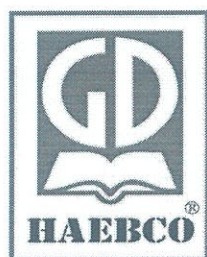


**VIETNAM EDUCATION PUBLISHER**  
**EDUCATION BOOK JOINT STOCK COMPANY IN HANOI CITY**

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**ANNUAL REPORT**  
**REPORTING YEAR 2025**

*Hanoi, March 2026*

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## **I. General information**

### **1. General information**

- Transaction name: Education Book Joint Stock Company in Hanoi City
- Business registration certificate number: 0101493714
- Charter capital: 102,194,840,000 VND
- Owner's investment capital: 102,194,840,000 VND
- Address: 2nd Floor, Building D Vinaconex Office Area 1 - 289A Khuat Duy

Tien, Dai Mo Ward, Hanoi.

- Phone number: 024.6253.4301
- Fax number: 024.6265.7741
- Website: [www.sachgiaoduchanoi.vn](http://www.sachgiaoduchanoi.vn)
- Stock code: EBS

### **2. The process of formation and development**

- Formation and development process: Education Book Joint Stock Company in Hanoi City, formerly known as the Reference Book Publishing Center - a member unit of the Education Publishing House (EPH) was established in 2000, with the mission of organizing the printing and distribution of reference books of the Education Publishing House, serving the education industry and other social subjects. (Pursuant to Decision No. 1916/QD-BGD&ĐT-TCCB).

- Book Publishing Center officially transformed into Educational Book Joint Stock Company in Hanoi city according to Decision No. 1575/QD-BGD&ĐT-TCCB dated March 29, 2004 of the Ministry of Education and Training.

- Switching to operating under the joint stock company model, the Company's operating objective is to maximize the legitimate benefits of shareholders through accumulating and improving competitiveness, developing production to expand market share and business lines, ensuring increased corporate value. In addition, the Company also aims to contribute to the task of developing the country's socio-economic education sector.



- Listing: Officially listed at Hanoi Stock Exchange Center on December 24, 2006.
- Since operating as a joint stock company in 2004, up to now, Education Book Joint Stock Company in Hanoi City has increased its charter capital through the following stages:
  - On July 12, 2007, the Company increased its charter capital from 10,000,000,000 VND to 25,548,710,000 VND by issuing bonus shares to existing shareholders and paying dividends in shares (par value 10,000 VND/share) according to Official Dispatch No. 611/UBCK-QLPH dated May 21, 2007.
  - On April 18, 2008, the Company increased its charter capital from 25,548,710,000 VND to 51,097,420,000 VND by offering 2,225,871 shares to existing shareholders at a price of 10,000 VND/share.
  - On May 31, 2010, the Company increased its charter capital from 51,097,420,000 VND to 102,194,840,000 VND by offering 5,109,742 shares to existing shareholders at a price of 10,000 VND/share.

### **3. *Industry and business area***

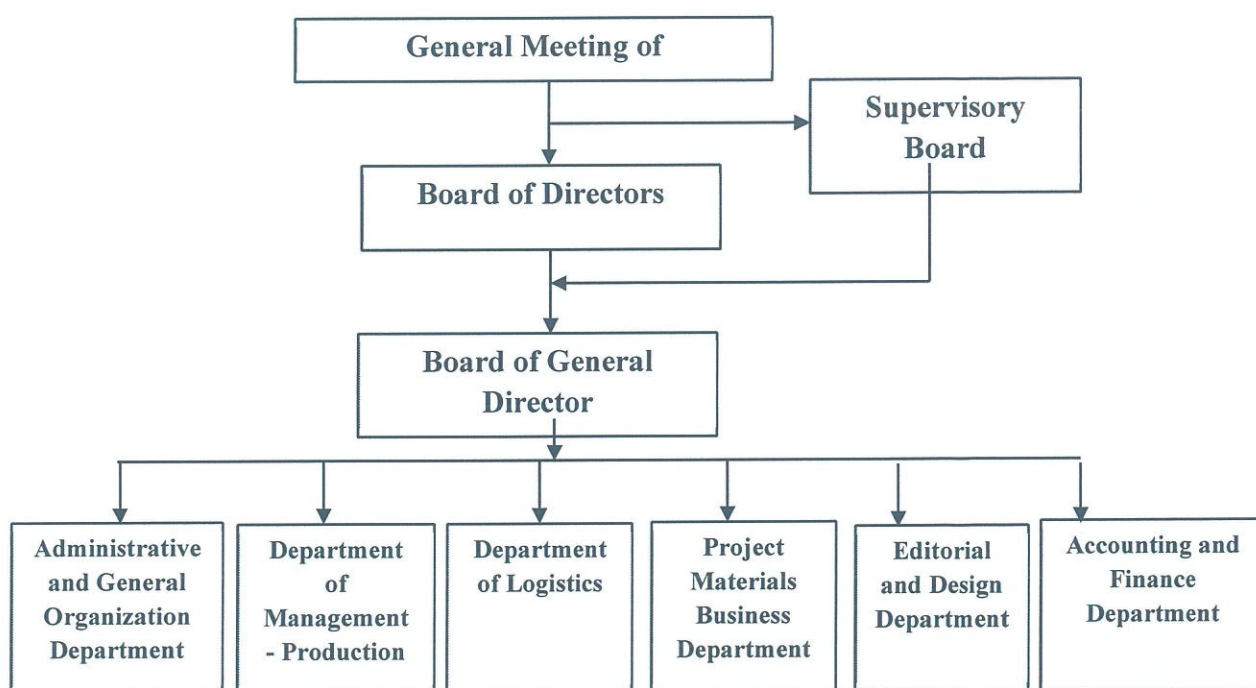
- Business line:
  - + Trading in educational books, other books, newspapers, magazines, picture maps, CDs and other publications allowed for circulation.
  - + Trading in stationery and toys.
  - + Buy and sell personal and household items.
  - + Buy and sell machinery, equipment and replacement parts.
  - + Manufacturing, trading and selling teaching equipment.
  - + Real estate business activities, land use rights belonging to the owner, owner or tenant;
- Business location: Vietnam.

#### 4. Information about the governance model, business organization and management apparatus

- Management model: Shareholders' Meeting, Supervisory Board, Board of Directors, Executive Board headed by the General Director, 01 Deputy Director in charge of various tasks.

- Management structure: The Company's organizational and operating structure includes the Board of Directors and the Executive Board.

- Management chart:



- Subsidiaries and affiliated companies:

\* Subsidiaries, main business lines of electricity production are detailed as follows:

- EBS Solar Vietnam Energy Joint Stock Company
  - + Interest rate of the parent company: 67.48%
  - + Voting rights of the parent company: 67.48%
- EBS Solar Phuong Nam Energy Joint Stock Company

- + Interest rate of the parent company: 47.23%
- + Voting rights of the parent company: 70.00%
- EBS Solar Khanh An Energy Joint Stock Company
  - + Interest rate of the parent company: 47.23%
  - + Voting rights of the parent company: 70.00%
- Companies that the Company indirectly controls through the voting rights of EBS Solar Vietnam Energy Joint Stock Company.

**\* Affiliated companies:**

- Educational Book Publishing Joint Stock Company: Vote/benefit ratio: 21.82%, the main business line is publishing and distributing books.
- Ocean Solar Joint Stock Company: Voting rate 49.95%, interest rate: 33.70%, main business line is power generation.

## **5. Development orientation**

- The main goals of the Company: Trading books and publications serving the Education industry.
- Medium and long-term development strategy: Implement nationwide development, implement joint ventures with other related companies. The goal is to develop reference books nationwide.
- The Company's environmental, social and community goals: The Company always sets business goals combined with social responsibility; always share and help in difficult cases; Participate in many charity activities locally as well as in other difficult areas.

## **6. Risks**

- The book and education market in 2025 will continue to witness the increase of competitors inside and outside the Educational Publishing House system. Private businesses and industry organizations continue to seek ways to increase their presence and dominate the market.



- In 2025, the Company will face many difficulties due to the general impact of the education sector, especially the preparation to apply a unified set of textbooks from the 2026-2027 school year, causing partners to reduce the order of reference books. The shrinking market has caused revenue, profits to decline, and inventory to increase. However, the company has maintained a stable position thanks to innovation in its book and educational products portfolio, especially in the reference book segment. The Board of Directors highly appreciates the initiative and flexibility in management and administration of the Executive Board, helping the Company maintain stable operations in increasingly fierce competitive conditions. In 2025, Educational Books Joint Stock Company in Hanoi City will face difficulties in terms of operations:

Topics, manuscripts, authors: The number of new topics is limited, reference books are fiercely competitive in the market.

The Company's Board of Directors has made great efforts for the Company to achieve results in 2025.

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

### **1. Situation of production and business activities**

- Results of production and business activities during the year:

Maintain and expand the reference book market nationwide according to the motto of covering all localities and areas in the provinces, including remote areas, to ensure reference books reach all students, parents and readers.

Build a book list system to serve all grade levels.

Implementation status compared to plan:



No.	Target	Plan 2025 (million VND)	Perform (Parent company) (million VND)	Implementation (consolidated 2025) (million VND)	Ratio of implementation compared to plan (Parent company vs. Plan)
1	Total revenue	84.857	66.950	75.743	79%
2	Profit before tax	10.500	9.546	14.410	91%
3	Profit after tax	8.500	8.236	12.373	97%
4	Equity	-	126.507	150.199	-
5	Dividends	8.5%	8%		94%

Analysis of business results in 2025:

- Equity at the end of the period compared to the beginning of the period reached 100% (end of period: 126,507 million, beginning of period: 126,243 million).
- Total assets at the end of the period compared to the beginning of the period reached 98% (end of period: 136,744 million, beginning of period: 139,424 million).
- Total revenue in 2025 decreased over the same period by 95% over the same period (in 2025: 66,950 million in the same period in 2024: 70,265 million).
- Profit before tax decreased over the same period by 101% over the same period (in 2025: 9,646 million, in 2024: 9,521 million).
- Profit after tax increased over the same period: 101% over the same period (in 2024: 8,124 million, in 2025: 8,236 million).
- Revenue from financial activities increased over the same period by 178% (in 2025: 13,892 million, in 2024: 7,806 million). Short-term and long-term financial investments in companies are profitable, equity is preserved

## **2. Organization and personnel**

- List of Executive Board: 02 people
- **Mr. Nguyen Thanh Tung**
  - Position: General Director of the Company and Member of the Board of Directors
  - Gender: Male
  - Date of birth: October 14, 1982
  - Place of birth: Yen Lac - Vinh Phuc
  - Hometown: Yen Lac - Vinh Phuc
  - Nationality: Vietnamese
  - Ethnicity: Kinh
  - Permanent address: 1102-OCT1, Group 13, Dinh Cong Ward, Hanoi City
  - Educational level: 12/12
  - Professional qualifications: Master of economics
  - Work process:
    - ❖ From July 2004 - December 2006 Accountant, Accounting and Finance Department, Education Publishing House
    - ❖ From January 2006 - October 2007 Accountant, Accounting and Finance Department, Education Publishing House in Hanoi
    - ❖ From November 2007 - March 2009, Deputy Head of Accounting and Finance Department, Education Publishing House in Hanoi City
    - ❖ From April 2009 - January 2015 Chief Accountant of Hanoi Education Publishing Services Joint Stock Company
    - ❖ From February 2015 - August 2019, Deputy Director of Hanoi Education Publishing Service Joint Stock Company.
    - ❖ September 2019 - now General Director of Education Book Joint Stock Company in Hanoi City.
  - Number of shares held: none

– **Mr. Ngo Trong Vinh**

- Position: Deputy General Director of the Company and Chairman of the Board of Directors.
- Gender: Male
- Date of birth: February 5, 1964
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: No. 67, 8/3 street, Bach Mai Ward, Hanoi
- Educational level: 10/10
- Professional qualifications: Construction engineer, Bachelor of Economics
- Work process:
  - ❖ From 1988-1989: Officer of Import-Export Company producing and supplying transportation materials
  - ❖ From 1989-1990: Intern in the German Democratic Republic
  - ❖ From 1991-1993: Deputy Sales Department of VIETRANIMEX Import-Export Corporation
  - ❖ From 1994-1995: Investment intern in Spain
  - ❖ From 1996 – 2000: Head of Planning Department of Trade and Construction Corporation (VIETRACIMEX)
  - ❖ 2001: Acting Director of Infrastructure Construction and Development Company under the Trade and Construction Corporation (VIETRACIMEX)
  - ❖ From November 2001 to September 2005: Director of Construction and Mechanical Company No. 1
  - ❖ October 2005 - February 2009: Chairman of the Board of Directors and Director of Construction and Mechanical Joint Stock Company No. 1



- ❖ March 2009 - present: Chairman of the Board of Directors of CMC Investment Joint Stock Company.
- ❖ Current position: Chairman of the Board of Directors of CMC Investment Joint Stock Company; Chairman of the Board of Directors of Educational Book Joint Stock Company in Ho Chi Minh City;
- **Number of shares held: 958,383 shares**, of which: Personal ownership: 958,383 shares (accounting for 9.5% of charter capital).

- Number of officers and employees:

No.	Qualifications	Quantity	Rate %
1	Master	7	20
2	University, College	23	66
3	Intermediate Level	1	3
4	Technical Industry, Other Labor	4	11
	<b>Total</b>	<b>35</b>	<b>100</b>

- Policies for employees:

- + Fully implement social insurance, health insurance, unemployment insurance and other policies for employees according to labor contracts and State regulations.
- + Create conditions for workers to study and improve their qualifications.
- + Improve the environment, working conditions, improve material and spiritual life, build and strengthen the Company's corporate culture, create good motivation for employees to work actively, stably and closely for the development of the Company.
- + Organize and implement well the work of labor safety and fire prevention, fire prevention and fighting.

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

#### **Subsidiaries and affiliated companies:**

- Subsidiary company: EBS Solar Vietnam Energy Joint Stock Company; EBS Solar Phuong Nam Energy Joint Stock Company; EBS Solar Khanh An Energy Joint Stock Company; – main activities are electricity production, electricity transmission and



distribution, installation of water supply and drainage systems, heating and air conditioning etc. In 2025, the business subsidiaries will be profitable and plan to pay a dividend of 10%.

- Affiliated company: Educational Book Distribution Joint Stock Company – main activities are trading, retailing educational books, stationery, toy products, organizing the exploitation of topics... with business results in 2025 with a total revenue of VND 106 billion, profitable business and a dividend payment plan of 5%; Ocean Solar Joint Stock Company The total revenue is 16 billion VND, profitable business and plans to pay 10% dividends.

#### 4. Financial situation

##### a) Financial situation (Unit: VND)

No.	Target	2025	2024	% of the same period
1	Total asset value	136.744.580.730	139.424.558.668	98%
2	Net revenue	52.848.707.425	62.454.494.910	85%
3	Profits from business activities	9.475.745.669	9.516.753.811	100%
4	Other profits	171.179.741	4.550.603	
5	Profit before tax	9.646.925.410	9.521.304.414	101%
6	Profit after tax	8.236.183.025	8.124.709.531	101%
7	Dividend profit ratio (%)	8	8	100%

**b) Main financial indicators**

<b>Targets</b>	<b>2024</b>	<b>2025</b>	<b>Note</b>
<i>1. Criteria for ability to pay</i>			
+ Short-term payment ratio:			
Current assets/Short-term debt	8,4	10,5	
+ Quick payout ratio:			
<u>Working Assets - Inventory</u>			
Short-term debt	7,2	8,6	
<i>2. Capital structure criteria</i>			
+ Debt/Total Assets Ratio	0,10	0,7	
+ Debt/Equity Ratio	0,11	0,8	
<i>3. Performance indicators</i>			
+ Inventory turnover:	2,1	2,3	
<u>Cost of goods sold</u>			
Average inventory			
+ Net revenue/Total assets	0,45	0,39	
<i>4. Profitability criteria</i>			
+ Profit after tax coefficient/Net revenue	0,130	0,155	
+ Profit after tax ratio/Equity	0,064	0,065	
+ Profit after tax coefficient/Total assets	0,058	0,062	
+ Coefficient of Profit from business activities/Net revenue	0,15	0,18	

**5. Shareholder structure, change in owner's investment capital**

**a)** Share: 10,219,484 (Ten million two hundred nineteen thousand four hundred eighty-four) ordinary shares.

**Outstanding shares:** 9.965.584 shares

**b) Shareholder structure:** According to the general list of stock owners - the closing date for the list of shareholders is February 23, 2026 (last registration date) prepared by VSD.

No.	Interpretation	Number of shareholders	Number of shares	Proportion
<b>1</b>	<b>Big shareholders, small shareholders</b>	<b>639</b>	<b>9.965.584</b>	<b>100%</b>
	Shareholders owning 5% or more of the total Common stock	6	8.344.683	83,74%
	Shareholders own from 1% to less than 5% or more of the total Common stock	2	513.900	5%
	Shareholders owning 1% or less of total Common stock	631	1.107.001	11,11%
<b>2</b>	<b>Institutional shareholders, individual shareholders</b>	<b>639</b>	<b>9.965.584</b>	<b>100%</b>
	Organization (domestic, foreign)	14	4.000.813	40,15%
	Individual (domestic, foreign)	625	5.964.771	59,85%
<b>3</b>	<b>Domestic colleges and foreign colleges</b>	<b>639</b>	<b>9.965.584</b>	<b>100%</b>
	Domestic shareholders (individuals, organizations)	627	9.909.545	99%
	Foreign shareholders (individuals, organizations)	12	56.039	1%
<b>4</b>	<b>State shareholders and other shareholders</b>	<b>639</b>	<b>9.965.584</b>	<b>100%</b>
	State shareholders	1	2.591.100	26%
	Other colleges (not state colleges)	638	7.374.484	74%



c) **Situation of change in owner's investment capital:** None.

d) **Trading treasury shares:**

- Number of treasury shares as of February 23, 2026: 253.900 shares.

- Transactions performed during the year: None

e) **Other securities:** As of December 31, 2025, the Company will invest in trading securities as follows:

No.	Unit name	Quantity	Note
<b>I</b>	<b>Listed Stocks</b>	<b>3.857.680</b>	
1	Bamboo Capital Group Joint Stock Company (BCG)	2.202.000	
2	Military Commercial Joint Stock Bank (MBB)	802.680	
3	Saigon – Hanoi Joint Stock Commercial Bank (SHB)	791.000	
4	Cao Son Coal Joint Stock Company – TKV (CST)	25.100	
5	Post Telecommunications – Informatics Joint Stock Company (ICT)	36.900	
<b>II</b>	<b>Unlisted Stocks</b>	<b>1.550</b>	
1	Vietnam Livestock Corporation – Joint Stock Company (VLC)	1.550	

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

### 5.1 Management of raw materials

a) The total amount of raw materials used to produce and package the organization's primary products and services during the year.

b) Report the percentage of recycled materials used to produce the organization's primary products and services

### 5.2 Energy consumption

a) Direct and indirect energy consumption

b) Energy is saved through energy efficiency initiatives

c) Energy saving initiative reports



### 5.3 Water consumption

- a) **Water supply and water usage:**
- b) **Percentage and total amount of water recycled and reused**

### 5.4 Comply with laws on environmental protection

- a) **Number of times sanctioned for non-compliance with environmental laws and regulations:** None
- b) **Total amount of fines for non-compliance with environmental laws and regulations:** None

### 5.5 Policies related to employees

- a) **Number of employees, average salary for employees:** Number of tuberculosis  
There are 32 people, The minimum wage is guaranteed according to the regional minimum wage, the average salary is 21 million VND/person/month.
- b) **Labor policies to ensure the health, safety and welfare of workers:** The company always cares about its employees and organizes annual health checks.
- c) **Employee training activities:** The Company always trains and fosters professional qualifications for employees to promptly meet the Company's human resource needs.

**5.6 Report related to responsibility towards local community:** The company cares about difficult circumstances in the region, organizes gift giving to the poor, poor students overcoming difficulties, participates in charity programs in other regions and localities and charity activities of Vietnam Education Publishing House and the Ministry of Education and Training.

**5.7 Report related to green capital market activities according to the guidance of the State Securities Commission**

**III. Report and evaluation of the Board of General Directors** (The Board of General Directors reports and evaluates all aspects of the company's situation)

**1. Evaluate the results of production and business activities**

Facing the difficult situation of 2025, under the direction of the Board of Directors, the Board of General Directors and the efforts of the collective employees. The staff, employees, functional departments, editorial boards in the Company, and member units in the VNEPH system have coordinated with each other to achieve results in production and business.

- Business innovation, improving publication quality: Proactively go to local markets, research local needs, collect market feedback to organize work and perfect products.

- Officials and employees in the company have always tried to develop the market, but the results have not been achieved as planned, reaching 91% compared to the customer.

**2. Financial situation****a) Asset Situation:**

As of 31/12/2025, the Company's fixed assets are 354 million VND

**b) Liability situation:**

The current short-term liabilities as of December 31, 2025 are VND 4.6 billion, these are undue, due and overdue debts that must be paid.

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

In 2025, the Company will continue to maintain the ISO 9001: 2008 quality management system.

**4. Future development plan**

- Promote the quality management of editing, design, and pre-press services to improve competitiveness, develop bidding books, and find new manuscripts suitable for the market to increase sales and profits for the company.

- Expanding production and business in all fields with strategic partners and suppliers

Explanation of the Board of Directors for audit opinions (if any) - (In case the audit opinion is not a full approval opinion). None.



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

- a) **Assessment related to environmental indicators:** The company always saves energy using electricity and water.
- b) **Evaluation related to employee issues:** The company cares about employee benefits and has special benefits for difficult situations. Employees enjoy benefits such as filial piety, holidays, children with good academic achievements,...
- c) **Assessment related to corporate responsibility to the local community:** The company complies well with local regulations.

**IV. Evaluation of the Board of Directors on the Company's operations**

**1. Evaluation of the Board of Directors on the Company's operations**

2025 with the Board of Directors' efforts to maintain and develop the market. The Company's pre-tax profit has not reached the target compared to the plan approved by the Annual General Meeting of Shareholders (*make a minimum dividend payment of 8.5%*) and in 2025, the Company will pay dividends of 8%.

In the face of the difficulties of 2025, the Board of Directors has tried to run the Company's operations and achieved the following results:

- Maintain and develop the issuance market.
- Maintain ISO 9001:2008 Quality Management System.
- On January 22, 2026, the company announced the closing of the list of shareholders on February 23, 2026 to advance the 2025 dividend in cash at the rate of 8%, the payment date of April 28, 2026.

**2. Plans and orientations of the Board of Directors**

With the goal of maintaining the stability of the results of production and business activities in the difficult conditions of 2026, the Board of Directors advocates the following work plans:

- Maintain periodic meetings of the Board of Directors to administer the Company's activities; Focus on directing production and business in 2026, maintaining the market.

- Stabilize the organizational structure of the Company's personnel and expertise.
- Improve the internal management and system of internal regulatory documents.
- Financial investment to use capital more efficiently than savings.
- Organizing periodic meetings of the Board of Directors to administer the company's activities; focus on directing production and business activities in 2026;
- To step up the work of improving the quality of topics, exploiting the market, continuing to find and associate with partners with many topics suitable to the market;
- Focus on care to maintain and develop the market.
- Directing the Company to be cautious in inventory, focusing on making printing decisions in accordance with market demand.
- Investment orientation of anti-piracy measures to ensure the issuance plan in 2026.
- Strengthen the application of information technology in management and administration, cost-saving measures to improve production and business efficiency and corporate governance.

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

With the goal of maintaining stable results of production and business activities in difficult conditions in 2025, the Board of Directors advocates making the following work plans:

- Maintain regular meetings of the Board of Directors to manage the Company's activities; Focus on directing production and business in 2025, maintaining the market.
- Stabilize the organization of the Company's human resources and expertise.
- Complete internal management and system of internal regulatory documents.
- Financial investment to use capital more effectively than savings.
- Organize regular meetings of the Board of Directors to manage the company's activities; Focus on directing production and business activities in 2025;
- Promote the work of improving the quality of topics, exploiting the market, continuing to find and associate with partners with many topics suitable for the market;
- Focus on care to maintain and develop the market.



- Direct the Company to be cautious in inventory issues, focusing on making printing decisions in accordance with market needs.
- Orientation for investment in anti-piracy measures to ensure the 2025 release plan.
- Strengthen the application of information technology in management, administration, and cost-saving measures to improve production and business efficiency and corporate governance.

## **V. Corporate Management**

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

- a) Members and structure of the Board of Directors: The Company's Board of Directors consists of 07 people with a term from April 24, 2024 - present:

The list includes:

- + Mr. Ngo Trong Vinh - Chairman of the Board of Directors and Deputy General Director
  - + Mr. Ngo Anh Phuong - Vice Chairman of the Board of Directors
  - + Ms. Ngo Phuong Anh - Member of the Board of Directors
  - + Ms. Ngo Thi Thanh Huyen - Member of the Board of Directors
  - + Ms. Lam Quynh Huong - Member of the Board of Directors
  - + Mr. Nguyen Thanh Tung - Member of the Board of Directors and Chief Executive Officer
  - + Ms. Bui Thi Thu Lan - Member of the Board of Directors
- Summary of the resumes of the members of the Board of Directors: The Board of Directors has 02 members participating in the Executive Board, the resumes of 05 members are as follows:

**Chairman of the Board of Directors from April 24, 2024 to present: Mr. Ngo Trong Vinh**

- Position: Deputy Director of the Company and Chairman of the Board of Directors.
- Gender: Male

- Date of birth: February 5, 1964
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: No. 67, 8/3 street, Bach Mai ward, Hanoi
- Educational level: 10/10
- Professional qualifications: Construction engineer, Bachelor of Economics
- Work process:
  - ❖ From 1988-1989: Officer of Import-Export Company producing and supplying transportation materials
  - ❖ From 1989-1990: Intern in the German Democratic Republic
  - ❖ From 1991-1993: Deputy Sales Department of VIETRANIMEX Import-Export Corporation
  - ❖ From 1994-1995: Investment intern in Spain
  - ❖ From 1996 – 2000: Head of Planning Department of Trade and Construction Corporation (VIETRACIMEX)
  - ❖ 2001: Acting Director of Infrastructure Construction and Development Company under the Trade and Construction Corporation (VIETRACIMEX)
  - ❖ From November 2001 to September 2005: Director of Construction and Mechanical Company No. 1
  - ❖ October 2005 - February 2009: Chairman of the Board of Directors and Director of Construction and Mechanical Joint Stock Company No. 1
  - ❖ March 2009 - present: Chairman of the Board of Directors of CMC Investment Joint Stock Company.
  - ❖ Current position: Chairman of the Board of Directors of CMC Investment Joint Stock Company; Chairman of the Board of Directors of Educational Book Joint Stock Company in Ho Chi Minh City.

- **Number of shares held: 958,383 shares**, of which: Personal ownership: 958,383 shares (accounting for 9.6% of charter capital).

**Vice Chairman of the Board of Directors from April 24, 2024 to present: Mr. Ngo Anh Phuong**

- Gender: Male
- Date of birth: October 20, 1994
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: No. 67, Street 8/3, Bach Mai Ward, Hanoi.
- Educational level: 12/12
- Professional qualifications: Bachelor of finance
- Work process:
  - ❖ From 2012 - 2016: Studying Finance at the University of Cincinnati, Ohio, USA
  - ❖ 2013 – 2014: Intern at Ernst & Young Vietnam Auditing Company
  - ❖ 2014 – 2015: Intern at American Modern Company – United States
  - ❖ 2016 – 2017: Collaborator at Delta Air Lines – United States
  - ❖ March 2017 - April 2017: Studying import-export business at Foreign Trade University.
  - ❖ January 2017 - July 30, 2020: Member of the Board of Directors and General Director at CMC Investment Joint Stock Company.
  - ❖ April 24, 2024 - present: Vice Chairman of the Board of Directors at Education Book Joint Stock Company in Hanoi City
  - ❖ August 1, 2020 to present Member of the Board of Directors and General Director at CMC Investment Joint Stock Company
  - ❖ Number of shares held: none



**Member of the Board of Directors from April 24, 2024 to present: Ms. Ngo Phuong Anh**

- Gender: Female
- Date of birth: June 22, 1992
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent residence address: 79B Hang Chieu, Hoan Kiem, Hanoi.
- Educational level: 12/12
- Professional qualifications: Bachelor of journalism
- Work process:
  - ❖ 2010 – 2014: Studying Journalism at the Academy of Journalism and Communication
  - ❖ 2010 – 2014: Studied Political Theory at the Academy of Journalism and Communication
  - ❖ 2014 – present: Employee at CMC Investment Joint Stock Company

**Number of shares held: 2,410,200 shares** of which: Personal ownership: 2,410,200 shares (accounting for 24.2% of charter capital)

**Member of the Board of Directors from April 24, 2024 to present: Ms. Ngo Thi Thanh Huyen**

- Gender: Female
- Date of birth: August 30, 1971
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: Plot 23, Lot 1, DL1, Tuong Mai Ward, Hanoi

- Educational level: 12/12
- Professional qualifications: Bachelor of economic management
- Work process:
  - ❖ 1990 - December 1994: Garment worker at Hanoi Sewing Thread Factory
  - ❖ 1998 – 2003: Studied Economic Management at National Economics University
  - ❖ October 1995 - December 2006: Dyeing team employee at Coats Phong Phu Joint Venture Company
  - ❖ November 2005 - February 2006: Majored in General Accounting at National Economics University
  - ❖ March 2006 - December 2007: Accountant at Construction and Mechanical Joint Stock Company No. 1
  - ❖ January 2008 - present: Accountant at CMC Investment Joint Stock Company
  - ❖ March 2019 – present: Member of the Supervisory Board at Education Book Joint Stock Company in Ho Chi Minh City
  - ❖ June 27, 2019 - present: Member of the Board of Directors at Education Book Joint Stock Company in Hanoi City
- **Number of shares held: 597,900 shares** of which: Personal ownership: 597,900 shares (accounting for 6% of charter capital)

**Member of the Board of Directors from April 24, 2024 to present: Ms. Lam Quynh Huong**

- Gender: Female
- Date of birth: August 1, 1978
- Place of birth: Thai Nguyen
- Hometown: Thai Nguyen
- Nationality: Vietnamese
- Ethnicity: Tay

- Permanent address: No. 41 Lane 27/41, Tay Mo ward, Hanoi
- Educational level: 12/12
- Professional qualifications: Bachelor of foreign languages
- Work process:
  - ❖ 1997 – 2001: Studied English pedagogy at the University of Foreign Languages - Hanoi National University
  - ❖ August 2004 - September 2004: Studying import-export business at Foreign Trade University
  - ❖ January 2005 - February 2007: General Sales Department employee at Construction and Mechanical Joint Stock Company No. 1
  - ❖ March 2007 - December 2009: Specialist in Investment and Project Management Department at No. 1 Construction and Mechanical Joint Stock Company
  - ❖ January 2010 - present: Head of general sales department at CMC Investment Joint Stock Company
  - ❖ April 2016 - present: Member of the Board of Directors at CMC Investment Joint Stock Company
  - ❖ March 2019 – present: Member of the Board of Directors at Education Book Joint Stock Company in Ho Chi Minh City
  - ❖ June 27, 2019 - present: Member of the Board of Directors at Education Book Joint Stock Company in Hanoi City

**Member of the Board of Directors from April 24, 2024 to present: Ms. Bui Thi Thu Lan**

- Gender: Female
- Date of birth: October 26, 1979
- Place of birth: Ha Dong - Hanoi
- Hometown: Ha Dong - Hanoi
- Nationality: Vietnamese



- Ethnicity: Kinh
- Permanent residence address: Residential group 1, Phu Dien ward, Hanoi
- Educational level: 12/12
- Professional level: Master
- Work process:
  - ❖ From July 2002 - July 2004: Sales Department Officer - Ha Dong Water Supply Company
  - ❖ From July 2004 - July 2018: Staff, since 2017 Head of Investment Capital Management Department, Deputy Head of Planning and Finance Department - Vietnam Education Publishing House
  - ❖ From August 2018 - May 2021: Chief Accountant - Northern Book and Trading Joint Stock Company
  - ❖ From January 2023 - January 2024: Chief Accountant - Vietnam Education Publishing House
  - ❖ From January 2024 now: Deputy Head of Printing and Distribution Department - Vietnam Education Publishing House
  - ❖ **Number of shares held: 1,945,325 shares** (accounting for 19.52% of charter capital)

**Member of the Board of Directors from April 24, 2024 to present: Mr. Nguyen Thanh Tung**

- Position: General Director of the Company
- Gender: Male
- Date of birth: October 14, 1982
- Place of birth: Yen Lac - Vinh Phuc
- Hometown: Yen Lac - Vinh Phuc
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: P1102, OCT1 – X1, Group 13, Dinh Cong Ward, Hanoi

- Educational level: 12/12
- Professional qualifications: Master of economics
- Work process:
  - ❖ From July 2004 - December 2006 Accountant, Accounting and Finance Department, Education Publishing House
  - ❖ From January 2006 - October 2007 Accountant, Accounting and Finance Department, Education Publishing House in Hanoi
  - ❖ From November 2007 - March 2009, Deputy City Secretary of Education Publishing House in Hanoi City
  - ❖ From April 2009 - January 2015 Chief Accountant of Hanoi Education Publishing Services Joint Stock Company
  - ❖ From February 2015 - August 2019, Deputy Director of Hanoi Education Publishing Service Joint Stock Company.
  - ❖ September 2019 - now General Director of Education Book Joint Stock Company in Hanoi City
  - ❖ **Number of shares held: 647,775 shares** (accounting for 6.5% of charter capital)

**b) Subcommittees under the Board of Directors:** (List subcommittees of the Board of Directors and members in each subcommittee). None

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

**Meetings of the Board of Directors:**

No.	Member of the Board of Directors	Position	Date of starting/no longer being a member of the Board of Directors	Number of meetings attended	Ratio	Reason for not attending the meeting
1	Mr. Ngo Trong Vinh	Chairperson	24/4/2024	9	100%	
2	Mr. Ngo Anh Phuong	Deputy Chairman	24/4/2024	9	100%	
3	Mr. Nguyen Thanh Tung	Commissioner	24/4/2024	9	100%	
4	Ms. Ngo Thi Thanh Huyen	Commissioner	24/4/2024	9	100%	
5	Ms. Lam Quynh Huong	Commissioner	24/4/2024	9	100%	
6	Ms. Ngo Phuong Anh	Commissioner	24/4/2024	9	100%	
7	Ms. Bui Thi Thu Lan	Commissioner	24/4/2024	9	100%	

**Resolutions of the Board of Directors in 2025:**

No.	Resolution number	Day	Content
1	01/2025/HĐQT-NQ	5/02/2025	Approve the finalization of the list of shareholders attending the 2025 General Meeting of Shareholders and advance dividends in cash for 2024; Approved the time of the 2025 Annual General Meeting of Shareholders.
2	02/2025/HĐQT-NQ	20/03/2025	Approve the content and agenda of the 2025 General Meeting of Shareholders.
3	03/2025/HĐQT-NQ	10/04/2025	Approval of the resignation of Mr. Tran Van Que, Member of the Supervisory Board, pursuant to his resignation letter dated April 9, 2025; approval of the addition to the agenda and working program of the 2025 Annual General Meeting of Shareholders regarding the election of an additional member of the Supervisory Board for the 2024–2029 term.



No.	Resolution number	Day	Content
4	04/2025/HĐQT-NQ	25/04/2025	Agreement with the results of the election of the Supervisory Board for the 2024–2029 term.
5	05/2025/HĐQT-NQ	14/05/2025	Approving the liquidation of a fixed asset, namely an Isuzu QKR55F truck, white in color, license plate No. 29C-87555.
6	06/2025/HĐQT-NQ	04/06/2025	Approval of the selection of NVA Auditing Company Limited to audit the semi-annual financial statements, the annual financial statements, and the consolidated annual financial statements for 2025 of Vietnam Education Publishing House Joint Stock Company in Hanoi.
7	07/2025/HĐQT-NQ	05/08/2025	Approval of the 2025 business plan, with total revenue in 2025 of 84.897.342.000 VND and profit of 10.494.000.000 VND; approval of the Company's borrowing and opening of letters of credit (L/Cs) at the Joint Stock Commercial Bank for Investment and Development of Vietnam – Nam Hanoi Branch, to serve production and business activities in the form of a credit facility with a limit of VND 25 billion; approval of the pledge and mortgage of assets under the use and ownership rights of Vietnam Education Publishing House Joint Stock Company in Hanoi and other assets mobilized from third parties at the Bank to secure the performance of payment obligations to the Bank in respect of loans/ guarantees/ L/Cs; and approval of the appointment of Mr. Nguyen Thanh Tung, General Director, as the Company's representative to negotiate, agree upon, approve, sign, and implement contracts and documents related to borrowing, pledging, and mortgaging assets with the Bank.
8	08/2025/HĐQT-NQ	17/09/2025	Approval of the receipt and appointment of Ms. Vu Thi Bich Van to the position of Head of the Project Educational Materials Business Department, effective from October 1, 2025.
9	09/2025/HĐQT-NQ	12/12/2025	Approval of the review of operations for the first 11 months of 2025 and key matters related to the 2025 financial finalization; and approval of the assignment to the Company's Executive Board to implement measures to ensure the achievement of the

			financial targets approved by the 2025 Annual General Meeting of Shareholders and to develop the 2026 business plan.
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**d) Activities of non-executive members of the Board of Directors:** The Board of Directors of the Company has 5 non-executive members, in 2025 these members will participate in regular and irregular meetings and contribute positive opinions to make resolutions for the Board of Directors to implement

**e) Activities of subcommittees in the Board of Directors:** Do not have.

**f) List of members of the Board of Directors with training certificates in corporate governance:** Do not have.

## **2. Board of Supervisors**

**Members and structure of the Supervisory Board:** The Supervisory Board is not subject to any influence or pressure from the Company's Executive Board. Supervisory Board activities in 2025 will be conducted proactively and independently in accordance with the provisions of law and the Company's charter.

The list of the Supervisory Board from 24/04/2024 to now includes:

- Mr. Nguyen Trong Ha : Head of Supervisory Board
- Ms. Nguyen Thi Mai : Members
- Mr. Tran Van Que : Members until 24/4/2025
- Ms. Nguyen Thi Thu Huyen : From 24/4/2025

Brief background of members of the Supervisory Board:

### **Head of the Supervisory Board from April 24, 2024 to present:**

- Full name: Nguyen Trong Ha
- Gender: Male
- Date of birth: August 16, 1969
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese



- Ethnicity: Kinh
- Permanent residence address: No. 3, Niche 381/80 Nguyen Khang, Cau Giay Ward, Hanoi
- Educational level: 12/12
- Qualification: Bachelor
- Work process:
  - ❖ January 1993 - January 1997: Studied Financial Accounting at University of Finance and Accounting
  - ❖ March 1997 - June 1997: Majored in Chief Accountant at National Economics University
  - ❖ March 1997 - June 1998: General accountant at Construction and General Services Company - Ministry of Transport
  - ❖ June 1997 - September 1997: Majored in Business Administration at National Economics University
  - ❖ April 1998 - May 1998: Majored in Internal Auditing at University of Finance and Accounting
  - ❖ August 1998 - September 1998: Major in Import-Export Business at Foreign Trade University
  - ❖ 07/1998 - 06/2002: General accountant at Construction and Trading Company - Ministry of Transport
  - ❖ 07/2002 - 09/2003: Deputy Head of Finance and Accounting Department at Construction and Mechanical Company No. 1
  - ❖ 07/2003 - 08/2003: Major in Investment Economic Management at the Center for International Relations
  - ❖ October 2003 - October 2005: Head of Finance and Accounting Department at Construction and Mechanical Company No. 1
  - ❖ October 2005 - February 2009: Member of the Board of Directors and Chief Accountant at Construction and Mechanical Joint Stock Company No. 1



- ❖ March 2009 - present: Member of the Board of Directors, Deputy General Director and Chief Accountant at CMC Investment Joint Stock Company
- ❖ March 2014 - present: Member of the Board of Directors at Education Book Joint Stock Company in Ho Chi Minh City
- ❖ June 2018 - present: Head of Supervisory Board at Telecommunications Light Electricity Joint Stock Company
- ❖ June 27, 2019 - April 16, 2020: Member of the Supervisory Board at Education Book Joint Stock Company in Hanoi City
- ❖ April 17, 2020 now Head of Supervisory Board at Education Book Joint Stock Company in Hanoi City

**Member of the Supervisory Board from April 24, 2024 to April 24, 2025:**

- Full name: Tran Van Que
- Gender: Male
- Date of birth: June 10, 1981
- Place of birth: Hanoi
- Hometown: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: Phu Thinh, Minh Phu, Soc Son, Hanoi
- Educational level: 12/12
- Professional qualifications: Master of banking and financial economics
- Work process:
  - ❖ 2003 – 2007: Studied General Accounting at National Economics University
  - ❖ 2007 – 2015: General accountant at Toan Thang Stainless Steel Company Limited
  - ❖ 2009 – 2011: Studied Banking and Financial Economics at National Economics University

- ❖ 2009: Certificate of Chief Corporate Accountant at National Economics University
- ❖ 2015 – 2016: In charge of accounting at University of Economics - Hanoi National University
- ❖ 2016 – 2017: In charge of accounting at the Institute for Educational Quality Assurance - Hanoi National University
- ❖ 2017: Certificate of Career Chief Administrative Accountant at National Economics University
- ❖ January 2018 - January 2019: Accounting specialist at Planning and Finance Department - Vietnam Education Publishing House
- ❖ January 2019 - present: Deputy Head of Financial Planning Department at Planning and Finance Department - Vietnam Education Publishing House

**Member of the Supervisory Board from April 24, 2024 to present**

Full name Nguyen Thi Mai

- Gender: Female
- Date of birth: October 20, 1991
- Place of birth: Hanoi
- Nationality: Vietnamese
- Ethnic group: Kinh
- Permanent residence address: Trung Hoang Village, Phu Nghia Commune, Hanoi.
- Current positions held at other organizations: Head of accounting department
- Number of shares held: 0, accounting for 0% of charter capital
- Qualification: Bachelor
- Work process:
  - From January 2014 to May 22, 2017 Accountant at Hanoi Surveying and Measurement Company Limited.

- From May 23, 2017 to January 2023, accountant at HCGC Hanoi Surveying and Surveying Joint Stock Company
- From February 1, 2023 to present, Chief Accountant and Head of Accounting Department of HCGC Hanoi Surveying and Surveying Joint Stock Company.

**Member of the Supervisory Board from 24/04/2025 to now**

Full name : Nguyen Thi Thu Huyen

- Gender: Female
- Date of birth: 08/04/1985
- Place of birth: Hung Yen
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address: Apartment 2012 Park 8, Times City Parkhill Urban Area, No. 25 Lane 13 Linh Nam, Vinh Huy Ward, Hanoi City.
- Positions currently held at other organizations: accountant
- Number of shares held: 0, accounting for 0% of charter capital
- Qualifications: Bachelor's degree
- Work experience:
  - From 08/2008 to 14/11/2014 Specialist of Financial Planning Department – Vietnam Education Publishing House
  - From 15/11/2014 to 15/12/2019 In charge of accounting; Chief Accountant – Journal of Mathematics and Youth, Vietnam Publishing House
  - From 15/12/2019 until now, Specialist of Finance – Accounting Department, Vietnam Education Publishing House.



**a) Activities of the Supervisory Board:**

Based on the powers and responsibilities of the Supervisory Board as prescribed in Article 165 of the Enterprise Law and the Company's Charter, the Supervisory Board has implemented the following main work contents:

- Quarterly inspection and supervision based on reports on the Company's production, business and investment activities.
- Inspect and monitor the implementation of production and business plans; Monitor compliance with the Resolution of the 2025 Annual General Meeting of Shareholders; Monitor compliance with the Company Charter, State Law and the Company's internal regulations.
- Review the Company's internal regulations and regulations, make recommendations for amendments and supplements to suit the actual production and business situation.
- Appraisal of business results reports, financial reports, analysis and assessment of financial situation, operational efficiency, ability to preserve and develop capital.
- Participate in giving opinions to the Board of Directors on the following issues: Summarize and establish a plan to appoint an independent auditor to audit the company according to the provisions of law, discuss and implement the Company's production and business policies.
- Check interim and full-year financial reports. Consider the reasonableness of regulations and procedures for circulating accounting documents.
- Supervise the compliance with the enterprise's obligations according to the provisions of law (including: Tax obligations, Social Insurance and other financial obligations).
- Consider the transparency of the information disclosure process and compliance with stock transactions of people related to members of the Board of Directors, Board of Directors, Supervisory Board, and Chief Accountant to ensure the rights of investors.
- Attend and have opinions of the Supervisory Board at regular quarterly meetings and extraordinary meetings of the Board of Directors of the company.

### 3. Transactions, remuneration and benefits of the Board of Directors, Board of Directors and Supervisory Board

**a) Salary, bonus, remuneration, benefits:** Salaries and bonuses for the Board of Directors were received in the past year according to the Company's salary and bonus regulations. Remuneration of the Board of Directors and Supervisory Board is received during the year according to the resolution of the general meeting of shareholders. Specifically, salaries, bonuses, and benefits in 2025 are as follows (Personal income tax included):

*Unit of measure: VND*

No.	Detail	Salary, bonus, benefits	Remuneration
1	Board of Directors, Board of Directors	1.514.649.652	225.600.000
2	Board of Supervisors	11.000.000	42.000.000
	<b>Total</b>	<b>1.525.649652</b>	<b>267.600.000</b>

**b) Share transactions of internal shareholders:** Do not have.

**c) Contracts or transactions with internal shareholders:** Do not have

**d) Implementation of regulations on corporate governance:** The company has complied and implemented good governance according to the provisions of law and state management agencies for companies listed on the Stock Exchange.

## VI. Financial reports

### 1. Audit responsibility

- It is our responsibility to provide an opinion on our own financial statements based on the results of the audit. We have conducted audits in accordance with Vietnamese auditing standards. These standards require us to comply with standards and regulations on professional ethics, plan and conduct an audit to achieve reasonable assurance as to whether the Company's own financial statements remain materially flawed.



- Audit work includes carrying out procedures to collect audit evidence of figures and explanations on separate financial statements. Audit procedures are selected based on the auditor's judgment, including an assessment of the risk of material misstatements in the individual financial statements due to fraud or mistake. In assessing these risks, the auditor reviewed the Company's internal controls in relation to the preparation and presentation of honest and reasonable separate financial statements in order to design audit procedures in accordance with the actual situation, but did not intend to give an opinion on the effectiveness of the Company's internal controls. The audit also includes an assessment of the appropriateness of the accounting policies applied and the reasonableness of the accounting estimates of the Board of Directors as well as an assessment of the overall presentation of the individual financial statements.

- We are confident that the audit evidence we have collected is adequate and appropriate as the basis for our audit opinion.

## ***2. Auditor's opinion***

In our opinion, in all material respects, the financial statements honestly and fairly reflect the financial situation of the Company as at December 31, 2025 as well as the results of business operations and cash flow situation for the fiscal year ended on the same date, in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting Regime and legal regulations related to the preparation and presentation of financial statements.

## ***3. Other issues***

The separate financial statements of Hanoi Educational Books Joint Stock Company for the financial year ended December 31, 2024 have been audited by auditors and other auditing firms. The auditor gave a full acceptance opinion on this separate financial statement as of March 24, 2025.



**4. Audited financial statements:**

The Company's audited financial statements for 2025 include: Balance sheet; Report on business results; Cash flow statements; The explanation of the financial statements in accordance with the law on accounting and auditing is posted on the Website: <http://www.sachgiaoduchanoi.vn>; disclosed in accordance with the provisions of the Law on Securities and Circular 155/2015/TT-BTC (published on the website of the Hanoi Stock Exchange) and kept at the Company's head office.

**Confirmation of the legal representative of  
EDUCATION BOOK JOINT STOCK  
COMPANY IN HANOI CITY  
GENERAL DIRECTOR**

  
**NGUYEN THANH TUNG**

