systems	4610
55	Landscape care and maintenance services	0118
56	Enterprises must comply with the provisions of the law on land, construction, fire prevention and fighting, environmental protection, other provisions of law related to the operation of enterprises and business conditions for conditional business lines.	Industry and occupation codes do not match the Vietnam Economic Sector System

Business location: Vietnam

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

Management model

- The corporate governance model applied at Ben Thanh Service Joint Stock Company includes: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Board of General Directors.
- The Company's organizational structure is built on the principle of assignment and management according to functional work blocks, which have close relationships with each other. The Company's General Director manages and operates through decentralization and delegation of authority to directly handle specific tasks of the block through the Deputy General Director in charge of the block. Organizational structure of the Company

The company is managed and operated according to the organizational structure including:

a) **Board of Directors:**

- Chairman of the Board of Directors : Mr. LE VAN HUNG
- Board Member : Mr NGUYEN LE DUNG
- Board Member : Ms. TRUONG THI THANH LUAN
- Board Member : Ms. LE THI TUONG VY
- Board Member : Ms. NGUYEN KIM HAU

b) **Board of Supervision**

- Head of the Board : Ms. DANG KIM DUNG

- Board of Supervision : Mr. TU VI TRI
- Board of Supervision : Mr. HUYNH VAN TOAN

c) ***Board of Directors***

- General Director : Mr. NGUYEN LE DUNG
- Deputy General Manager : Mr. NGUYEN NGOC PHUNG

d) ***Functional parts:***

❖ Human Resources Department:

- Advise and assist the Board of Directors and General Director in managing and operating the Organization - Labor, Salary - Administration - PR.
- Department Director: Mr. TRAN ANH PHU

❖ Investment Department:

- Advise and assist the Board of Directors and General Director in managing and operating investment activities.
- Research and propose investment directions, strategies, and projects suitable to the Company's resources in each development stage.
- Manage investment projects (the process of establishing, appraising, implementing projects...).
- Research, propose, and select investment partners for joint ventures and associations.
- Department in charge: Mr. NGUYEN NGOC PHUNG

❖ Financial Accounting Department:

- Advise and assist the Board of Directors and General Director in accounting for the entire Company and its affiliated units.
- Chief Accountant: Ms. HOANG THI QUYNH NHI

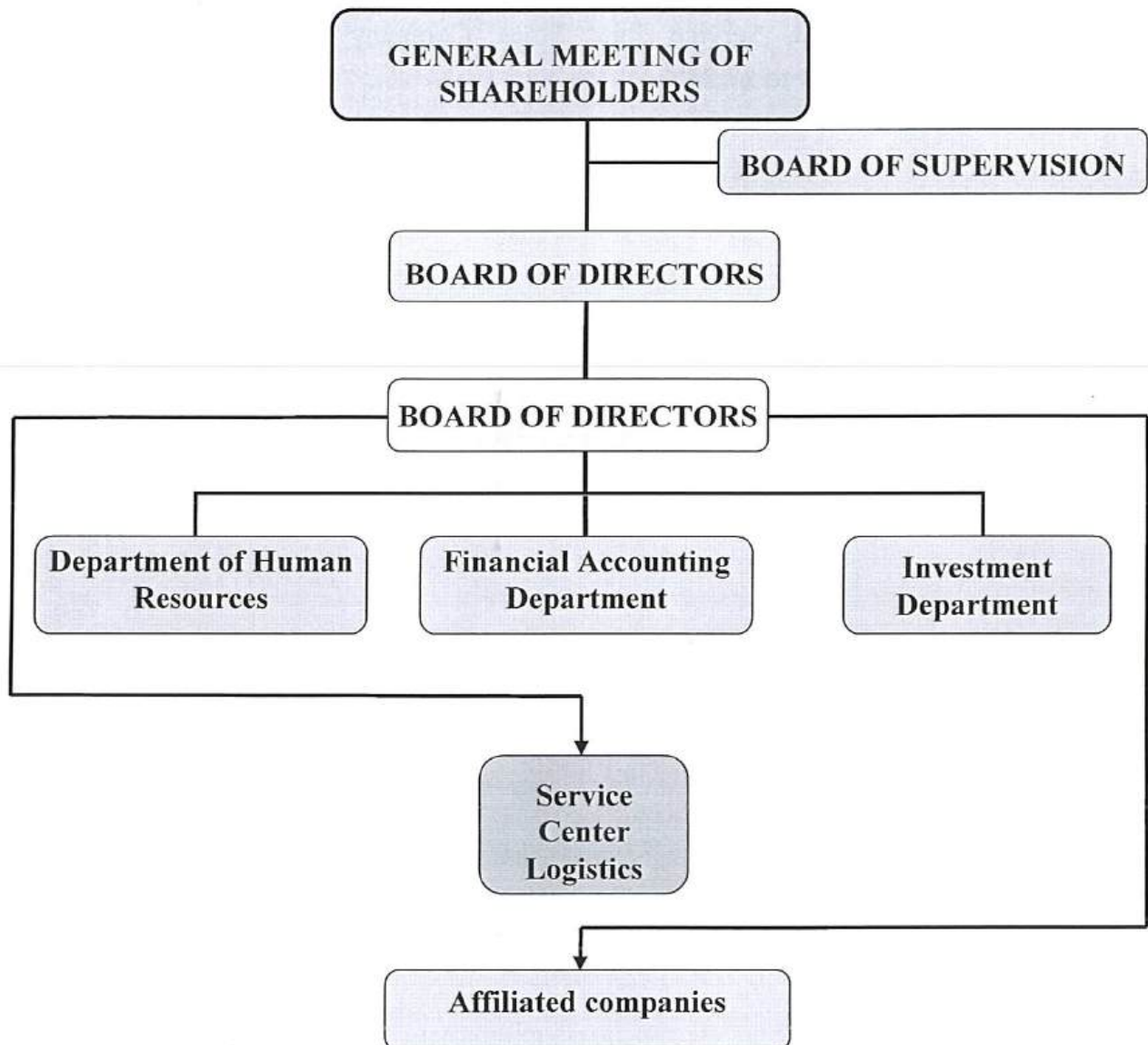
e) ***Affiliated units:***

- Logistics Service Center
- Subsidiaries, Affiliates:

**Vinh Loc - Ben Thanh Service Joint Stock CompanyT**

- Address: 133 Nguyen Thi Tu, Vinh Loc Industrial Park, Binh Hung Hoa B Ward, Binh Tan District, Ho Chi Minh City.
- Business field: Wedding restaurant - Vinh Loc Conference Center
- (Expected to be put into operation in 2025).

- Contributed charter capital: VND 76.991.220.000
- Ben Thanh Service Joint Stock Company invested VND 20,975,610,000, equivalent to 27.24%.

**ORGANIZATION CHART****4. Development orientation****- Strategic objectives**

Main business areas:

- a) Real estate services.
- b) Financial investment services.
- c) Industrial cleaning services and specialized works.
- d) Operation, installation and maintenance of Solar Battery systems.
- e) Construction and repair of industrial works....

**- Medium and long term development strategy**

- a) Reorganize business areas, narrow down ineffective business areas, maintain, develop concentratedly and coordinate the remaining areas, as well as expand and develop some areas with high growth rates and profit margins.
- b) Develop and diversify commercial activities.
- c) Promote projects when there are favorable opportunities and seek new projects.
- d) Gradually complete the organizational structure and personnel, build a new salary and training mechanism to motivate employees to work effectively and professionally, and improve business efficiency for the company.
- e) Restructure capital, focus on developing effective business areas, and cooperate with capable partners to develop together in some areas to achieve the set goals.
- f) Focus on investing in marketing, brand promotion, enhancing the company's image, establishing position in negotiations with partners and customers, and enhancing competitiveness in business activities.

- ***The Company's environmental, social and community goals***

Support to take care of the material and spiritual life of staff and participate in social activities with the locality and Ben Thanh Corporation.

**5. The risks**

- The Company's physical resources are still limited.
- Human resources have not met the Company's development orientation.
- Some premises have limited rental periods and limited purposes of use, which has somewhat affected the long-term development orientation.
- The market has more and more competitors, causing many obstacles in promoting the development of the Company's services.

**II. PERFORMANCE IN THE YEAR:**

**1. Production and business situation**

**- Business performance results during the year:**

Unit: Million VND

No.	TARGET	PLAN 2024	IMPLEMENTATION 2024	IMPLEMENTATION 2023	TH/KH 2024	TH 2024/TH 2023
1	Total revenue	12.768	13.226	10.524	103,6%	125,7%
2	Pre-tax Profit	2.503	2.772	3.396	110,7%	81,6%
3	Profit after tax	1.920	2.161	2.665	112,6%	81,1%
4	Dividend Ratio/Charter Capital					

#### - Implementation status compared to plan:

+ Total revenue in 2024 reached VND 13,226 million, reaching 103.6% of the annual plan and equal to 125.7% compared to 2023. Revenue in 2024 increased compared to 2023 due to the Company adjusting the price of some rental certificates, while promoting commercial service activities such as: providing and installing surveillance camera systems; repairing and renovating offices and warehouses; air conditioning system maintenance services, solar panel maintenance, etc.

+ Pre-tax profit in 2024 was VND 2,772 million, reaching 110.7% of the annual plan and equal to 81.6% compared to 2023.

## 2. Organization and personnel

### - List of Executive Board

- Mr. NGUYEN LE DUNG : General Director
- Mr. NGUYEN NGOC PHUNG : Deputy General Manager
- Ms. HOANG THI QUYNH NHI : Chief Accountant

### *Summary of personal profiles of the Board of Directors and Chief Accountant*

#### ❖ Mr Nguyen Le Dung – General Director

- Citizen identification number: 079071002018 issued by the Director of the Department of Administrative Police for Social Order on December 26, 2021.
- Gender: Male
- Year of birth: 1971
- Place of birth: Ho Chi Minh City
- Nationality: Vietnam

- Ethnicity: Kinh
  - Hometown: Binh Duong
  - Permanent address: 200/11 Hoang Hoa Tham, Ward 05, Binh Thanh District, Ho Chi Minh City
  - Contact phone number at the agency: 028. 3914 0929
  - Education level: 12/12
  - Professional level: Mechanical engineer, Bachelor of Economics
  - Current position: General Director
  - Positions at other organizations: TV. Board of Directors of Vinh Loc Ben Thanh Service Joint Stock Company
  - Representative of Ben Thanh Corporation holding shares in the Company: 890,652 shares
  - Number of shares held: 0 shares
  - Number of shares held by related persons: none
  - Debts to the Company: none
  - Illegal acts: none
  - Interests conflicting with the Company's interests: none
- ❖ **Mr. Nguyen Ngoc Phung** – Deputy General Manager
- Citizen identification number: 054069000532 issued by the Director of the Department of Administrative Police on Social Order on April 1, 2021
  - Gender: Male
  - Year of birth: 1969
  - Place of birth: Hanoi
  - Nationality: Vietnam
  - Ethnicity: Kinh
  - Hometown: Phu Yen
  - Permanent address: 14 Co Giang, Ward 2, Phu Nhuan District, Ho Chi Minh City
  - Contact phone number at the agency: 028.3914 0935
  - Education level: 12/12
  - Professional qualification: Bachelor of Foreign Languages - Major in English
  - Current position: Deputy General Director
  - Position at other organizations: None
  - Number of shares held: 0 shares

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- Number of shares held by related persons: None
- Debts to the company: None
- Actions Violation of law: No
- Interests conflicting with Company interests: No

❖ **Ms. Hoang Thi Quynh Nhi** – Chief Accountant

- Citizen identification number: 091192014268 issued by the Director of the Department of Administrative Police on Social Order on June 24, 2022
- Gender: Female
- Year of birth: 1992
- Place of birth: Kien Giang
- Nationality: Vietnam
- Ethnicity: Kinh
- Hometown: Thai Binh
- Permanent address: Group 1, Cho Hamlet, Suoi Nho, Dinh Quan, Dong Nai
- Contact phone number at the agency: 028. 3914 0936
- Education level: 12/12
- Professional qualification: Bachelor of Accounting
- Current position: Chief Accountant
- Position at other organizations: TV.BKS Vinh Loc Ben Thanh Service Joint Stock Company
- Number of shares held: 0 shares
- Number of shares held by related persons: none
- Debts to the company: none
- Illegal acts: no
- Interests conflicting with the Company's interests: no-

***- Changes in the Executive Board: None***

***- Number of officers, employees and policies towards employees***

***a) The Company's workforce present as of December 31, 2024***

No.	Classification of labor	Number of employees (people)	
		Male	Female
<b>Classified by education level</b>			
1	University and post-university	03	04
2	College, intermediate level Technical technology	02	01
3	Popular	01	01
<b>Total</b>		<b>06</b>	<b>06</b>
<b>Division of labor</b>			
1	Direct Labor	02	02
2	Indirect Labor	04	04
<b>Total</b>		<b>06</b>	<b>06</b>

#### *b) Employee policy*

Considered an equally important task in maintaining and developing human resources. Therefore, the Company always pays attention to and ensures the implementation of the regime for employees fully and promptly, with the following results:

- Organize the 2024 Annual General Meeting of Shareholders on March 22, 2024
- In 2024, the Company held a Labor Conference on February 28, 2024. Fully implement the regimes and policies for employees, 100% of employees have signed labor contracts with the Company and fully implement other regimes such as: Social insurance, health insurance, unemployment insurance...
- Perform other specific administrative tasks: Periodic health check-ups, enjoy vacation benefits, provide uniforms,...
- Regarding human resources, fully implement the regimes for employees according to the signed Collective Labor Agreement.

### **3. Investment situation, project implementation situation**

- BTSC Company has contributed VND 20,975,610,000 equivalent to 27.24% of charter capital to Vinh Loc - Ben Thanh Service Joint Stock Company to implement the Vinh Loc Convention Center Wedding Restaurant project.
- Regarding implementation progress: The project has completed the entire reinforced concrete structure of the main building, the roof, underground water tanks and the



ME system. Currently, the interior construction and equipment installation are underway. In addition, the logo and brand identity of VinhLoc Palace have been designed (granted a certificate of protection by the Department of Intellectual Property). Expected to be put into operation in the third quarter of 2025.

#### 4. Financial situation

##### a) Financial situation

*Unit: Million VND*

Target	2023	2024	% increase/decrease
Total asset value	41.792	43.384	+3,8%
Net Revenue	7.706	11.151	+44,7%
Operating Profit	5.503	5.964	8,4%
Other Profit	0	0	
Profit Before Tax	3.396	2.772	-18,4%
Profit After Tax	2.665	2.161	18,9%
Dividend Return			

- Other indicators:

##### b) Key financial indicators:

Target/ Indicators	2023	2024	Note
<i>1. Liquidity ratio</i>			
+ Current ratio	12,0	12,0	
Current assets/Current liabilities			
+ Quick ratio	12,0	12,0	
Current assets - Inventory/Current liabilities			
<i>2. Capital structure indicators</i>			
+ Debt/Total assets ratio	7,25	6,35	
+ Debt/equity ratio	7,82	6,78	
<i>3. Operating Capacity Indicators</i>			
+ Inventory Turnover			
Cost of Goods Sold/Average Inventory			

+ Total Asset Turnover		0,26	
Net Revenue/Average Total Assets	0,19		
<b>4. Profitability ratio</b>	34,58	19,38	
+ Profit after tax/Net revenue ratio	6,88	5,32	
+ Profit after tax/Equity ratio	6,38	4,98	
+ Profit after tax/Total assets ratio			
+ Operating profit/Net revenue ratio	44,07	24,86	

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

### a) Share

- Total number of shares: 3,150,747 shares
- Type of outstanding shares: common shares
- Number of freely transferable shares: 3,150,747 shares
- Number of shares subject to restricted transfer: 0 shares

### b) Shareholder structure

Statistical data on shareholders according to the shareholder list closed on August 16, 2023:

No.	Category	Number of shares	Value (thousand VND)	% Charter capital	Number of shareholders
1	Major Shareholders	2.833.420	28.334.200	89,93%	02
2	Small Shareholders	317.327	3.173.270	10,07%	86
	<b>Total</b>	<b>3.150.747</b>	<b>31.507.470</b>	<b>100%</b>	<b>88</b>
3	Institutional Shareholders	2.956.967	29.569.670	93,85%	05
4	Individual Shareholders	193.780	1.937.800	6,15%	83
	<b>Total</b>	<b>3.150.747</b>	<b>31.507.470</b>	<b>100%</b>	<b>88</b>
5	Domestic Shareholders	2.998.447	29.984.470	95,17%	85

6	Foreign Shareholders	152.300	1.523.000	4,83%	03
	<b>Total</b>	<b>3.150.747</b>	<b>31.507.470</b>	<b>100%</b>	<b>88</b>
7	State Shareholders	1.484.420	14.844.200	47,11%	01

c) Changes in owner's investment capital: None

d) Treasury stock transactions: None

e) Other securities: state other securities issuances made during the year. State the quantity and characteristics of other types of securities currently in circulation and the company's unfulfilled commitments to other individuals and organizations (including employees and managers of the company) related to the issuance of securities: None.

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

6.1. Environmental impact: The Company always complies with the provisions of the law on environment and environmental protection. The Company always manages direct/indirect risks related to its greenhouse gas emission activities to ensure long-term success in a competitive business environment, and to prepare well for meeting international, national or regional climate policies. For the purpose of risk management, cost reduction, brand protection and attracting socially responsible investment capital.

6.2. Material resource management: With the process of exploiting real estate services and installing solar panels, the Company pays attention to using materials to minimize environmental pollution, providing many clean energy sources to replace traditional energy sources.

6.3. Energy consumption:

The Company has used energy sources such as electricity and gasoline at reasonable rates and costs, consistent with the cost of capital, sales costs and business management costs of the Company. The long-term use of these materials will contribute to the creation of toxic gases for the environment. Being aware of this, the entire Company as well as its affiliated units always ensure reasonable use, limit waste of materials and in the future, the Company's Board of Directors will calculate and propose switching to using environmentally friendly energy sources, ensuring effective exploitation and expansion of the business market.

6.4. Water consumption: Water consumption is only for management and living purposes at the Company's office, so the costs arising from the use of this resource are insignificant.

6.5. Compliance with environmental protection laws:

- The company always complies with the laws and regulations of the State on the environment

- Administrative penalties for environmental violations: None

#### 6.6. Policies related to employees

a) Number of employees: 13 people

Average salary for employees: VND 10,000,000 /1 month

b) Labor policies to ensure the health, safety and welfare of employees: BTSC always promotes the interests of employees and protects the maximum interests of employees such as fully participating in social insurance, having good treatment for employees, organizing meetings with employees in the company through annual events such as March 8, Mid-Autumn Festival, New Year's Eve, etc.

#### 6.7. Reports related to responsibility to the local community.

The company builds a culture that promotes responsibility to the environment and the community. Helping the disadvantaged in society and implementing charity programs are among the action programs for sustainable development of BTSC..

### III. REPORT AND ASSESSMENT OF THE BOARD OF DIRECTORS

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

In 2024, revenue reached VND 13,226 million, up 3.6% compared to the plan and up 25.7% over the same period, due to increased revenue from technical services. Profit before tax reached VND 2,772 million, up 10.7% compared to the plan and down 18.4% over the same period, due to decreased revenue from financial activities (decreased interest rates and deposits) and increased financial expenses (increased provision for Vinh Loc - Ben Thanh project).

##### *- The progress the company has made*

The company has achieved the following achievements in its business operations:

- a) Timely forecast the situation, proactively seek partners to stabilize operations, improve business efficiency at the premises owned by the Company.
- b) Survey the market and evaluate and analyze to adjust the rental price of the Company's premises.
- c) Develop and implement many business plans and new projects based on cooperation with partners to create a change in the Company's operations in the coming time. The Company has deployed services to supply and install solar power systems; operation, maintenance and cleaning of solar panels; air conditioner cleaning services; renovation, repair and construction services for industrial works and has a stable customer base.
- d) Labor relations (appointment, dismissal, ...) and employee benefits (salary, social insurance) are well implemented, without disputes or complaints. Employees with positive contributions are promptly rewarded and encouraged.

##### *- Existing aspects and limitations:*

Besides the above achievements, the Company still has some specific limitations as follows:

- a) Some business areas have not yet fully utilized their capacity to achieve the expected efficiency.
- b) The managed premises have limited purposes, making it difficult to meet diverse business needs. In particular, some of the Company's premises are used temporarily or rented short-term every year, so they are not stable and legally guaranteed for business operations.
- c) The annual land rental price increases and is subject to arrears, while the rental price fluctuates according to market prices and is affected by changes due to the real estate market situation, objective reasons such as policies, epidemics, etc.
- d) The Company is researching to expand its business activities to new areas such as warehouse storage services, industrial cleaning in the warehouse sector, etc. However, there are no suitable premises and experienced personnel in this field.

## **2. Financial situation**

### *a) Asset situation*

- The Company's total assets as of December 31, 2024 are: VND 43,384 million.
- The financial situation of BTSC in 2024 is stable, the asset structure - capital sources are guaranteed, helping the Company maintain a safe financial status, while being proactive and flexible in seizing investment and development opportunities in business.

### *b) Debt situation*

- Current debt situation, large fluctuations in debts.
- Debts payable are mainly deposits received from customers renting premises, market stalls and taxes payable to the State budget according to regulations.
- Analysis of overdue debts, the impact of exchange rate differences on the company's production and business results, and the impact of interest rate differences:

The Company has no other overdue debts that have not been paid.

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

3.1 The Company has developed a business strategy to identify the directions that need to be focused on and expanded to ensure stable sales growth and efficiency in the field of production and business activities.

3.2 The Company's organizational and management structure has been restructured, the staff is more qualified, capable and dynamic, adapting to the model of a listed company,

with development requirements, the business strategy has been planned, meeting the requirements of the development orientation as well as the increasingly fierce competition of the market mechanism and current trends.

3.3 Adjusting the Organization and Operation Regulations of the Board of Directors and the Board of Management to ensure compliance with the provisions of law while enhancing the responsibilities, obligations and powers of the Executive Board to fulfill their tasks well.

#### 4. Development Plan 2025

##### 4.1 Implementing the 2025 plan targets

*Unit: million VND*

No.	Target	Implementation 2024	Plan 2025	KH.2025/ TH.2024	Tỷ lệ (%)
1.	Total Revenue	13.226	19.235	+ 6.009	145,4%
2.	Pre-tax Profit	2.772	3.050	+ 278	110%

##### 4.2 About business

- a) Strive to complete the 2025 business plan
- b) Search for suitable premises and develop a business plan according to the Company's development orientation in the field of office and warehouse rental services...
- c) Research and seek investment opportunities, financial investment, cooperation with capable and experienced partners in the fields of real estate, warehouse services, wedding restaurant business, industrial cleaning...
- d) Continue to deploy services of operation, installation and maintenance of solar battery systems, industrial cleaning services for warehouses, buildings, construction services, repair of industrial works...
- e) Regularly control to ensure that the Company's commitments, agreements, contracts, documents are drafted, issued, and signed in accordance with the law. Properly perform reporting activities, disclose information in accordance with regulations.

##### 4.3 Investment Department

- a) Continue to manage the leased premises to achieve the set plan, use, exploit to the maximum and improve the efficiency of using the premises.
- b) Implement the investment project of the Wedding Restaurant - Vinh Loc Conference Center in Vinh Loc Industrial Park, carry out investment procedures and implement project construction.

##### 4.4 Finance and Accounting



- a) Strengthen financial management, strictly control the balance of capital sources, ensure a stable and healthy financial situation and restructure capital, and at the same time capitalize assets reasonably.
- b) Organize analysis, evaluation, and control of expenses to save costs, research types of financial business to implement, contributing to improving the efficiency of capital use.

#### **4.5 Administrative and Human Resources**

- a) Continue to coordinate with specialized departments to review and amend regulations to serve the Company's operations.
- b) Maintain a stable human resource structure to serve the Company's development needs. Improve knowledge and working skills for workers.

#### **5. Explanation of the Board of Directors regarding the audit opinion (if any) - (In case the audit opinion is not an unqualified opinion): None**

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

##### **a. Assessment related to environmental indicators**

- Fire prevention and fighting work is ensured, to protect the safety of goods and people.
- The company implements electricity and water saving movements. Participate in responding to Earth Hour 2024 with the message "SAVE ELECTRICITY - BECOME A HABIT". The message sent to staff is not only to save electricity, save energy and protect the environment in just one hour, but every individual must practice it regularly throughout 365 days of the year, so that saving electricity and saving energy becomes a habit for a better world.

##### **b. Assessment related to labor issues**

- BTSC always attracts capable workers to work for the company, meeting the needs of expanding production and business. Depending on each specific position, the company sets out its own mandatory standards, along with meeting basic requirements such as: having basic professional qualifications, managers must have graduated from a specialized university, be enthusiastic, proactive in work, and have creative ideas. For important executive positions, the company sets out quite strict recruitment requirements, with mandatory standards on work experience, analytical ability, and foreign language and IT proficiency.
- The company always builds its own salary policy in accordance with the

characteristics of each industry, qualifications, and work capacity of each person, and ensures that employees enjoy full benefits according to State regulations.

c. Assessment related to the enterprise's responsibility to the local community

In addition to focusing on developing production and business, taking care of the lives of employees, the company also focuses on community support activities, considering it a beauty in the company's culture.

#### **IV. BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S PERFORMANCE**

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

- The Company is restructuring its business operations in a number of its subsidiaries.
- The Company's financial situation is healthy; there is capital to meet the capital needs for investment projects and working capital of the Company.
- Maintaining stable income for all employees, fulfilling the obligation to contribute to the state budget.
- The Company's material resources are still limited. The management staff is still small, the professional capacity of the staff has not kept up with the Company's development scale.

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

- The Board of Directors fully and seriously implements the Resolution of the General Meeting of Shareholders and the Resolutions and Decisions of the Board of Directors.
- In 2024, the Board of Directors will review the efficiency of the leased premises to increase exploitation efficiency.
- The General Director directs the Company to report and disclose information periodically and suddenly in accordance with the regulations on information disclosure on the stock market for public companies. Quarterly, semi-annual, annual financial reports and management reports are published promptly and posted fully on the Company's website, providing complete and transparent information to shareholders and investors.
- Honestly and responsibly perform the assigned powers and obligations for the benefit



of the Company.

- Preserve and develop the Company's capital well.
- Develop long-term financial plans and annual financial plans, consistent with business plans, economic-technical norms, labor norms, and other financial cost norms consistent with the company's business conditions.

### **3. Plans and directions of the Board of Directors**

- Directing and managing the Company's operations, stabilizing business operations and developing new areas of operations in line with the Company's business capacity to create new sustainable values.
- Strengthening forecasting, improving financial management capacity, ensuring the Company's finances are safe and effective, continuing to accelerate the progress of investment projects.
- Performing the Company's operational management functions within the scope of authority and duties of the Board of Directors as stipulated in the Company's Charter of Organization and Operation.
- Directing the disclosure of corporate information in accordance with current laws.
- Continuing to maintain and promote all other activities of the Board of Directors within its authority and responsibilities, promptly overcoming shortcomings that have not been achieved in order to work with the Board of Directors to strive to develop the Company to be worthy of the expectations of the General Meeting of Shareholders.
- Strive to achieve the 2025 plan targets, increase business value and enhance shareholder benefits. Save maximum costs to ensure profits. - Increase employee income, training and recruitment, improve professional quality and work efficiency.

## **V. CORPORATE GOVERNANCE**

### **1. Board of Directors**

#### a) Board of Directors members and structure

The Board of Directors consists of:

- Mr. Le Van Hung : Chairman of the Board
- Mr. Nguyen Le Dung : Board Member

- Ms. Nguyen Kim Hau : Board Member
- Ms. Truong Thi Thanh Luan: Board Member
- Ms. Le Thi Tuong Vy : Board Member

No.	Board Member	Number of Voting Shares		Non-Executive Member	Executive Member	Number of Board of Directors positions held at other companies
		Individual	Organization representative			
1	Le Van Hung	0	0	X		5
2	Nguyen Le Dung	0	890.652		X	1
3	Nguyen Kim Hau	0	0	X		2
4	Truong Thi Thanh Luan	0	593.768	X		0
5	Le Thi Tuong Vy	0	0	X		2

b) Subcommittees under the Board of Directors: None

c) Activities of the Board of Directors

❖ *Implementation of 2024 business targets assigned by the General Meeting of Shareholders:*

Pre-tax profit target: Pre-tax profit reached VND 2,772 million, reaching 110.7% / assigned plan.

❖ *Profit distribution in 2023:*

- The Board of Directors has directed the Executive Board to distribute profits in 2023 in accordance with the content of Article 8 of the Resolution of the Annual General Meeting of Shareholders No. 01/2024/NQ-ĐHĐCĐ dated March 22, 2024.

❖ *Select an auditor for the 2024 Financial Statements*

- Signed a Contract with A&C Auditing and Consulting Company Limited to audit the 2024 Financial Statements of Ben Thanh Service Joint Stock Company.
- ❖ *Payment of remuneration to the Board of Directors and the Supervisory Board in 2024*
- During the year, the Board of Directors paid remuneration to the Board of Directors and the Supervisory Board in the amount of VND 483,935,000, VND 8,065,000 less than the content of Article 6 of the Resolution of the Annual General Meeting of Shareholders No. 01/2024/NQ-ĐHĐCĐ dated March 22, 2024 because in the third quarter of 2024, 01 member of the Supervisory Board submitted a resignation letter and in the third quarter of 2024, 01 additional member of the Supervisory Board was elected.
- ❖ *Other activities of the Board of Directors in 2024*
- Organized 03 (three) meetings and 12 (twelve) times of voting to consider and decide on issues under the authority of the Board of Directors with the participation of the Supervisory Board, Deputy General Director and Chief Accountant. The content of the Board of Directors' meetings mainly deals with the business performance, the implementation of the Company's investment projects, etc. The contents of the Board of Directors' meetings are all unanimously approved by the members with a rate of 100%.

In 2024, the Board of Directors issued Resolutions and Decisions under the authority of the Board of Directors in accordance with the procedures prescribed in the Company's Charter and relevant legal provisions on the following issues:

- Approval of the time to organize the 2024 Annual General Meeting of Shareholders and the last registration date to exercise the right to attend the 2024 Annual General Meeting of Shareholders
- Approval of the 2023 business results report and the 2024 operating direction
  - Approval of the content of the 2023 business performance summary report.
  - Agreeing on the operating direction and plan targets for 2024.
- Approval of the contents to be included in the agenda of the 2024 Annual General Meeting of Shareholders as follows:
  - Approval of the time to organize the 2024 Annual General Meeting of Shareholders.
  - Approval of the location to organize the 2024 Annual General Meeting of Shareholders.
  - Contents to be submitted to the Annual General Meeting of Shareholders 2024:

- ✓ Report on the Board of Directors' activities in 2023 and the direction of activities in 2024
  - ✓ Report on business performance in 2023 and the direction of activities in 2024
  - ✓ Report on the activities of the Board of Supervisors in 2023.
  - ✓ Financial report of the Company in 2023 (Audited).
  - ✓ Report on business performance in 2023 and business plan in 2024.
  - ✓ Report on the approval of the Company's audited financial statements for 2023.
  - ✓ Report on the remuneration of the Board of Directors and the Supervision Board in 2023 and approval of the remuneration estimate for the Board of Directors and the Supervision Board in 2024.
  - ✓ Report on the selection of an independent auditing company to audit the financial statements for 2023.
  - ✓ Report on the amendment and supplementation of the Company's Charter.
  - ✓ Report on the adjustment of part of the content in Resolution 02/2023/NQ-DHDCD of the Extraordinary General Meeting of Shareholders dated September 8, 2023 to continue contributing capital and purchasing shares at Vinh Loc - Ben Thanh Service Joint Stock Company.
  - ✓ Other contents (if any).
- Approving the establishment of a shareholder qualification inspection team to serve the 2024 General Meeting of Shareholders as proposed by the Chairman of the Board of Directors.
  - Approving the Contract and transaction between Ben Thanh Service Joint Stock Company and Long An Investment LLC.
  - Approving the Submission No. 40/2024/Tr-BTSC dated June 11, 2024 on selecting an auditing unit to perform the 2024 Financial Statements. Agreeing to select Auditing and Consulting LLC (A&C) to audit the 2024 financial statements of Ben Thanh Service Joint Stock Company.
  - Approving the Contract and transaction between Ben Thanh Service Joint Stock Company and Phu Nhuan Trading Joint Stock Company.
  - Approving the Contract and transaction between Ben Thanh Service Joint Stock Company and Phu Nhuan Trading Joint Stock Company and assigning the General Director of Ben Thanh Service Joint Stock Company to be responsible for implementing and organizing the implementation in accordance with the provisions of law and the Company's charter.



- Approving the content, form, time of organizing the collection of shareholders' opinions in writing in 2024 and the last registration date to collect shareholders' opinions in writing:
  - Content: Dismissing the position of member of the Supervisory Board of Mr. Le Ngoc Nguyen Hoang (Head of the Supervisory Board) according to the resignation letter dated July 1, 2024; Approving the regulations on nomination, candidacy, and election of additional members of the Supervisory Board for the term 2022-2027; Electing 01 additional member of the Supervisory Board for the remaining term IV (2022-2027)
  - Form: Collecting shareholders' opinions in writing.
  - Expected time: From August 8, 2024 to August 20, 2024.
  - Last registration date to collect shareholders' opinions in writing: August 2, 2024.
    - The Board of Directors assigns the Chairman of the Board of Directors to directly direct the Board of Directors and related Departments, Offices, and Units to coordinate in accordance with legal regulations and the Charter of Ben Thanh Service Joint Stock Company.
- Nominate the following Mr. and Ms. as candidates to join the Board of Directors and Supervisory Board of Vinh Loc-Ben Thanh Service Joint Stock Company for the 2024-2029 term:
  - Nominate Mr. Nguyen Le Dung as a candidate to join the Board of Directors of Vinh Loc-Ben Thanh Service Joint Stock Company for the 2024-2029 term.
  - Nominate Ms. Hoang Thi Quynh Nhi as a candidate to join the Supervisory Board of Vinh Loc-Ben Thanh Service Joint Stock Company for the 2024-2029 term.
    - The Board of Directors assigns the Board of Directors and related Departments and Units to coordinate in implementing in accordance with legal regulations and the Company's Charter.
- Approves the collection of shareholders' opinions in writing on the addition and amendment of details of the business lines of Ben Thanh Service Joint Stock Company in the Submission No. 66/2024/TTr-BTSC dated August 5, 2024 of the General Director.
  - The Board of Directors agrees to assign the Legal Representative to implement.
- Approves the report on the business performance of the first 6 months of 2024 and the direction of operations for the last 6 months of 2024 of the General Director.

- Assigns the General Director to implement the Company's next business activities and report the results to the Board of Directors.
- Approve the contents of Submission No. 102/2024/TTr-BTSC dated October 18, 2024 of Ben Thanh Service Joint Stock Company, etc., leasing market stall space at Binh Dien market.
  - Assign the General Director of Ben Thanh Service Joint Stock Company to be responsible for implementing and organizing the implementation in accordance with the provisions of law and the Company's charter.
  - Approve the main contents of the transaction and approve the signing of the Service Contract between Ben Thanh Service Joint Stock Company and Phu Nhuan Trading Joint Stock Company.
  - Approve the Contract, transaction between the Company and related parties within 15 days from the date of notification and the draft contract. If the members of the Board of Directors have comments related to the above Contract, transaction, they shall send a document to the Company. After 15 days from the date of notification, if the members of the Board of Directors have no comments, the Contract is approved.
  - Approve the main contents of the transaction and approve the signing of the Service Contract between Ben Thanh Service Joint Stock Company and Vinaprint Joint Stock Company.
    - Approve the Contract, transaction between the Company and related parties within 15 days from the date of notification and the draft contract. If the members of the Board of Directors have comments related to the above Contract, transaction, they shall send a document to the Company. After 15 days from the date of notification, if the members of the Board of Directors have no comments, the Contract shall be approved.
  - Approve the main contents of the transaction and approve the signing of the Service Contract between Ben Thanh Service Joint Stock Company and Transimex Hi Tech Park Logistics LLC.
    - Approve the Contract, transaction between the Company and related parties within 15 days from the date of notification and the draft contract. If the members of the Board of Directors have comments related to the above Contract, transaction, they shall send a document to the Company. After 15 days from the date of notification, if the Board of Directors has no comments, the Contract is approved.



- Approve the main contents of the transaction and approve the signing of the Service Contract between Ben Thanh Service Joint Stock Company and Transimex Port Joint Stock Company.
    - Approve the Contract, transaction between the Company and related parties within 15 days from the date of notification and the draft contract. If the Board of Directors has comments related to the above Contract, transaction, they shall send a written document to the Company. After 15 days from the date of notification, if the Board of Directors has no comments, the Contract is approved.
  - Approve Ben Thanh Service Joint Stock Company to sign and execute transaction contracts with the following companies:
    - Transimex Hi Tech Park Logistics LLC.
    - GP Solar Technology LLC.
      - Assign the General Director of Ben Thanh Service Joint Stock Company to be responsible for implementing and organizing implementation in accordance with the provisions of law and the Company's charter.
  - Approve the business results report for the first 9 months of the year and Estimated performance in 2024 - Business operation orientation in 2025. Assign the General Director to continue implementing the Company's business activities and report the results to the Board of Directors.
  - Other Resolutions and Decisions under the authority of the Board of Directors.
    - Implement information disclosure in accordance with legal regulations.
    - Coordinate well with the Board of Supervisors to continue maintaining safety and ensuring business operations in accordance with legal regulations and the Company's charter.
    - Direct, inspect and supervise the Board of Directors and other managers to ensure proper implementation of the Resolution of the General Meeting of Shareholders and the decisions of the Board of Directors.
    - Perform the functions of managing the Company's operations within the scope of authority and duties of the Board of Directors as stipulated in the Charter of the Company's organization and operation.
- d) Activities of independent members of the Board of Directors. Activities of subcommittees in the Board of Directors (assess the activities of subcommittees under the Board of Directors, specify the number of meetings of each subcommittee, the content and

results of the meetings: The Company has an independent non-executive member of the Board of Directors, acting as a supervisory member, providing feedback when necessary on the activities of the Board of Directors, to ensure that the Board of Directors operates in accordance with the law, the Company's Charter, in accordance with the policies and orientations set forth by the General Meeting of Shareholders, the Board of Directors and modern management practices.

## 2. Board of Supervision

### a) Members and structure of the Board of Supervision

The Board of Supervision consists of:

- Ms. Dang Kim Dung : Head of the Boad
- Mr. Tu Vi Tri : Board of Supervision
- Mr. Huynh Van Toan : Board of Supervision.

STT	Thành viên BKS	Số lượng CP có quyền biểu quyết	
		Cá nhân	Đại diện tổ chức
1	Ms.Dang Kim Dung	0	0
2	Mr. Tu Vi Tri	0	0
3	Mr. Huynh Van Toan	0	0

### b) Activities of the Board of Supervisors

- Monitor compliance with State laws, the Company Charter and internal regulations in the process of managing and operating the Company's operations.
- Regularly monitor the implementation of the Resolution of the General Meeting of Shareholders, the implementation of the annual production and business plan.
- Monitor the business performance and periodically review financial reports. Check compliance with accounting standards and current financial regimes in accounting work.
- Perform the obligations of the Board of Supervisors as prescribed in Article 170 of the Law on Enterprises 2020 and Articles 39 and 40 of the Charter of organization and operation of Ben Thanh Service Joint Stock Company 2021.
- Attend all meetings of the Board of Directors, contribute opinions on the

production and business activities and management of the Company.

## 2. Transactions, remuneration and benefits of the Board of Directors, the Board of Management and the Board of Supervision.

a) Salary, bonus, remuneration, benefits

❖ *Board of Directors - Supervision Board:*

No.	Full name	Position	Remuneration (VND)
1	(Ông) Lê Văn Hùng	Chairman of the Board	84.000.000
2	(Ông) Nguyễn Lê Dũng	Board Member	60.000.000
3	(Bà) Lê Thị Tường Vy	Board Member	60.000.000
4	(Bà) Nguyễn Kim Hậu	Board Member	60.000.000
5	(Bà) Trương Thị Thanh Luân	Board Member	60.000.000
6	(Ông) Lê Ngọc Nguyên Hoàng	Head of the Board	30.000.000
7	(Bà) Đặng Kim Dung	Head of the Board	21.935.000
8	(Ông) Từ Văn Trí	Board of Supervision	36.000.000
9	(Ông) Huỳnh Văn Toàn	Board of Supervision	36.000.000
10	(Bà) Hoàng Thị Quỳnh Nhi	Secretary of the Board of Directors	36.000.000
<b>TOTAL</b>			<b>483.935.000</b>

The remuneration of the Board of Directors, the Supervisory Board and the Secretary of the Board of Directors mentioned above is a fixed remuneration over time in 2024.

❖ *Board of Directors, Chief Accountant:*

No.	Full name	Position	Salary, bonus (VND)
1	(Mr.) Nguyen Le Dung	General Director	407.714.114
2	(Mr.) Nguyen Ngoc Phung	Deputy General Director	254.562.645
3	(Mrs.) Hoang Thi Quynh Nhi	Chief Accountant	244.837.786

b) Insider stock transactions: None

c) Contracts or transactions with insiders: None

d) Assessment of implementation of corporate governance regulations: (Specify the contents that have not been implemented according to the provisions of the law on corporate governance. Causes, solutions and remedial plans/plans to improve efficiency in corporate operations): None.

## VI. FINANCIAL REPORT

Auditor's opinion: The financial statements have reflected fairly and fairly, in all material respects, the financial situation of Ben Thanh Service Joint Stock Company as at December 31, 2024, as well as the results of business operations and cash flows for the fiscal year ended on the same day, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting Regime and legal regulations related to the preparation and presentation of financial statements.

The 2024 Financial Report of Ben Thanh Service Joint Stock Company has been audited (*Please see on the website: [www.btsc.com.vn](http://www.btsc.com.vn)*).

*Ho Chi Minh City, February 24, 2025*  
**Confirmation of Legal Representative**  
**GENERAL DIRECTOR**



**NGUYEN LE DUNG**

