

Appendix IV
ANNUAL REPORT

*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020
of the Minister of Finance)*

***ALPHA SEVEN GROUP
JOINT STOCK COMPANY***

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 01/BC-TN

Ho Chi Minh City, month 04 day 20 year 2025

ANNUAL REPORT YEAR 2024

To: - State Securities Commission of Vietnam
- Hanoi Stock Exchange

I. General information

1. General information

- *Trading name: ALPHA SEVEN GROUP JOINT STOCK COMPANY*
- *Business Registration Certificate No.: 5900437257*
- *Charter capital: 1.062.360.940.000 VND*
- *Owner's capital: 1.062.360.940.000 VND*
- *Address: Lot I3-6, N2 Street, High-Tech Park, Tang Nhon Phu A Ward, Thu Duc City, Ho Chi Minh City, Vietnam.*
- *Telephone: 028 3736 7187*
- *Fax number: 028 3736 7187*
- *Website: <http://www.a7group.vn>*
- *Securities code (if any): DL1*
- *Establishment and development process (Date of establishment, time of listing, and development milestones since the establishment until now).*

a) The establishment

+ Alpha Seven Group Joint Stock Company (formerly Duc Long Gia Lai Public Utilities Development and Investment Joint Stock Company) originated from the Interprovincial Bus Station Branch of Duc Long Gia Lai Private

Enterprise, operating under Business Registration Certificate No. 3911000152 issued by the Department of Planning and Investment of Gia Lai Province on December 20, 2005.

+ On November 7, 2006, the Gia Lai Department of Transport issued Decision No. 61/QĐ-SGTVT classifying the Duc Long Gia Lai Interprovincial Bus Station as a Grade I Bus Station.

+ The company was officially established and began operating as a joint stock company under Business Registration Certificate No. 3903000170 issued for the first time by the Department of Planning and Investment of Gia Lai Province on December 21, 2007. It was amended for the 21st time under Business Registration Certificate No. 5900437257 on March 8, 2022, with its charter capital increased from VND 168,924,880,000 to VND 1,062,360,940,000.

+ On October 29, 2009, Duc Long Gia Lai Public Utilities Development and Investment Joint Stock Company was approved by the State Securities Commission of Vietnam (SSC) to become a public company.

+ The company listed its common shares on the Hanoi Stock Exchange under Securities Registration Certificate No. 27/2010/GCNCP-VSD-4 dated January 28, 2010, with the stock code DL1. The first trading day was March 10, 2010.

+ On August 12, 2020, the company changed its name to Vietnam Renewable Energy Group Joint Stock Company and relocated its head office to 120 Tran Phu Street, Dien Hong Ward, Pleiku City, Gia Lai Province.

+ On July 20, 2021, the company changed its name to Alpha Seven Group Joint Stock Company and moved its head office to Lot I3-6, N2 Street, High-Tech Park, Tang Nhon Phu A Ward, Thu Duc City, Ho Chi Minh City.;

b) The process of charter capital increase

NO.	Date	Chartered Capital (VND)	Method
1.	21/12/2007	9.500.000.000	Capital contribution for company establishment.
2.	16/10/2009	15.000.000.000	Private placement of an additional VND 5.5 billion, increasing Chartered

NO.	Date	Chartered Capital (VND)	Method
			Capital to VND 15.0 billion.
3.	Dated 02/12/2010	18.000.000.000	Stock dividend distribution for the year 2009 is 300.000 Shares equivalent to 3 billion VND.
4.	Dated 16/01/2012	20.699.940.000	Stock dividend distribution for the year 2010 is 269.994 Shares equivalent to 2.699.940.000 VND.
5.	Dated 06/12/2012	24.839.360.000	Stock dividend distribution for the year 2011 is 413.942 Shares equivalent to 4.139.420.000 VND.
6.	Dated 15/11/2013	28.564.540.000	Stock dividend distribution for the year 2012 is 372.590 Shares equivalent to 3.725.900.000 VND.
7.	Dated 12/12/2014	31.420.260.000	Stock dividend distribution for the year 2013 is 285.572 Shares equivalent to 2.855.720.000 VND.
8.	Dated 01/04/2016	152.186.560.000	Issuance of 12,076,630 private shares for a swap with Tay Nguyen Minerals and Metallurgy Joint Stock Company, equivalent to VND 120,766,300,000.
9.	Dated 29/07/2016	168.924.880.000	Stock dividend distribution for the year 2015 and issuance of shares to increase charter capital from owners' equity: 1,673,832 shares, equivalent to VND 16,738,320,000.
10.	Dated 23/11/2017	1.011.773.530.000	Number of publicly offered shares distributed: 84,284,865 shares, accounting for 99.79% of the total

NO.	Date	Chartered Capital (VND)	Method
			approved offering. Proceeds from the share sale amounted to VND 842,848,650, increasing Chartered Capital from VND 168,924,880,000 to VND 1,011,773,530,000.
11.	Dated 08/03/2022	1.062.360.940.000	Issuance of 5,058,867 shares for 2020 dividend payment, increasing Chartered Capital from VND 1,011,773,530,000 to VND 1,062,360,940,000.

- *Other events:*

Phase 1: Capital contribution for company establishment

+ Based on the Minutes of the Founding Shareholders' Meeting dated November 29, 2007, regarding the establishment of Duc Long Gia Lai Public Works Service Development Investment Joint Stock Company:

+ Contributed capital: VND 9,500,000,000 (In words: Nine billion five hundred million VND).

+ Number of founding shareholders: 04 shareholders.

+ Chartered Capital: VND 9,500,000,000.

+ Of which, Duc Long Gia Lai Group Joint Stock Company contributed VND 8.2 billion in assets from the Duc Long Gia Lai Bus Station, as per the Capital Contribution Minutes dated January 8, 2007 (excluding the value of land use rights)..

Phase 2: Issuance of additional shares to increase Chartered Capital to 15 billion VND

+ Based on the Annual General Meeting Resolution dated September 15, 2009, of Duc Long Gia Lai Public Works Service Development Investment Joint Stock Company.

+ Number of shares issued: 5.500.000.000 VND (In words: Five billion five hundred million VND).

- + Type of shares: Regular stock, Freely transferable.
- + Share Par Value: 10.000 VND/Share.
- + Method of issuance: Private placement (for 94 Shareholders)
- + Target of issuance:

Staff and employees Duc Long Gia Lai Group Joint Stock Company

- ✓ Number of: 337.200 Share.
- ✓ Type of shares: Regular stock, Freely transferable.
- ✓ Issuance price: 10.000 VND/Share.
- ✓ Number of Shareholders: 35 people.

Staff and employees Company:

- ✓ Number of: 55.000 Share.
- ✓ Issuance price: 10.000 VND/Share.
- ✓ Number of Shareholders: 48 people.

Other investor:

- ✓ Number of: 157.800 Share.
- ✓ Type of shares: Regular stock, Freely transferable.
- ✓ Issuance price: 10.000 VND/Share.
- ✓ Number of Shareholders: 11 people.

+ Chartered Capital after issuance: 15.000.000.000 VND (In words: Fifteen billion VND)

Phase 3: Stock dividend distribution for existing shareholders: With ratio 10:2 to increase Chartered Capital from 15 billion VND to 18 billion VND.

Listing:

+ Dated 10/03/2010, Company officially Listing 1.500.000 Shares listed on the Hanoi Stock Exchange (HNX) with the stock code DL1.

+ Dated 02/12/2010, The date of the first transaction of 300,000 dividend shares to increase the company's Chartered Capital to 18 billion VND.

Phase 4: Stock dividend distribution for existing shareholders: With ratio 20:3 to increase Chartered Capital from 18 billion to 20.699.940.000 VND.

Phase 5: Stock dividend distribution to Existing shareholders: With ratio 10:2 to increase Chartered Capital from 20.699.940.000 VND to 24.839.360.000 VND.

Phase 6: Stock dividend distribution for existing shareholders: With ratio 20:3 to increase Chartered Capital from 24.839.360.000 VND to 28.564.540.000 VND.

Phase 7: Stock dividend distribution for existing shareholders: With ratio 10:1 to increase Chartered Capital 28.564.540.000 from VND to 31.420.260.000 VND.

Phase 8: Private placement of shares to swap shares:

+ Based on the Annual General Meeting Resolution 01-NQ-ĐHĐCĐ dated May 29, 2015, and the General Meeting Resolution 02-NQ-ĐHĐCĐ dated October 26, 2015, of Duc Long Gia Lai Public Works Service Development Investment Joint Stock Company.

+ No. of share issued: 12.076.630 shares

+ Type of shares: Regular shares Restricted from transfer for one year.

+ Par value: 10.000 VND/Share.

+ Method of issuance: Private placement to swap shares.

+ Target of issuance:

Tay Nguyen Minerals and Metallurgy Joint Stock Company

✓ Number of: 12.076.630 Share.

✓ Type of shares: Regular shares Restricted from transfer for one year.

✓ Issuance price: 10.000 VND/Share.

✓ Number of Shareholders: 16 people.

+ Chartered Capital after issuance: 152.816.560.000 VND (In words: One hundred fifty-two billion, eight hundred sixteen million, five hundred sixty thousand VND).

Phase 9: Stock dividend distribution and share issuance to increase share capital from surplus capital for existing shareholders:

+ Stock dividend distribution for existing shareholders: With ratio 100:5,5

+ Issuance of shares to increase share capital from surplus capital for existing shareholders.: With ratio 100:5,5

+ To increase Chartered Capital from 152.816.560.000 VND to 168.924.880.000 VND.

Phase 10: Number of publicly offered shares distributed: 84,284,865 shares, accounting for 99.79% of the total number of shares approved for public offering.

+ Proceeds from the share sale amounted to VND 842,848,650,000, increasing Chartered Capital from VND 168,924,880,000 to VND 1,011,773,530,000. The entire amount raised from the offering phase was used to further expand business and production activities, specifically:

✓ Acquisition of contributed capital in VND Phu Hung Production - Trading - Service Co., Ltd.: VND 197,573,800,000, with an ownership ratio of 98,787%.

✓ Acquisition of contributed capital in Van Gia Long Investment – Construction Joint Stock Company: VND 645,274,850,000, with an ownership ratio of 98%.

Phase 11: Dated January 17, 2022, the establishment of the branch of Alpha Seven Group Joint Stock Company – Gia Lai Branch; address: 43 Ly Nam De, Tra Ba Ward, Pleiku City, Gia Lai. The business activities are in accordance with the business activities of Alpha Seven Group Joint Stock Company.

Phase 12: Based on the Annual General Meeting Resolution 01-NQ-ĐHĐCĐ dated June 26, 2021, of Alpha Seven Group Joint Stock Company, issuing shares for the 2020 stock dividend distribution.

+ Issuance of shares for stock dividend with a ratio of 5%. Chartered Capital increased from VND 1,011,773,530,000 to VND 1,062,360,940,000.

2. Business lines and locations of the business:

- *Business lines: (Specify major lines of business or products and services which account for more than 10% of the total revenue in the last 02 years).*

- Electricity production

Details: Wind power and solar power production.

- Freight transportation by road

- Short-term accommodation services

- Other passenger transportation by road

Details: Fixed-route passenger transportation.

- Other food and beverage services
- Other support services related to transportation

- Passenger transportation by road in urban and suburban areas (excluding bus transportation)

Details: Passenger transportation by contract.

- Automobile and other motor vehicle maintenance and repair
- Warehousing and storage services
- Real estate business, land use rights owned, or leased

Details: Real estate business; Infrastructure and related services in industrial parks, urban areas; Office, workshop, and housing rental.

- Wholesale trading

Details: Wholesale of consumer goods (excluding items in Annex 03 of Circular 34/2013/TT-BCT dated 24/12/2013 by the Ministry of Industry and Trade).

- Wholesale of agricultural and forest products (excluding wood, bamboo, rattan) and live animals

Details: Sale of animal feed, wholesale of agricultural products (excluding rubber latex) (not operated at the main office) (Excluding items in Annex 03 of Circular 34/2013/TT-BCT dated 24/12/2013 by the Ministry of Industry and Trade).

- Wholesale of metals and metal ores

Details: Wholesale of iron, steel, lead, zinc, and other non-ferrous metals in raw form and semi-finished products.

- Wholesale of materials and equipment for construction

- Wholesale of bamboo and rattan. Wholesale of other construction materials and equipment (excluding wood).

- Wholesale of machinery, equipment, and spare parts
- Production of animal feed, poultry, and seafood

Details: Animal feed production.

- Other specialized wholesale trading not yet classified

Details: Sale of fertilizers, wholesale of rubber products.

- Mining of stones, sand, gravel, clay
- Stone cutting, shaping, and finishing
- Site preparation

(Excluding mine detection and similar activities at construction sites).

- Electrical system installation

(No mechanical processing, recycling of waste, or electroplating at the head office).

- Wholesale of food

Details: Wholesale of coffee.

- Retail sale of food in specialized stores

(Excluding items in Annex 03 of Circular 34/2013/TT-BCT dated 24/12/2013 by the Ministry of Industry and Trade).

- Retail sale of food in specialized stores

(Excluding items in Annex 03 of Circular 34/2013/TT-BCT dated 24/12/2013 by the Ministry of Industry and Trade).

- Restaurants and mobile food services
- Real estate consulting, brokerage, and auction services

(No auction activities).

- Specialized design activities

Details: Interior decoration.

- Mixed farming and animal husbandry

Details: Animal husbandry (not operated at the main office).

- Domestic aquaculture

Details: Aquaculture (Not operated at the main office).

- Other business support services not yet classified

Details: Commercial services.

- Other food production not yet classified

Details: Food processing (excluding processing of fresh food).

- Direct support services for waterway transport

Details: Activities of seaports, river ports, wharves, piers, and waterway tunnels.

- Direct support services for road transport

Details: Investment in the construction of terminals in provinces and cities nationwide; Bus station and parking services.

- Passenger transportation by bus within the city
- Passenger transportation by bus between the city and suburbs, interprovincial
- Road transport infrastructure construction

Details: Road construction, infrastructure construction investment (under BOT and BT models).

- Residential housing construction

Details: Construction of residential and industrial buildings.

- Non-residential building construction

Details: Construction of industrial buildings.

- Civil engineering construction projects

Details: Construction of industrial and technical infrastructure.

- Vegetable, bean, and flower cultivation
- Forestation, forest care, and nursery of forestry plants
- Cultivation of perennial plants

Details: Industrial plant cultivation.

- Agency, brokerage, and auction of goods

Details: Consignment sale of goods.

- Production of ready-made textile products (excluding apparel)

Details: Industrial sewing and embroidery.

- Production of other textiles not yet classified

Details: Production of threads for the garment industry such as cord for shirts, shoelaces, and zipper threads.

- Electrical infrastructure construction
- Water supply and drainage infrastructure construction

Details: Irrigation system construction.

- Hydraulic infrastructure construction
- Construction completion
- Other specialized construction activities
- Installation of water supply, drainage, heating, and air conditioning systems
- Installation of other construction systems
- Architectural activities and related technical consulting

Details: Project management consulting; Supervision of civil, industrial, irrigation, traffic, electrical, and infrastructure construction works.

- Machinery, equipment, and other tangible items leasing without operators

Details: Equipment leasing for construction.

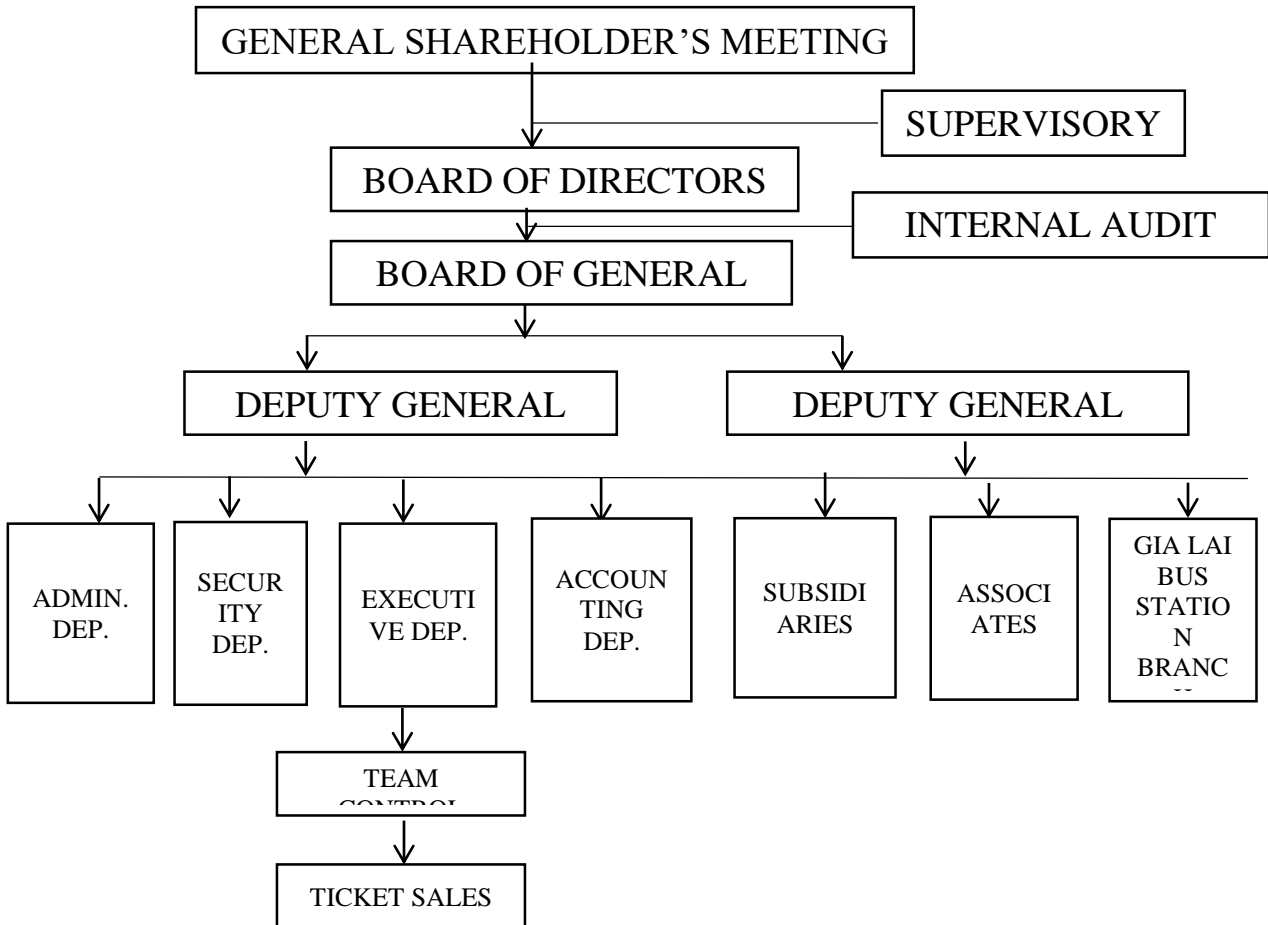
- *Location of business: (Specify major locations of business which account for more than 10% of the total revenue in the last 02 years).*

The business activities are primarily carried out in Ho Chi Minh City.

3. Information about governance model, business organization and managerial apparatus

- *Governance model (as stipulated in Article 137 of the Law on Enterprises).*

(Next page)



Currently, Alpha Seven Group Joint Stock Company is implementing an organizational model consisting of the General Shareholders' Meeting, Board of Directors, Supervisory Board, and Chief Executive Officer (CEO).

- *Management structure.*

- **General Shareholder's meeting**

The General Shareholders' Meeting, consisting of all voting shareholders, is the highest governing body of the company. It makes decisions on matters as specified by the law and the company's charter. The General Shareholders' Meeting will elect the Board of Directors and the Supervisory Board of the company.

- **Board of Directors**

The Board of Directors consists of 5 to 11 members, elected by the General Shareholders' Meeting. It is the management body of the company, with full authority to act on behalf of the company to make decisions on matters related to the company's goals and interests, except for those issues within the jurisdiction of

the General Shareholders' Meeting. The Board of Directors will elect one of its members to serve as the Chairman.

The Chairman of the Board of Directors has the following rights and duties:

- Develop the activity plan for the Board of Directors: The Chairman is responsible for formulating the annual or periodic operational plans and activities for the Board.
- Prepare the agenda and materials for meetings, and convene and preside over the meetings of the Board of Directors: The Chairman prepares the necessary documents and organizes the meetings, ensuring that all relevant matters are discussed.
- Organize the adoption of resolutions by the Board of Directors: The Chairman ensures that the Board of Directors effectively adopts resolutions and decisions on important issues.
- Monitor the implementation of resolutions and decisions made by the Board of Directors: The Chairman oversees the execution of decisions and resolutions to ensure they are carried out properly and efficiently.
- Preside over the General Shareholders' Meeting: The Chairman leads the General Shareholders' Meeting, ensuring it runs smoothly and all shareholders' rights are respected.
- Other rights and obligations as prescribed by the Law on Enterprises and the company's charter: The Chairman also holds any other rights and obligations specified by the relevant laws and the company's internal regulations.

The members of the Board of Directors consist of:

- Mr. Nguyễn Văn Quý – Chairman of the Board of Directors (appointed on 25/06/2023)
- Mr. Nguyễn Đình Trạc – Board Member / Chief Executive Officer (CEO) (appointed on 25/06/2023)
- Mr. Bùi Minh Đức – Independent Board Member (appointed on 25/06/2023)
- (Mr. Bùi Minh Đức has submitted a request to resign from the Board of Directors effective from 08/03/2024)
- Mr. Nguyễn Tân Tiến – Board Member (appointed on 25/06/2023)

- Mr. Phan Đức Hiếu – Board Member (appointed on 25/06/2023)

Supervisory board

The Supervisory Board is an organization that represents the Shareholders to oversee all business activities, management, and operations of the Company, under the direct leadership of the General Shareholder's Meeting. The Supervisory Board currently consists of 03 members elected by the General Shareholder's Meeting.

he members of the Supervisory Board before the 2023 Annual General Shareholder's Meeting.

The members of the Supervisory Board of the Company include:

- Mrs. Phạm Thị Giang – Chairwoman
- Mrs. Hà Thị Thuỳ Trang – Member
- Mrs. Trần Thị Vũ Thuận – Member

- During their term, the members of the Supervisory Board have always received attention and facilitation from the Board of Directors, the Executive Board, and the relevant departments within the Company, allowing them to fulfill the duties assigned by the 2023 Annual General Shareholder's Meeting.

- In May 2023, due to personal reasons, the members of the Supervisory Board were unable to continue assisting the Company in monitoring and coordinating with the Board of Directors in subsequent tasks. Therefore, at the 2023 Annual General Shareholder's Meeting, they were relieved of their duties, and new members of the Supervisory Board were appointed in compliance with legal regulations.

Appointment of the Supervisory Board members for the term 2023 - 2028

The 2023 Annual General Shareholder's Meeting, held on June 25, 2023, elected the following members to the Supervisory Board:

- Mrs. Phạm Thị Giang – Chairwoman
- Mrs. Hồ Thị Thu Trang – Member
- Mrs. Trần Thị Vũ Thuận – Member

- *Subsidiaries, associated companies: (Specify the names, addresses, major fields of production and business, paid-in charter capital, ownership percentages of the Company in such subsidiaries, associated companies).*

❖ List of Subsidiaries Consolidated into the Company

- **DLG Ninh Thuận Solar Power Joint Stock Company**

+ Head Office Address: Quan The 1 Hamlet, Phuoc Minh Commune, Thuan Nam District, Ninh Thuan Province

+ Main Business Activities of the Company: Construction of other civil engineering works. Details: Investment in the construction of solar and wind power energy projects (large, medium, and small scale). Production, transmission, and distribution of electricity. Mining of stone, sand, gravel, and clay. Construction of various types of buildings. Details: Construction of civil engineering works. Site preparation. Construction of railway and road projects. Details: Construction of road projects. Installation of machinery and industrial equipment. Installation of electrical systems.

+ Chartered Capital: VND 210,000,000,000

+ Parent Company's Ownership Interest: 50%

+ Operating Status: Currently operating, became a subsidiary from January 1, 2022.

➤ **DLG Ansen Electronics Company Limited**

+ Head Office Address: Lot I3-6, N2 Street, High-Tech Park, Tang Nhon Phu A Ward, Thu Duc City, Ho Chi Minh City

+ Main Business Activities of the Company: Manufacturing of consumer electronic products, manufacturing of measuring, testing, orientation, and control equipment, and production of electronic components.

+ Chartered Capital: VND 80,000,000,000

+ Parent Company's Ownership Interest: 100%

+ Parent Company's Voting Rights: 100%

+ Operating Status: Currently operating, became a subsidiary from October 15, 2021

➤ **Mass Noble Company Limited**

+ Head Office Address: P.O. Box 957, Offshore Incorporations Centre, Road Town, Tortola, British Virgin Islands

+ Main Business Activities of the Company: Engaged in the design, manufacturing, and trading of SD memory cards, household convenience products, personal care items, energy-saving products, and home security solutions.

+ Chartered Capital: VND 320,062,401,456

+ Parent Company's Ownership Interest: 97.73%

+ Parent Company's Voting Rights: 97.73%

+ Operating Status: Currently operating.

❖ **List of Associates**

➤ **Vạn Gia Long Construction Investment Joint Stock Company**

+ Head office address: 149 – 151 9A Street, Trung Son Residential Area, Binh Chanh District, Ho Chi Minh City

+ Main business activities of the company: Real estate business, ownership or rental rights of land use; mining of stone, gravel, clay, ground preparation, construction of various types of houses, construction of railway and road works, electrical system installation; consultancy, brokerage, real estate auctions, land use rights auctions; Design services, wholesale of construction materials, and other installation equipment; Manufacturing building materials from clay; Forest planting and care, cultivation of vegetables, beans, and flowers, and ornamental plants; Production of other wood products, bamboo products, straw, and woven materials; Wholesale of agricultural, forestry raw materials (from bamboo, wood, bamboo, live animals); Wholesale of other unclassified business activities; Timber exploitation, retail of food and groceries in specialized stores; restaurants and mobile catering services, wholesale of food.

+ Chartered Capital: 800,000,000,000 VND.

+ Benefit of the parent company: 49%.

+ Operating status: The company has a resolution to divest all capital starting from December 31, 2024.

➤ **BOT&BT Duc Long Dak Nong JSC.**

+ Head office address: No. 04 Dien Bien Phu, Gia Nghia City, Dak Nong Province

+ Main activities of the company: Investment in the construction of transport infrastructure

+ Chartered Capital: 250,000,000,000 VND

+ Benefit ratio of the parent company: 29%

+ Operating status: Currently operational, became an affiliated company starting from November 1, 2021.

Development orientations

- *Main objectives of the Company.*

- + Achieve the revenue, profit, and targets for the year 2025 and the following years as set by the General Shareholders' Meeting.
- + Mobilize and use capital effectively in business operations.
- + Continuously enhance the benefits for shareholders.
- + Increase accumulation and develop the company's production and business activities.
- + Fulfill obligations to the government, contributing to the development of the local economy and the construction of the country.
- + Maintain and develop existing industries, while pursuing joint ventures, mergers and acquisitions, and investment cooperation with partners to develop projects according to the company's development direction.
- + The company will strengthen its leadership and workforce to ensure everyone moves in the right direction. Invite highly skilled personnel, capable of connecting and attracting investment to positions on the Board of Directors and Executive Board to meet the company's renewal tasks for the 2023 - 2028 term..

- Development strategies in medium and long term.

Investment in Renewable Energy Projects: The renewable energy sector does not cause environmental pollution at all. Wind power projects truly bring many benefits. In addition to providing significant profits for investors, these projects will make a substantial contribution to the local budget, create jobs, strengthen the power supply to the local grid, improve voltage, and increase the safety of power supply to the economic zones of the province and neighboring provinces. The power structure is gradually changing, with a decrease in the proportion of coal-fired thermal power, an increase in the proportion of gas thermal power and renewable energy sources. The proportion of hydropower will gradually decrease as its potential is almost fully exploited, and wind and solar power sources will be strongly developed in the future. Developing renewable energy power projects also contributes to the growth of the machinery and solar equipment manufacturing industry, technical services, and project management; it allows for the effective utilization of barren lands with low agricultural productivity; attracts large amounts of social capital into the electricity infrastructure. In the coming period, the company will continue to research, seek investment approval, and implement other renewable energy projects.

Investment and Real Estate Business Sector: Continue investing in member companies and affiliates to complete legal procedures, accelerate construction progress, and bring projects into efficient operation.

Manufacturing of Electronic Products and Electronic Components:

Maintain existing customers, organize training courses to improve the quality of human resources, and develop and expand production scale, enhance product quality, and expand business activities in the following years.

Sustainable Development Goals (environment, society, and community) and key programs related to the short-term and medium-term corporate objectives:

- + Continue promoting business operations, accelerating project development, and implementing measures to enhance equity capital capacity, maintaining superior financial indicators compared to competitors in the same segment.

- + Strengthen risk management efforts to improve work productivity and reduce costs. Implement persuasive business policies and plans. Explore various investment and cooperation forms.

- + Develop an effective marketing-communication strategy aligned with business activities. Increase brand awareness and enhance DL1 brand power. Maintain and expand relationships with the media, government agencies, banks, and partners to promptly and accurately communicate information about the company. Maintain and develop PR activities to enhance the brand, increase market value, and improve liquidity of DL1 shares.

- + Plan, develop, and train a successor leadership team with the necessary abilities, intelligence, and alignment with the company's culture. Attract qualified management personnel and experts to meet the project development speed and business expansion needs.

- + Build a modern, humane working environment with reasonable training and development policies, along with attractive salary and bonus schemes. Continue to develop a corporate culture focused on harmonizing the interests of all stakeholders, ensuring fairness and transparency in all situations.

- + Improve and enhance the internal governance framework towards standardizing processes and standards. Focus on developing high-quality human resources who can take action and stay committed to the company in maintaining its leading market position.

5. Risks: (Specify the risks probably affecting the production and business operations or the realization of the Company's objectives, including environmental risks).

2024 is the third year of the ongoing Russia-Ukraine conflict, which has been prolonged and shows no signs of ending. This war has led to a global

economic crisis, impacting the domestic economy in general and the company in particular:

Economic Risks:

In an open and integrated economy, risks and the propagation of risks are inevitable. Every market is subject to this factor. Broadly speaking, this type of risk is influenced by fluctuations in the basic components of the economy: Gross Domestic Product, inflation, interest rates, exchange rates, trade balance, etc. An integrated economy not only accelerates the spread of risk but also amplifies the impact that such risk brings. As a participant in the overall functioning of the economy, the company, Alpha Seven Group, is certainly not outside the scope of influence of these changing factors.

The stability and strength of both the domestic and global economy are crucial and necessary conditions for achieving the development goals of enterprises. Macroeconomic variables such as GDP growth rate, inflation, interest rates, and exchange rates are important factors that shape the business environment and serve as tools to measure the overall risk of the economy.

➤ Economic Growth Rate

Economic Growth Rate is one of the key factors that affects the growth rate of most sectors and industries in society. Economic growth will increase the demand for spending in society, stimulate the growth of industrial output, and boost investment from individuals and legal entities in the economy.

➤ Inflation

Inflation is a macroeconomic issue that any business must pay attention to when operating in an economy. Whether inflation is cost-push or demand-pull, it impacts the purchasing power of consumers, business costs, and directly affects the operations of businesses. However, inflation is an inevitable part of an economy, and keeping inflation at a moderate level (below 10%) and stable will serve as a driving force for economic development.

➤ Interests

To serve business and investment needs, almost all companies need to use borrowed capital. Therefore, interest on loans – the cost of capital – becomes an essential component in the production, business, and investment costs of the company. As a result, any fluctuations in loan interest rates in the market directly impact the business's production efficiency, or in other words, directly affect the company's profits. When bank interest rates increase, it raises input costs and

product prices, thus reducing profits and the company's competitiveness, leading to losses or even bankruptcy in business operations. The trend of rising bank interest rates is always associated with the trend of cutting back and narrowing the scale and scope of production and business activities in the economy. On the other hand, when bank interest rates decrease, it creates favorable conditions for businesses to reduce costs, lower prices, improve business efficiency, and enhance competitiveness. Low loan interest rates are always a driving force encouraging businesses to expand investment, develop business activities, and thereby stimulate overall economic growth.

➤ **Exchange rate**

Exchange rate risk is one of the risks that occur when economic transactions are conducted in foreign currency and the exchange rate fluctuates unfavorably for the business.

Thanks to the policy of maintaining a stable exchange rate range and strict management of foreign exchange transactions by the State Bank of Vietnam, the exchange rate has not experienced significant fluctuations in recent years. Vietnam's foreign exchange reserves have reached a record level, estimated at nearly 110 billion USD. From a macroeconomic perspective, Vietnam is forecasted to continue being a bright spot for attracting foreign investment. Therefore, it is predicted that the USD/VND exchange rate will fluctuate in 2024, but this is expected to have some, though not significant, impact on the company's production and business activities.

➤ **Risk of Epidemics:** The widespread spread of COVID-19 and the economic instability have brought many challenges to society. In addition to the impact on people, COVID-19 has rapidly caused disruptions in business and consumption, not only in the affected areas. The company has also been impacted by this crisis. The company faced limitations such as remote work, reduced workforce, technical disruptions, and overload due to increased workload. However, the company has adapted to the past COVID-19 pandemic and is always ready to face another epidemic without affecting business operations.

➤ **Human Resources Risk:** Due to the nature of the industry, the workforce always requires high professional qualifications and business ethics. Ensuring a sufficient number of high-quality human resources is essential. However, recognizing that people are the core strength, the company always focuses on creating a professional, dynamic work environment that is rich in culture. Thanks to efforts in building a strong workforce, valuing talent, and investing in training to improve the skills of staff, while emphasizing professional

ethics, the company has created stability in its human resources, particularly at the senior management level. Currently, the stability of the workforce is the strength that allows the company to achieve its set goals and establish its position in the market.

➤ **Competition Risk:** Large transportation and real estate companies with strong financial resources and scale are increasingly dominating the market. The company will face intense competition, as its market share is still small and it has not yet fully utilized its existing capacity, resulting in low business effectiveness. For the electronic components sector: this is a market that still holds significant potential, a vast market, but it requires companies in the industry to have sufficient capital, human resources, and technology. Therefore, the company is facing extremely fierce competition. The company needs to prepare its workforce well and respond quickly to the changing demands of technology, laying the foundation for sustainable and stable development.

➤ **Legal Risk:** This refers to risks arising from changes in policies that negatively affect the business operations of the company. Legal risk also includes risks arising from the failure to apply relevant legal documents in a timely and appropriate manner concerning the company's production and business activities.

As the company operates under the form of a joint-stock company and is listed on the Hanoi Stock Exchange, all of the company's activities are regulated by a system of legal documents, including the Law on Enterprises, the Securities Law, subordinate legal documents, and related regulations. These subordinate legal documents in this field are also in the process of being amended and perfected. Changes in laws and government policies will inevitably affect business operations and governance within the company.

The government and the transportation sector have issued several legal regulations to build and strengthen traffic order, which in turn impacts the business operations of transportation companies.

➤ **Other Risks:** There are some systemic risks that the company cannot avoid when they occur, such as natural disasters, environmental pollution, etc., which cause damage to assets and people, affecting the company's business operations. This is an unavoidable risk, but it can be mitigated by always focusing on prevention and developing contingency plans for the worst-case scenario.

II. Operations in the Year

1. Situation of production and business operations

-Results of business operations in the year: Specify the results achieved for the year. Specify major changes and movements in business strategy, revenue, profits, costs, markets, products, supplies, etc.

Unit million VND

NO.	Items	Year 2023	Year 2024	% Increase/decrease
1	Net Revenue	281,272	525.468	1,87
2	COGS	143,361	342.532	2,39
3	Gross Profit	137,910	182.935	1,33
4	Revenue from Financial activities	71,445	32.192	0,45
5	Expenses from Financial activities	128,872	130.952	1,02
6	Expenses from Sale activities	1,272	3.110	2,44
7	Corporate Management Costs	29,193	71.188	2,44
8	Net Profit from Business Operations	70,483	33.131	0,47
9	Other profit	1,297	(2.036)	-1,57
10	Profit before tax	71,781	31.095	0,43
11	Profit after tax	70,569	26.387	0,37
12	Dividend Payout Ratio	397	13	0,03

- Implementation situation/actual progress against the plan: Comparing the actual progress with the targets and the results of the preceding years. Analyzing specific reasons of the unachievement/achievement/excess of the targets and against the preceding years.

The Board of Directors has directed the Executive Board to implement key business activities and achieve certain results in 2023, as follows:

Unit: Million VND

NO.	ITEMS	Plan for Year 2024	Actual Year 2024	Actual 2024 /Plan (%)
1	Net Revenue from Sales and Service Provision	450,000	525.468	1,17
2	Profit after tax	76,000	26.387	0,35

Overall, the business performance of the company in 2024 has increased compared to 2023. In addition, the change in the structure of profit items is a positive sign, indicating that the company's business operations have been effective, contributing to the increase in the company's total profit before tax.

2. Organization and Human resource

-List of the Board of Management: List, curriculum vitae and ownership percentage of the Company's voting shares and other securities by the Company's General Director, Deputy General Directors, Chief Accountant and other managers.

a) Board of Directors include:

No.	Member	Position	Number of Share hold	Ownership ratio (%)	Note
1.	Nguyễn Văn Quý	Chủ tịch HĐQT	0	0	Appointed The title of Chairman of the Board of Directors for the term 2023 – 2028 According to the Resolution of the General Shareholders' Meeting No. 01/NQ-ĐHĐCĐTN2023 dated June 25,

					2023
2.	Bùi Minh Đức	Members of the Board	0	0	<p>Appointed The title of independent member of the Board for the term 2023 – 2028 According to the Resolution of the General Shareholders’ Meeting No. 01/NQ-ĐHĐCĐTN2023 dated June 25, 2023</p> <p>- There is a resignation letter dated August 3, 2024.</p>
3.	Nguyễn Đình Trạc	Members of the Board	1.222.376	1.15%	<p>Appointed The title of Members of the Board for the term 2023 – 2028 According to the Resolution of the General Shareholders’ Meeting No. 01/NQ-ĐHĐCĐTN2023 dated June 25, 2023</p>
4.	Phan Đức Hiếu	Members of the Board	0	0	<p>Appointed The title of Members of the Board for</p>

					the term 2023 – 2028 According to the Resolution of the General Shareholders’ Meeting No. 01/NQ-ĐHĐCĐTN2023 dated June 25, 2023.
5.	Nguyễn Tân Tiến	Members of the Board	0	0	Appointed The title of Members of the Board for the term 2023 – 2028 According to the Resolution of the General Shareholders’ Meeting No. 01/NQ-ĐHĐCĐTN2023 dated June 25, 2023

+ Mr. Nguyễn Văn Quý: Chairman of the Board of Directors, Ownership ratio 0%: Shares with voting rights.

Name: Nguyễn Văn Quý

DOB: 10/01/1972

Place of origin: Đắk Lắk

Residency: 01A, Ea Yông, Krong Pắc, Đắk Lắk.

Qualification: Business administration

Career history:

- From 03/1992 to	- Head of the D2 Unit, Technical Department, Military Region 5 (Deo Son Ammunition
-------------------	--

06/1994:	Depot, Quy Nhon, Binh Dinh). Rank: Sergeant.
<ul style="list-style-type: none"> - From 7/1994 to 12/1999: - From 01/2000 to 08/2009: - From 9/2009 to 8/2010 - From 8/2010 to now 	<ul style="list-style-type: none"> - Deputy Secretary of the Youth Union of Vietnam Coffee Company, Cà Phê Việt Đức, Cư Kuin District, Đắk Lắk Province. - Standing member of the Party Committee of the Labor Union of Vietnam Coffee Phước An Company, KrMr. Pắc District, Đắk Lắk Province. - Deputy Head of Investment Department at Duc Long Gia Lai Group Joint Stock Company, Pleiku City, Gia Lai Province. - Deputy Director at Duc Long Đắk Nông BOT & BT Joint Stock Company, Gia Nghĩa City, Đắk Nông Province

+ Mr. Bùi Minh Đức: Member Board of Directors độc lập. Ownership ratio 0 Share with voting rights.

Name: Bùi Minh Đức

DOB: 10/04/1996

Place of origin: Tp. Pleiku, Gia Lai

Residency: 184 Lê Đại Hành, District 11. Hồ chí Minh

Qualification: Bachelor's degree in Economics

Career history:

<i>From 2015 – 2019</i>	<i>- Graduated from high school with an American International diploma</i>
<i>From 06/2019 – now</i>	<i>- General Director at Cicila Sài Gòn Hotel & Spa</i>
<i>From 06/2019 – 06/2021</i>	<i>- Members of the Board Alpha Seven Group Joint Stock Company</i>

+ Mr. Nguyễn Tân Tiến: Member Board of Directors, Ownership ratio 0%: Shares with voting rights.

Name: Nguyễn Tân Tiến

DOB: 02/03/1969

Place of origin: Bình Định

Residency: Du Tur – Tăng Bạt Hổ, Hoài Ân, Bình Định

Qualification: Business Administration

Career history:

- 1995 – 2005:	- Transportation business
- 06/2015 – 04/2016:	- Chairman of the BOD Alpha Seven Group Joint Stock Company
- From 2005 to now:	- Director of Đức Long Dung Quất Co. Ltd.

+ Mr. Nguyễn Đình Trạc: Member Board of Directors kiêm General Director. Ownership ratio 0%: Shares with voting rights.

Name: Nguyễn Đình Trạc

DOB: 20/06/1957

Place of origin: Bình Định

Residency: Phường Trà Bá, thành phố Pleiku, tỉnh Gia Lai

Qualification: Business administration

Career history:

- 04/2012 – 06/2018:	- Vice Chairman of the Board of Directors of Duc Long Gia Lai Group Joint Stock Company
- 09/2016 – 06/2018:	- Information disclosure of Duc Long Gia Lai Group Joint Stock Company
- 03/2018 – now:	- Director of Duc Long Đắk Nông BOT & BT Joint Stock Company
- 26/06/2021 – now:	- Member Board of Directors Alpha Seven Group Joint Stock Company
- 01/07/2021 – now:	- General Director – People đại diện pháp

	<i>luật, people phụ trách CBTT của Alpha Seven Group Joint Stock Company</i>
- 02/07/2021 – now:	- Vice Chairman of the Board of Directors Alpha Seven Group Joint Stock Company

+ Mr. Phan Đức Hiếu: Member Board of Directors. Ownership ratio 0%: Shares with voting rights.

Name: Phan Đức Hiếu

DOB: 01/9/1975

Place of origin: Bình Định

Residency: An Hậu, Ân Phong, Hoài Ân, Bình Định.

Qualification: Bachelor's degree in Law

Career history:

- 2007 – 2010:	- Litigation Lawyer
- 06/2011 – to now. - 06/2023 – to now	- Head of the Legal Committee of the Group - Member Board of Directors.

The person in charge of company management includes:

+ Ms. Đinh Thị Tuyết Minh: The person in charge of company management, Ownership ratio 0%: Shares with voting rights.

Name: Đinh Thị Tuyết Minh

DOB: 28/07/1992

Place of origin: Quế Hiệp, Quế Sơn, Quảng Nam

Residency: 161B Tôn Thất Tùng, Pleiku, Gia Lai

Qualification: Bachelor's degree in Education

Career history:

- From 8/2014 to 05/2018	Teacher at Chu Văn An Secondary School, IaO Commune, IaGrai District, Gia Lai
--------------------------	---

	<i>Province.</i>
- 6/2019 to now	<i>Administrative staff at Vietnam Renewable Energy Group Joint Stock Company.</i>
- 5/2020 to now	<i>The person in charge of company management of Alpha Seven JSC.</i>

Supervisory board include

No.	Member	Position	Number of Share hold	Ownership ratio (%)	Note
1.	Trần Thị Vũ Thuận	Member of the Supervisory Board	0	0	Appointment of members of the Supervisory Board for the term 2023-2028 according to Resolution No. 01/NQ-ĐHĐCĐTN2023 dated 25/06/2023.
2.	Phạm Thị Giang	Head of Supervisory Board	0	0	Appointment of Supervisory Board Members for the term 2023-2028 according to Resolution No. 01/NQ-ĐHĐCĐTN2023 dated 25/06/2023.
3.	Hồ Thị Thu Trang	Member of the Supervisory Board	0	0	Appointment of members of the Supervisory Board for the term 2023-2028 according to

					Resolution No. 01/NQ- ĐHĐCĐTN2023 dated 25/06/2023.
--	--	--	--	--	--

+ Ms. Phạm Thị Giang: Head of Supervisory board. Ownership ratio 0%: Shares with voting rights.

Name: Phạm Thị Giang

DOB: 22/02/1988

Residency: Ha Noi

Qualification: Bachelor's degree in Accounting

Career history:

- From 2010 - 2018:	General Accountant at Endo JSC.
- From 2018 - 2020:	General Accountant at Sansa Fashion JSC.
- From 2020 - now:	Accountant at DLG Ansen Electronics Company Limited

+ Ms. Trần Thị Vũ Thuận: Member of the Supervisory Board. Ownership ratio 0%: Shares with voting rights.

Name: Trần Thị Vũ Thuận

DOB: 21/04/1992

Residency: Binh Dinh province

Qualification: Bachelor's degree in Accounting

Career history:

- From 2016 - 2017:	General Accountant at The Nam Nguyen Construction Investment JSC
- From 2018 - 2019:	Import-Export Staff at Hoang Ngoc Truc Co., Ltd.
- From 2020 - now:	Accountant at DLG Ansen Electronics Company Limited

+ Ms. Hồ Thị Thu Trang: Member of the Supervisory Board. Ownership ratio 0%: Shares with voting rights.

Name: Hồ Thị Thu Trang

DOB: 25/01/1998

Residency: Binh Dinh province

Qualification: Bachelor's degree in Banking Finance

- From 2022 - now:	Head of the Finance Department at DLG Ansen Electronics Co., Ltd
--------------------	--

Board of General Director and Chief accountant

No.	Member	Position	Number of Share hold	Ownership ratio (%)	Note
1.	Nguyễn Đình Trạc	General Director	1.051.470	1	-
2.	Phạm Tiến Dũng	Deputy Director	2.682	0,0	-
3.	Chu Sỹ Hoạt	Deputy Director	2.679	0,0	-
4.	Hà Thị Phương Oanh	Chief accountant	2.682	0,0	-

+ Mr. Nguyễn Đình Trạc – General Director (The information is already in section 2)

+ Mr. Chu Sỹ Hoạt – Deputy General Director. Ownership ratio 2.679 Share with voting rights.

Name: Chu Sỹ Hoạt

DOB: 25/10/1972

Place of origin: Cương Gián, Nghi Xuân, Hà Tĩnh

Residency: Group 4, Thắng Lợi, Pleiku, Gialai

Qualification: Bachelor's degree in Economics.

Career history:

From 2001 – 2005	- Head of Ticketing Department – Gia Lai
------------------	--

	<i>Interprovincial Bus Station</i>
<i>From 01/2006 – 2008</i>	<i>- Planning and Operations Officer – Alpha Seven Group Joint Stock Company</i>
<i>Từ 2008 - 6/2009</i>	<i>- Deputy Director- Alpha Seven Group Joint Stock Company</i>
<i>Từ 7/2009-10/2009</i>	<i>- Director- Duc Long Gia Lai Security Services Co., Ltd.</i>
<i>Từ 10/2009 –9/2014</i>	<i>- Planning and Operations Officer – Alpha Seven Group Joint Stock Company</i>
<i>Từ 9/2014 - 5/2016</i>	<i>- Director- Alpha Seven Group Joint Stock Company</i>
<i>From 5/2016 – now</i>	<i>- Deputy Director- Alpha Seven Group Joint Stock Company</i>

+ Mr. Phạm Tiến Dũng: Deputy General Director. Ownership ratio 2.682 Share with voting rights.

Name: Phạm Tiến Dũng

DOB : 24/03/1977

Place of origin: Diễn Yên, Diễn Châu, Nghệ An.

Residency: Group 10, Trà Bá, Pleiku, Gia Lai.

Qualification: Intermediate Degree in Transport Economics.

Career history:

<i>From 2004-2006</i>	<i>- Staff at Duc Long Gia Lai Bus Station</i>
<i>From 2006-2009</i>	<i>- In Charge of Planning and Operations at Duc Long Bus Station</i>
<i>From 2009 – Now</i>	<i>- Deputy Director Alpha Seven Group Joint Stock Company</i>

+ Ms. Hà Thị Phương Oanh: Chief accountant. Ownership ratio 2.682 Share with voting rights.

Name: Hà Thị Phương Oanh

DOB: 02/12/1981

Place of origin: Hưng Nghĩa – Phước Nghĩa – Tuy Phước – Bình Định

Residency: 30/1/26 Trần Quý Cáp – Pleiku – Gia Lai

Qualification: Bachelor's degree in Economics

Career history:

<i>From 2004-2006</i>	<i>- Accountant at Duc Long Import-Export and Trading</i>
<i>From 2006 - Now</i>	<i>- Chief accountant Alpha Seven Group Joint Stock Company</i>

- Changes in the Board of Management: (List the changes in the Board of Management in the year).

Dated August 3, 2024, Mr. Bùi Minh Đức submitted a resignation letter from his position as a Member of the Board of Directors for the 2023–2028 term. The Board of Directors will present the dismissal for approval at the nearest General Shareholders' Meeting.

-Number of staffs. Brief information and changes on the employee's policies.

+ As of December 31, 2024, the number of employees at the Company is 32. The Company's contribution policy to the community and society is reflected through healthcare support activities and job creation for local residents.

+ Human resource development policy: The Company organizes short-term training and professional development courses suitable for each position, aiming to enhance management capacity and employee performance. In addition, the Company always prioritizes attracting young and talented personnel, developing existing human resources and professional skills in a professional direction to increase work efficiency and meet job demands in the current era of integration.

+ Salary and bonus policy: The orientation for salary and bonus distribution to employees is always proportional to their titles and work performance.

+ Insurance and welfare policy: The Company complies with legal regulations regarding contributions to social insurance, health insurance, and unemployment insurance. The Company implements a 40-hour work week. Overtime may be required with mutually agreed wages, which are higher than normal rates, while still ensuring rest and work regimes in accordance with current laws.

+ Bonus policy: Every month, the Company conducts performance evaluations and classifies employees into A, B, and C categories, with a reward system in the form of a 13th-month salary. In addition, to motivate employees, the Company has a reward policy for individuals with outstanding achievements.

3. Investment activities, project implementation

a) *Major investments: Specify major investments implemented for the year (including financial investments and project investment), the implementation progress of major projects. If the Company has conducted public offering for the projects, it is necessary to indicate the progress of implementation of the projects and analyze the reasons incase of achievement/failure to achieve the announced and committed targets.*

+ Dated July 31, 2024, the Board of Directors approved the resolution to complete the acquisition of contributed capital from Mass Noble Company Limited Investments (based in BVI), with a total investment amount of VND 255,000,000,000 (two hundred fifty-five billion Vietnamese Dong).

b) *Subsidiaries, associated companies: (Summarizing the operations and financial situation of the subsidiaries, associated companies).*

❖ Subsidiaries:

DLG Ninh Thuận Solar Power Joint Stock Company

The Company's actual project, Thuận Nam Đức Long Solar Power, was completed quickly and officially connected to the grid at the end of 2019, with a designed capacity of 50MWp.

Unit: Million VND

NO.	Items	Year 2023	Year 2024
1.	Revenue	169.106	180.127
2.	Profit before tax	56.763	54.218

NO.	Items	Year 2023	Year 2024
3.	Assets	1.054.158	937.098
4.	Chartered Capital	210.000	210.000

DLG Ansen Electronics Company Limited

Located in a strategic position at the Hi-Tech Park in District 9, Thu Duc City, the main business activity is the production and supply of high-quality electronic components to the domestic market and for export at reasonable prices

Unit: Million VND

NO.	Items	Year 2023	Year 2024
1.	Revenue	95.916	145.680
2.	Profit before tax	179	42.217
3.	Assets	245.301	298.345
4.	Chartered Capital	80.000	80.000

Mass Noble Company Limited Invesments

HQ address: P.O. Box 957, Foreign Enterprise Centre, Road Town, Tortola, British Virgin Islands.

Unit: Million VND

NO.	Items	Year 2023	Year 2024
1.	Revenue	unconsolidated financial statement	180.800
2.	Profit before tax	unconsolidated financial statement	(20.227)
3.	Assets	unconsolidated financial statement	370.852
4.	Chartered Capital	unconsolidated	320.062

NO.	Items	Year 2023	Year 2024
		financial statement	

❖ **Associates:**

Vạn Gia Long Construction Investment Joint Stock Company

Dated December 31, 2024, the Board of Directors passed a resolution to divest all capital from this company.

NO.	Items	Year 2023	Year 2024
1.	Revenue	11,304	end of investment
2.	Profit before tax	38	end of investment
3.	Assets	1,601,241	end of investment
4.	Chartered Capital	850,000	end of investment

Dak Nong BOT&BT Joint Stock Company

The headquarters address is at No. 04 Dien Bien Phu, Group 3, Nghia Trung Ward, Gia Nghia City, Dak Nong Province. The company is currently involved in the investment, construction, management, and operation of a road section under the project: Upgrading and widening National Route 14 from Km817 to Km887 (Ho Chi Minh Road section from Km1876 to Km1946), Dak Nong Province, in the BOT (Build-Operate-Transfer) format.

Unit: Million VND

NO.	Items	Year 2023	Year 2024
1.	Revenue	269.447	305.357
2.	Profit before tax	74.246	84.586
3.	Assets	901.216.962	862.185.228
4.	Chartered Capital	250.000	250.000

4. Financial situation

a) Financial situation

Unit: Million VND

NO.	Items	Year 2023	Year 2024	% Increase/decrease
1	Total Assets	2.427.205	2.570.195	1,06
2	Net Revenue	281.272	525.468	1,87
3	Net Profit from Business Operations	70.483	33.131	0,47
4	Other profit	1.297	(2.036)	-1,57
5	Profit before tax	71.781	31.095	0,43
6	Profit after tax	70.569	26.387	0,37
7	The profit margin Dividend	397	13	0,03

- Other figures: (depending on the specific characteristics of the industry and of the Company to clarify the company's operating results for the last two years).

b) Major financial indicators:

NO.	Items	Year 2023	Year 2024	Note
1	Items about payment ability			
	+ Short-term liquidity ratio: Current Assets/ Short-term liabilities	2,01	2.01	
	+ Quick Ratio: (Current Assets-Inventory)/ Short-term liabilities	1,96	1,95	
2	Capital structure			

NO.	Items	Year 2023	Year 2024	Note
	+ Liabilities/ Total Assets ratio	0,42	0,47	
	+ Liabilities/ Owner's Equity ratio	0,74	0,87	
3	Operational capacity			
	+ Inventory Turnover: COGS / Average Inventory	7,77	4,03	
	+ Net Revenue/Total Assets	0,12	0,20	
4	Profitability			
	+ Profit after tax/Net Revenue ratio	0,25	0,05	
	+ Profit after tax/Owner's Equity ratio	0,05	0,02	
	+ Profit after tax/Total Assets ratio	0.03	0,01	
	+ Profitability Ratio from business operations / Net Revenue...	0.25	0,06	

For credit institutions and non-bank financial institutions:

5. Shareholders structure, change in the owner's equity.

a) Shares: Specify total number and types of floating shares, number of freely transferable shares and number of preferred shares in accordance with the law, the Company's Charter and commitments of the owner. Where the company has securities traded in foreign countries or underwritten the issuance and listing of securities in foreign countries, it is required to specify the foreign markets, the number of securities to be traded or underwritten and important information concerning the rights and obligations of the company related to the securities traded or underwritten in foreign countries.

- + Total listing shares: 106.236.094 shares
- + Type of outstanding shares: Regular shares.
- + No. of preferred shares: 0 shares
- + The number of treasury shares: 0 shares
- + Number of Share Freely transferable: 1.062.360.940.000 shares;
- + Number of shares Restricted transferability: 0 shares

b) *Shareholders structure: Specify shareholders structure by ownership percentages (major, minority shareholders); institutional and individual shareholders; domestic and foreign shareholders; State and other shareholders; foreign shareholder's maximum percentages.*

Classifi cation criteria	Shareholders	Numbe r of Shareh olders	Number of shares hold	Owners hip ratio (%)	Total no. of Shareho lders	Total no. of Shares
Owners hip ratio	Major Shareholders (from 5% and up)	02	43.572.047	41,01	14.736	106.236.094
	Minor Shareholders	9.820	62.664.047	58,99		
Type of shares own	Organizational Shareholders	18	21.058.348	19,82	14.736	106.236.094
	Individual Shareholders	9.804	85.177.746	80,18		
Other Shareh olders	Domestic Shareholders	9.785	102.955.709	96,91	14.736	106.236.094
	Foreign Shareholders	37	3.280.385	3,09		

Major Shareholders:

Name of Organization/Individual	ID No./ PassPort/ REGISTRATION	Address	Number of Share	Ratio
Bùi Pháp	230512386	97 Hai Ba Trung, Pleiku, Gia Lai	25.509.632	24,01

c) *Change in the owner's equity: Specify equity increases including public offerings, private offerings, bond conversions, warrant conversions, issuance of bonus shares, shares dividend, etc.*

No occurrence.

d) *Transaction of treasury stocks: Specify number of existing treasury stocks, list transactions of treasury stocks conducted for the year including trading times, prices and counter parties.*

No occurrence.

e) *Other securities: Specify other securities issues conducted during the year. Specify the number, characteristics of other types of floating securities and outstanding commitments of the Company to other individuals, organizations (including Company's staffs and managers) related to the securities issues.*

No occurrence.

6. *Environment-Social-Governance (ESG) Report of the Company*

6.1. *Environmental impact:*

No occurrence.

6.2. *Management of raw materials:*

a) *The total amount of raw materials used for the manufacture and packaging of the products as well as services of the organization during the year.*

Currently, the company's business activities do not require managing input materials as most of the activities are related to warehouse leasing. Managing input materials will only be relevant when upgrading construction works or investing in projects. However, the company has very good control over the process of building projects, preventing the loss of materials that could cause significant damage to the company. The company strictly follows the processes for warehouse management, inventory control, and handling of finished products and raw materials.

b) *The percentage of materials recycled to produce products and services of the organization.*

No occurrence.

6.3. Energy consumption:

The company always pays attention to energy consumption. Fuels such as gasoline, diesel oil, lubricating oil, and electricity are commonly used in the company's operations and business activities. The company's energy consumption is currently being controlled through standard indicators and evaluations based on set criteria.

The development of a harmonious combination of power sources, using energy resources efficiently, and combining the strengths while limiting the weaknesses of each type of hydro, thermal, and renewable energy source is crucial. Strengthening the transmission grid capacity in areas with high potential for solar and wind power; integrating the development of these sources with the regional power grid capacity of the project area, and prioritizing the promotion of rooftop solar power, are effective solutions to accelerate the development of solar and wind power in Vietnam

6.4 Water consumption (water consumption of business activities in the year)

The company always emphasizes the amount of water as well as the water sources used. The water consumption is standardized to avoid wasting and causing significant damage to the company, such as:

- + Optimizing the cleaning process of equipment and warehouses;
- + Reminding employees to turn off/on and use water appropriately and efficiently;

6.5. Compliance with the law on environmental protection:

a) *Number of times the company is fined for failing to comply with laws and regulations on environment.*

No occurrence.

b) *The total amount to be fined for failing to comply with laws and regulations on the environment.*

No occurrence.

6.6. Policies related to employees

a) *Number of employees, average wages of workers.*

b) *Labor policies to ensure health, safety and welfare of workers.*

c) *Employee training*

- *The average number of training hours per year, according to the staff and classified staff.*

According to labor law regulations.

- *The skills development and continuous learning program to support workers employment and career development.*

According to labor law regulations.

6.7. Report on responsibility for local community.

Besides business activities, the company also organizes volunteer activities, social activities, humanitarian activities, and fundraising events to help improve the local community. Furthermore, the company supports and participates in local development sponsorship programs, engages in anti-social evils initiatives, and contributes to urban security development.

6.8. Report on green capital market activities under the guidance of the SSC.

No occurrence.

III. Reports and assessments of the Board of Management (the Board of Management reports and assesses the Company's situation through every facet)

The Board of Management's reports and assessments shall include at least the following contents:

1. Assessment of operating results

In 2024, the Board of General Directors focused on closely monitoring the company's business production plan to implement effective management solutions for the assigned tasks.

The policies for managing the energy sector have not been issued in a timely manner, such as regulations on bidding, land compensation planning, etc., which have impacted the investment and construction plans of most companies in the renewable energy sector.

Despite many difficulties due to the external economic conditions, the company has successfully achieved the strategic objectives set, ensuring stable

employment for workers, improving their living standards, and maintaining a spirit of solidarity and mutual support within the company.

2. Financial Situation

a) Assets

Items	UNIT	Year 2023	Year 2024
1. Asset Structure			
- Fixed Asset/Total Assets	%	30.56	31.72
- Current Assets/Total Assets	%	28.1	46.66
- Fixed Asset Utilization Efficiency	Times	0.54	0.67
2. Capital Structure			
- Liabilities/Total Capital	%	42.42	46.64
- Owner's Equity/Total Capital	%	57.58	53.36
3. Payment ability			
- Quick Ratio	Times	1	1
- Current Ratio	Times	1	1
4. Profitability Ratio			
- Profit before tax/Total Assets	%	2.2	1.2
- Profit after tax/Net Revenue	%	22.3	5.02
- Profit after tax/Owner's Equity	%	4.9	1.92

b) Liabilities

ITEMS	Year 2023	Year 2024	Increase 2024 Compare to 2023	% Increase
-------	-----------	-----------	--	---------------

ITEMS	Year 2023	Year 2024	Increase 2024 Compare to 2023	% Increase
<i>Liabilities</i>				
Short-term liabilities	339,263	570.003	230.740	1,68
Long-term liabilities	690,404	628.835	-64.569	0,91
Total liabilities	1,029,667	1.198.838	169.171	1,16
<i>Owner's Equity</i>				
Owner's Equity	1,183,638	1.371.356	-26.182	0,98
Among which: Owner's equity investment	1,062,360	1.062.360	0	1
Among which: Undistributed profit	121,278	162.764	41.486	1,34
Total Capital	2,427,205	2.570.195	142.990	1,06

The detailed structure of Revenue for the year 2024 is as follows:

NO.	Product	Value	Revenue ratio
I	Revenue	525.468	1
1.	Docking services	13.506	0,026
2.	Solar power sales	185.262	0,353
3.	Sales of stone	180.797	0,344
4.	Fertilizer sales	145.199	0,276
5.	Electronic components sales	702	0,001
6.	Transportation revenue	525.468	1

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

Administrative activities:

Robustly apply information technology in management and operations. Establish a corporate culture by thoroughly disseminating and communicating the Company's mission, vision, and core values to all employees and partners..

Legal activities:

Throughout all Group operations of the Company, update, refine, adjust, and enhance regulations and policies to align with the Company's current operating conditions and meet the requirements for production, business development, and investment in the new period.

Control measures

The Company concentrates its intellect and efforts to overcome challenges, seize opportunities, renew mindsets, streamline its organization, fully leverage all capital resources, boldly invest in equipment and human resources, and apply advanced technologies in its production and business operations; building the Company into a comprehensively strong and dynamic enterprise across all fields.

4. Development plans in future

a) Key items in the business plan Year 2023

+ Considering “innovation and creativity” as vital to development, the Company focuses on developing its people and digging deep to address the root causes of problems. It places special emphasis on strengthening its management and supervisory teams. In the recent period, the Company has completely broken free from past limitations and defined a new stature, thereby building a coherent value chain.

+ The Company continues to maintain and grow its production and business activities, closely following the successful orientations set out in the 2023 Annual Shareholders' Meeting resolution. It will also take decisive action to accelerate project timelines. At the same time, customer care and service-quality enhancement will be top priorities. Beyond serving its existing clients, the Company will actively and broadly promote itself to attract potential customers. It will leverage information technology in its operations to minimize risk and meet customers' ever-increasing demands.

+ The Company will press ahead with aggressive restructuring and lean reorganization of its business, ensuring that high-performing, high-contribution employees are fairly evaluated and rewarded. Simultaneously, it will implement training and retraining programs for its current workforce to attract and retain top-quality talent.

Strategic objectives for 2024 and beyond: Continue to focus on strategic sectors such as infrastructure, renewable energy, high-tech electronic products, industrial manufacturing, construction, and real estate. In addition, the Company will maintain its traditional, profitable business lines that generate steady annual revenue

b) Business operations plan

+ Regarding the market: Strengthen marketing activities to promote the company's brand in the market. Implement good quality policies towards customers to maintain and develop the brand and market share. Utilize all resources, enhance external activities, joint ventures, and partnerships with others to reach a larger market.

Regarding business production:

+ In the real estate sector: Restructure the organization and personnel, change the management structure, and recruit quality staff. Review design consulting activities, complete land procedures and investment procedures - construction of real estate projects in Ho Chi Minh City to continue construction and sales.

+ In the electronics components sector: Maintain current customers, organize training courses to improve the quality of human resources, thereby enhancing product quality and expanding production and business activities.

+ In the renewable energy sector: Review business production processes, save and reduce operating costs.

Regarding financial and accounting management:

+ Ensure accounting records are complete, timely, and effective, in compliance with current accounting regulations, ensuring balanced capital to implement the company's projects and to successfully achieve the planned goals.

+ Strictly comply with state regulations on financial accounting and tax obligations. Stay updated and flexibly apply state mechanisms and policies to increase efficiency in business production and investment activities. Apply information technology in financial management to enhance inspection and

supervision, ensuring transparency, safety, and improving the operation efficiency of the parent company and its member companies. Ensure financial items are sound and effective.

+ Maintain close relationships with relevant state agencies to promptly grasp the state's policies affecting the company's operations, financial institutions, and customers, providing consulting services that bring high results for the company, ensuring benefits for shareholders as well as customers.

5. Explanation of the Board of Management for auditor's opinions (if any) - (In case the auditor's Qualified Opinion).

The auditor has no exception opinion.

6. Assessment Report related to environmental and social responsibilities of the Company

a. Assessment concerning the environmental indicators (water consumption, energy, emissions, etc.).

+ In the context of globalization, awareness of environmental issues is increasingly developing, and partners and consumers are starting to pay more attention to green, environmentally friendly products. Activities that cause environmental pollution and resource depletion by businesses are also being gradually scrutinized by consumers. On the other hand, the increasingly complex climate change is leading to higher resource prices and lower work efficiency in polluted areas, which have already and are continuing to impact business profits.

+ Therefore, in order to survive and develop sustainably, businesses in general and DL1 in particular must focus on environmental aspects, ecological efficiency, and energy in their production and business activities. To achieve this, the management board of the business always emphasizes raising awareness across the entire company on this issue. Meanwhile, a green action plan is being developed and transitioned into a management system, laying a solid foundation to ensure environmental factors, ecological efficiency, and energy use, while minimizing greenhouse gas emissions.

b. Assessment concerning the labor issues

With the mission "Reaching new heights, advancing further," the company always prioritizes human resources. A good workforce is essential for the smooth operation of the company's machinery and the achievement of set plans and goals. The company is always committed to sustainable development, actively participating in local environmental protection programs and movements. At the

same time, the company raises awareness among its employees to build a "green, clean, and beautiful" living and working environment.

c. Assessment concerning the corporate responsibility for the local community

+ Continuing to promote and focus on the core values of the company, the company has made efforts to fulfill its responsibilities to the community and the environment.

+ People are the core value of the company. Therefore, the company always creates favorable conditions for employees to have a comfortable working environment, where they can contribute, learn, and be creative. Along with this, the company ensures competitive salary, bonus, and welfare policies.

+ Maintain activities contributing to the community. Visiting and assisting families facing difficult and unfortunate circumstances in the area. Providing scholarships, gifts, and encouragement to poor students who overcome difficulties.

+ Maintain security, order, fire prevention, and environmental hygiene at the bus station area.

IV. Assessments of the Board of Directors on the Company's operation (for joint stock companies)

1. Assessments of the Board of Directors on the Company's operation, including the assessment related to environmental and social responsibilities.

Focus on completing and approving the business production plan for the 2023-2028 term and the adjustment plan for approval. Stabilize the organizational structure and personnel, as well as the production units in the parent company, which has established and issued a labor evaluation tool for all departments and individuals.

Strengthen strict control over company members, from developing plans to actual plans. Assign specific members of the Board of General Directors to be in charge of subsidiaries. Issue management regulations for company members. Successfully organize the 2023 Annual General Shareholder's Meeting. Resolve outstanding issues, and direct and manage departments and units to ensure procedures are followed as required.

+ Implement the rights and responsibilities of the Board of Directors according to the law and the company's charter. Fully comply with all regulations on company governance and information disclosure to the State Securities Commission, Hanoi Stock Exchange, and other relevant authorities.

+ The Board of Directors fully supervises the activities of the Board of General Directors in strategic development, mid-term plans, and annual business production plans to ensure that decisions regarding company operations comply with resolutions from the General Shareholder's Meeting and legal regulations.

+ The Board of Directors has seriously considered the issues and required the executive board to proactively expand relationships, seek markets, build management measures suitable for the business model, strictly control cost items, and enhance responsibility and the ability to manage production effectively and safely.

+ The Board of Directors has maintained quarterly meetings and regular calls, information exchanges via email, and direct communication between the Chairman and the Board of Directors members and executive board. The disclosure of information, as required, is regularly monitored and reminded by the Board of Directors to ensure timeliness, accuracy, completeness, transparency, and compliance..

a) Investment activities:

+ Currently, Alpha Seven Group Joint Stock Company has expanded its business sectors, enhanced its position and financial capacity, increased revenue, profit, and improved shareholder benefits. The company has streamlined less effective sectors and industries to boost performance indicators.

+ The company has focused on investing in the repair and upgrade of infrastructure at its spacious and modern terminal facilities, with a combined approach of operating bus stations and providing commercial services.

+ The company has reviewed design consulting work, completed land procedures, and investment procedures for the construction of real estate projects in Ho Chi Minh City to continue construction and sales.

b) Other tasks:

Regularly focus on propaganda and training on occupational safety and hygiene, and fire prevention to raise awareness among workers about occupational safety and hygiene, as well as fire prevention.

c) Financial tasks

The company's financial management has been gradually improved to ensure transparency, soundness, and capital preservation, safeguarding the interests of shareholders and employees. All activities are monitored and supervised by the Supervisory Board. Information dissemination, timely reporting, and proper settlement in accordance with regulations ensure effective management and business operations.

2. *Assessment of Board of Directors on Board of Management's performance*

+ According to the company's organizational and operational charter, and the internal regulations on company governance, the Board of Directors is responsible for overseeing the Board of General Directors and other management staff, specifically as follows:

+ Supervising the implementation and legal compliance, as well as the effectiveness of the resolutions and decisions made by the Board of Directors, which are assigned to the Board of General Directors and other departments for execution.

+ During Board of Directors meetings, members of the Board of Directors may request the General Director, Deputy General Directors, and Chief Accountant to report and provide further explanations on issues related to the company's production and business operations.

+ In general, the Board of Directors closely supervises the activities of the General Director and other management positions in the company. The resolutions and decisions made by the Board of Directors are implemented by the General Director in a timely manner, following proper procedures and steps, resulting in significant effectiveness for the company..

a) Supervisory activities

+ In 2023, the Board of Directors closely monitored the management and operations of the Board of General Directors and the company's management staff through checks and controls by the Supervisory Board, quarterly regular meetings, and ad-hoc meetings when urgent matters needed to be addressed. The Board of General Directors regularly reports to the Board of Directors on business

production activities, the results of implementing the Board's resolutions, and the challenges and advantages in management. Based on this, the Board of Directors collaborates with the Board of General Directors to propose solutions to resolve difficulties and strive to achieve the set plans.

- + The management activities were specifically assigned and decisively directed, closely following the direction and operational plans as outlined in the General Shareholder's Meeting of 2023 and the strategic guidance from the Board of Directors

b) Management activities:

- + Change management methods, reorganize the structure, and rearrange the units within the company, reducing intermediary layers to take advantage of investment incentives, streamline operations, and focus resources.

- + Improve and enhance the effectiveness of the management system. Foster self-discipline, initiative, creativity, individual roles, and personal accountability among the management team... to create stability and sustainable development for the company.

c) Regarding labor productivity, management, and production organization

Regularly review and reorganize production processes, and rearrange the workforce to match the tasks. Enhance labor productivity through technical improvements, and encourage workers to promote rationalization and initiatives in labor and production.

d) Regarding human resources

Effectively evaluate the competence and work performance of the professional staff and direct labor force to ensure appropriate salary and bonus schemes based on individual capabilities, or to arrange and rotate labor effectively. Regularly filter, categorize, organize, and implement specialized training programs on professional qualifications, expertise, and detailed job descriptions for each individual.

3. Plans and orientations of the Board of Directors

As we enter 2025, the global situation is forecasted to continue to be complex, with a slow economic recovery rate that is uneven, and many policies lacking stability. The business sector still faces many difficulties and risks. Domestically, despite some advantages, the economy still faces many limitations and weaknesses. Productivity, quality, efficiency, and competitiveness remain low.

In the first months of 2025, the global economy continues to be affected by the ongoing conflict between Ukraine and Russia, as well as the tariff policies of the United States. Alpha Seven Group Joint Stock Company has consistently directed the Board of General Directors with concrete actions, focusing on effective management, expanding business activities, ensuring the highest revenue growth and profits, and meeting the growing expectations of shareholders by delivering on the goals, directions, and key tasks entrusted to the company.

Ensuring national energy security and addressing the growing demand for electricity for societal development in the coming years is crucial. The government has approved Vietnam's Renewable Energy Development Strategy. The development and use of renewable energy, in combination with the development of the renewable energy industry, will prioritize rapidly developing renewable energy sectors with large resource potential and good commercial prospects, such as wind, solar, and biomass energy. Necessary measures will be implemented to expand market demand, while also strengthening international cooperation for technology transfer in renewable energy equipment manufacturing. This will allow the country to achieve technological self-sufficiency, enhance equipment manufacturing capabilities, and improve competitiveness in the renewable energy market to sustainably meet market demands and foster large-scale renewable energy industry growth. Therefore, Alpha Seven Group Joint Stock Company is focusing on developing renewable energy projects and completing procedures to invest in subsequent projects in the Central Highlands provinces.

Fulfilling its obligations to the government and improving the material and spiritual life of workers. Maintaining and developing effective business operations, closely aligning with the successful implementation of the resolutions from the Annual General Shareholder's Meeting in 2024. Managing investment capital responsibly and effectively, ensuring a stable cash flow for business operations, focusing on cost-saving practices to prevent waste, and managing expenses according to the approved items in the plan.

The main items of Year 2024:

NO.	Items	Unit	Plan for 2023
1	Revenue	Million VND	450.000
2	Profit after tax	Million VND	76.000

V. Corporate governance

1. Board of Directors

a) Members and structure of the Board of Directors: (the list of members of the Board of Directors, ownership percentages of voting shares and other securities issued by the company, the list of independent members and other members; the list of positions that a member of the Board of Directors at the Company hold at other companies).

NO.	Members of the Board	Position	Shares hold	Ratio %	Note
1.	Mr. Nguyễn Văn Quý	Chairman of the Board	0	0	
2.	Mr. Nguyễn Đình Trạc	Members of the Board	1.222.376	1.15	
3.	Mr. Nguyễn Tân Tiến	Members of the Board	0	0	
4.	Mr. Bùi Minh Đức	Members of the Board	0	0	
5.	Mr. Phan Đức Hiếu	Members of the Board	0	0	

The Board of Directors regularly directs the restructuring of the organizational system and supervises the implementation of tasks assigned to the management team through meetings and various review phases. Based on the functions and tasks assigned, the results of completion are used as a benchmark to evaluate, appoint, and transfer staff and employees to appropriate positions, ensuring fair and proper compensation. In general, the management staff has demonstrated responsibility, dedication, and diligence in their work and has provided timely and effective advice to the executive board. The regular annual audit work has been conducted correctly and thoroughly.

b) The committees of the Board of Directors: (The list of the subcommittees of the Board of Directors and list of members of each subcommittee).

The Board of Directors of the Company has a plan to establish subcommittees responsible for human resources, salary and benefits, internal auditing, and risk management of the company.

c) Activities of the Board of Directors: Assessing activities of the Board of Directors and specifying the number of Board of Directors meetings, their contents and results.

In the past year, the Board of Directors of the Company has operated in accordance with the governance regulations and the company's charter, following the principles of democratic centralization, transparency, and openness. The Board has always ensured internal harmony, flexibility in leadership, and continuously adjusted strategies to align with the actual situation. In general, the meetings of the Board of Directors were well-organized, legal, and achieved a high level of consensus.

No.	<i>Resolution/Decision No.</i>	<i>Date</i>	<i>Content</i>	<i>Approval rate</i>
1.	01/2024/NQ-HĐQT	09/03/2024	The Board of Directors' resolution approves the policy to implement contracts and transactions between the company and related businesses and individuals.	100%
2.	02/2024/NQ-HĐQT	28/03/2024	The Board of Directors' resolution approves the policy to extend the date for organizing the Annual General Shareholder's Meeting for the year 2024.	100%
3.	03/2024/NQ-HĐQT	25/04/2024	The Board of Directors' resolution approves and agrees on several aspects related to organizing the Annual General Shareholder's Meeting for the year 2024.	100%

4.	04/2024/NQ-HĐQT	31/07/2024	The Board of Directors' resolution approves the transfer of ownership interest in Mass Noble Investments Limited.	100%
5.	05/2024/NQ-HĐQT	27/09/2024	The Board of Directors' resolution approves the use of the Company's assets as collateral for a third party.	80%
6.	06/2024/NQ-HĐQT	31/12/2024	The Board of Directors' resolution approves the transfer of shares in associates.	80%

The minutes of the Board of Directors' meetings are prepared in accordance with the legal requirements, and the documents and materials are fully provided to the Board Members in advance for review and study, as stipulated by the charter. As a result, the resolutions passed by the Board of Directors always receive high consensus and approval, creating favorable conditions for the implementation of the Board's resolutions in the company's production and business activities.

d) Activities of the Board of Directors' independent members. Activities of the Board of Directors' subcommittees: (assessing activities of the subcommittees of the Board of Directors, specifying the number of meetings of each subcommittee, their contents and results).

Mr. Bùi Minh Đức, Independent Member of the Board of Directors, is responsible for human resources and salary management in accordance with regulations. He also oversees communications and brand development activities. He performs other tasks and duties as assigned and authorized by the Chairman of the Board. The Independent Board Members have effectively played their roles in monitoring and supervising the company's production and business activities in accordance with the charter and the Enterprise Law. They have fulfilled their functions and responsibilities, actively working for the benefit of the owners and shareholders.

e) The list of members of the Board of Directors possessing certificates on corporate governance. The list of members of the Board of Directors participating in corporate governance training programs in the year.

No occurrence.

2. Supervisory board/Audit Committee

a) Members and structure of the Board of Supervisors/Audit Committee: (The list of members of the Board of Supervisors, ownership percentages of voting shares and other securities issued by the company).

NO.	Member of the Supervisory Board	Position	Shares hold	Ratio %	Note
1.	Phạm Thị Giang	Head of committee	0	0	Re-Appointed Dated 25/06/2023
2.	Trần Thị Vũ Thuận	Member	0	0	Re-Appointed Dated 25/06/2023
3.	Hồ Thị Thu Trang	Member	0	0	Appointed Dated 25/06/2023

b) Activities of the Board of Supervisors/Audit Committee: (ssessing activities of the Board of Supervisors/Audit Committee, specifying the number of Board of Supervisors'/Audit Committee's meetings, their contents and results).

In 2024, the Supervisory Board maintained its regular oversight of the company's production and business operations through the company's records, documents, and vouchers.

The Supervisory Board monitored the process of developing and implementing business plans, investment plans for construction, and labor wage plans.

It oversaw compliance with the disclosure of information in accordance with regulations from the State Securities Commission, the Hanoi Stock Exchange, and other legal requirements.

The Supervisory Board checked the company's financial statements and reviewed the transparency of document flow.

It monitored the procedures and steps for organizing the Annual General Shareholders' Meeting (AGM) according to the law and the company's charter.

Through monitoring and oversight, the Supervisory Board confirmed that the Board of Directors (BoD) adhered to the law, the company's charter, and the resolutions of the General Shareholders' Meeting. The resolutions of the BoD were made in accordance with the legal requirements, company charter, and the company's development and innovation direction.

All BoD meetings were attended by all board members. The meetings mainly focused on implementing the resolutions of the AGM, discussing economic matters of 2024, and building the company's organizational model according to the "Company Share" production model. The documents were thoroughly prepared, with the correct date and venue as per the meeting notice.

Shareholders' opinions collected via written forms were conducted in accordance with proper procedures and company regulations.

After the meeting, the BoD made decisions that aligned with the company's production and business situation, fell within its authority, and complied with legal regulations and the company's charter.

The Board of General Directors implemented the BoD's resolutions in a timely manner. The Board of General Directors adhered to its functions, tasks, and regulations as per the company charter and the law. The Board of General Directors regularly held meetings to address operational and management challenges, and solutions were discussed immediately in the meetings. Every meeting had a secretary who took detailed notes and communicated the decisions to production units and departments for implementation.

In 2024, the Supervisory Board organized meetings to evaluate, inspect, and monitor the activities of the Board of Directors and Board of General Directors. This ensured the company's operations were transparent, aligned with the company charter, and in the best interests of the shareholders.

Meetings of Supervisory board

NO.	Content	Meeting date	Detail content	Result
1	Quarter IV meeting and Total Year 2023 results. Plan for Quarter I Year 2024	15/02/2024	- Evaluate the Actual Results and Control for Year 2023.	The meeting reached a consensus and was voted on by 3/3 members, achieving 100% approval
2	Mid-year meeting for the first 6 months of 2024. Appointment and dismissal of members of the Supervisory Board.	03/07/2024	- Evaluate the actual control results for the first 6 months of the year. - Develop a work plan for the last 6 months of 2024 - Assign tasks to each member of the board.	The meeting reached a consensus and was voted on by 3/3 members, achieving 100% approval
4	Quarter IV meeting and year-end summary for 2024. Plan for tasks in 2025	31/12/2024	- Evaluate the actual performance of tasks in Quarter IV of 2023. - Year-end summary for 2024 and plan for tasks in 2025.	The meeting reached a consensus and was voted on by 3/3 members, achieving 100% approval

3. Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors/Audit Committee

a) Salary, rewards, remuneration and benefits: (Salary, rewards, remuneration and other benefits and expenses for each member of the Board of Directors, the Board of Supervisors/Audit Committee, Director and General Director and managers. Values of such remuneration, benefits and expenses shall

be disclosed in details for each person. Non-material benefits which have not been/cannot be quantified by cash shall be listed and explained).

- **Remuneration and expenses of the Board of Directors**

- + Chairman of the Board of Directors: 8.000.000 VND/month.
- + Members of the Board of Directors: 6.000.000 VND/month.
- + Over the past year, the Members of the Board unanimously agreed not to receive any remuneration.

- **Remuneration and expenses of the Board of General Directors**

- + In 2024, the remuneration and expenses of the Board of General Directors amounted to VND 561,448,462.

- The remuneration of the Chief Accountant is VND 119,615,385.

- **Remuneration of the Members of the Supervisory Board**

- + Head of the Supervisory Board: VND 6,000,000 per month.
- + Members of the Supervisory Board: VND 5,000,000 per month.
- + Members of the Supervisory Board voluntarily waived their remuneration in 2023.

- **In addition to the fixed remuneration mentioned above, based on the Company's business performance targets set at the beginning of the year, the Members of the Board and the Supervisory Board will be eligible for bonuses:**

2% (two percent) based on the Profit After Tax that meets the profit plan for the year.

5% (five percent) based on the portion of Profit After Tax that exceeds the profit plan.

b) *Share transactions by internal shareholders: (Information about share transactions of members of Board of Directors, members of the Board of Supervisors/Audit Committee, Director (General Director), Chief Accountant, the company's managers, secretaries, major shareholders and their affiliated persons).*

No occurrence.

c) Contracts or transactions with internal shareholders: Information about the contracts, or transactions signed or executed in the year by the members of the Board of Directors, Board of Supervisors/Audit Committee, Director (General Director), managers and affiliated persons with the Company, subsidiaries, and other companies in which the Company holds the control right.

No occurrence.

d) Assessing the implementation of regulations on corporate governance: (Specifying the contents which have not been implemented in accordance with the laws on corporate governance. Specifying reasons and solutions to improve the efficiency of corporate governance).

+ To ensure the effective operation of the company in the future, Alpha Seven Group Joint Stock Company will focus on the following plans: enhancing the management capacity of the leadership board, improving the human resources team, recruiting and training personnel with sufficient professional skills and ethical standards to perform well in the company's tasks, strengthening the supervision of the activities of specialized departments, implementing cost-saving measures, and cutting unnecessary expenses to achieve higher efficiency in the use of capital and enhance capital effectiveness.

+ The management of the company will always comply with the law, the company's charter, internal regulations, and standards to ensure smooth operations, pursue objectives for the benefit of the company and its shareholders, and create favorable conditions for effective supervision of the company's activities, thereby encouraging the company to utilize resources in the best possible way. In addition, the company continually enhances the governance knowledge of the Members of the Board of Directors and the Board of General Directors by sending staff for training as per notifications from the State Securities Commission (SSC), relevant authorities, and management classes, thereby improving business efficiency and governance capabilities

VI. Financial statements

1. Auditor's opinions

Fully approved, with no objections.

2. Audited financial statements (Audited annual financial statements include: Balance sheet; Income statement; Cash flow statement; Financial Statements Explanation. In case the company has to prepare consolidated or general Financial

Statements in accordance with the law on accounting and audit, the Financial Statements presented in the Annual Reports shall be the consolidated Financial Statements; and clearly state the addresses where the financial statements of the parent company to be published and provided).

The full audited financial statements, both individual and consolidated, for the year 2024 have been published and are available on the company's website: <https://www.a7group.vn/quan-he-co-dong/bao-cai-tai-chinh.html>.

Recipients:

- SSC of Vietnam;
- HNX'
- record: document,...
- Archived:....

CONFIRMATION BY THE COMPANY'S LEGAL REPRESENTATIVE

(Signature, full name and seal)



NGUYỄN ĐÌNH TRẠC