

Annual **REPORT 2024**

Bridge to Success



**ANNUAL
REPORT 2024**



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PART 1 **MESSAGE**

- ◆ Message from Chairman
- ◆ Key Operating Indicators

MESSAGE FROM CHAIRMAN



Dear Valued Customers and Partners!

In 2024, the global economy continued its slow and uneven recovery process, but it consistently improved towards the end of the year. Major economies began the process of cutting interest rates, helping to ease financial conditions. The unemployment rate was gradually decreased, and although global economic activity did not fall into recession, it remains below potential, with inflation cooling compared to 2023 but still exceeding targets in many countries. In Cambodia, thanks to tourism, trade, and foreign direct investment as growth drivers, Cambodia's GDP in 2024 was expected to grow by approximately 5.6% and inflation was expected to increase by about 0.8% compared to 2023, ... However, the economic recovery remained uneven across sectors, particularly in the real estate sector, which was recovering slowly and growing at a very low rate. To

maintain long-term growth, the World Bank also recommended that Cambodia prioritize and focus more on reforming financial sector and investing in infrastructure.

For BIDC, 2024 was a year of significant importance, making a pivotal year for implementing the 5-year strategic plan for the 2021 – 2025 period, with a long-term vision extending to 2030. Despite facing numerous economic difficulties and challenges, under the direction of the National Bank of Cambodia; the support of the parent bank - BIDV; the strong commitment of our partners and customers; and efforts of all staff throughout the system, BIDC successfully achieved the targets and business plans.

By the end of 2024, BIDC remained a large-scale commercial bank in Cambodia, with total assets reaching nearly USD 951 million, an increase of 4.9% compared to 2023; Customer deposits also rose by 11.5% compared 2023, reaching more than USD

474 million; credit outstanding reached USD 699 million, a growth of 5.9% compared to 2023. The credit structure continued to be transformed sustainably, with retail outstanding loan accounting for nearly 49% of total outstanding loans in the whole system, an increase of 2.5% compared to 2023. Credit quality is being maintained at a safe level; business efficiency is good. Provisions for credit losses were fully set up in accordance with regulations, safety indicators were ensured, budget contributions were fully implemented, and employee rights were guaranteed. In 2024, BIDC also made significant progress in promoting digitalization, developing service products, and expanding its network to meet the increasing demands of customers and partners.

The aforementioned success is the result of the collective effort of 480 staff members, who have tirelessly worked day and night for 365 days from the headquarters to 07 branches in Cambodia and 02 branches in Vietnam. Accordingly, in 2024, on the occasion of the 15th anniversary of its establishment (09/2009 – 09/2024), BIDC is honored to be awarded the Medal of Merit – the Monisaraphon Medal of the Mohasena class by the Royal Government of Cambodia; and the BIDV parent bank awarded the Flag of Emulation.

In 2025, the global economy is forecasted to grow steadily but below the long-term average, global inflation is trending downwards, global trade is recovering, the USD is trending upwards, the global stock market is recovering, and there are significant

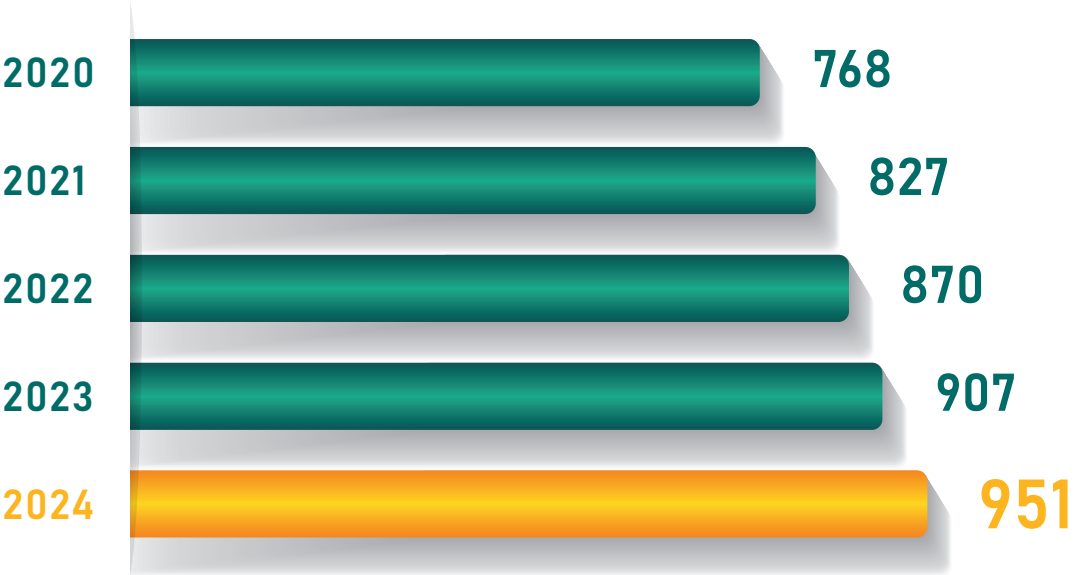
changes in the policy trends of various countries. For BIDC, 2025 is a year of particularly significant importance in successfully achieving the 5-year business strategy goals. Accordingly, BIDC will focus on measures to expand the scale of operations while closely controlling credit quality, enhancing asset quality, continuing to expand the customer base, and particularly emphasizing the development of retail customers. Enhancing operational efficiency associated with restructuring income towards increasing non-interest income; improving management capacity, risk management capability; focusing on implementing equity increase plans to enhance financial capacity and business development; investing in upgrading information technology infrastructure, deploying many digitalized service products, increasing user convenience and experience.

On behalf of BIDC Board of Directors, I would like to extend my sincere gratitude to all the Leadership Team and staff members who are wholeheartedly dedicated to BIDC. Especially, I would like to extend my profound gratitude to the National Bank of Cambodia, esteemed customers, and partners who have always trusted and accompanied BIDC throughout this time. We hope to continue collaborating and partnering with our customers, investors, and partners in the future to together create sustainable values, aiming for a prosperous and thriving future. I wish you all continued prosperity and success.

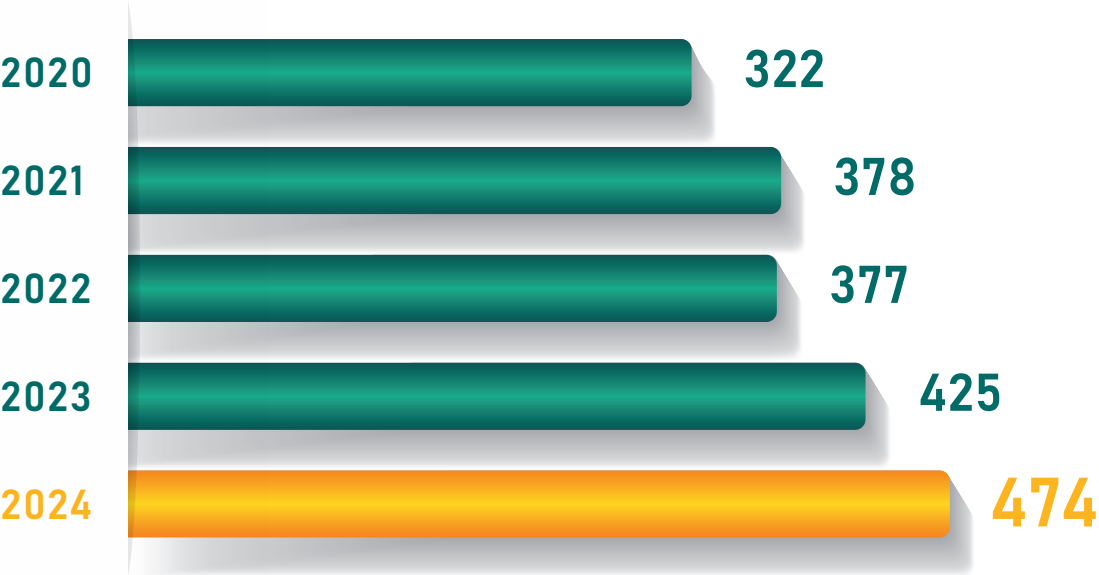
Mr. Le Kim Hoa
Chairman of BIDC Bank

KEY OPERATING INDICATORS

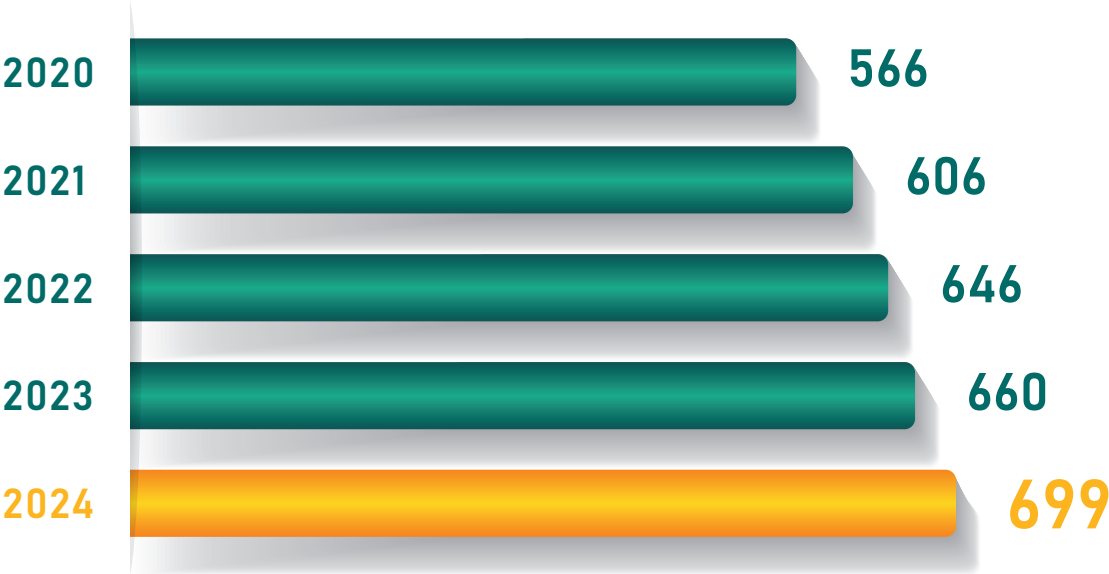
Total Assets (In USD Millions)



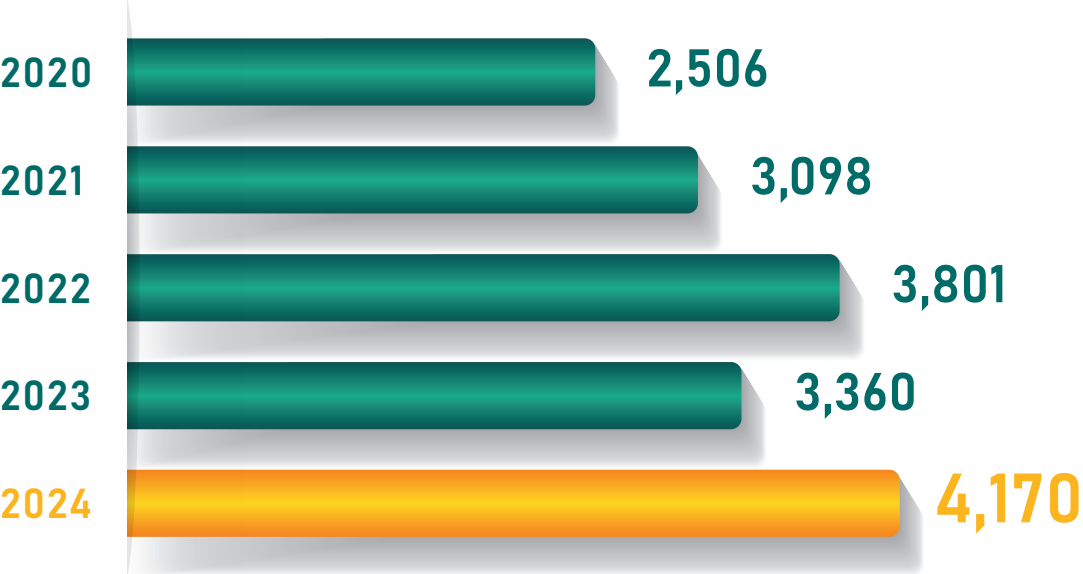
Total Deposits (In USD Millions)



Total Outstanding Loans (In USD Millions)



Net Service Income (In USD Thousands)





PART 2

OVERVIEW OF BIDC IN 2024

- ◆ Who We Are
- ◆ Milestone of BIDC
- ◆ Vision — Mission and Core Values
- ◆ Business Lines and Locations
- ◆ Organizational Structure
- ◆ Shareholders Structure
- ◆ Board of Directors Profiles
- ◆ Board of Management Profiles
- ◆ Internal and External Risks

WHO WE ARE



BIDC is a private financial institution in Cambodia with total assets of nearly 1 billion USD, established in 2009. With strong support from the parenting bank - BIDV - Vietnam's largest bank in terms of assets, over the past 15 years of operation and development, BIDC has made significant achievements, consolidating its position in the market and become a major commercial bank in the Cambodian commercial banking system.

With 10 branches operating in 5 major cities in Cambodia and Vietnam (Phnom Penh, Siem Reap, Ta Khmau, Hanoi, Ho Chi Minh City), more than 40 ATMs nationwide with advanced online and mobile banking, BIDC reaches a large number of corporations, small and medium enterprises, micro-enterprises and individuals with full range of modern financial services, as well as convenient and advanced digital banking solutions.

We have a team of professional employees, committed to maintaining and improving business performance, supported by a highly specialized management team that ensures BIDC consistently complies with international standards.

For its significant contributions to the socio-economic development of Cambodia, as well as active role in fostering positive cooperation development between the two countries, BIDC/BIDV has received numerous prestigious awards from the King of Cambodia, Royal Government of Cambodia, as well as the Party and the Government of Vietnam.

BIDV – Joint Stock Commercial Bank for Investment and Development of Vietnam

BIDV (www.bidv.com.vn) - the oldest and largest commercial bank in Vietnam – owned by the Government (State Bank of Vietnam), the main shareholder of BIDC, holding 98.5% of BIDC's charter capital. In 2024, BIDV's total assets exceeded USD 108 billion, total equity surpassed USD 5.7 billion, deposits from economic entities and residents reached over USD 80.7 billion, outstanding loans amounted to more than USD 76.7 billion, profit before tax was more than USD 1.2 billion. BIDV has won many prestigious international awards and is rated at Ba2 - Stable by Moody's credit rating agency.

BIDV is one of the first Vietnamese commercial banks operating in the market of Cambodia, in addition to other markets such as Laos, Myanmar, Taiwan, and the Russian Federation. With nearly 200 branches, nearly 1,000 transaction offices throughout Vietnam, serving more than 19 million customers, BIDV is Vietnam's pioneer in launching modern digital banking products, providing diverse products for all kind of customers. From 2022, BIDV has achieved many outstanding achievements in the field of digital transformation; especially the release of digital products designed specifically for different customers. The number of customers using BIDV's digital channels reached nearly 13 million individual customers (accounted for nearly 70% of individual customers base), and nearly 140 thousand organizational customers.

BIDV has a network of more than 2,300 agent banks and partner banks worldwide, accommodating for payment and money transfer needs in quick, convenient and safe manner.



MILESTONE OF BIDC

Formerly established as Prosperity Investment Bank (PIB)
2007

Renamed and restructured as Bank for Investment and Development of Cambodia (BIDC)
2009

Became one of the three Cash Settlement Agent for Cambodia Securities Exchange (CSX)
2011

Implementation of VISA card services and awarded The Most Outstanding Promising Growth Bank 2013 (IDG)
2013

Awarded The Most Outstanding Performing Foreign Banking 2015 (IDG)
2015

In September 2016, the chartered capital of BIDC has been raised from USD 70 million to USD 100 million
2016

Launched the Internet Banking system for corporate customers, successfully implemented a system of accepting the Master Cards on ATMs and POS
2018

Launched the fast payment service on Mobile Banking between Cambodia and Vietnam
2019

Launched a new Headquarter in Phnom Penh and upgrade the Core banking T24 to Version R18
2020

Established Digital Banking Department at BIDC HO and launched the 24/7 fast payment system from Cambodia to Vietnam with nearly 50 commercial banks in Vietnam participating in the network at NAPAS, transactions are automatically processed in real time
2021

Launched eKYC service, QR code payment service, and upgrade the 24/7 fast payment system from Cambodia to Vietnam
2022

Launched 5 new digital banking products on mobile banking app; cooperated with BIDV to launch BIDV- VietQR allowing customers to make payment by QR code in Vietnam using their current accounts opened at BIDC
2023

Adjusted brand identity; cooperated with Hana Bank to launch 24/7 fast money transfer between Korea and Cambodia
2024

VISION – MISSION AND CORE VALUES



Vision

Become one of the top 10 commercial banks in Cambodia in terms of operation scale and one of the Top 5 commercial banks with the most modern digital technology in retail banking; to develop a managerial system of international standards with professional employees and an extensive, solid base of customers and networks.

Mission

Being an efficient commercial bank in operation, trusted by customers; focusing on the development and prosperity of customers, partners, employees, and community; fostering development of domestic economy and Cambodia-Vietnam economic relation.

Core Values

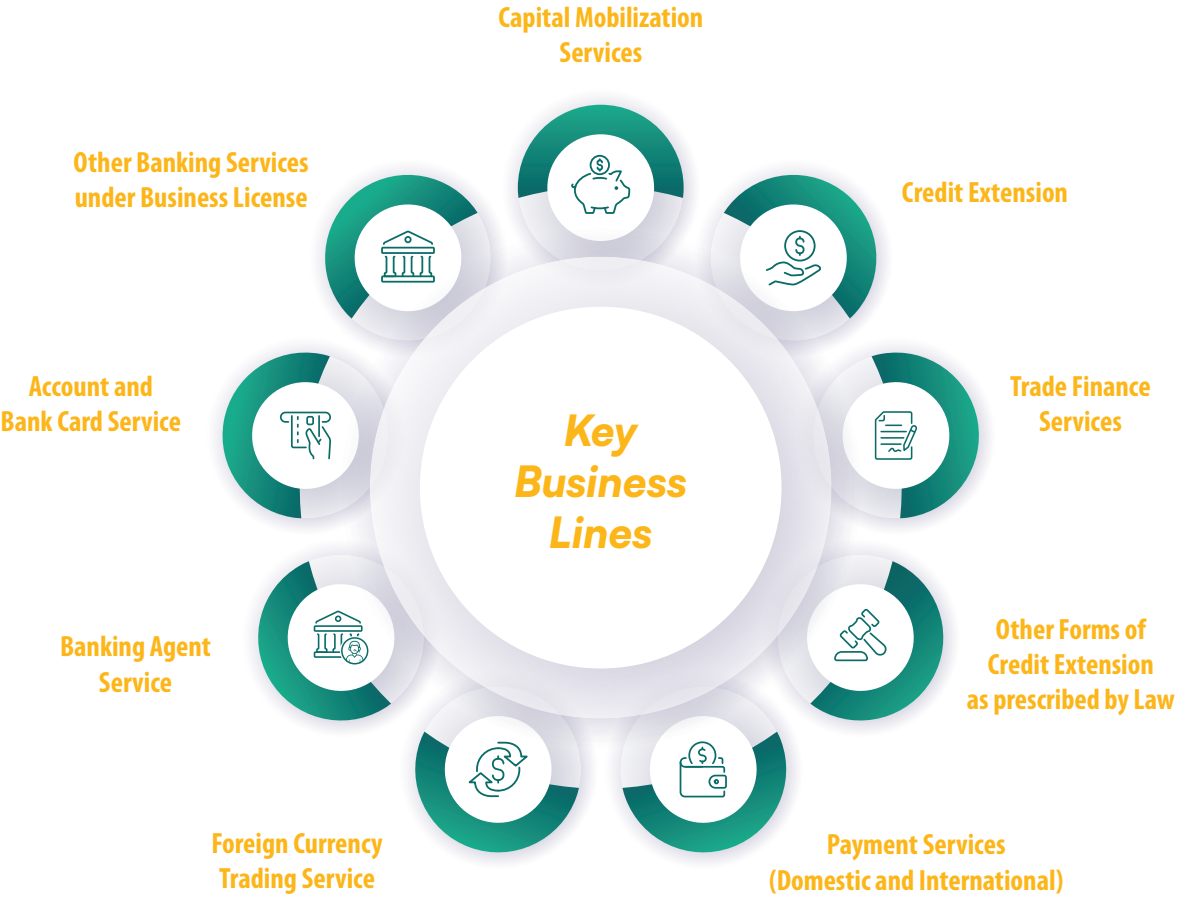
Customer-Centric approach: works and tasks are considered valuable only when giving true values to customers. BIDC is committed to providing its customers with a wide range of banking products and services in a convenient, steady and efficient manner.

Continuous Innovation: we strive to introduce innovative and different-making solutions; we listen, learn, improve and develop along the way.

Human Resource Development comes first: endless effort is made to develop a dynamic and professional human resource, in line with creating a professional working environment with ample opportunities for devotion and promotion.

BUSINESS LINES AND LOCATIONS

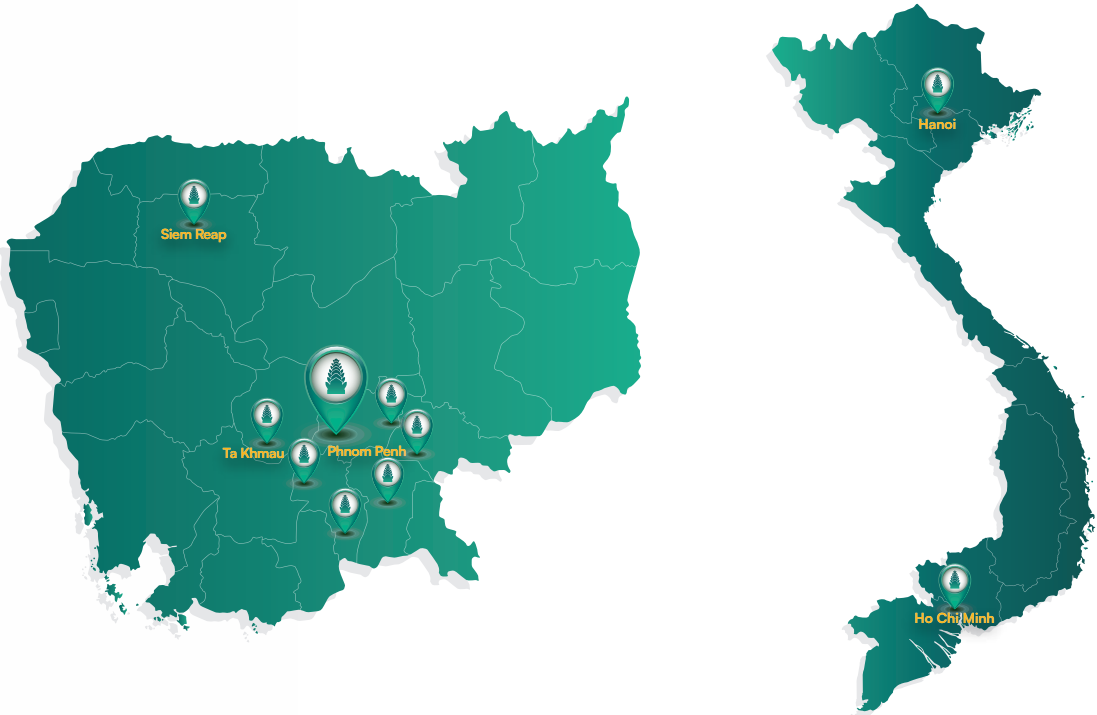
Business lines



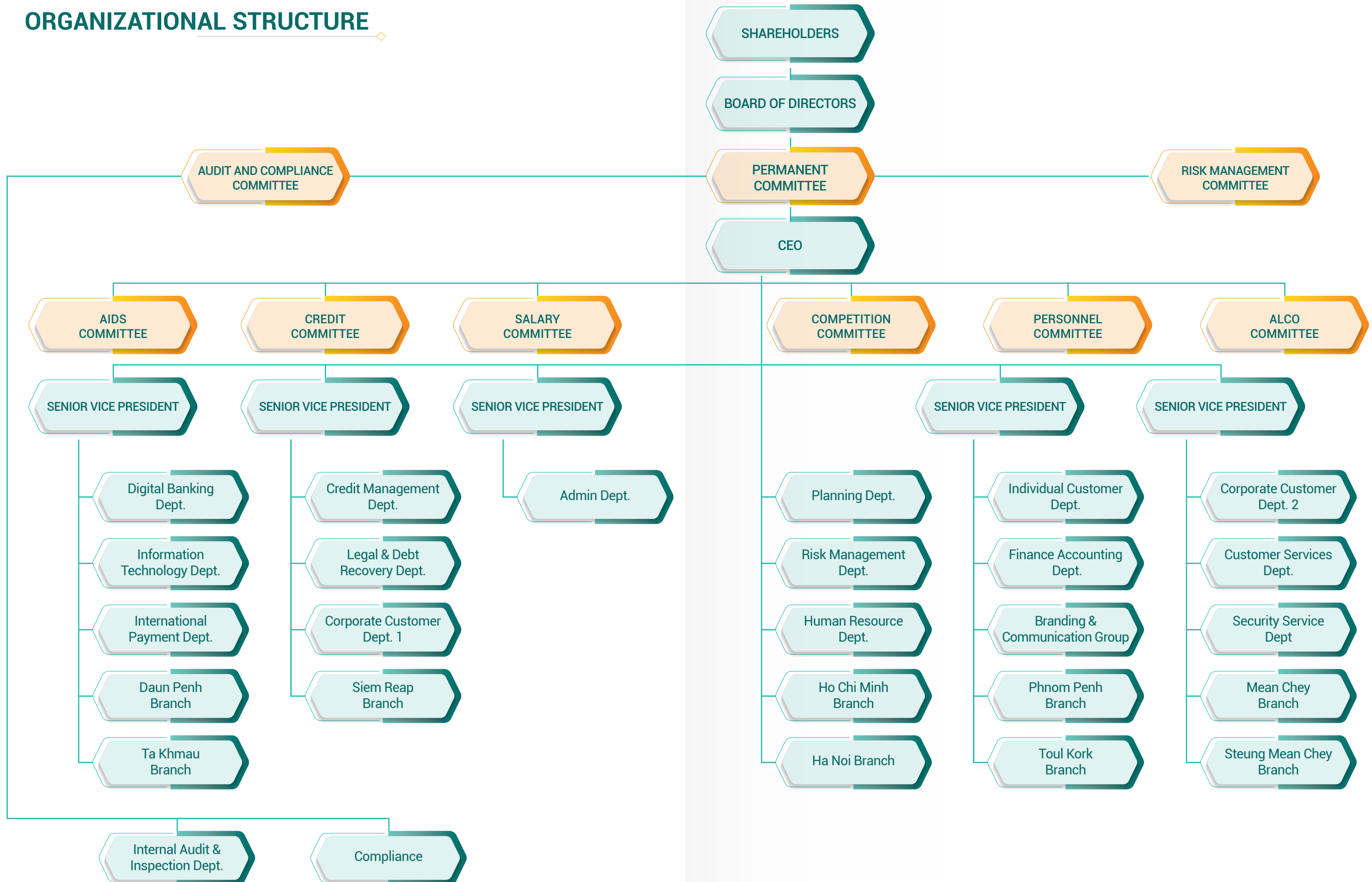
Business Locations

As of December 31, 2024, BIDC has one Head office and nine branches in key economic areas in both Cambodia and Vietnam, including one Head office and five branches in Phnom Penh, one branch in Takhmau, one branch in Siem Reap. In Vietnam, BIDC has one branch in Hanoi and one branch in Ho Chi Minh City

In addition, BIDC has established and maintained relationships with around 50 financial institutions in Cambodia and around the world.



ORGANIZATIONAL STRUCTURE



SHAREHOLDERS STRUCTURE

Bank for Investment and Development of Cambodia – has 02 shareholders who provide capital contribution, as follows:

1. First Shareholder:

- Name: Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV).
- Business registration certificate No. 0100150619, 27th change registration issued by Hanoi Department of Planning and Investment on March 1, 2022.
- BIDV's head office address: BIDV Tower, No. 194 Tran Quang Khai, Hoan Kiem District, Hanoi City, Socialist Republic of Vietnam.
- As of December 31, 2022, Joint Stock Commercial Bank for Investment and Development of Vietnam contributes 98.5% of charter capital, equivalent to 98,500,000 USD (equivalent to 394,000,000,000 riel) or 98,500,000 of shares.

2. Second Shareholder: is an individual shareholder, contributing 1.5% of the charter capital, equivalent to 1,500,000 USD (equivalent to 6,000,000,000 riel) or 1,500,000 of shares.



BOARD OF DIRECTORS PROFILES

The Board of Directors (BOD) is a governance authority and has full right to act in the name of BIDC to make decisions, exercise rights and obligations of BIDC, which are out of jurisdiction of the General Meeting of Shareholders. The BOD also has the responsibility of defining and developing plans and policies such as business governance policies, business strategies and overall development plans of BIDC.

As on 31st December 2024, BIDC’s BOD consist of the following members:

Name	Position	Date of appointment
Mr. Le Kim Hoa	Chairman	February 23, 2016
Mr. Hoang Van Vinh	Member	July 07, 2010
Mr. Pham Van Duong	Member	August 01, 2009
Mr. Nguyen Quoc Hung	Member	September 18, 2015
Mr. Lam Van Hai	Member	December 23, 2022
Mr. Nguyen Van Loc	Independent Member	December 23, 2022
Mrs. Mai Thi Ngoc Ha	Independent Member	December 23, 2022



Mr. Le Kim Hoa
Chairman (February 23, 2016)

- Year of Birth: 1965
- Education Level: Master of Business Administration
- Experience: Mr. Le Kim Hoa has over 37 years of working experience in Banking and Finance sectors. He has worked for BIDV as Director of Branch, Director of Credit Department, and Senior Executive Vice President of BIDV and become the Chairman of BIDC’s BOD since February 2016.
- Currently, he is also a member of the BOD of BIDV.



Mr. Hoang Van Vinh
Member (July 07, 2010)

- Year of Birth: 1964
- Education Level: Bachelor of Economics
- Experience: Mr. Hoang Van Vinh has become a member of the BOD of BIDC since July 2010.



Mr. Pham Van Duong
Member (August 01, 2009)

- Year of Birth: 1972
- Education Level: Bachelor of Business Administration
- Experience: Mr. Pham Van Duong has become a member of the BOD of BIDC since August 2009.



Mr. Nguyen Quoc Hung
Member (September 18, 2015)

- Year of Birth: 1977
- Education Level: Master of Banking and Finance
- Experience: Mr. Nguyen Quoc Hung over 26 years of experience in Banking and Finance sectors. He has become a member of the BOD and the CEO of BIDC in period of 2015-2020.
- Currently, he is also the Director of BIDV’s Project Financing Department.

BOARD OF DIRECTORS PROFILES

...Continued



Mr. Lam Van Hai
Member (December 23, 2022)

- Year of Birth: 1983
- Education Level: Master of Business Administration
- Experience: Mr. Lam Van Hai has more than 19 years of experience in Banking and Finance sectors. He has become a member of the BOD of BIDC in 2022.
- He is also the Chief Executive Officer of BIDC since August 2020.



Mr. Nguyen Van Loc
Independent Member (December 23, 2022)

- Year of Birth: 1959
- Education Level: Master of Economic
- Experience: Mr. Nguyen Van Loc has more than 35 years of experience in Banking and Finance sectors. He has become an independent member of the BOD of BIDC since December 2022.



Mrs. Mai Thi Ngoc Ha
Independent Member (December 23, 2022)

- Year of Birth: 1963
- Education Level: Bachelor of Banking and Finance
- Experience: Mrs. Mai Thi Ngoc Ha has more than 31 years of experience in Banking and Finance sectors. She has become an independent member of the BOD of BIDC since December 2022.



BOARD OF MANAGEMENT PROFILE

Board of Management is responsible for managing daily works of BIDC in accordance with BIDC’s Charter. Board of Management is under the supervision of the Board of Directors. Board of Management has several committees, including: Recruitment Committee, ALCO Committee, Credit Committee, Salary Committee, etc.

As on 31st December 2024, BIDC’s BOM consist of the following members:

Name	Position	Date of appointment
Mr. Lam Van Hai	Chief Executive Officer	August 1, 2020
Mr. Tran Lam Giang	Senior Executive Vice President	October 1, 2015
Mr. Chhuon Leng	Senior Executive Vice President	November 1, 2018
Mr. Nguyen Xuan Dung	Senior Executive Vice President	August 1, 2020
Mr. Ngo Ba Linh	Senior Executive Vice President	January 1, 2023
Mr. Mao Sokhen	Senior Executive Vice President	January 1, 2023



Mr. Lam Van Hai
CEO (August 01, 2020)

- Year of Birth: 1983
- Education Level: Master of Business Administration
- Experience: Mr. Lam Van Hai has more than 19 years of experience in Banking and Finance sectors.
- At the same time, he has become a member of the BOD of BIDC since December 2022.



Mr. Tran Lam Giang
Senior Executive Vice President (October 1, 2015)

- Year of Birth: 1976
- Education Level: Bachelor of Banking and Finance
- Experience: Mr. Tran Lam Giang has more than 25 years of experience in Banking and Finance sectors. He has become the Senior Executive Vice President of BIDC since October of 2015.



Mr. Chhuon Leng
Senior Executive Vice President (November 01, 2018)

- Year of Birth: 1980
- Education Level: Bachelor of Economics
- Experience: Mr. Chhuon Leng has more than 18 years of experience in Banking and Finance sectors. He has become the Senior Executive Vice President of BIDC since November 2018.



Mr. Nguyen Xuan Dung
Senior Executive Vice President (August 01, 2020)

- Year of Birth: 1980
- Education Level: Master of Banking and Finance
- Experience: Mr. Nguyen Xuan Dung has more than 22years of experience in Banking and Finance sectors. He has become the Senior Executive Vice President of BIDC since August 2020.



Mr. Ngo Ba Linh
Senior Executive Vice President (January 01, 2023)

- Year of Birth: 1975
- Education Level: Master of Business Administration
- Experience: Mr. Ngo Ba Linh has more than 19 years of experience in Banking and Finance sectors. He has become Senior Executive Vice President of BIDC since January 2023.



Mr. Mao Sokhen
Senior Executive Vice President (January 01, 2023)

- Year of Birth: 1988
- Education Level: Master of Law
- Experience: Mr. Mao Sokhen has more than 12 years of experience in Banking and Finance sectors. He has become Senior Executive Vice President of BIDC since January 2023.

INTERNAL AND EXTERNAL RISKS

BIDC constantly applies and pursues an effective risk management system to improve the effectiveness of monitoring and controlling risk, maintaining the safety and soundness of the bank. In addition to the Independent Risk Management Committee, Internal Audit Committee and Compliance, all BIDC units are aware and responsible for complying with risk inspection and control mechanisms, complying with internal processes and regulations set by regulatory agencies.

Management structure includes accountability, independence, and transparent reporting, with both internal and external stakeholders. The bank's risk management method includes identifying, evaluating, controlling, and minimizing risks, in which is done in all aspects of the bank's business operations. Responsibility of risk management is disseminated and applied in all departments and divisions of the Bank. Each employee understands and is responsible for risk management in their own area of expertise. This approach creates effective risk control and management mechanism for processes and has independent supervision.

Relevant Risk Management measures of BIDC

- **Credit Risk:**

Credit risk refers to the potential financial loss that may occur if the debtors fail

to fulfill the contractual obligations for debt repayment in accordance with the agreed terms. This risk arises from various reasons such as unstable income of customers, intentional insolvency of customers or due to a third party's breach of obligations to the bank as a creditor. In a developing economy like Cambodia, personal income is relatively low and the private sector accounts for the majority of the economy including certain large enterprises, therefore high credit risk is possible. Being well aware of the importance of credit risk management in business operations in order to achieve the goal of safety, efficiency and sustainability, BIDC always takes a proactive approach by implementing the best measures for credit risk management. As of now, BIDC's risk management model has successfully adhered to the principles of independence and centralization. In the whole BIDC system, from the Head Office to branches, organizational structure is set up appropriately, clearly defining the functions, tasks, and rights of relevant departments and individuals in accordance with management objectives related to credit risk. A system of documents, regulations, policies for credit granting and credit risk management has been fully promulgated, regularly reviewed and updated. BIDC also manages risks to assets including credit risk to meet the minimum capital adequacy ratio requirements set by the National Bank of Cambodia.

- **Liquidity Risk:**

Liquidity refers to a bank's capability to fund an expansion in assets and fulfill its obligations as they become due without incurring intolerable losses. The primary function of banks is to transform short-term deposits into long-term loans exposing them to liquidity risk. Liquidity risk management means monitoring and controlling through cash flow forecasting. For prevention purposes, BIDC always maintains liquidity ratio equal to or higher than NBC's regulations, focusing on high liquidity assets such as cash, deposits at NBC, and regularly organizes ALCO Board of Directors meeting to grasp the market situation and ensure the liquidity ratio of BIDC. In 2023 - 2024, although interest rates in the market increased significantly, demand for capital withdrawal of financial institution partners increased considerably, however, BIDC's liquidity situation remained stable, and payment obligations were always guaranteed to be made on time. BIDC always closely follows market developments, customers' payment needs and anticipates adverse situations

to have appropriate capital balancing and operating scenarios.

- **Interest Rate Risk:**

Significant threats, generated from the fluctuation of market interest rate will negatively affect the bank's net interest income. As one of the few banks that implement modern risk management system in Cambodia, we have formulated an internal policy for interest rate risk management system in compliance with current regulations.

- **Foreign Exchange Risk:**

Foreign Exchange Risk arises from unfavorable fluctuations in foreign exchange rates that diminish the Bank's foreign currency position. In order to manage foreign exchange risk, BIDC has issued a series of foreign exchange risk policies, including foreign exchange risk management and foreign exchange risk limit. We also use a variety of methods to measure and control foreign exchange risk, including stopping loss and value at risk.



INTERNAL AND EXTERNAL RISKS

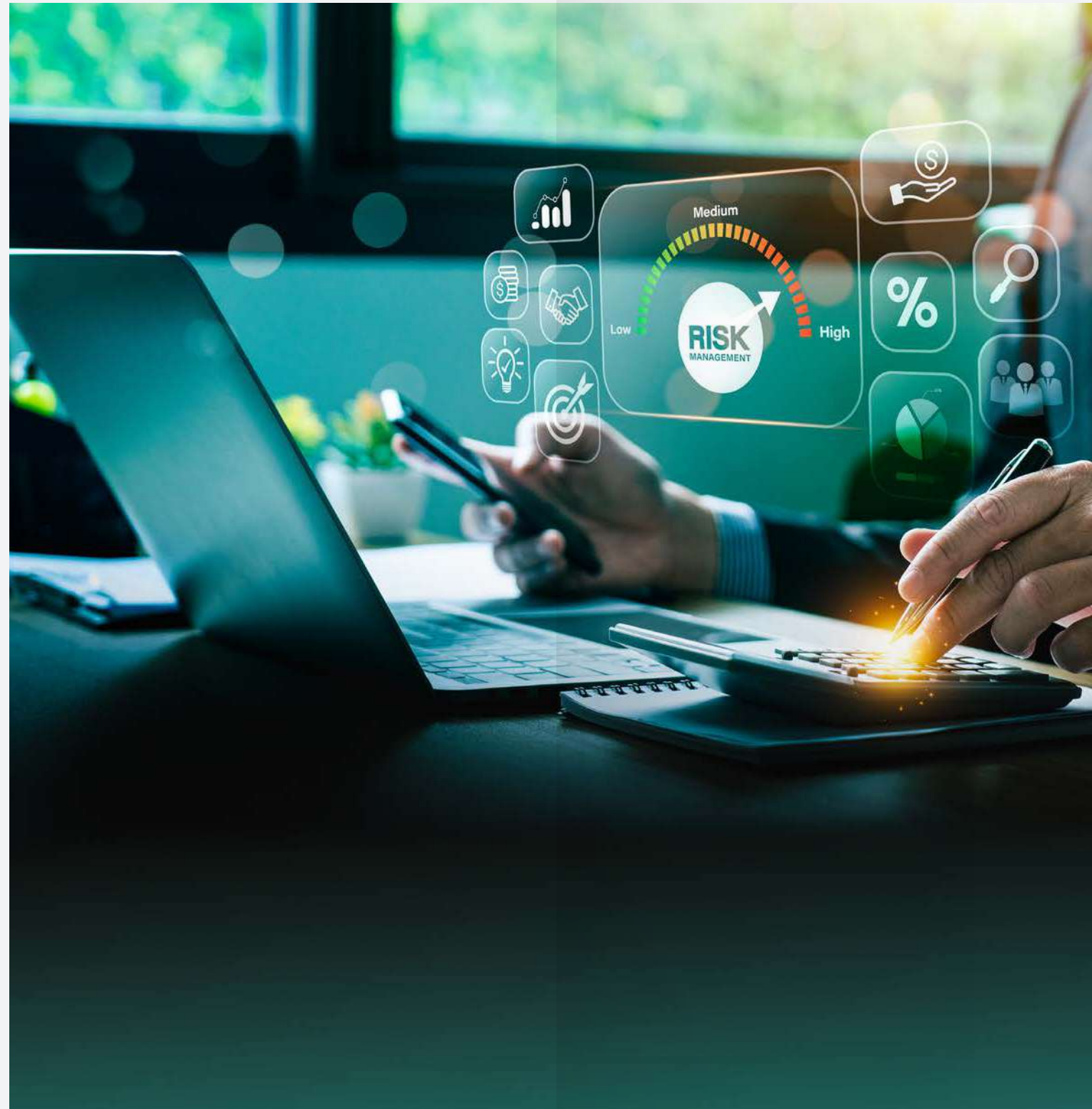
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• Legal and Compliance Risks:

The Legal and Compliance Department is responsible for overseeing the legal aspects of BIDC's operations; facilitating, advising, supporting, and monitoring of business units to ensure they comply with applicable laws, regulations and guidelines. Over the past year, we have made utmost effort to adhere to appropriate standards, policies, procedures and practices. The Legal and Compliance Department encourages the involvement of relevant departments and project management units to comply with all relevant regulations such as the Anti-Money Laundering and Counter-Terrorism Financing Act (AM-L/CFT) and the United States Foreign Account Tax Compliance Act (FATCA).

• Operational Risk:

Operational Risk is the risk that can occur in most of the bank's activities. Operational risk can arise from human factors (negligence, fraud), loopholes in the operating process, weakness of information systems, internal control systems; or from changes in undesired external factors (government policy, natural disaster, or vandalism). To prevent and limit operational risks, BIDC has implemented operational risk management by focusing on research, development and application of advanced operational risk management tools in accordance with international practices and at the request of NBC.



• Other Risks:

In addition, BIDC's operation may also be affected by other risks such as fire incident, natural disaster, strike, war, accident. These major events are beyond our control, prevention and expectations. These risks, if they occur, can significantly impact the performance of any business, including BIDC.



PART 3 **BUSINESS ACTIVITIES IN 2024**

- ◆ Report of the Board of Management
- ◆ Organization and Human Resources

REPORT OF THE BOARD OF MANAGEMENT

Business Environment in 2024

In 2024, the global economy continued to face difficulties due to tightening monetary policies, geopolitical conflicts, and increasing risks of energy, food, and commodity crises. Global inflation slowed down but remained high due to the impact of strategic competition between major countries. In Cambodia, thanks to leveraging tourism, trade, and foreign direct investment as growth drivers, Cambodia's GDP in 2024 is estimated to grow by approximately 5.6% compared to 2023. However, recovery remained uneven across sectors, especially in the real estate sector, which is recovering slowly and growing at a very low rate.

In banking and finance sector, according to data from the National Bank of Cambodia, the slow recovery of some key sectors of the economy has caused the credit growth rate in the Cambodian banking system to remain low. Specifically, in 2024, the total outstanding loans in banking sector reached nearly USD 58.25 billion, only increasing by 3% compared to 2023, lower than the growth rate of 2023; total restructured loans amounted to USD 13.1 billion, accounting for 25.2% of the total outstanding loans; the slowdown in credit growth, along with the completion of loan restructuring measures during the COVID-19 pandemic, has led to a significant increase in the non-performing loan ratio in the banking sector, reaching approximately 6% for commercial banks and around 7% for microfinance institutions. Banks and financial institutions continued to accelerate the digitization of their service products. In the past year, the NBC also strengthened regulations and supervision to ensure operational safety as well as maintain financial stability of the banking system.

Business Results in 2024

BIDC's business activities in 2024 continued to face many difficulties and challenges from the business environment in both Vietnam and Cambodia. In particular, it was even more challenging in the Cambodia where the cost of capital remained still very high, the economy's capital absorption capacity was low, and the motivations/support policies and stimulus was still limited, the Cambodian banking sector continued to face many difficulties in developing scale, ensuring credit quality and improving operational efficiency.

In that context, BIDC made great efforts in its business activities and achieved the following main results:

To begin with, BIDC has met all of the business plan objectives established by the BIDV/BIDC BODs, with some exceeding 105% of the plan, such as Mobilization, Net operation incomes (before provisions), Net fees incomes and credit quality control. By the end of 2024, BIDC had total assets of more than USD 951 million, total deposits of USD 474 million (an increased of 11.5%), and outstanding loans of USD 699 million increased 5.9% compared to 2023. The retail loan ratio reached about 49% of total outstanding loans, an increase of 1.5% compared to 2023. The NPL ratio remained within a safe level, and the Group 2 debt ratio has declined dramatically since 2023. The total written-off debt collection reached nearly USD 1.8 million. Net service fee revenue reached USD 4.2 million, increased 24% compared to 2023. Net operation income reached nearly 8.8 million USD (reaching 105% business target), and profit before tax (according to CAS) reached 1.3 million USD.



REPORT OF THE BOARD OF MANAGEMENT *...Continued*

Secondly, in 2024, Cambodia's economy and customers faced many challenges. Responding to the Royal Government and NBC's appeal, BIDC banded together to support economic structure by extending the debt repayment period, reducing interest rate for 25% of customers, assisting businesses, and helping overcome difficulties in loan repayment. Also, BIDC continues to focus on promoting, developing, and restructuring its customer base: the number of customers at BIDC increased over 10% compared to 2023 with many new important partners such as Savimex, Thaco, Viettel Post, Melatec,... and others. The retail loan ratio increased to nearly 49% of total outstanding loans.

In addition, BIDC continued to focus on promoting the development of the Cambodia-Vietnam relation, encouraging payments and trade transactions between Cambodia and Vietnam. In 2024, the total payment volume between the two countries through the BIDC system reached nearly USD 1.4 billion, increased 15% compare to the total volume in 2023. (Total international payment volume reached to 1.85 billion USD).

Moreover, BIDC has continued to deploy many modern and superior banking products and services in 2024, such as: Money transfer function between Cambodia and Vietnam and BIDV-VietQR payment, connecting online with over 50 commercial banks in Vietnam; QR code payment feature connecting with 45 online connections with

45 commercial banks in Cambodia, developing more than 4,000 QR code merchants/year, supporting the promotion of payment connection between Cambodia and Vietnam, which has been recognized and highly appreciated by the leaders of the two central banks. In addition, BIDC has successfully deployed the 24/7 fast money transfer connection between Korea and Cambodia with Hana Bank. With payment channels continuously strengthened and modernized, BIDC has contributed to promoting trade activities between Cambodia and Vietnam and the international market with a total payment turnover in 2024 reaching over USD 1.8 billion.

Lastly but not least, BIDC continued to focus on enhancing the income policy, boosting recruitment and training, and generating growth possibilities for employees through the implementation of the new compensation mechanism and conducting training programs at IBF, BIDV, NBC, and BIDC internal training. As for other activities in 2024, BIDC has achieved some remarkable results: **i)** BIDC successfully organized the Ceremony to receive noble awards and celebrate its 15th anniversary, creating a strong impression and earning recognition and high appreciation by leaders, partners, and customers; **ii)** At the same time, BIDC has basically completed the transfer of shares at CVI to BIC, marking a successful investment and taking the good profits; **iii)** BIDC completed the strengthening and internal regulatory documents; Focusing on enhancing brand image promotion and other basic tasks to achieve good results.

Orientation of Business Activities for 2025

With the identified prospects and challenges, following the successes achieved in 2024, as well as continuing to capture the growing trend of retail banking and promoting the digitalization, BIDC aims to direct its key task for 2025 as follows:

- **Some Main Business Targets** in 2025: strive to reach USD 1 billion of total assets, an increase of about 5-7% compared to 2024; achieve an increase of about 8-10% of total deposits from customer and an increase of 5-6% of total outstanding loans compared to 2024; net services fee income, net operation income, profit before tax: increase of 10% compared to 2024; Control NPL and Group 2 loan ratios strictly and decreasingly.

- **Some orientations and solutions to implement the Business Plan in 2025:**
(i) Closely focus on deposit mobilization, increase demand deposits from customers to reduce the cost of funds;
(ii) Continue to focus on customer base restructuring towards sustainable and retail development;
(iii) Strengthening the control of credit quality, improve the quality of collateral for new loans;
(iv) Focus on digital product development, expand of digital customer base, create competitive advantage and sustainable income for BIDC;
(v) Continue to improve policies, mechanisms and methods for assessment of work efficiency in association with income; facilitate an environment for the employee to strive, contribute, and be

trained, to be appointed and to receive benefits appropriate to their abilities.

We believe that, with the support of the Government and the authorities and the parent bank BIDV, and most importantly, the support and trust from our valued customers, partners, and dedicated staff, our business in Cambodia will continue to grow steadily, making a significant contribution to the economic development of the country.

On behalf of the Board of Management, I would like to express my sincerest gratitude to our customers and partners who have always trusted BIDC. We undertake to continue to develop and improve the quality of our products and services to further meet the diverse needs of our customers and partners. Additionally, I would like to express my sincere thanks to all BIDC staff and employees who have always made great efforts for the bank's development.

Mr. Lam Van Hai
Chief Executive Officer of BIDC Bank

ORGANIZATION AND HUMAN RESOURCES

As of December 31, 2024, BIDC has a total of over 480 employees, out of which 91.25% has university degree or higher level of education. BIDC acknowledges that human resources are critical element for the growth and success of the organization. Therefore, one of the most important objectives of BIDC is to build, maintain and develop the workforce with sufficient quantity and quality to successfully implement the objectives and business strategies of the system.

Outstanding results in Human Resource organization in 2024

Recruitment Quality Improvement

Strengthening Training and Improving the Quality of Human Resources

Improvement of Policies on Remuneration and Welfare

Focusing on Emulation and Commendation work and Staff planning and Appointment

Recruitment Quality Improvement:

In 2024, BIDC implemented flexible solutions in recruitment , ensuring that the recruitment process is conducted professionally with openness, transparency and consistency throughout the system. BIDC conducts recruitment regularly (posting recruitment information on BIDC website, social networks, newspapers, job searching website, participating in job fairs organized by Cambodian government agencies, cooperating with leading universities in Cambodia to present recruitment information, coordinating with BIDC branches in Vietnam to search for personnel from Vietnam) to recruit sufficient and qualified staff according to human resources needs, employment and labor allocation. As a result, BIDC has attracted a group of qualified candidates from all over Cambodia and Vietnam, creating a good impression on Cambodian society in general and candidates in particular, contributing to promoting and enhancing BIDC brand name and image in the labor market.

In 2024, BIDC received a total of 650 job applications, conducted interviews and selected 50 candidates. The recruited candidates meet BIDC's quality standards and fulfill the requirements.

Strengthening training and improving the quality of human resources:

BIDC regularly organizes internal self-training courses on professional skills, assigns staff to participate in training courses organized by the Training Institute under the National Bank of Cambodia. At the same time, taking advantage of being a subsidiary of BIDV - the largest commercial bank with the longest history in Vietnam with professional and modern working environment, BIDC proposed and coordinated with BIDV in supporting the organization of focused training programs, on-site training, etc. to improve knowledge and skills for BIDC personnel, especially indigenous staff with development potential.

Improvement of policies on remuneration and welfare:

In 2024, BIDC has introduced various incentive reward policies for employees who successfully complete their assigned tasks with excellence.

- Adjusting and rearranging salaries for a number of positions in accordance with the responsibilities and contribution levels, providing motivation for staff to improve and grow.
- Changing the approach for evaluating and granting due salary increases to employees, who shall be considered for annual salary increase based on work capacity and results of completion of assigned tasks.
- Developing incentive fund: in addition to rewards and encouragements for employees with excellent achievements, contributing to BIDC's business results and providing initiatives to improve work efficiency.

In addition, BIDC is always implementing the regimes and policies issued by the Government, union organizations in Cambodia,

and BIDV to ensure the benefits of employees such as social insurance, health insurance, CVI insurance, BIDV voluntary pension insurance, sickness, maternity, retirement, seniority allowance, visit, vacation and birthday regime, etc.

Focusing on emulation and commendation work and staff planning and appointment

In addition to the salary mechanism and remuneration policies for personnel, BIDC always pays attention and promptly rewards staff with outstanding and typical achievements to maximize their capacity, enthusiasm and creativity. BIDC also always facilitates and creates environment for its employees to promote their capacity and ethical qualities, to evaluate and select qualified personnel to include in the planning, and appoint of leader positions in the future. Therefore, the appointed employees are all exemplary, reputable and fully capable of meeting work requirements.





PART 4

SUSTAINABLE DEVELOPMENT REPORT

- ◆ Implement Digital Banking Product Services and Apply New Information Technology to Drive Digital Transformation
- ◆ Signing Comprehensive Development Cooperation Agreements with Many Major Partners
- ◆ Human Resources and Business Culture Development
- ◆ Adjusting Brand Identity
- ◆ Impression on Community Activities
- ◆ BIDC Received the Noble Awards and Celebrated 15 Years of Establishment

IMPLEMENT DIGITAL BANKING PRODUCT SERVICES AND APPLY NEW INFORMATION TECHNOLOGY TO DRIVE DIGITAL TRANSFORMATION

In the year 2024, BIDC implemented many digital banking products and services to enhance customers' experience and expand the collaboration with other banks, fintech partners, some outstanding projects below:

1. Upgrade the BIDC Mobile Banking to the new modern version with outstanding features: Fast and Secure; personalization and interface customization; optimize user experience and transaction journey.
2. Implement direct 24/7 remittance service from South Korea to Cambodia with KEB Hana Bank (One of the biggest banks in South Korea) to allow Cambodian customers can transfer money in real time to their relatives conveniently with low transaction fees.
3. Implement many modern cashless payments such as Smart POS, ERP KHQR solution which enhance customer payment experience and reduce corporate's operation cost due to the convenient, secure and automatic solution.
4. Expand funds transfer 24/7 to Vietnam with eMoney and upgrade transfer by VietQR to other banks in Vietnam.
5. Integrate the Cross Institution Funds Transfer and Payment (CIFTP) on Mobile Banking which allow customers to transfer payment in real time with more than 60 banks, microfinance in Cambodia.



IMPLEMENT DIGITAL BANKING PRODUCT SERVICES AND APPLY NEW INFORMATION TECHNOLOGY TO PERFORM DIGITAL TRANSFORMATION

...Continued

In addition to development and expansion of digital banking products and services on the Mobile Banking platform for customers, BIDC also focused on investing in IT infrastructure, new security systems and implementing internal Digital Transformation, implement many internal initiatives such as:

1. Converted the email system from Exchange to **Hybrid Zimbra** and **Microsoft 365**.
2. Implemented **Open-Appsec** and **Web Application Firewall (WAF)** solutions to protect web applications and APIs from security threats, reduce data risks, optimize performance, and ensure security standards compliance.
3. Deployed two **Palo Alto Firewall** security replacement appliances to protect systems from threats, control access, optimize performance, and ensure security compliance.
4. Purchased and deploy six **Cisco C2960** switches, upgrade bandwidth to ensure stable data transmission speed to ensure connection safety and device backup in the system.
5. Procured and deployed of two **VMWare** server infrastructure for BIDC's Information Technology – Digital Banking projects.
6. Applied **RPA solution (Robotic Process Automation)** in checking checklist start-of-day, checking server room temperature and automatic backup of configuration logs from router and switch devices.
7. Built and deployed the **Credit Approval Document Management Program (RLOS – Phase 1)** to help monitor and control the status of credit profile processing.



SIGNING COMPREHENSIVE DEVELOPMENT COOPERATION AGREEMENTS WITH MANY MAJOR PARTNERS

In order to continue promoting business activities and facilitate customers to use the service, in the past year, BIDC has signed comprehensive business cooperation agreements with a number of major corporations, enterprises, partners and brands such as **Metfone**, **Angkor Milk**, **Borey Penghout**, **Cho Ray Phnom Penh Hospital**, etc. The cooperation with these partners not only helps BIDC expand its customer base, but also provides customers with exceptional Banking products and services such as trade finance credit, retail credit, consumer credit, etc.



HUMAN RESOURCES AND BUSINESS CULTURE DEVELOPMENT

Comprehensive Development for Employees

BIDC prioritizes the comprehensive development its employees by providing with both material and spiritual benefits based on their contributions and dedication to the BIDC’s growth, while adhering to applicable laws. BIDC strives to ensure that its employees are able to receive all entitled benefits.



Development of Business Culture

BIDC's Board of Directors pays close attention to the annual activities related to tourism, sightseeing, and vacation. To regenerate the labor force, improve material and spiritual life, and create colleague and family bond for employees. Apart from the aim of fostering bonding and boosting morale, these activities are also a form of expressing appreciation from the Board of Directors for the non-stop efforts and dedication of employees from previous year.

Development of business culture is the objective of BIDC, business culture shall become the belief, benefit and motivation for employees to act; as well as direct the whole system to develop pioneering products with advanced technology features; promoting the culture of learning, innovation and creativity.



ADJUSTING BRAND IDENTITY



On the occasion of the 15th anniversary of its establishment, BIDC announced a brand identity adjustment. Accordingly, the bank retains its full name as "**Bank for Investment and Development of Cambodia PLC.**" abbreviated as "BIDC Bank"; the emblem features the characteristic architectural tower of Cambodia, symbolizing integration, connection, and BIDC's sustainable commitment in the Kingdom of Cambodia.

The new logo consists of two main colors: emerald green and yellow. The emerald green color represents vitality, modern youthfulness, and BIDC's aspiration to reach far. The yellow color complements, symbolizing currency, prosperity, and abundance.

Adjusting the brand identity is a strategic move by BIDC to affirm a consistent image of a dynamic, friendly bank, always ready with the mission of providing the best utilities and benefits for customers, shareholders, employees, and the community, in line with the trend of digital transformation. In the coming time, BIDC will continue to undergo significant transformations to provide high-quality products and services and to accompany, cooperate, and develop alongside customers and partners...

The process of rebranding for BIDC is determined according to a roadmap. Accordingly, BIDC will not implement a simultaneous transition at the time of announcing the new brand identity but will gradually carry it out based on the principles of ensuring cost-effectiveness, efficiency, and suitability to the bank's specific conditions.



BIDC Bank
 BANK FOR INVESTMENT AND DEVELOPMENT OF CAMBODIA PLC.



IMPRESSION ON COMMUNITY ACTIVITIES

In addition to business development in Cambodia, BIDC always focuses on implementing social security programs to strengthen the solidarity and friendship between the people of two countries. Total social security support of BIDV/BIDC since its operation in Cambodia has reached nearly 10 million USD, focusing on the fields of education, health, support for covid-19 pandemic prevention, support for the poor, natural disaster relief and other cultural and social activities...

Continuing the success of the BIDC Run – Run for a Better Life 2023, in 2024 BIDC collaborated with several organizations such as Mefone, Cho Ray Hospital Phnom Penh, and Borey Peng Hout, organized and launched the second charity run "BIDC&METFONE RUN – Run for a Better Life 2024," which took place over 22 days (from June 23, 2024, to July 14, 2024) and raised a total of 62,599,000 KHR to support the medical treatment program for poor patients at Cho Ray Hospital Phnom Penh. This is a charitable activity that BIDC is currently implementing and will continue to carry out in the coming years with the aim of promoting physical health, creating a healthy and beneficial playground, and spreading the image of the BIDC brand – for the community.



BIDC's BOM and athletes warmup at the start of the online charity running race" Run for a better life 2024".



BIDC's BOM, staff and athletes capturing memorable picture together.



BIDC Bank and Mefone's Representative in Donation award Ceremony to Cho Ray hospital Phnom Penh.

IMPRESSION ON COMMUNITY ACTIVITIES

...Continued



BIDC's representative presenting the donation to Red Cross Cambodia.



BIDC's BOM and the Cambodian Minister of Education at the scholarship award Ceremony for Cambodia students.



BIDC staff contribute to blood donation, Co-organized by the National Bank of Cambodia and the Association of Banks in Cambodia.



BIDC Bank's representative at Charity event at Borey Koma Kampong Thom.

BIDC RECEIVED THE NOBLE AWARDS AND CELEBRATED 15 YEARS OF ESTABLISHMENT

On September 6, 2024, in Phnom Penh, Kingdom of Cambodia, BIDC solemnly held a ceremony to receive noble awards from the King of Cambodia and to celebrate its 15th anniversary (2009 - 2024). Attending the ceremony were representatives of the State Leadership, Central and local ministries of Cambodia, the Vietnamese Embassy in Cambodia; along with a large number of customers, partners.

In 2009, in accordance with the policy of the governments of Vietnam and Cambodia to establish a financial institution tasked with connecting the two economies to promote bilateral investment, trade, and tourism activities to a new height, the Bank for Investment and Development of Vietnam (BIDV) initiated the establishment of the Bank for Investment and Development of Cambodia (BIDC) based on the acquisition and comprehensive restructuring of the Prosperity Investment Bank of Cambodia (PIB). On September 1, 2009, BIDC officially commenced operations and increasingly affirmed its important role in the Cambodian market.

For the past 15 years, BIDC has consistently and actively implemented the policies, orientations, and directives of the Government, the National Bank, and relevant agencies in Cambodia; providing comprehensive banking and financial services to the community of customers in Cambodia across various fields, such as agriculture, construction, real estate, oil and gas, consumer goods, healthcare, and aviation... thereby making a positive contribution to the socio-economic development of the Kingdom of Cambodia and promoting the Vietnam-Cambodia relationship of "good neighbors, traditional friendship, comprehensive cooperation, and long-term sustainability".



BIDC RECEIVED THE NOBLE AWARDS AND CELEBRATED 15 YEARS OF ESTABLISHMENT

...Continued

With its significant contributions to the socio-economic development of Cambodia and its role in the development of the strong cooperative relations between the two countries, BIDC has been highly regarded by the King of Cambodia; the State, Government, and banking sectors of both Cambodia and Vietnam, receiving numerous prestigious awards and titles. On the occasion of its 15th anniversary, BIDC was honored to receive the Mothesana Monisaraphon Medal - the highest honor of the Kingdom of Cambodia - by the King of Cambodia. This is an important milestone in the development journey of the BIDC system. At the same time, the King of Cambodia specially awarded the Mothesana class Sowathara Medal - the highest honor for contributions to promoting investment and economic development activities in Cambodia to three BIDV leaders and the Monisaraphon Medal to the CEO of BIDC.

In the coming years, BIDC will continue to inherit and build on the achievements of its 15-year journey of growth to ensure safe and efficient business operations; solidify its position as a leading bank in the Cambodian market, further contribute to the socio-economic development of Cambodia, strengthen the bilateral relationship between Cambodia and Vietnam to new heights.



BIDC was honored to receive the **Mohasena Monisaraphon Medal** – the highest distinction awarded by the Kingdom of Cambodia – presented by **Samdech Kitti Sangahapundit Men Sam An**.

BIDC RECEIVED THE NOBLE AWARDS AND CELEBRATED 15 YEARS OF ESTABLISHMENT ...Continued



BIDC and CVI were privileged to be awarded the Emulation Flag by BIDV in recognition of their outstanding achievements.



VIP guests joined in a lively photo session at the check-in area to mark the 15th Anniversary celebration of BIDC.



PART 5

AUDITTED FINANCIAL STATEMENT 2024

- ◆ Audited Financial Statement 2024

AUDITED FINANCIAL STATEMENT 2024



Shape the future
with confidence

Ernst & Young (Cambodia) Ltd.
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Reference: 61090109/68284337/HN

INDEPENDENT AUDITOR'S REPORT

To: The Owners of Bank for Investment and Development of Cambodia Plc.

Opinion

We have audited the consolidated financial statements of Bank for Investment and Development of Cambodia Plc and its subsidiary (collectively referred to as "the Group") which comprise the consolidated statement of financial position as at 31 December 2024, and the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2024, and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with Cambodian International Financial Reporting Standards ("CIFRSs") with the deferral of CIFRS 17, *Insurance Contracts* ("CIFRSs with the deferral of CIFRS 17"), in line with Accounting and Auditing Regulator (ACAR) notification allowing for the delay in the implementation.

Basis for Opinion

We conducted our audit in accordance with Cambodian International Standards on Auditing ("CISAs"). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are independent of the Group in accordance with the Code of Ethics for Professional Accountants and Auditors issued by the Ministry of Economy and finance of Cambodia, together with the ethical requirements that are relevant to our audit of the financial statements in Cambodia and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information other than the consolidated Financial Statements and Auditor's Report Thereon

The other information obtained at the date of the auditor's report comprises the Report of the Board of Directors as set out in pages 1 to 5. Management is responsible for the other information.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



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with confidence

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Reference: 61090109/68284337/HN

INDEPENDENT AUDITOR'S REPORT

To: The Owners of Bank for Investment and Development of Cambodia Plc.

Opinion

We have audited the consolidated financial statements of Bank for Investment and Development of Cambodia Plc and its subsidiary (collectively referred to as "the Group") which comprise the consolidated statement of financial position as at 31 December 2024, and the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2024, and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with Cambodian International Financial Reporting Standards ("CIFRSs") with the deferral of CIFRS 17, *Insurance Contracts* ("CIFRSs with the deferral of CIFRS 17"), in line with Accounting and Auditing Regulator (ACAR) notification allowing for the delay in the implementation.

Basis for Opinion

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AUDITED FINANCIAL STATEMENT 2024

...Continued



Shape the future
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Auditors' Responsibilities for the Audit of the Consolidated Financial Statements (continued)

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Ernst & Young (Cambodia) Ltd.
 Certified Public Accountants
 Registered Auditors

Phnom Penh, Kingdom of Cambodia

31 March 2025

Bank for Investment and Development of Cambodia Plc.

CONSOLIDATED STATEMENT OF FINANCIAL POSITION as at 31 December 2024

Notes	31 December 2024		31 December 2023		
	US\$	KHR'000	US\$	KHR'000	
		(Note 2.1.1)		(Note 2.1.1)	
ASSETS					
Cash on hand and other cheque items	3	13,562,232	54,587,984	9,209,818	37,622,107
Balances with the National Banks	4	67,493,795	271,662,525	68,432,528	279,546,877
Due from other financial institutions	5	88,499,565	356,210,749	92,334,654	377,187,062
Investments in securities at FVTPL	6	124,279	500,223	122,820	501,720
Investments in securities at amortized cost	6	7,274,248	29,278,848	12,198,947	49,832,698
Loans to customers	7	698,721,776	2,812,355,148	660,409,550	2,697,773,012
Other assets	8	8,551,737	34,420,742	5,384,233	21,994,593
Asset held for sale	9	16,000,733	64,402,949	15,511,345	63,363,844
Property and equipment	10	16,597,042	66,803,094	17,479,311	71,402,985
Right-of-use assets	11	29,153,968	117,344,721	30,866,251	126,088,635
Intangible assets	12	2,332,017	9,386,368	2,757,299	11,263,566
Deferred tax assets	15	2,350,653	9,461,378	2,353,053	9,612,222
TOTAL ASSETS		950,662,045	3,826,414,729	917,059,809	3,746,189,321
LIABILITIES AND EQUITY					
LIABILITIES					
Deposits from financial institutions	13	332,857,413	1,339,751,087	353,439,133	1,443,798,858
Deposits from customers	14	474,485,891	1,909,805,711	425,008,366	1,736,159,175
Income tax payable	15	794,327	3,197,166	835,036	3,411,122
Other liabilities	16	7,186,785	28,926,810	2,447,440	9,997,792
Liabilities directly associated with the assets held for sale	9	7,427,220	29,894,560	6,738,122	27,296,292
Lease liabilities	17	12,708,920	51,153,403	14,359,555	58,658,782
TOTAL LIABILITIES		835,460,556	3,362,728,737	802,827,652	3,279,322,021
EQUITY					
Paid-up capital	18	100,000,000	411,920,000	100,000,000	411,920,000
Foreign exchange translation reserves		(1,165,783)	(4,749,569)	(926,860)	(3,776,913)
General banking reserves	18	5,814,418	23,566,270	5,430,554	22,003,560
Retained earnings		6,178,110	25,185,907	5,154,070	21,017,042
Total equity attributable to the equity holders of the Parent Company		110,826,745	455,922,608	109,657,764	451,163,689
Total equity attributable to non-controlling interest		4,374,744	17,644,689	4,574,393	18,457,458
Cumulative translation differences		-	(9,881,305)	-	(2,753,847)
TOTAL EQUITY		115,201,489	463,685,992	114,232,157	466,867,300
TOTAL LIABILITIES AND EQUITY		950,662,045	3,826,414,729	917,059,809	3,746,189,321

AUDITED FINANCIAL STATEMENT 2024

...Continued

Bank for Investment and Development of Cambodia Plc.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
for the year ended 31 December 2024

	Notes	2024		2023	
		US\$	KHR'000	US\$	KHR'000
			(Note 2.1.1)		(Note 2.1.1)
Interest income	19	53,511,634	217,845,862	55,247,308	227,011,189
Interest expense	20	(32,144,026)	(130,858,330)	(32,265,425)	(132,578,632)
Net interest income		21,367,608	86,987,532	22,981,883	94,432,557
Fee and commission income		3,311,958	13,482,981	2,681,705	11,019,126
Fee and commission expense		(1,093,776)	(4,452,762)	(884,731)	(3,635,360)
Net fee and commission income	21	2,218,182	9,030,219	1,796,974	7,383,766
Income from securities	22	1,108,432	4,512,427	429,018	1,762,835
Other operating income	23	216,550	881,575	417,281	1,714,608
TOTAL OPERATING INCOME		24,910,772	101,411,753	25,625,156	105,293,766
Provision for expected credit losses	24	(4,510,692)	(18,363,027)	(4,916,450)	(20,201,693)
Recovery from loans previously written-off		1,767,778	7,196,624	879,357	3,613,278
NET OPERATING INCOME		22,167,858	90,245,350	21,588,063	88,705,351
Personnel expenses	25	(8,791,317)	(35,789,452)	(8,834,080)	(36,299,235)
Depreciation and amortization	26	(4,134,256)	(16,830,556)	(3,882,843)	(15,954,602)
Operating expenses	27	(7,187,623)	(29,260,813)	(6,136,066)	(25,213,095)
TOTAL OPERATING EXPENSES		(20,113,196)	(81,880,821)	(18,852,989)	(77,466,932)
PROFIT BEFORE TAX FROM CONTINUING OPERATIONS	15.1	2,054,662	8,364,529	2,735,074	11,238,419
Income tax expense	15.1	(655,654)	(2,669,167)	(1,307,007)	(5,370,492)
PROFIT FOR THE YEAR FROM CONTINUING OPERATIONS		1,399,008	5,695,362	1,428,067	5,867,927
Gain (loss) after tax for the year from discontinued operations	9	504,247	2,052,789	(482,651)	(1,983,212)
NET PROFIT FOR THE YEAR		1,903,255	7,748,151	945,416	3,884,715
Profit attribute to:					
Net profit attributable to the equity holders of the Parent Company		1,762,354	7,174,541	856,729	3,520,300
Non-controlling interests		140,901	573,610	88,687	364,415
		1,903,255	7,748,151	945,416	3,884,715
<i>Other comprehensive income:</i>					
Exchange difference on translation of foreign operations		(238,923)	(972,656)	(94,727)	(389,233)
Exchange differences on translation		-	(7,127,458)	-	(3,419,687)
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		1,664,332	(351,963)	850,689	75,795
Total comprehensive income attributable to:					
Equity holders of the Parent Company		1,523,431	(925,573)	762,002	(288,620)
Non-controlling interest		140,901	573,610	88,687	364,415
		1,664,332	(351,963)	850,689	75,795

Bank for Investment and Development of Cambodia Plc.

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
for the year ended 31 December 2024

	Paid-up capital	General banking reserves		Foreign exchange translation reserve		Retained earnings		Total equity attributable to equity holders of the Parent Company		Non-controlling interest		Cumulative currency translation differences		Total
		US\$	KHR'000	US\$	KHR'000	US\$	KHR'000	US\$	KHR'000	US\$	KHR'000	US\$	KHR'000	
		(Note 2.1.1)	(Note 2.1.1)	(Note 2.1.1)	(Note 2.1.1)	(Note 2.1.1)	(Note 2.1.1)	(Note 2.1.1)	(Note 2.1.1)	(Note 2.1.1)	(Note 2.1.1)	(Note 2.1.1)	(Note 2.1.1)	
As at 1 January 2024	100,000,000	411,920,000	5,430,554	22,003,560	(926,860)	5,154,070	21,017,042	109,657,764	451,163,689	4,574,393	18,457,458	(2,753,847)	114,232,157	466,867,300
Net profit for the year	-	-	-	-	-	1,762,354	7,174,541	1,762,354	7,174,541	140,901	573,610	-	1,903,255	7,748,151
Currency translation differences	-	-	-	-	-	-	-	-	-	-	-	(7,127,458)	-	(7,127,458)
Exchange difference on translation of foreign operations	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total comprehensive income for the year	-	-	-	-	-	-	-	-	-	-	-	-	(238,923)	(972,656)
Appropriation during the year (Note 18)	-	-	383,864	1,562,710	-	(383,864)	(1,562,710)	-	-	-	-	-	-	-
Dividend payment	-	-	-	-	-	(354,450)	(1,442,966)	(354,450)	(1,442,966)	(340,550)	(1,386,379)	-	(695,000)	(2,829,345)
As at 31 December 2024	100,000,000	411,920,000	5,814,418	23,566,270	(1,165,783)	6,178,110	25,185,907	110,826,745	455,922,608	4,374,744	17,644,689	(9,881,305)	115,201,489	463,685,992
As at 1 January 2023	100,000,000	411,920,000	4,941,995	19,996,071	(832,133)	4,785,900	19,504,231	108,895,762	448,032,622	4,485,706	18,093,043	665,840	113,381,468	466,791,505
Net profit for the year	-	-	-	-	-	856,729	3,520,300	856,729	3,520,300	88,687	364,415	-	945,416	3,884,715
Currency translation differences	-	-	-	-	-	-	-	-	-	-	-	(3,419,687)	-	(3,419,687)
Exchange difference on translation of foreign operations	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total comprehensive income for the year	-	-	-	-	-	-	-	-	-	-	-	-	(94,727)	(389,233)
Appropriation during the year (Note 18)	-	-	488,559	2,007,489	-	(488,559)	(2,007,489)	-	-	-	-	-	-	-
As at 31 December 2023	100,000,000	411,920,000	5,430,554	22,003,560	(926,860)	5,154,070	21,017,042	109,657,764	451,163,689	4,574,393	18,457,458	(2,753,847)	114,232,157	466,867,300

AUDITED FINANCIAL STATEMENT 2024

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Bank for Investment and Development of Cambodia Plc.

CONSOLIDATED STATEMENT OF CASH FLOWS for the year ended 31 December 2024

	Notes	2024		2023	
		US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Net cash provided by operating activities	28	23,615,264	96,137,738	25,064,720	102,990,934
Investing activities					
Acquisitions of:					
Property and equipment		(1,002,485)	(4,081,116)	(1,199,029)	(4,926,810)
Intangible assets		(55,520)	(226,022)	(18,173)	(74,673)
Proceeds from disposal of property and equipment		(71)	(289)	-	-
Dividend received		276,049	1,123,795	429,018	1,762,835
Proceed from disposal of investments		1,052,383	4,284,251	-	-
Net cash provided by (used in) investing activities		270,356	1,100,619	(788,184)	(3,238,648)
Financing activities					
Profit transfer to shareholders		(695,000)	(2,829,345)	-	-
Repayment of principal portion of lease liabilities		(2,748,901)	(11,190,774)	(2,892,677)	(11,886,010)
Net cash used in financing activities		(3,443,901)	(14,020,119)	(2,892,677)	(11,886,010)
Net increase in cash and cash equivalents		20,441,719	83,218,238	21,383,859	87,866,276
Cash and cash equivalents at beginning of year	3	88,825,029	362,850,242	67,535,897	278,045,287
Exchange difference on translation of foreign operation		(238,923)	(972,656)	(94,727)	(389,233)
Foreign exchange difference		-	(6,258,828)	-	(2,672,088)
Cash and cash equivalents at end of year	3	109,027,825	438,836,996	88,825,029	362,850,242
Additional information on operational cashflows from interest:					
Interest received		47,656,914	194,011,297	49,244,311	202,344,874
Interest paid		(32,584,298)	(132,650,679)	(30,604,328)	(125,753,182)

Bank for Investment and Development of Cambodia Plc.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (continued)
as at 31 December 2024 and for the year then ended

7. LOANS TO CUSTOMERS

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Individual loans	237,066,005	954,190,670	227,144,084	927,883,583
Loans to enterprises	438,734,601	1,765,906,769	417,705,719	1,706,327,862
Unamortised loan processing fees	(2,501,656)	(10,069,165)	(2,316,198)	(9,461,669)
Accrued interest receivables	39,555,615	159,211,350	32,523,546	132,858,685
Gross loans to customers	712,854,565	2,869,239,624	675,057,151	2,757,608,461
Allowance for ECL	(14,132,789)	(56,884,476)	(14,647,601)	(59,835,449)
Net loans to customers	698,721,776	2,812,355,148	660,409,550	2,697,773,012

An analysis of changes in the gross carrying amount and the corresponding ECL allowances follow:

	2024			
	Stage 1 US\$	Stage 2 US\$	Stage 3 US\$	Total US\$
Gross carrying amount as at 1 January	593,723,061	20,578,661	60,755,429	675,057,151
Newly originated assets	279,332,540	10,316,589	16,215,653	305,864,782
Assets derecognized or repaid (excluding write-offs)	(246,782,536)	(8,362,486)	(5,397,400)	(260,542,422)
Transfers to Stage 1	14,928,137	(8,364,913)	(6,563,224)	-
Transfers to Stage 2	(8,030,245)	8,030,245	-	-
Transfers to Stage 3	(19,554,010)	(1,039,718)	20,593,728	-
Amounts written off	-	-	(5,045,295)	(5,045,295)
Foreign exchange difference	(2,387,123)	(18,080)	(74,448)	(2,479,651)
Balance at 31 December	611,229,824	21,140,298	80,484,443	712,854,565
KHR'000 (Note 2.1.1)	2,460,200,042	85,089,699	323,949,883	2,869,239,624
ECL allowance as at 1 January	2,240,276	1,481,386	10,925,939	14,647,601
New assets originated or purchased	4,034,718	338,588	2,293,561	6,666,867
Assets derecognized or repaid (excluding write offs)	(569,752)	(475,747)	(70,185)	(1,115,684)
Transfers to Stage 1	1,460,057	(634,283)	(825,774)	-
Transfers to Stage 2	(44,725)	44,725	-	-
Transfers to Stage 3	(95,693)	(86,017)	181,710	-
Impact on ECL of exposures transferred between stages during the year.	(1,390,814)	512,558	3,226,607	2,348,351
Changes in models/input parameters	(2,695,804)	(16,660)	(661,364)	(3,373,828)
Amount written off	-	-	(5,045,295)	(5,045,295)
Foreign exchange difference	-	-	4,777	4,777
Balance at 31 December	2,938,263	1,164,550	10,029,976	14,132,789
KHR'000 (Note 2.1.1)	11,826,509	4,687,314	40,370,653	56,884,476

AUDITED FINANCIAL STATEMENT 2024

 *Continued*

Bank for Investment and Development of Cambodia Plc.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (continued)
as at 31 December 2024 and for the year then ended

7. LOANS TO CUSTOMERS (continued)

	2023			
	Stage 1 US\$	Stage 2 US\$	Stage 3 US\$	Total US\$
Gross carrying amount as at 1 January	589,349,577	7,690,371	62,891,680	659,931,628
Newly originated assets	253,027,374	13,460,850	3,366,507	269,854,731
Assets derecognized or repaid (excluding write-offs)	(240,950,167)	(6,065,791)	(1,246,437)	(248,262,395)
Transfers to Stage 1	5,803,297	(649,662)	(5,153,635)	-
Transfers to Stage 2	(5,876,762)	6,303,609	(426,847)	-
Transfers to Stage 3	(5,915,156)	(101,271)	6,016,427	-
Amounts written off	-	-	(4,516,762)	(4,516,762)
Foreign exchange difference	(1,715,102)	(59,445)	(175,504)	(1,950,051)
Balance at 31 December	593,723,061	20,578,661	60,755,429	675,057,151
KHR'000 (Note 2.1.1)	2,425,358,704	84,063,830	248,185,927	2,757,608,461
ECL allowance as at 1 January	2,539,128	721,952	10,956,770	14,217,850
New assets originated or purchased	646,339	871,037	365,417	1,882,793
Assets derecognized or repaid (excluding write offs)	(749,411)	(493,167)	(431,747)	(1,674,325)
Transfers to Stage 1	1,452,556	(89,259)	(1,363,297)	-
Transfers to Stage 2	(26,862)	181,055	(154,193)	-
Transfers to Stage 3	(30,963)	(16,130)	47,093	-
Impact on ECL of exposures transferred between stages during the year.	(1,427,262)	345,567	703,992	(377,703)
Changes in models/input parameters	(163,249)	(39,669)	5,349,742	5,146,824
Amounts written off	-	-	(4,516,762)	(4,516,762)
Foreign exchange adjustments	-	-	(31,076)	(31,076)
Balance at 31 December	2,240,276	1,481,386	10,925,939	14,647,601
KHR'000 (Note 2.1.1)	9,151,526	6,051,462	44,632,461	59,835,449

Further analyses of loans to customers are set out below.

(a) By grading of loans to customers

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Stage 1	611,229,824	2,460,200,042	593,723,061	2,425,358,704
Stage 2	21,140,298	85,089,699	20,578,661	84,063,830
Stage 3	80,484,443	323,949,883	60,755,429	248,185,927
Total gross loans	712,854,565	2,869,239,624	675,057,151	2,757,608,461

Bank for Investment and Development of Cambodia Plc.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (continued)
as at 31 December 2024 and for the year then ended

7. LOANS TO CUSTOMERS (continued)

Further analyses of loans to customers are set out below (continued)

(b) By security

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Secured				
Real Estate	575,231,398	2,315,306,377	518,202,177	2,116,855,893
Deposit hold-out	61,198,637	246,324,514	61,100,006	249,593,525
Vehicle	14,162,974	57,005,970	16,169,232	66,051,313
Others	34,852,106	140,279,727	35,057,892	143,211,489
	685,445,115	2,758,916,588	630,529,307	2,575,712,220
Unsecured	27,409,450	110,323,036	44,527,844	181,896,241
	712,854,565	2,869,239,624	675,057,151	2,757,608,461

(c) By maturity

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Within one month	13,810,323	55,586,550	23,860,971	97,472,065
From 1 month to 3 months	8,514,789	34,272,026	6,727,630	27,482,369
From 3 months to 12 months	222,348,102	894,951,111	210,718,404	860,784,680
From 1 year to 5 years	83,274,338	335,179,210	83,229,630	339,993,039
From 5 years	384,907,013	1,549,250,727	350,520,516	1,431,876,308
	712,854,565	2,869,239,624	675,057,151	2,757,608,461

(d) By residency, relationship, currency and industry sector

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Residency				
Residents	712,854,565	2,869,239,624	675,057,151	2,757,608,461
Relationship				
External customers	679,755,798	2,736,017,087	669,572,974	2,735,205,598
Staff loans	33,098,767	133,222,537	5,484,177	22,402,863
	712,854,565	2,869,239,624	675,057,151	2,757,608,461
Currency				
US\$	496,447,371	1,998,200,668	455,972,196	1,862,646,420
KHR	24,225,443	97,507,408	18,416,374	75,230,888
Others	192,181,751	773,531,548	200,668,581	819,731,153
	712,854,565	2,869,239,624	675,057,151	2,757,608,461

AUDITED FINANCIAL STATEMENT 2024

 *Continued*

Bank for Investment and Development of Cambodia Plc.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (continued)
as at 31 December 2024 and for the year then ended

7. LOANS TO CUSTOMERS (continued)

Further analyses of loans to customers are set out below (continued)

(d) By residency, relationship, currency and industry sector (continued)

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
<i>Industry sector</i>				
Consumer items	353,808,217	1,424,078,073	345,125,205	1,409,836,462
Wholesale and retail	140,990,043	567,484,923	79,905,742	326,414,956
Agriculture	110,964,674	446,632,813	45,866,021	187,362,696
Construction	42,528,927	171,178,931	48,476,391	198,026,057
Manufacturing	30,590,534	123,126,899	57,213,767	233,718,238
Transportation, storage and communication	12,260,987	49,350,473	20,896,373	85,361,684
Real estate	11,697,570	47,082,719	47,969,938	195,957,197
Others	10,013,613	40,304,793	29,603,714	120,931,171
	712,854,565	2,869,239,624	675,057,151	2,757,608,461

(e) By location

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Head Office	245,929,319	989,865,509	226,310,090	924,476,718
Branches	466,925,246	1,879,374,115	448,747,061	1,833,131,743
	712,854,565	2,869,239,624	675,057,151	2,757,608,461

(f) Annual interest rates

	2024	2023
Loans to enterprises	2.00% - 11.5%	2.00% - 12.90%
Loans to individuals	2.00% - 12%	2.00% - 13.20%

8. OTHER ASSETS

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Settlement service	2,743,073	11,040,869	242,461	990,453
Advances and prepayments	2,044,311	8,228,352	1,938,394	7,918,339
Advances for solving bad debts	1,799,285	7,242,122	2,203,970	9,003,217
Prepaid expenses	1,047,015	4,214,235	-	-
Marginal mortgage	659,575	2,654,789	588,331	2,403,332
Tax receivables (Note 15)	201,580	811,359	73,987	302,237
Other assets	56,898	229,016	337,090	1,377,015
	8,551,737	34,420,742	5,384,233	21,994,593

Bank for Investment and Development of Cambodia Plc.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (continued)
as at 31 December 2024 and for the year then ended

14. DEPOSITS FROM CUSTOMERS

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Time deposits	379,480,542	1,527,409,182	352,540,655	1,440,128,576
Demand deposits	95,005,349	382,396,529	72,467,711	296,030,599
	474,485,891	1,909,805,711	425,008,366	1,736,159,175

Deposits from customers are further analyzed as follows:

(a) By maturity

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Within 1 month	141,566,181	569,803,878	117,086,779	478,299,492
1 month to 3 months	98,184,258	395,191,638	87,937,465	359,224,545
3 months to 12 months	181,648,780	731,136,340	187,093,652	764,277,568
More than 12 months	53,086,672	213,673,855	32,890,470	134,357,570
	474,485,891	1,909,805,711	425,008,366	1,736,159,175

(b) By relationship

	2024		2023	
	US\$	KHR'000 (Note 2.1.1)	US\$	KHR'000 (Note 2.1.1)
Non-related parties	474,475,887	1,909,765,445	425,006,502	1,736,151,561
Related parties (Note 30)	10,004	40,266	1,864	7,614
	474,485,891	1,909,805,711	425,008,366	1,736,159,175

(c) Range of annual interest rates per annum

	2024	2023
<i>Term deposits</i>		
US\$	0.01% - 7.50%	2.70% - 6.50%
KHR	2.25% - 7.50%	0.00%
VND	0.50% - 9.00%	1.70%
<i>Demand deposits</i>		
US\$	Nil	Nil
KHR	Nil	Nil
VND	Nil	Nil



PART 6 **BUSINESS NETWORK**

- ◆ Business Network

BUSINESS NETWORK

No.	Branch Name	Address
01	BIDC Head Office	#235 Preah Norodom Blvd, Sangkat Tonle Basac, Khan Chamkarmon, Phnom Penh, Cambodia
02	Toul Kork Branch	Building 1-2, Street 289., Sangkat Boeung Kok II, Khan Toul Kork, Phnom Penh, Cambodia
03	Phnom Penh Branch	Building 335, Monivong Blvd., Sangkat Orrusey 4, Khan 7 Makara, Phnom Penh, Cambodia
04	Daun Penh Branch	#56 Preah Monivong Blvd., Sangkat Wat Phnom, Khan Daun Penh, Phnom Penh, Cambodia
05	Mean Chey Branch	#583, National Road No.1, Sangkat Chbar Ampov 2, Khan Chbar Ampov, Phnom Penh, Cambodia
06	Steung Mean Chey Branch	#32A, Street 271, Sangkat Boeung Salang, Khan Toul Kork, Phnom Penh, Cambodia
07	Ta Khmau Branch	#218, National Road No.2, Phum Ta Khmau, Sangkat Ta Khmau, Krong Ta Khmau, Kandal Province, Cambodia
08	Siem Reap Branch	#22-23, Tep Vong Street, Phum Mondul 2, Svay Dang Kum Commune, Siem Reap, Cambodia
09	Ha Noi Branch	VietPhat Bld, #2 Tran Hung Dao Street, Phan Chu Trinh Ward, Hoan Kiem District, Hanoi, Vietnam
10	Thanh Pho Ho Chi Minh Branch	#110 CMT8 Street, Vo Thi Sau Ward, District 3, Hochiminh City, Vietnam



◆ **Head Office**

Address: #235 Preah Norodom Blvd, Sangkat Tonle Basac, Khan Chamkarmon, Phnom Penh, Cambodia
Tel: (855) 23 210 044



◆ **Toul Kork Branch**

Address: Building 1-2, Street 289., Sangkat Boeung Kok II, Khan Toul Kork, Phnom Penh, Cambodia
Tel: (855) 23 880 068

BUSINESS NETWORK

...Continued



◆ Phnom Penh Branch

Address: Building 335, Monivong Blvd., Sangkat Orrusey 4, Khan 7 Makara, Phnom Penh, Cambodia
Tel: (855) 23 210 440



◆ Mean Chey Branch

Address: #583, National Road No.1, Sangkat Chbar Ampov 2, Khan Chbar Ampov, Phnom Penh, Cambodia
Tel: (855) 88 3 247 247 / (855) 96 3 247 247



◆ Daun Penh Branch

Address: #56 Preah Monivong Blvd., Sangkat Wat Phnom, Khan Daun Penh, Phnom Penh, Cambodia
Tel: (855) 23 666 0328



◆ Steung Mean Chey Branch

Address: #32A, Street 271, Sangkat Boeung Salang, Khan Toul Kork, Phnom Penh, Cambodia
Tel: (855) 23 882 482

BUSINESS NETWORK

...Continued



◆ Ta Khmau Branch

Address: #218, National Road No.2, Phum Ta Khmau, Sangkat Ta Khmau, Krong Ta Khmau, Kandal Province, Cambodia
Tel: (855) 31 986 86 86



◆ Ha Noi Branch

Address: VietPhat Bld, #2 Tran Hung Dao Street, Phan Chu Trinh Ward, Hoan Kiem District, Hanoi, Vietnam
Tel: (84) 24 393 88 559



◆ Siem Reap Branch

Address: #22-23, Tep Vong Street, Phum Mondul 2, Svay Dangkum Commune, Siem Reap, Cambodia
Tel: (855) 63 760 123



◆ Thanh Pho Ho Chi Minh Branch

Address: #110 CMT8 Street, Vo Thi Sau Ward, District 3, Hochiminh City, Vietnam
Tel: (84) 28 62 666 999

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