

**HO CHI MINH CITY PUBLIC LIGHTING  
JOINT STOCK COMPANY**

-----

**FINANCIAL STATEMENTS**

*Fourth quarter of the year 2025*

*January 2026*



**STATEMENT OF FINANCIAL POSITION**

*As at 31 December 2025*

VND

Items	Code	31/12/2025	01/01/2025
<b>A- CURRENT ASSETS</b>	<b>100</b>	<b>461.869.854.220</b>	<b>442.642.223.184</b>
<b>I. Cash and cash equivalents</b>	<b>110</b>	<b>178.793.260.855</b>	<b>209.640.973.123</b>
1. Cash	111	68.793.260.855	78.640.973.123
2. Cash equivalents	112	110.000.000.000	131.000.000.000
<b>II. Short-term investments</b>	<b>120</b>	<b>41.000.000.000</b>	-
1. Held-to-maturity investments	123	41.000.000.000	
<b>III. Short-term receivables</b>	<b>130</b>	<b>192.618.088.385</b>	<b>192.419.051.827</b>
1. Short-term trade receivables	131	157.621.215.141	158.327.258.720
2. Short-term prepayments to suppliers	132	830.705.303	448.494.019
3. Other short-term receivables	136	35.748.485.531	35.225.616.678
4. Provision for short-term doubtful debts	137	(1.582.317.590)	(1.582.317.590)
<b>IV. Inventories</b>	<b>140</b>	<b>48.238.583.343</b>	<b>30.527.075.488</b>
1. Inventories	141	51.386.114.591	33.713.868.769
2. Provision for devaluation of inventories	149	(3.147.531.248)	(3.186.793.281)
<b>V. Other short-term assets</b>	<b>150</b>	<b>1.219.921.637</b>	<b>10.055.122.746</b>
1. Short-term prepaid expenses	151	52.073.290	114.193.249
2. Taxes and other receivables from the State budget	153	1.167.848.347	9.940.929.497
<b>B- NON-CURRENT ASSETS</b>	<b>200</b>	<b>17.357.445.924</b>	<b>27.171.829.370</b>
<b>I. Fixed assets</b>	<b>220</b>	<b>12.897.838.906</b>	<b>13.995.999.149</b>
1. Tangible fixed assets	221	12.897.838.906	13.995.999.149
- <i>Historical cost</i>	222	77.128.150.227	76.981.471.891
- <i>Accumulated depreciation</i>	223	(64.230.311.321)	(62.985.472.742)
<b>II. Other long-term assets</b>	<b>260</b>	<b>4.459.607.018</b>	<b>13.175.830.221</b>
1. Long-term prepaid expenses	261	4.459.607.018	13.175.830.221
<b>TOTAL ASSETS</b>	<b>270</b>	<b>479.227.300.144</b>	<b>469.814.052.554</b>

Items	Code	31/12/2025	01/01/2025
<b>C- LIABILITIES</b>	<b>300</b>	<b>159.398.643.293</b>	<b>145.626.229.590</b>
<b>I. Current liabilities</b>	<b>310</b>	<b>159.398.643.293</b>	<b>145.626.229.590</b>
1. Short-term trade payables	311	75.659.621.277	66.049.564.156
2. Short-term prepayments from customers	312	3.124.551.425	202.499.200
3. Taxes and other payables to State budget	313	984.609.683	
4. Payables to employees	314	39.889.174.861	44.510.542.988
5. Short-term accrued expenses	315	703.488.984	666.096.361
6. Other short-term payables	319	19.508.790.486	15.509.536.131
7. Bonus and welfare fund	322	19.528.406.577	18.687.990.754
<b>D- OWNER'S EQUITY</b>	<b>400</b>	<b>319.828.656.851</b>	<b>324.187.822.964</b>
<b>I. Owner's equity</b>	<b>410</b>	<b>319.481.052.847</b>	<b>323.840.218.960</b>
1. Contributed capital	411	284.000.000.000	284.000.000.000
- Ordinary shares with voting rights	411a	284.000.000.000	284.000.000.000
2. Development and investment funds	418	4.649.392.000	4.649.392.000
3. Retained earnings	421	30.831.660.847	35.190.826.960
- Retained earnings accumulated till the end of the previous year	421a		(72.000.000)
- Retained earnings of the current year	421b	30.831.660.847	35.262.826.960
<b>II. Non-business funds and other funds</b>	<b>430</b>	<b>347.604.004</b>	<b>347.604.004</b>
1. Non-business funds	431	347.604.004	347.604.004
<b>TOTAL CAPITAL</b>	<b>440</b>	<b>479.227.300.144</b>	<b>469.814.052.554</b>

Ho Chi Minh city, 31 December 2025

Preparer

Chief Accountant

General Director






Truong Thi Thuy Ngan

Nguyen Thi Xuan Dong

Huỳnh Tri Dung

**INTERIM STATEMENT OF INCOME**  
*Fourth Quarter of the year 2025*

VND

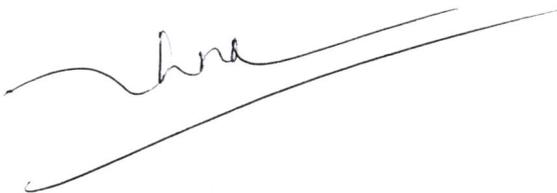
Items	Code	Quarter		Accumulated	
		Current year	Previous year	Current year	Previous year
1. Revenue from sales of goods and rendering of services	01	161.285.420.140	132.846.371.973	564.958.349.737	629.840.476.520
2. Net revenue from sales of goods and rendering of services	10	161.285.420.140	132.846.371.973	564.958.349.737	629.840.476.520
3. Cost of goods sold and services rendered	11	122.567.638.957	100.858.168.275	448.004.512.425	510.146.611.441
4. Gross profit from sales of goods and rendering of services	20	38.717.781.183	31.988.203.698	116.953.837.312	119.693.865.079
5. Financial income	21	2.083.114.230	1.556.533.013	8.444.440.595	6.199.496.831
6. General and administrative expense	26	29.548.789.145	23.800.970.145	86.631.412.171	81.852.819.864
7. Net profit from operating activities	30	11.252.106.268	9.743.766.566	38.766.865.736	44.040.542.046
8. Other income	31	962.803.319	1.016.021.498	1.304.513.123	2.170.324.377
9. Other expense	32	933.630.000	910.418.289	1.199.932.800	1.986.183.151
10. Other profit	40	29.173.319	105.603.209	104.580.323	184.141.226
11. Total net profit before tax	50	11.281.279.587	9.849.369.775	38.871.446.059	44.224.683.272
12. Current corporate income tax expense	51	2.462.351.918	2.021.993.613	8.039.785.212	8.961.856.312
13. Profit after corporate income tax	60	8.818.927.669	7.827.376.162	30.831.660.847	35.262.826.960

Ho Chi Minh city, 31 December 2025

Preparer

Chief Accountant

General Director





*Trương Thị Thủy Ngân*

*Nguyễn Thị Xuân Dung*

*Nguyễn Trí Dũng*

**STATEMENT OF CASH FLOWS**  
*Year 2025*

VND

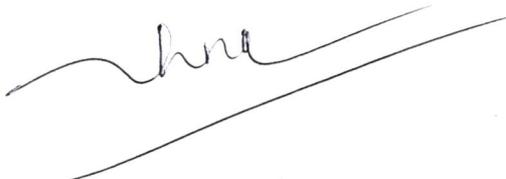
Items	Code	Year 2025	Year 2024
<b>I. Cash flows from operating activities</b>			
1. Proceeds from sales of goods and rendering of services and other revenues	01	602.952.187.249	636.201.182.674
2. Cash paid to suppliers	02	(397.576.217.898)	(481.261.986.033)
3. Cash paid to employees	03	(135.041.703.430)	(129.836.055.026)
4. Corporate income tax paid	05	(4.130.000.000)	(14.472.000.000)
5. Other receipts from operating activities	06	12.667.041.160	10.215.457.688
6. Other payments on operating activities	07	(51.638.987.349)	(54.629.493.289)
<b>Net cash flow from operating activities</b>	<b>20</b>	<b>27.232.319.732</b>	<b>(33.782.893.986)</b>
<b>II. Cash flows from investing activities</b>			
1. Purchase or construction of fixed assets and other long-term assets	21		(128.900.000)
2. Loans and purchase of debt instruments from other entities	23	(152.000.000.000)	
3. Collection of loans and resale of debt instrument of other entities	24	111.000.000.000	70.000.000.000
4. Interest and dividend received	27	8.506.166.625	8.469.389.980
<b>Net cash flow from investing activities</b>	<b>30</b>	<b>(32.493.833.375)</b>	<b>78.340.489.980</b>
<b>III. Cash flows from financing activities</b>			
1. Dividends and profits paid to owners	36	(25.586.198.625)	(27.035.635.040)
<b>Net cash flow from financing activities</b>	<b>40</b>	<b>(25.586.198.625)</b>	<b>(27.035.635.040)</b>
<b>Net cash flows in the year</b>	<b>50</b>	<b>(30.847.712.268)</b>	<b>17.521.960.954</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>60</b>	<b>209.640.973.123</b>	<b>192.119.012.169</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>70</b>	<b>178.793.260.855</b>	<b>209.640.973.123</b>

Ho Chi Minh city, 31 December 2025

Preparer

Chief Accountant

General Director

  
*Truong Thi Thuy Ngan*

  
*Nguyen Thi Xuan Dong*

  
  
*Huynh Tri Dung*

## **NOTES TO THE FINANCIAL STATEMENTS**

### *Year 2025*

#### **I . CHARACTERISTICS OF OPERATION OF THE COMPANY**

##### **1 . Form of capital ownership**

Ho Chi Minh City Public Lighting Joint Stock Company was transformed from Ho Chi Minh City Public Lighting One Member Limited Liability Company under the Decision No. 6039/QĐ-UBND dated 17 November 2015 of People's Committee of Ho Chi Minh city. The Company operates under the Business Registration Certificate No. 0300423479 on 12 August 2010 by the Department of Planning and Investment of Ho Chi Minh city and the 7th amendment under the Enterprise Registration Certificate of Joint Stock Company dated 12 December 2025.

The Company's head office is located at No. 121 Chau Van Liem street, Cho Lon ward, Ho Chi Minh city.

The Company's charter capital is VND 284,000,000,000 (Two hundred and eighty-four billions dong), equivalent to 28,400,000 shares, with par value of VND 10,000/share.

##### **2 . Business field**

Operation management, maintenance of public lighting systems, traffic signal lights, CCTV, electronic traffic information board.

##### **3 . Business activities**

Main business activity of the Company include:

- Operation management, maintenance of public lighting systems;
- Survey consultation, project plan preparation, design, estimation, bidding document preparation, construction supervision, project management and management works: public lighting, traffic signal lights, CCTV, electronic traffic information board;
- Construction and installation for the system of public lighting, traffic signal lights, CCTV, electronic traffic information board.

#### **II . ACCOUNTING PERIOD AND ACCOUNTING CURRENCY**

- 1 . Annual accounting period commences from 1st January and ends as at 31st December.
- 2 . The Company maintains its accounting records in VND.

#### **III . STANDARDS AND APPLICABLE ACCOUNTING POLICIES**

##### **1 . Applicable Accounting Policies**

The Company applies Corporate Accounting System issued under Circular No. 200/2014/TT-BTC dated 22 December 2014 of the Minister of Finance and the Circular No. 53/2016/TT-BTC dated 21 March 2016 issued by Ministry of Finance amending and supplementing some articles of the Circular No. 200/2014/TT-BTC.

##### **2 . Declaration of compliance with Accounting Standards and Accounting System**

The Company applies Vietnamese Accounting Standards and supplement documents issued by the State. Financial Statements are prepared in accordance with regulations of each standard and supplement documents as well as with current Accounting Standards and Accounting System.

#### **IV . ACCOUNTING POLICY**

##### **1 . Cash and cash equivalents**

Cash comprises cash on hand and demand deposits.

Cash equivalents are short-term investments with the maturity of not over than 3 months from the date of investment, that are highly liquid and readily convertible into known amount of cash and that are subject to an insignificant risk of conversion into cash.

##### **2 . Financial investments**

Investments held to maturity are term deposits which are held to maturity to earn profits periodically.

##### **3 . Receivables**

The receivables shall be recorded in details in terms of due date, entities receivables, types of currency receivable and other factors according to requirements for management of the Company. The receivables shall be classified into short-term receivables or long-term receivables on the Financial Statements according to their remaining terms at the reporting date.

The provision for doubtful debts is made for receivables that are overdue under an economic contract, a loan agreement, a contractual commitment or a promissory note and for receivables that are not due but difficult to be recovered. Accordingly, the provisions for overdue debts shall be based on the due date stipulated in the initial sale contract, exclusive of the debt rescheduling between contracting parties and the case where the debts are not due but the debtor is in bankruptcy, in dissolution, missing, making fleeing or estimating the possible losses.

##### **4 . Inventories**

Inventories are initially recognized at original cost including purchase price and other costs incurred in bringing the inventories to their location and condition at the time of initial recognition.

The cost of inventory is calculated using first in first out method.

Inventory is recorded by perpetual method.

Method for valuation of work in process at the end of the year: The value of work in progress is recorded for each construction project which is incomplete or revenue is unrecognised, corresponding to the amount of work in progress at the end of the year.

Provision for devaluation of inventories made at the end of the year is based on the excess of original cost of inventory over their net realizable value.

## **5 . Fixed assets**

Tangible fixed assets are initially stated at the historical cost. During the using time, tangible fixed assets are recorded at cost, accumulated depreciation and carrying amount.

### *Subsequent measurement after initial recognition*

If these costs aument future economic benefits obtained from the use of tangible fixed assets are extended to their initial standards conditions, these costs are capitalized as an incremental in their historical cost.

Other costs incurred after tangible fixed assets have been put into operation such as repair, maintenance and overhaul costs are recognized in the Statement of Income in the year in which the costs are incurred.

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

- |                                     |               |
|-------------------------------------|---------------|
| - Building, construction            | 06 - 25 years |
| - Machinery, equipment              | 05 - 07 years |
| - Vehicle, transportation equipment | 06 years      |
| - Office equipment and furniture    | 03 years      |

## **6 . Prepaid expenses**

The expenses incurred but related to operating results of several fiscal years are recorded as prepaid expenses and are allocated to the operating results in the following fiscal years.

The calculation and allocation of long-term prepaid expenses to operating expenses in each fiscal year should be based on the nature of those expenses to select a reasonable allocation method and criteria.

Prepaid expenses of the Company including:

- Tools and supplies include assets which are possessed by the Company in an ordinary course of business, with historical cost of each asset less than 30 million dong and therefore not eligible for recording as fixed asset under current legal regulations. The historical cost of tools and supplies are allocated on the straight-line basis from 1 year to 3 years.
- Goodwill arising from the equitization of state-owned enterprise is allocated gradually within no more than 10 years.
- Other prepaid expenses are recorded according to their historical costs and allocated on the straight-line during useful time.

## **7 . Payables**

The payables shall be recorded in details in terms of due date, entities payables, types of currency payable and other factors according to requirements for management of the Company. The payables shall be classified into short-term payables or long-term payables on the Financial Statements according to their remaining terms at the reporting date.

## **8 . Accrued expenses**

Accrued expenses include payables to goods or services received from the suppliers or provided for the customers during the reporting year, but the payments for such goods or services have not been made and other payables which are recorded as operating expenses of the reporting year.

The recording of accrued expenses as operating expenses during the year shall be carried out under the matching principle between revenues and expenses during the year. Accrued expenses are settled with actual expenses incurred. The difference between accrued and actual expenses is reverted.

**V . ITEMS DISCLOSED IN THE STATEMENT OF FINANCIAL POSITION**

**1 . Cash and cash equivalents**

	<u>31/12/2025</u>	<u>01/01/2025</u>
	VND	VND
Cash on hand	206.244.200	32.340.654
Demand deposits	68.587.016.655	78.608.632.469
Cash equivalents	110.000.000.000	131.000.000.000
	<u><b>178.793.260.855</b></u>	<u><b>209.640.973.123</b></u>

**2 . Held-to-maturity investments**

	<u>31/12/2025</u>	<u>01/01/2025</u>
	VND	VND
<b>Short-term investments</b>	41.000.000.000	-
Term deposits	41.000.000.000	-
	<u><b>41.000.000.000</b></u>	<u><b>-</b></u>

**3 . Short-term trade receivables**

	<u>31/12/2025</u>	<u>01/01/2025</u>
	VND	VND
Short-term trade receivables	157.621.215.141	158.327.258.720
	<u><b>157.621.215.141</b></u>	<u><b>158.327.258.720</b></u>

**4 . Other short-term receivables**

	<u>31/12/2025</u>	<u>01/01/2025</u>
	VND	VND
Mortgages for contract performance guarantee	22.549.407.055	21.906.201.465
Receivables from deposits interest	263.413.697	325.139.727
Advances	154.500.000	-
Other receivables	12.781.164.779	12.994.275.486
	<u><b>35.748.485.531</b></u>	<u><b>35.225.616.678</b></u>

**5 . Inventories**

	<u>31/12/2025</u>	<u>01/01/2025</u>
	VND	VND
Raw materials	21.750.395.135	17.757.678.107
Tools, supplies	108.164.800	92.574.000
Work in progress	29.423.207.987	15.759.269.993
Finished goods	104.346.669	104.346.669
	<u><b>51.386.114.591</b></u>	<u><b>33.713.868.769</b></u>

**6 . Tangible fixed assets**

	Building, construction	Machinery, equipment	Vehicle, transportation equipment	Office equipment and furniture	Total
	VND	VND	VND	VND	VND
<b>Original cost</b>					
Beginning balance	33.905.931.917	3.118.089.900	36.731.222.029	3.226.228.045	76.981.471.891
- Purchase in the period	-	146.678.336	-	-	146.678.336
<b>Ending balance of the period</b>	<b><u>33.905.931.917</u></b>	<b><u>3.264.768.236</u></b>	<b><u>36.731.222.029</u></b>	<b><u>3.226.228.045</u></b>	<b><u>77.128.150.227</u></b>
<b>Accumulated depreciation</b>					
Beginning balance	20.164.465.624	3.010.984.523	36.731.222.029	3.078.800.566	62.985.472.742
- Depreciation in the period	1.122.105.016	26.433.567	-	96.299.996	1.244.838.579
<b>Ending balance of the period</b>	<b><u>21.286.570.640</u></b>	<b><u>3.037.418.090</u></b>	<b><u>36.731.222.029</u></b>	<b><u>3.175.100.562</u></b>	<b><u>64.230.311.321</u></b>
<b>Net carrying amount</b>					
Beginning balance	13.741.466.293	107.105.377	-	147.427.479	13.995.999.149
<b>Ending balance of the period</b>	<b><u>12.619.361.277</u></b>	<b><u>227.350.146</u></b>	<b><u>-</u></b>	<b><u>51.127.483</u></b>	<b><u>12.897.838.906</u></b>

**Ho Chi Minh City Public Lighting Joint Stock Company**

No. 121 Chau Van Liem street, Cho Lon ward, Ho Chi Minh city

**7 . Prepaid expenses**

	<u>31/12/2023</u>	<u>01/01/2023</u>
	VND	VND
<b>a) Short-term</b>		
Cost of virtual server rental and online storage	51.179.250	20.999.250
Others	894.040	93.193.999
	<u><b>52.073.290</b></u>	<u><b>114.193.249</b></u>
<b>b) Long-term</b>		
Goodwill	4.337.650.069	13.012.950.203
Others	121.956.949	162.880.018
	<u><b>4.459.607.018</b></u>	<u><b>13.175.830.221</b></u>

**8 . Short-term trade payables**

	<u>31/12/2025</u>	<u>01/01/2025</u>
	VND	VND
Short-term trade payables	75.659.621.277	66.049.564.156
	<u><b>75.659.621.277</b></u>	<u><b>66.049.564.156</b></u>

**Ho Chi Minh City Public Lighting Joint Stock Company**

No. 121 Chau Van Liem street, district 5, Ho Chi Minh city

**9 . Tax and other payables to the state budget**

	Tax receivable at the beginning of year	Tax payable at the beginning of year	Tax payable in the year	Tax paid in the year	Tax receivable at the end of the year	Tax payable at the end of the year
	VND	VND	VND	VND	VND	VND
Value-added tax	83.144.908	-	11.339.884.044	10.272.129.453	-	984.609.683
Corporate income tax	4.950.153.028	-	8.039.785.212	4.130.000.000	1.040.367.816	-
Personal income tax	4.907.631.561	-	6.305.569.230	1.525.418.200	127.480.531	-
Land tax and land rental	-	-	3.071.119.428	3.071.119.428	-	-
Other taxes	-	-	5.000.000	5.000.000	-	-
	<b>9.940.929.497</b>	<b>-</b>	<b>28.761.357.914</b>	<b>19.003.667.081</b>	<b>1.167.848.347</b>	<b>984.609.683</b>

**10 . Short-term accrued expenses**

	<u>31/12/2023</u>	<u>01/01/2023</u>
	VND	VND
Accrued costs	703.488.984	666.096.361
	<b><u>703.488.984</u></b>	<b><u>666.096.361</u></b>

**11 . Short-term accrued expenses**

	<u>31/12/2023</u>	<u>01/01/2023</u>
	VND	VND
Other payables	19.508.790.486	15.509.536.131
	<b><u>19.508.790.486</u></b>	<b><u>15.509.536.131</u></b>

**VI . ITEMS DISCLOSED IN THE STATEMENT OF INCOME**

**1 . Total revenue from sales of goods and rendering of services**

	<u>Year 2025</u>	<u>Year 2024</u>
	VND	VND
Revenue from maintenance activities	528.758.258.183	578.394.434.280
Revenue from construction activities	35.636.602.745	50.855.535.135
Other revenues	563.488.809	590.507.105
	<b><u>564.958.349.737</u></b>	<b><u>629.840.476.520</u></b>

**2 . Cost of goods sold**

	<u>Year 2025</u>	<u>Year 2024</u>
	VND	VND
Cost of maintenance activities	418.595.254.581	460.668.209.960
Cost of construction activities	28.958.127.801	48.949.338.120
Provision for devaluation of inventories	-	2.762.079
Cost of other services	451.130.043	526.301.282
	<b><u>448.004.512.425</u></b>	<b><u>510.146.611.441</u></b>

**3 . Financial income**

	<u>Year 2025</u>	<u>Year 2024</u>
	VND	VND
Interest income	8.444.440.595	6.199.496.831
	<b><u>8.444.440.595</u></b>	<b><u>6.199.496.831</u></b>

**4 . General and administrative expense**

	Year 2025	Year 2024
	VND	VND
Raw materials	4.515.521.056	3.210.941.043
Labour expenses	42.732.571.342	38.314.886.859
Depreciation expenses	1.218.405.012	1.204.873.833
Tax, charge, fee	3.429.132.202	3.332.794.342
Expenses of outsourcing services	20.900.658.794	20.336.125.179
Other expenses in cash	13.835.123.765	15.453.198.608
	<b>86.631.412.171</b>	<b>81.852.819.864</b>

**5 . Other income**

	Year 2025	Year 2024
	VND	VND
Income from space rental	96.000.000	96.000.000
Income from sale of materials	1.200.332.800	1.919.984.862
Others	8.180.323	154.339.515
	<b>1.304.513.123</b>	<b>2.170.324.377</b>

**6 . Other expenses**

	Year 2025	Year 2024
	VND	VND
Export materials for sale, warranty replacement	1.199.932.800	1.919.984.862
Penalties for administrative violations in the tax field	-	66.198.289
	<b>1.199.932.800</b>	<b>1.986.183.151</b>

**7 Current corporate income tax expenses**

	Year 2025	Year 2024
	VND	VND
Total profit before tax	38.871.446.059	44.224.683.272
Decrease	-	-
- <i>Reduce costs from previous years into current year</i>	-	-
Increase	1.327.480.000	584.598.289
- <i>Remuneration of part-time managers</i>	839.280.000	518.400.000
- <i>Penalties for administrative violations in the tax field</i>	-	66.198.289
- <i>Other ineligible expenses</i>	488.200.000	-
Taxable income	40.198.926.059	44.809.281.561
<b>Current corporate income tax expense (tax rate 20%)</b>	<b>8.039.785.212</b>	<b>8.961.856.312</b>
Adjustment of tax expenses in previous years into current year	-	-
<b>Total</b>	<b>8.039.785.212</b>	<b>8.961.856.312</b>

**8 . Remuneration to members of Board of Management, Board of Directors, Board of Supervision:**  
**Remuneration to members of Board of Management:**

<u>No.</u>	<u>Name</u>	<u>Tittle</u>	<u>Year 2025</u> VND	<u>Year 2024</u> VND
1	Mr. Tran Van Hung	Chairman	786.329.000	651.885.000
2	Mr. Le Van Bac	Member	171.038.000	51.400.000
3	Mr. Bui Le Anh Hieu	Member	176.070.000	133.612.000
4	Mr. Hoang Thien Anh	Member	160.973.000	40.840.000
<b>Total</b>			<b>1.294.410.000</b>	<b>877.737.000</b>

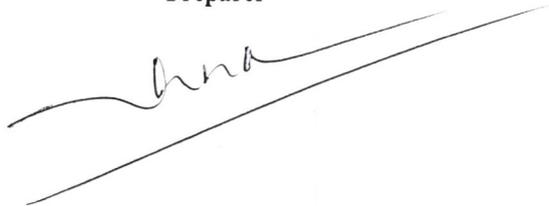
**Remuneration of General Director and other managers:**

<u>No.</u>	<u>Name</u>	<u>Tittle</u>	<u>Year 2025</u> VND	<u>Year 2024</u> VND
1	Mr. Huynh Tri Dung	General Director	1.395.853.000	656.332.000
2	Mr. Nguyen Minh Tuan	Deputy General Director	1.028.699.000	577.035.000
3	Ms. Nguyen Thi Xuan Dong	Chief Accountant	1.034.699.000	583.035.000
<b>Total</b>			<b>3.459.251.000</b>	<b>1.816.402.000</b>

**Remuneration to members of Board of Supervision:**

<u>No.</u>	<u>Name</u>	<u>Tittle</u>	<u>Year 2025</u> VND	<u>Year 2024</u> VND
1	Ms. Pham Thi Xuan Lieu	Head	693.821.000	583.035.000
2	Mr. Nguyen Tan Phong	Member	147.940.000	112.968.000
3	Ms. Le Thi Ngoc Anh	Member	145.252.000	51.400.000
<b>Total</b>			<b>987.013.000</b>	<b>747.403.000</b>

Preparer



**Trung Thi Thuy Ngan**

Chief Accountant



**Nguyen Thi Xuan Dong**

Ho Chi Minh city, 31 December 2025

General Director



**Huynh Tri Dung**