TEAM & GOVERNANCE

Mr. Davy KENE — Founder & Strategic Director (49%)

French national, 15 years of personal commitment to NONESAVANH. Former director of a multidisciplinary technical design office of 26 staff including six specialized engineers, with collaborations with BOUYGUES, VINCI, EIFFAGE and DEMATHIEU BARD on major civil engineering projects. Managed the construction of over 100 individual homes: contracts, schedules, quality control, turnkey delivery. Construction Economist trained at Le Garzic Architecture Firm in Rennes — the school of millimeter-perfect cost mastery, materials optimization and budgetary hazard anticipation. CIF certified (Certified International Finance), closing the loop between technical mastery and financial engineering.

Why this matters to you: in emerging markets, the two major risks are budget overruns and delivery delays. This dual expertise — technical and financial — is your guarantee that NONESAVANH will be delivered on time, on budget, and to international standards. We are not learning the job; we are applying it. Compensation: dividends only, proportional to shareholding. No operational salary.

Mrs. Thiphaphone KENE (née RATTANASAVANH) — President & Majority Shareholder (51%)

Laotian national and legal owner of the 7-hectare estate, titled in her name since 2009. Guarantor of regulatory compliance, land security and local anchoring. Her family has lived this land's story since the very first day: her father, a surveyor by training and founder of the local construction company RATTANASAVANH, supervised the 2016 works with absolute rigor. The relationship of trust woven with the villagers of Donglangkham and Sanasomboune — who gave the land its name — is the true wealth of this project. Compensation: dividends only, proportional to shareholding. No operational salary.

General Manager (hired executive)

To be recruited (local or expatriate). Day-to-day operational management, team coordination, quality control, financial reporting and liaison with owners and investors. Fixed salary of approximately $1,250 per month plus performance bonus, included in operating expenses. An advisory committee with experts in hospitality, international law and sustainable development supports major strategic decisions.

Governance principles

- Owners receive dividends only, proportional to shareholding (51/49), distributed annually after approval of financial statements — no operational salaries, reinforcing cash-flow discipline and aligning owner returns with long-term performance.
- Detailed quarterly reporting: occupancy, RevPAR, cash-flow, unit sales progress, customer satisfaction indicators and maintenance status.
- Secure data room with 24/7 access to legal, financial and technical documents and progress photos.
- Formal monitoring committee with quarterly meetings (video or in-person) between the management team and the investor representative.
- Independent technical audit at 12 months to validate installation compliance and model sustainability.
- Pricing and strategic review clause at 24 months, adjustable based on actual performance and market evolution.
- Mediation clause and pre-defined exit mechanisms contractualized from the outset.

This governance balances operational expertise, asset security and investor oversight — creating the conditions of a sustainable and fruitful collaboration.