



GENERAL INFORMATION

TTC DA OAI INDUSTRIAL CLUSTER

DEVELOPER		
	Developer: Thanh Thanh Cong Industrial Zone Joint Stock Company (TTC IZ), established by Thanh Thanh Cong Investment Joint Stock Company (TTC I).	
	Head office: Trang Bang Ward, Tay Ninh Province Tel: +84 2763 88 66 88	

	Clean water supply system: - Capacity 3,000 m³/day & night; - Price: 9.300 VND/m³ (excluding VAT) <i>(From the date of signing the Land Use Right Sublease/ Factory Lease Contract, this unit price will be adjusted up by 15% every 3 years)</i> Wastewater treatment system: - Industrial wastewater (received directly from customers, not initially treated) - Capacity 2,000 m³/day.night; - Wastewater treatment fee: 15,500 VND/m³ (excluding VAT) <i>(From the date of signing the Land Use Right Sublease/ Factory Lease Contract, this unit price will be adjusted up by 15% every 3 years)</i>		
ATTRACTED BUSINESS SECTORS	STT	Attracted industries under Decision 3437/QĐ-UBND Lam Dong Province dated July 07th, 2026	Business code
	I	Manufacture of food products	C10
	II	Manufacture of beverages	C11
	III	Manufacture of textiles (not include dyeing, washing, grinding, yarn cooking)	C13
	IV	Manufacture of wearing apparel	C14
	V	Manufacture of leather and related products (not include tanning or pre-processing of leather)	C15
	VI	Manufacture of wood and of products of wood and cork (except furniture); manufacture of products of straw and plaiting materials	C16
	VII	Manufacture of paper and paper products (not include pulp production or use of recycled materials)	C17
	VIII	Manufacture of chemicals and chemical products	C20
	IX	Manufacture of pharmaceuticals, medicinal chemical and botanical products	C21
	X	Manufacture of fabricated metal products (except machinery and equipment) (not include plating stage)	C25
	XI	Manufacture of furniture	C31
	XII	Other manufacturing	C32
	XIII	Repair, maintenance and installation of machinery and equipment	C33
	• Notes: the actual accepted industries into the industrial cluster will be based on the detailed table of industries of this Decision and the actual production lines of customers;		

LAND RENTAL AND PAYMENT TERM	1. Land sublease <i>1.1. Land rental:</i> - 60 USD/m²/period until 2075. <i>1.2. Payment term</i> - 20%: Within 07 days after signing the MoU; - 20%: Within 07 days after IRC & ERC; - 60%: Within 04 months after signing the official Land Use Right Sublease Contract. Infrastructure maintenance fee: 10,500 VND/m²/year <i>(From the date of signing the Land Use Right Sublease/ Factory Lease Contract, this unit price will be adjusted by 15% every 3 years)</i> <i>(The above prices and fees do not include VAT)</i>
INVESTMENT INCENTIVES	
CORPORATE INCOME TAX INCENTIVES	- Preferential tax rate of 10% within 15 years from the time the enterprise has taxable income, in which: • First 4 years: tax free • Next 9 years: 5% tax rate • The remaining 2 years: 10% tax rate ⇒ After the preferential period, the tax rate shall be applied according to the regulations at the time of new application (the current level is 20%)
SUPPORT SERVICES	
SUPPORT SERVICES	- ERC + tax identification number + registration for certification of seal samples. - Branch Registration Certificate. - IRC (Investment Registration Certificate). - LURC (Land Use Right Certificate). - Construction Permit. - Environmental Impact Assessment. - Fire-Fighting Approval. - Import and export, customs declaration for machinery for investment, supplies for processing enterprises. - Work Permit for Foreigner. - Company's internal regulations registration. - Social insurance payment. - Declare personal income tax.
LOCAL LABORS	
- Da Oai Industrial Cluster located at Da Huoai commune which has population of about 23,117 and surrounding areas' population, within 10km, is about 78,495 including: Da Huoai 2 commune (14,929); Da Huoai 3 commune (6,571); Da Teh commune (30,725); Da Teh 2 commune (14,590); Da Teh 3 commune (11,678); - The locality currently has a low level of labor competition compared to large industrial centers, making it easy for businesses to access and recruit workers at a reasonable cost.	
MINIMUM WAGE	According to Decree 293/2025/ND-CP dated 10/11/2025, Da Huoai commune (as known as Da Huoai district) is in region III, the regional minimum wage is 3,860,000 VND/month.

INSURANCE LEVELS FOR EMPLOYEES		Social Insurance	Health Insurance	Unemployment Insurance	Total
	Employee:	8%	1.5%	1%	10.5%
	Employer:	17.5%	3%.	1%	21.5%
NUMBER OF DAYS OFF/WORKING HOURS	Annual leave: 12 days per year for employees who work a full 12 months (equivalent to 1 day per month). Day off: 10 days per year, including (New Year's Day - January 1, Lunar New Year - 5 days, April 30, May 1, National Day - September 2 and Hung Kings Commemoration Day - 10th day of the 3rd lunar month). Working hours: Maximum of 48 hours per week (8 hours per day, with at least 1 day off per week). Overtime on nights and public holidays: Employees are entitled to overtime pay ranging from 150%, 180%, 200%, or 300% of their basic salary, depending on the applicable circumstances Overtime limit: Not exceeding 4 hours per day and 300 hours per year.				
PROBATIONARY PERIOD	- 6 days for unskilled/general workers. - 30 days for skilled workers. - 60 days for positions requiring professional qualifications or specialized expertise. - Probationary salary: At least 85% of the official salary.				