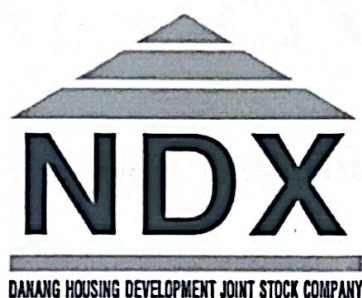
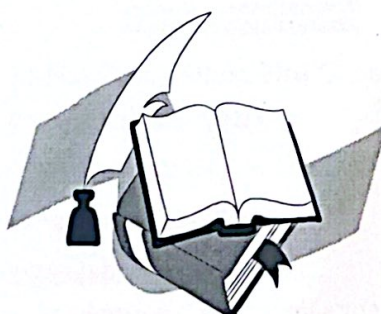


**DANANG HOUSING DEVELOPMENT JOINT STOCK COMPANY**  
**31 Nui Thanh, Hoa Cuong Ward, Da Nang City**  
**Phone: 0236.3631157**  
**[www.ndx.com.vn](http://www.ndx.com.vn)**



# **ANNUAL REPORT 2025**



**Da Nang, April 2026**

**DANANG HOUSING DEVELOPMENT  
JOINT STOCK COMPANY**

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

No: 02 /BC-NDX

*Da Nang, April 18, 2026*

**To:**       - State Securities Commission  
              - Hanoi Stock Exchange

# **ANNUAL REPORT 2025**

## **PART I: GENERAL INFORMATION**

### **1. Overview Information :**

- **Company Name:** CONSTRUCTION AND HOUSING DEVELOPMENT JOINT STOCK COMPANY OF DA NANG
- **English Namen:** Danang Housing Development Joint Stock Company
- **Abbreviation:** NDX
- **Stock Code:** NDX
- **Logo:**



- **Address:** 31 Nui Thanh Street, Hoa Cuong Ward, Da Nang City.
- **Charter Capital:** 99.875.570.000 VND
- **Phone:** 0236 3631157 – 0236 3613797
- **Email:** congtyndx@gmail.com
- **Website:** [www.ndx.com.vn](http://www.ndx.com.vn)
- **Business Registration Certificate:** No. 0400620833 issued by the Department of Planning and Investment of Da Nang City on January 10, 2025 (12th amendment).

**Report Year: 2025**

### **2. Development History:**

**+ Milestones:**

**2008:** Danang Housing Development Joint Stock Company, is an enterprise that was equitized in 2008 from the Traffic and Construction Engineering Enterprise under the Housing Development Company of Da Nang. The equitization was based on Decision No. 949/QĐ-TTg dated June 27, 2007 issued by the Prime Minister regarding the restructuring and equitization of 100% state-owned enterprises under the Da Nang City Committee from 2007 to 2010, The company was equitized according to the decision of the Da Nang City Committee No.: 1629/QĐ-UBND dated



February 19, 2008. The company officially operates under the model of a Joint Stock Company and was granted a business registration certificate No. 0400620833 dated May 2, 2008 by the Department of Planning and Investment of Da Nang City with a charter capital 25,000,000,000 VND, abbreviated company name: DHC

**2010:** The Company received the second Business Registration Certificate on December 6, 2010, changing the Company's abbreviated name to NDX;

**2011:** The Company received the 3rd Business Registration Certificate on January 24, 2011, increasing the Charter Capital to 41,200,000,000 VND;

**2013:** NDX was officially listed on the Hanoi Stock Exchange (HNX);

**2014:** The Company received the 5th Business Registration Certificate on November 4, 2014, increasing the Charter Capital to VND 44,083,760,000;

**2016:** The Company received the 6th amended Business Registration Certificate on February 4, 2016, increasing the Charter Capital to VND 48,597,930,000;

**2017:** The Company received the 7th amended Business Registration Certificate on July 21, 2017, increasing the Charter Capital to VND 53,457,470,000;

**2018:** The Company received the 8th Business Registration Certificate on July 25, 2018, increasing the Charter Capital to VND 60,875,570,000;

**2020:** The Company received the 9th Business Registration Certificate on November 9, 2020, changing the legal representative;

**2020:** The Company received the 10th amended Business Registration Certificate on November 18, 2020, increasing the Charter Capital to VND 99,875,570,000;

**2022:** The Company receives the 11th amended Business Registration Certificate on October 25, 2022, changing the information of the legal representative;

**2025:** The Company receives the 12th Business Registration Certificate change on January 10, 2025, changing the ward address of the head office;

### **3. Business lines and locations:**

#### **3.1 Business lines:**

- Construction of works: Civil, industrial, transportation; irrigation, hydroelectricity, ports, urban technical infrastructure, industrial parks.
- Construction of power projects from 110KV and below, urban water supply and drainage projects, post and telecommunications projects, petroleum projects; Investment in water plants.
- Construction of railway and road works.
- Real estate business, investment in developing real estate projects, commercial centers, offices for rent;
- Real estate consulting, brokerage, auction, land use rights auction: Real estate trading floor
- Consulting on design and construction of civil and industrial works. Consulting on supervision of construction and completion of civil and industrial works. Consulting on surveying and mapping; Consulting on investment and construction of water supply and drainage works. Supervising construction and completion of water supply and drainage works.



- Forestry service activities;
- Domestic and international travel business; Hotels; Restaurants, eateries, food and beverage outlets
- Planting and caring for timber forests;
- Production of construction materials from clay; Production of concrete and products from cement and plaster;
- Demolition; Site preparation; Electrical installation; Other construction system installation; Construction completion
- Leasing of machinery, equipment and other tangible goods; Leasing of construction machinery and equipment; Leasing of office machinery and equipment (including computers); Leasing of other machinery, equipment and tangible goods not elsewhere classified;;
- General house cleaning; House and other building cleaning; Landscape care and maintenance services;
- Road freight transport: Cargo transport business; Freight transport business. Motor vehicle repair.
- Trade promotion, event organization, seminars, conferences; Trade brokerage; Commercial advertising; Market research and public opinion polling;
- Production and trading of construction materials. Mining and processing of minerals.
- Trading in agricultural, forestry and seafood products.
- Tourism services. Real estate services business.
- Investment in hydropower exploitation. Entertainment services.
- Build-operate-transfer (BOT), build-transfer (BT).
- Organize production according to farm model.
- Project management. Building and apartment operations management.
- Water exploitation, treatment and supply.
- Drainage and wastewater treatment. Installation of water supply, drainage, heating and air conditioning systems..
- Environmental pollution treatment and other waste management activities..
- Collection, treatment and disposal of non-hazardous waste, Collection, treatment and disposal of non-hazardous waste hazardous waste.
- Scrap recycling.

**3.2 Operational situation:** Currently, the Company is focusing on 2 main areas:

- **Construction field:**

With over 20 years of experience in constructing civil works, technical infrastructure, high-rise apartment buildings with high technical standards and quality, the Company participates in bidding for projects in the city and expands to the Central provinces.

- **Manufacturing field:**

The company focuses on promoting the development of the production of construction materials and services such as: commercial concrete and construction motorbike services.

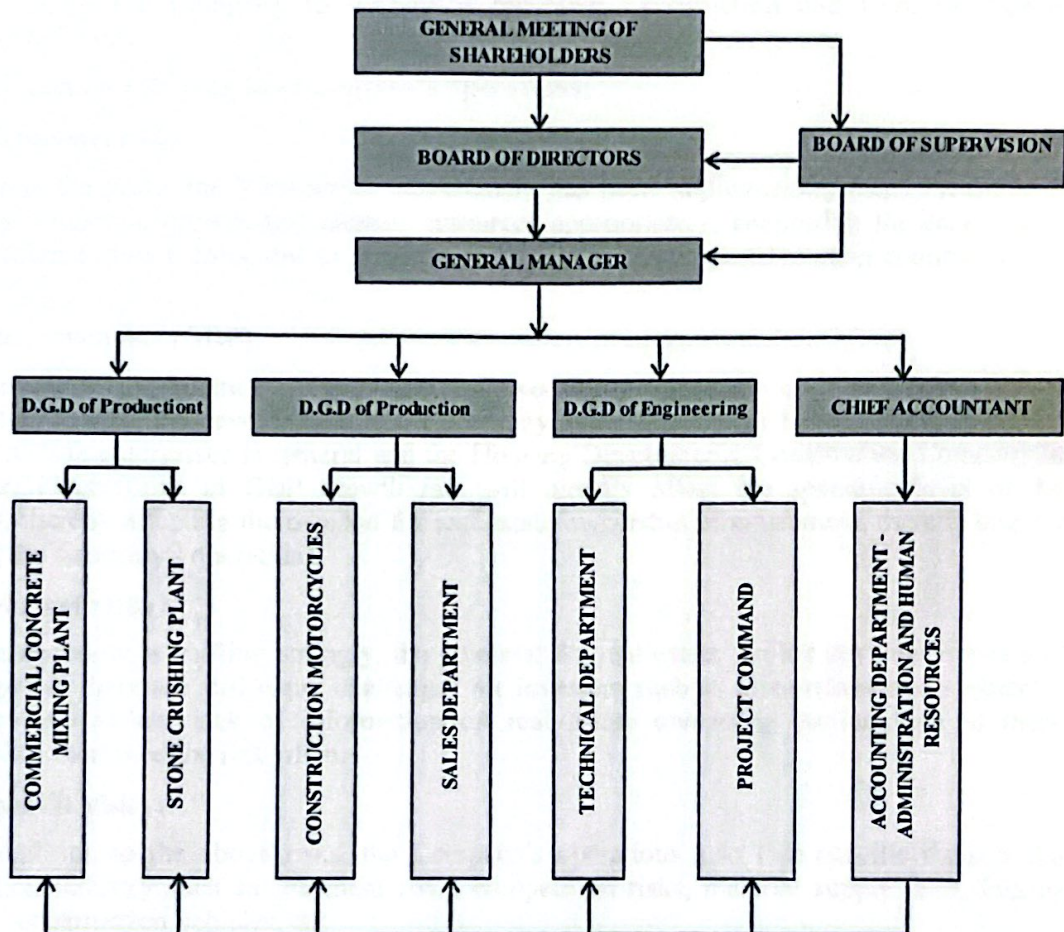


**3.3 Main business area: Da Nang City and neighboring provinces.**

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

**Management structure:**

**NDX COMPANY ORGANIZATION CHART**



**5. Development goals and orientation:**

**5.1 Main objectives of the Company:**

+ In addition to maintaining and developing the traditional market of Da Nang city and neighboring provinces, the Company aims to expand to the Central and Central Highlands provinces. Building the Company to become stronger and stronger by continuing to exploit its strengths in the construction sector, participating in bidding for construction projects nationwide. Maintaining a stable supply of input materials, reducing product costs while improving the quality of Concrete products to increase competitiveness, becoming one of the Concrete brands with high sales in the Da Nang market.

+ Stabilize the organization and production system, manage human resources well and have appropriate compensation policies

+ Invest in machinery and equipment to improve production capacity and product quality.



+ Maintain the Company's reputation and image, maintain profitable business results and ensure high dividend payments to shareholders.

### **5.2 Medium and long-term development strategy:**

- Undertake construction contracts for technical infrastructure projects, water plants, wastewater treatment plants, luxury apartments, and complexes in Da Nang city and neighboring provinces.

- Develop the Company to become a reputable Construction and Concrete Supply Company in the city.

## **6. Risk factors affecting the Company's operations:**

### **• Economic risks :**

Over the years, the Vietnamese Government has been implementing many measures to encourage economic growth and allocate resources appropriately, supporting the economy to have significant growth compared to previous years as well as compared to other countries in the region.

#### **Economic growth rate (GDP)**

The recovery of the Vietnamese economy, followed by the need for trade and infrastructure construction to meet the development of the economy, is an opportunity but also a big challenge for construction enterprises in general and the Housing Development Construction Company in particular. Fluctuations in GDP growth rate will directly affect the spending level of the economy, thereby affecting the demand for real estate ownership of consumers, thereby directly affecting the company's operations.

### **• Market risks :**

The economy is shifting strongly, the potential for real estate market development is still very large but there are still many challenges for investors such as inconsistent and constantly changing information, lack of information on real estate ownership participating in these markets. has increased the risk when.

### **• Specific risks :**

In addition to the above risks, the Company's operations also face specific risks in the construction industry such as: Payment risks, competition risks, material supply risks, loss of materials, construction vehicles, etc

### **• Other risks:**

NDX's production and business activities may also be affected by natural disasters, droughts, floods, epidemics, wars, etc. These risks are rare in reality, but when they occur, they often cause very serious consequences, affecting the construction progress of projects, causing damage to property and people.

## **PART II. PERFORMANCE IN THE YEAR**

### **1. Production and business performance results:**



No.	Target	Unit	Plan for 2025	Perform	% PF/PL
1	Total Revenue	VND	178.000.000.000	81.960.955.432	46.05 %
2	Profit before tax	VND	8.900.000.000	6.933.362.243	77.9 %
3	Profit after tax	VND	7.120.000.000	5.366.370.617	75.37%

## 2. Financial situation:

### a. Financial situation

Unit: VND

Target	2024	2025	% increase or decrease
Total asset value	213,547,027,442	204,009,665,237	-4.47%
Net revenue	48,574,095,529	75,007,497,200	54.42%
Profit from business activities	226,992,472	6,920,052,620	2948.58%
Other profits	(6,750,675)	13,309,623	-297.16%
Profit before tax	220,241,797	6,933,362,243	3048.07%
Profit after tax	66,072,013	5,366,370,617	8022.00%

### b. Các chỉ Key financial indicators

Target	Unit	2024	2025	% increase/decrease
<b>1. Payment capacity indicators</b>				
Current ratio = Current assets/Current liabilities	Time	1.61	2.02	25.48%
Quick ratio = (Current assets - Inventory)/Current liabilities	Time	1.55	1.82	17.68%
<b>2. Capital structure index</b>				
Debt Ratio/Total assets	%	0.44	0.39	-11.81%
Debt Ratio /Equity	%	0.78	0.63	-19.26%
<b>3. Performance indicators</b>				
Inventory Turnover = Cost of Goods Sold/Average Inventory	Ring	13.17	6.93	-47.41%
Net Revenue/Total Assets	Time	0.23	0.37	61.64%
<b>4. Profitability indicators</b>				
Net profit/net revenue ratio	%	0.00	0.07	5159.73%
Profit after tax/Equity ratio	%	0.00	0.04	7683.40%
Net profit/Total assets ratio	%	0.00	0.03	8401.70%
Operating profit/net revenue ratio	%	0.005	0.092	1874.23%



**3. Organization and personnel:****3.1 List of executive board:****Summary of the biographies of the individuals on the Executive Board:****Mr LUONG THANH VIEN****GENERAL MANAGER**

- Citizen identification number: 48073006700, date of issue: August 12, 2022, place of issue: Department of Administrative Police for Social Order
- Gender: Male
- Date of birth: April 18, 1973
- Place of birth: Da Nang
- Nationality: Vietnamese
- Ethnic group: Kinh
- Hometown: Da Nang.
- Permanent address: K182/5 Hoang Dieu, Hai Chau II Ward, Hai Chau District, Da Nang City
- Office contact number: 0236.3631157
- Education level: 12/12
- Qualification: Electrical Engineer
- Work process :

Time	Work place	Position, profession
2000-2003	Danang Housing Development Investment Company	Technical officer
2003-2004	Danang Housing Development Investment Company	Deputy planning department
2004 - 2005	Danang Housing Development Investment Company	Head of General Department
2005 - 2007	Danang Housing Development Investment Company	Deputy project manager
2007 - 3/2010	Danang Housing Development Investment Joint Stock Company	Head of Planning Department
4/2010 –06/2020	Danang Housing Development Investment Joint Stock Company	Deputy General Manager
06/2020 – present	Danang Housing Development Investment Joint Stock Company	Chairman of the Board of Directors
4/2008–10/2020	Danang Housing Development Construction Joint Stock Company	Member of the Board of Directors
11/2020 – present	Danang Housing Development Construction Joint Stock Company	General Director, Member of Board of Directors

- Current position at the Company: General Director, Member of the Board of Directors of Danang Housing Development and Construction Joint Stock Company.



- Current positions held in other organizations: Chairman of the Board of Directors and Deputy General Director of Danang Housing Development Investment Joint Stock Company.

- Number of shares held: 354,603 shares

*In there:* + *Personal ownership: 354,603 shares*

- Number of shares held by related person: none

- Debts to the Company: none

- Illegal behavior: no

- Interests conflicting with the Company's interests: no

**Mr. PHAM TRUONG CHAU**

**DEPUTY GENERAL  
MANAGER**

- Citizen identification number: 049080006280, date of issue: August 09, 2021, place of issue: Department of Administrative Police for Social Order

- Gender: Male

- Date of birth: October 22, 1980

- Place of birth: Quang Nam

- Nationality: Vietnamese

- Ethnic group: Kinh

- Hometown: Quang Nam.

- Permanent address: Dong Lanh, Dien Trung, Dien Ban Town, Quang Nam

- Education level: 12/12

- Qualification: Civil engineer

- **Work process:**

Time	Work place	Position, profession
2003-2005	Construction Company No. 8	Staff
2005-2008	Construction and traffic engineering enterprise	Staff
2008-30/11/2022	DN Housing Development Construction Joint Stock Company	Staff
01/12/2022–đến nay	DN Housing Development Construction Joint Stock Company	Deputy General Manager

- Current position at the Company: Deputy General Director

- Current positions held in other organizations: None

- Number of shares held: 0 shares

*In there:* + *Personal ownership: 0 shares*

- Number of shares held by related person: none

- Debts to the Company: none

- Illegal behavior: no



- Interests conflicting with the Company's interests: no

**Mr ONG VAN HUNG**

**DEPUTY GENERAL  
MANAGER**

- Citizen identification number: 048053002395, date of issue: May 09 2021, place of issue: Department of Administrative Police for Social Order

- Gender: Male

- Date of birth: August 9, 1973

- Place of birth: Da Nang

- Nationality: Vietnamese

- Ethnic group: Kinh

- Hometown: Da Nang.

- Permanent address: Group 17a, Hoa Tho Tay, Cam Le District, Da Nang City

- Office contact phone number: 0236.3631157

- Education level: 12/12

- Qualification: Electrical Engineer

- Work process :

Time	Work place	Position, profession
2001-06/2012	Danang Housing Development Investment Joint Stock Company	Technical officer
07/2012 - 10/2012	Danang Housing Development Investment Joint Stock Company	Team leader
11/2012-08/2018	New Light Investment Joint Stock Company	Technical officer
9/2018 -01/2019	NDN Water and Environment Technology Joint Stock Company	Technical officer
02/2019 - 10/2020		Deputy General Manager
11/2020- 06/2025	DN Housing Development Construction Joint Stock Company	Deputy General Manager

Position held at the company: Deputy General Director

- Current positions held in other organizations: None

- Number of shares held: 0 shares

- Number of shares held by related person: none

- Debts to the Company: none

- Illegal behavior: no

- Interests conflicting with the Company's interests: no



**Mr NGUYEN VAN HIEU****DEPUTY GENERAL  
MANAGER**

- Citizen identification number: 049078024943, date of issue: June 28 2021, place of issue: Department of Administrative Police for Social Order.
- Gender: Male
- Date of birth: February 2, 1977
- Place of birth: Da Nang
- Nationality: Vietnamese
- Ethnic group: Kinh
- Hometown: Da Nang.
- Permanent address: 70 Nam Cao - Lien Chieu - Da Nang City
- Contact phone number: 0236.3631157
- Education level: 12/12
- Professional qualification: Bridge engineer
- Work process:

Time	Work place	Position, profession
2000-2004	Quang Nam Transport Investment and Construction Consulting Company	staff
2004-2008	Traffic and Construction Enterprise of Danang Housing Development Investment Company	Technical Manager – Deputy Director
2008-2013	DN Housing Development Construction Joint Stock Company	Deputy General Manager
2013-2015	DN Housing Development Investment Joint	Deputy General Manager
2013-03/2021	DN Housing Development Construction Joint Stock Company	Production Director of Hoa Nhon Station
03/2021- Present	DN Housing Development Construction Joint Stock Company	Deputy General Manager

- Current position at the Company: Deputy General Director and Chairman of the Board of Directors of Danang Housing Development and Construction Joint Stock Company.

- Current positions held in other organizations: None
- Number of shares held: 1.328 shares

*In there:* + Personal ownership: 1.328 shares

- Number of shares held by related person: none
- Debts to the Company: none
- Illegal behavior: no
- Interests conflicting with the Company's interests: no



**Ms. LE THI ANH TRUC****CHIEF ACCOUNTANT**

- Citizen identification number: 48198003867, date of issue: October 05 2021, place of issue: Department of Administrative Police for Social Order.

- Gender: Female

- Date of birth: January 01 1998

- Place of birth: Da Nang

- Nationality: Vietnamese

- Ethnic group: Kinh

- Hometown: Da Nang

- Permanent address: 372/18 Phan Chau Trinh, Hai Chau District, Da Nang City

- Office contact number: 0793 633 884

- Education level: 12/12

- Professional qualification: Bachelor of Economics

- Work process :

Time	Work place	Position, profession
2016-2020	University of Economics - University of Danang	Audit accounting
10/2020-12/2020	M&H Auditing and Valuation Company Limited	Assistant Auditor
01/2021-04/2021	Danang Housing Development Investment Joint Stock Company	Accountant
04/2021- Present	DN Housing Development Construction Joint Stock Company	Chief accountant

- Current position at the Company: Chief Accountant of Danang Housing Development Construction Joint Stock Company.

- Current positions held in other organizations: Member of the Board of Supervisors of Danang Housing Development Investment Joint Stock Company.

- Number of shares held: 0 shares

- Number of shares held by related person: none

- Debts to the Company: none

- Illegal behavior: no

- Interests conflicting with the Company's interests: no

### 3.2 Changes in the Board of Directors:

Do not have

### 3.3 Number of staff, summary of policies and changes in policies for employees:

- Company's labor structure: Total number of employees of the company as of December 31, 2025 (excluding seasonal contracts): 88 people



No	Classification of labor by level	Quantity	Density
1	On University	0	0%
2	University	18	23%
3	University	8	10%
4	Intermediate level	8	10%
5	Other	46	57%
	<b>Total</b>	<b>80</b>	<b>100%</b>

**- Summary of policy for employees:**

**\* Training policy:**

The Company develops specific regulations on training policies and publicly announces them to all employees in the Company.

The Company regularly sends staff to attend training courses to improve professional skills, participate in short-term training courses on soft skills, management skills... to improve professional qualifications to meet the requirements of the Company's production and business activities.

For unskilled workers, the Company has organized short-term courses to supplement vocational skills and coordinated with the Department of War Invalids and Social Affairs to test their skills; at the same time, organized training courses on labor safety, environmental sanitation and fire prevention.

**\* Salary, bonus and allowance policy**

Recognizing the importance of human resources for the existence and development of the enterprise, the Company has created all conditions for employees to feel secure and stay long-term, therefore, the labor treatment policy is always considered important and continuously improved by the Company. Employees are entitled to salary and bonus regimes according to clear regulations. The Company always focuses on building a salary, bonus, welfare and treatment system for employees suitable for each period and each stage of development, ensuring flexibility, fairness, commensurate with the level of dedication and competition in the labor market. Below are the policies in the current period:

- Employees are signed labor contracts, fully paid for employees: social insurance, health insurance, unemployment insurance.....

- Employee income includes: Basic salary and productivity salary (KPI) commensurate with effort, responsibility and work efficiency. The Company periodically considers adjusting productivity salary and basic salary according to work efficiency; cases with outstanding achievements will have their salary adjusted ahead of schedule.

- Collectives and individuals with outstanding achievements will be honored and rewarded appropriately, promptly, publicly and fairly..

- Year-end competition title rewards for individuals with outstanding achievements.

- Bonuses for employees on holidays and Tet in the year and 13th month salary on Lunar New Year.

- Provided with uniforms and labor protection.

- Organize for employees to visit, vacation and participate in cultural and sports activities.



- Take care of material and spiritual life (gifts for weddings, sickness, joys and sorrows, scholarships, international children's day, mid-autumn festival, international women's day...)

#### 4. Investment situation, project implementation situation:

Danang Housing Development Construction Joint Stock Company is a joint stock enterprise with main functions: Construction of civil works, construction of infrastructure for residential areas, construction of irrigation works.

Currently, Danang Housing Development Construction Joint Stock Company has been equipped with a number of construction equipment, hot asphalt concrete station, grinding station, 60m<sup>3</sup>/h commercial concrete station, 90m<sup>3</sup>/h cement concrete mixing station, 19 concrete transport vehicles, 04 concrete pumping vehicles. In fact, the current number of equipment still cannot meet the work requirements. On the other hand, the Company currently needs to expand its production and business activities to meet the development requirements. Increasing transportation equipment is to create a solid foundation for the Company's scale of expanding production and business activities.

#### 5. Shareholder structure, changes in owner's capital:

##### 5.1 Shares: As of December 31, 2025:

No	Share type	Quantity	Value (VND)
1	Current	9.587.557	95.875.570.000
	- Free transfer	9.587.557	95.875.570.000
	- Transferable	0	0
	- Union	0	0
2	Treasury shares	400.000	4.000.000.000
	<b>Total</b>	<b>9.987.557</b>	<b>99.875.570.000</b>

##### 5.2 Changes in owner's equity: none

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

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

- ↓ Danang Housing Development Construction Joint Stock Company has over 20 years of experience, with the support of shareholders, the correct decisions of the Board of Directors, and the solidarity and determination to overcome difficulties of the Executive Board and the staff.
- ↓ According to the 2025 Financial Report audited by MOORE AISC Auditing and Informatics Services Co., Ltd. Branch in Da Nang, the Company's basic business results are as follows:

No	Target	Unit	KH 2025	Perform	% TH/KH
1	Net revenue	VND	178.000.000.000	81.960.955.432	46.05 %
2	Profit before tax	VND	8.900.000.000	6.933.362.243	77.9 %
3	Profit before tax	VND	7.120.000.000	5.366.370.617	75.37%

#### 2. Board of Directors' performance assessment:



- ✚ The General Director has assigned tasks to each manager to manage the work in the Company.
- ✚ Implement the Resolutions of the Board of Directors and the Resolutions of the Annual and Extraordinary General Meeting of Shareholders to the departments and divisions in the Company for implementation.
- ✚ Regularly hold weekly, monthly, quarterly and annual meetings. The Board of Directors has gradually assessed the level of completion of the targets of the General Meeting of Shareholders, evaluated the management and operation work and set goals for the next production and business period... contributing to improving the management quality of the Board of Directors.

### 3. Financial situation

#### a) Property situation

- Total Assets:	204.009.665.237 VND
Short-term assets:	152.119.496.413 VND
Long-term assets:	51.890.168.824 VND

#### b) Debt situation

- Total capital	204.009.665.237 VND
Liabilities:	78.910.202.345 VND
Equity:	125.099.462.892 VND

### 4. Future development plan:

In the context of the economy still facing many difficulties and the increasingly fierce competition in the construction market, with the great efforts and determination of the Board of Directors, the Executive Board and the Company's staff, we will strive to help the Company complete the tasks set forth by the General Meeting of Shareholders:

- Continue to deploy construction to complete and hand over unfinished projects..
- Expand the market and find more customers to increase construction revenue, concrete production and business activities, and construction motorbike services..
- Expand business lines to increase investment efficiency.

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

### 1. Production and business activities:

✚ The Board of Directors has supervised the direction and operation of production and business activities according to the Resolution of the 2024 General Meeting of Shareholders. The Board of Directors has closely followed the orientation of the General Meeting of Shareholders' resolution and the actual situation of the Company to propose policies, resolutions and decisions to promptly direct and create favorable conditions for the Company's Executive Board to complete its production and business tasks.



**2. Book value as of December 31, 2025:**

- Equity capital:	125.099.462.892VND
In there:	
Owner's capital:	99.875.570.000 VND
Share capital surplus:	250.000.000 VND
Treasury shares:	- 7.426.893.655 VND
Development investment fund:	1.272.340.620 VND
Undistributed net profit:	16.482.519.381 VND
Non-controlling interests::	9.235.069.230 VND
- Total number of shares by type:	9.987.557 shares
Restricted shares:	0 shares
Freely transferable shares:	9.987.557 shares
- Number of shares outstanding:	9.987.557 shares
Common stocks:	9.987.557 shares
Preferred shares:	0 shares
- Number of treasury shares:	400.000 shares

**3. Board of Directors' assessment of the company's activities:**

2025 is still a difficult year for most businesses in the construction and real estate business. Following the market situation, the Company's development orientation is mainly to invest in construction of contracted projects, bid for construction of new projects, and expand the concrete market.

**Plans and directions of the Board of Directors:**

The Board of Directors' key objectives in 2025 are to ensure capital preservation, no negative growth, maximum protection of shareholders' interests, and greater attention to the income, rights and working conditions of the Company's employees. To achieve this objective, the Board of Directors intends to carry out the following tasks:

- Continue to reorganize and innovate the Company, build and develop the Company into a strong, sustainable Company with fast growth rate and high competitiveness.
- Joint ventures with companies inside and outside Da Nang city to create more strength in production and business.
- Invest in improving the capacity of modern construction equipment and advanced technology to meet the requirements of fast-growing production and business, and construct projects with high technical requirements.
- Organize regular meetings at least once a quarter to discuss, monitor and approve reports on the Company's performance to provide timely and effective direction for the implementation of resolutions of the General Meeting of Shareholders;
- Improve the Company's governance system to increase transparency, improve production and business efficiency, access to capital markets and the Company's reputation.
- Strengthen production and business accounting, strictly manage production management costs and business management costs, ensure effective production and business and accumulate capital for development.



- Build and develop the Company's human resources to be strong in all aspects, sufficient in quality and quantity, with the capacity to manage and apply new technology.

- Find every way to mobilize all sources of capital to ensure sufficient for investment and production and business.

- Develop the Company into a reputable construction and concrete supply company in Da Nang City and the Central provinces

- Register employees to participate in professional training courses, improve professional qualifications and soft skills to serve the future needs of the Company.

Based on the orientation and goals of production and business development until 2026, along with favorable factors and challenges, DaNang Housing Development and Construction Joint Stock Company will promote the results achieved in recent years, overcome weaknesses to gradually stabilize and develop production and business according to the Company's orientation and the general development trend of the country, strive to integrate the Company into the cause of industrialization and modernization of the country, bring a prosperous and happy life to all officers and employees in the whole Company, contribute to building the country, the Company is increasingly strong and developed.

## PART V. CORPORATE GOVERNANCE

### 1. Board of Directors:

#### a) List of Board of Directors::

Mr. NGUYEN VAN HIEU	CHAIRMAN OF BOARD OF DIRECTORS
---------------------	--------------------------------

Date of birth:	February 02, 1977
Origin:	Quang Nam
Professional qualifications:	Engineer
Position at NDX	Chairman of the Board of Directors
Number of shares held:	1.328 shares
Ratio/Charter Capital:	0,01 %

Ms. VO THI NGOC	VICE CHAIRMAN OF BOARD OF DIRECTORS
-----------------	-------------------------------------

Date of birth :	June 02, 1962
Origin :	Binh Dinh
Professional qualifications:	Bachelor of Economics, Bachelor of Law .
Position at NDX :	Vice Chairman of Board of Directors
Position at other units :	Director of Thanh Toan Production and Trading Company Limited
Number of shares held :	523.294 shares
Ratio/Charter Capital :	5,24%

Mr. LUONG THANH VIEN	MEMBER OF THE BOARD OF DIRECTORS
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Date of birth : April 18, 1973  
 Origin: Quang Nam  
 Professional qualifications : Electrical engineer  
 Position at NDX Member of BOD and General Director  
 Position at other units : Chairman and Deputy General Director of DN Housing Development Investment Joint Stock Company  
 Number of shares held : 354.603 shares  
 Ratio/Charter Capital : 3,55%

**Mr. NGUYEN QUANG MINH KHOA****MEMBER OF THE BOARD OF DIRECTORS**

Date of birth : March 21, 1991  
 Origin : Da Nang  
 Professional qualifications : Bachelor of Economics  
 Position at NDX : Member of the Board of Directors  
 Position at other units : General Director of Danang Housing Development Investment Joint Stock Company  
 Number of shares held : 0 shares  
 Ratio/Charter Capital : 0 %

**Mr. NGUYEN QUANG MINH KHANH****MEMBER OF THE BOARD OF DIRECTORS**

Date of birth: July 24, 1995  
 Origin : Da Nang  
 Professional qualifications: Bachelor of Economics - Marketing  
 Position at NDX: Member of the Board of Directors  
 Position at other units: Deputy General Director of Danang Housing Development Investment Joint Stock Company  
 Number of shares held:: 0 shares  
 Ratio/Charter Capital: 0 %

**b) Activities and meetings of the Board of Direct:****\* Board of Directors meetings:**



In 2025, the Board of Directors held 06 meetings to orient the Company's activities during the year in accordance with the content of the Resolution of the 2025 General Meeting of Shareholders with the following contents:

No.	Resolution/Decision Number	Day	Content
01	01/2025/NQ-HĐQT.NDX	01/03/2025	Re: Organizing the 2025 Annual General Meeting of Shareholders.
02	02/2025/NQ-HĐQT.NDX	17/05/2025	Re: Contribute to increase charter capital of Tia Sang Moi Company.
03	03/2025/NQ-HĐQT.NDX	30/06/2025	Re: Dismissed from the position of Deputy General Director of the company.
04	04/2025/NQ-HĐQT.NDX	01/07/2025	Re: Selecting an audit firm for 2025
05	05/2025/NQ-HĐQT.NDX	31/12/2025	Re: Request for credit from Vietnam Maritime Commercial Bank
06	06/2025/NQ-HĐQT.NDX	31/12/2025	Re: Reappointing the company's CEO

**\* Activities of the Board of Directors:**

In 2025, the Board of Directors basically completed the assigned tasks and operated in compliance with the law. comply with the law, the Corporation's Charter and the Board of Directors' regulations on organization and operation. Perform well the role of management, directing the Board of Directors to operate the fields of production and business activities, preserve and develop the Corporation's capital. All activities of the company are carried out implemented in accordance with the provisions of the Charter, the regulations of the Corporation and current legal regulations. In 2025, the Board of Directors held 6 meetings, issued 6 Resolutions to perform the function of managing the Corporation's operations and directing the Executive Board in performing the production and business tasks assigned by the General Meeting of Shareholders, specifically as follows:

- Summarize production and business activities in 2025 and propose an operational plan for 2026.
- Prepare and successfully organize the 2025 Annual General Meeting of Shareholders.

**2. Board of Control:**

**a) Members and structure of the Board of Supervisors:**

**Ms. DUONG THI THANH HAI**

**CHIEF OF THE BOS**

Date of birth:

February 25, 1995

Origin:

Quang Nam



Professional qualifications:	Bachelor of Economics
Position at NDX:	Head of the Supervisory Board
Position at other units:	Chief Accountant of Danang Housing Development Investment Joint Stock Company
Number of shares held:	0 shares
Ratio/Charter Capital:	0%

**Ms. PHAM THI THANH THUY****BOARD OF SUPERVISION  
MEMBER**

Date of birth:	October 10, 1981
Origin:	Quang Nam
Professional qualifications:	Bachelor of Economics
Position at NDX:	Member of Board of Supervisors
Position at other units:	Deputy Head of Finance Department, DN Housing Development Investment Joint Stock Company
Number of shares held:	42.000 shares
Ratio/Charter Capital:	0.42%

**Ms. HOANG YEN NINH****BOARD OF SUPERVISION  
MEMBER**

Date of birth:	December 22, 1994
Origin:	Da Nang
Professional qualifications:	Bachelor of Economics
Position at NDX:	Member of Board of Supervisors
Position at other units:	Secretary of DN Housing Development Investment JSC
Number of shares held:	0 shares
Ratio/Charter Capital:	0 %

**b) Activities of the Board of Supervisors:**

- The Board of Supervisors regularly monitors the activities of the Board of Directors and the Executive Board in properly implementing the objectives assigned by the General Meeting of Shareholders' Resolution and ensuring compliance with legal regulations.
- Participate in controlling the Company's Financial Reports.
- The Board of Supervisors sends representatives to attend important meetings of the Board of Directors and the Company's Executive Board to promptly grasp the operating policies in each stage of the Company's operation and development.



**3. Transactions, remuneration and benefits of the Board of Directors, Executive Board and Supervisory Board:****a) Salary, bonus, remuneration, benefits:**

- The Executive Board receives salary according to the policies and regimes for the Company's officers and employees.
- The Board of Directors and the Board of Supervisors are entitled to remuneration according to the Resolution of the General Meeting of Shareholders as follows:

Chairman of the Board of Directors:	5.000.000 VND/month
Vice Chairman of the Board of Directors:	4.000.000 VND/month
Member of the Board of Directors:	3.000.000 VND/month/person
Head of control committee:	3.000.000 VND/month
Member of the Supervisory Board:	2.000.000 VND/month/person
Secretary of the Board of Directors:	2.500.000 VND/month

**b) Stock transactions of internal shareholders: none****PART VI. FINANCIAL REPORTS****Audit opinion:**

- Independent auditor: MOORE AISC Auditing and Informatics Services Company Limited Branch in Da Nang

Address: No. 350 Hai Phong, Chinh Gian Ward, Thanh Khe District, Da Nang City.

Phone: 0236.3747619

- Audit opinion:

*"In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, of the consolidated financial statements position of Danang Housing Development Joint Stock Company as at December 31, 2025, as well as its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for the enterprises and the relevant statutory requirements applicable to consolidated financial reporting."*

(Attached is the audited 2025 financial report).

**Sending place:**

- As above;
- Save VT-NDX, SR BOD.

**GENERAL MANAGER****LUONG THANH VIEN**