

CÔNG TY CỔ PHẦN  
TẬP ĐOÀN ALPHA SEVEN

*ALPHA SEVEN GROUP  
JOINT STOCK COMPANY*

Số: 30/2025/CV-A7

No: 30/2025/CV-A7

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập - Tự do - Hạnh phúc

*SOCIALIST REPUBLIC OF VIETNAM*

*Independence - Freedom - Happiness*

*TP. Hồ Chí Minh, ngày 06 tháng 05 năm 2025*

*Ho Chi Minh City, May 06, 2025*

**CÔNG BỐ THÔNG TIN ĐỊNH KỲ**  
***PERIODIC INFORMATION DISCLOSURE***

**Kính gửi:** - Ủy ban Chứng khoán Nhà nước

- Sở Giao dịch Chứng khoán Hà Nội

**To:** - State Securities Commission of Vietnam

- Hanoi Stock Exchange

1. Tên tổ chức: **Công ty Cổ phần Tập đoàn Alpha Seven**

*Organization Name: Alpha Seven Group Joint Stock Company*

- Mã chứng khoán: DL1

*Stock code: DL1*

- Địa chỉ: Lô I3- 6 Đường N2, Khu Công Nghệ Cao, Phường Tăng Nhơn Phú A, Thành Phố Thủ Đức, Thành Phố Hồ Chí Minh, Việt Nam

*Address: Lot I3-6 N2 Street, High-Tech Park, Tan Nhon Phu A Ward, Thu Duc City, Ho Chi Minh City, Vietnam*

- Điện thoại liên hệ: 028.3736.7187      Fax: 028.3736.7187

*Contact phone: 028.3736.7187      Fax: 028.3736.7187*

- Email: [info@a7group.vn](mailto:info@a7group.vn)      Website: <http://www.a7group.vn>

2. Nội dung thông tin công bố:

*Content of the Announcement:*

- Công ty công bố tài liệu Đại hội đồng Cổ đông thường niên năm 2025.

*The Company announces the documents for the 2025 Annual General Meeting of Shareholders.*



3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 06/5/2025 tại đường dẫn:

*This information was published on the Company's website on 06/05/2025 at the following link:*

=> <https://a7group.vn/quan-he-co-dong/tai-lieu-dhcd-2025.html>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

*We hereby confirm that the information provided above is accurate and take full responsibility before the law for the content of the disclosed information.*

**Tài liệu đính kèm**

**Attached Document:**

- Tài liệu Đại hội đồng Cổ đông thường niên năm 2025;
- The documents for the 2025 Annual General Meeting of Shareholders.

**TỔNG GIÁM ĐỐC** *[Signature]*  
**GENERAL DIRECTOR**



**Nguyễn Đình Trạc**  
**Nguyen Dinh Trac**



*Ho Chi Minh city, May 06, 2025***MEETING INVITATION LETTER**  
**Attend the 2025 Annual General Meeting of Shareholders****To: Valued Shareholders of Alpha Seven Group Joint Stock Company.**

The Board of Directors of Alpha Seven Group Joint Stock Company respectfully invites our esteemed Shareholders to attend the 2025 Annual General Meeting of Shareholders with the following main agenda:

**Time:** From 8:00 AM, June 1, 2025.**Venue:** Main Hall, 1st Floor – Alpha Seven Group Joint Stock Company, Address: Lot I3-6, N2 Street, High-Tech Park, Tang Nhon Phu A Ward, Thu Duc City, Ho Chi Minh City.**Content:** Discuss and approve matters under the authority of the General Meeting of Shareholders:

- Report of the Board of Directors on corporate governance and the Board's performance in 2024; business strategy for 2025;
- Report of the Executive Board on the business performance in 2024 and the business plan for 2025;
- Report on the activities of the Supervisory Board, including an evaluation of the performance of the Supervisory Board and its members;
- Proposal for approval of the 2024 profit distribution and the 2025 revenue and profit plan;
- Proposal for approval of the audited financial statements for 2024;
- Proposal on the selection of the auditing firm for the 2025 financial statements;
- Proposal for authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders;
- Proposal Regarding the Dismissal and Supplementary Election of Members of the Board of Directors for the Term 2023 – 2028
- Proposal regarding remuneration and expenses in 2024 and the remuneration and expense plan for 2025 for the Board of Directors and the Supervisory Board;



And other matters within the authority of the General Meeting of Shareholders.

**Dear Shareholders, please kindly note:**

1. Due to the large number of shareholders, for the convenience of organizing the General Meeting, shareholders are kindly requested to register (*for direct attendance or by proxy*) **before 4:00 PM on May 30, 2025**, via email: [binhdv@a7group.vn](mailto:binhdv@a7group.vn) or phone number: 0931553551.

2. Shareholders or their authorized representatives attending the meeting must bring the Invitation Letter, Citizen ID/Passport used to register the securities account holding DL1 shares, as well as a photocopy of the Citizen ID/Passport of the shareholder used for the securities account registration and the Citizen ID/Passport of the authorized representative.

3. Shareholders can view the information and documents for the 2024 Annual General Meeting on the Company's website at the following link: <https://a7group.vn/quan-he-co-dong/tai-lieu-dhcd-2025.html> starting from May 6, 2024.

*Shareholders can scan the QR code below to access the link to download the documents:*



**Shareholders who wish to know more detailed information can contact:**

Alpha Seven Group Joint Stock Company, Enterprise Code: 5900637257,  
Address: Lot I3-6, N2 Street, High-Tech Park, Tang Nhon Phu A Ward, Thu Duc  
City, Ho Chi Minh City, Phone: (028) 3736.7187.

- Mr. Dang Vu Binh – Investor Relations Department

- Phone: 0931553551 Email: [binhdv@a7group.vn](mailto:binhdv@a7group.vn)

We kindly request shareholders to arrange their time to attend the meeting fully and on time. Alpha Seven Group Joint Stock Company respectfully invites you./.

**ON BEHALF OF THE BOD**

**CHAIRMAN**



**NGUYỄN VĂN QUÝ**

**AGENDA**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**ALPHA SEVEN GROUP JOINT STOCK COMPANY**

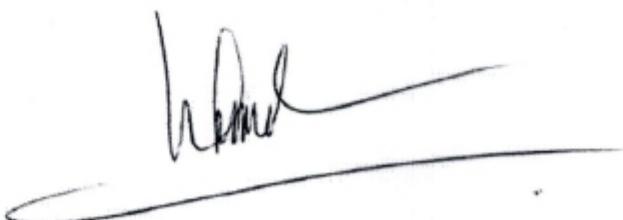
**Time:** From 8:00 AM, June 1, 2025

**Venue:** Main Hall, 1st Floor – Alpha Seven Group Joint Stock Company, Address: Lot I3-6, N2 Street, High-Tech Park, Tang Nhon Phu A Ward, Thu Duc City, Ho Chi Minh City

TIME	AGENDA CONTENT	IMPLEMENTATION	DURATION
	<b>I. RECEPTION</b>		
8:00-8:30	<ul style="list-style-type: none"> <li>- Welcome and registration of shareholders</li> <li>- The Shareholder Eligibility Verification Committee will distribute documents and voting cards.</li> </ul>	Organizing Committee Shareholder Eligibility Verification Committee	30 Minutes
8:30-8:45	<b>II. OPENING OF THE MEETING</b> <ul style="list-style-type: none"> <li>- Organizing the setup and preparation for the meeting</li> <li>- Opening the meeting</li> <li>+ Declaring the purpose of the Meeting</li> <li>+ Introducing the delegates and guests</li> <li>+ Approving the report on the verification of shareholder eligibility to attend the meeting, and declaring that all conditions are met to proceed with the meeting as per regulations.</li> </ul>	Organizing Committee Shareholder Eligibility Verification Committee Organizing Committee	15 Minutes
8:45-9:00	<ul style="list-style-type: none"> <li>- Introduce, approve, and seek the General Meeting's vote on the following members of the meeting:</li> <li>+ Presidium</li> <li>+ Secretary of the meeting</li> <li>+ Vote counting committee</li> <li>- Approve:</li> <li>+ The agenda of the meeting</li> <li>+ The regulations of the meeting</li> </ul>	Organizing Committee	15 Minutes
	<b>III. AGENDA CONTENT</b>		
9:00-9:40	<ul style="list-style-type: none"> <li>- Report on the company's activities in 2024 and the business strategy for 2025.</li> <li>- Report on the business performance of 2024 and the business plan for 2025.</li> </ul>	Chairman of the Board of Directors CEO	40 Minutes

	<p>- Report on the activities of the Supervisory Board, evaluation of the performance of the Supervisory Board and its members.</p>	Supervisory Board	
TIME	AGENDA CONTENT	IMPLEMENTATION	DURATION
9:40-10:10	<p><b>Proposals for Shareholder Vote:</b></p> <ol style="list-style-type: none"> <li>1. Proposal for approval of the distribution of profits for 2024 and the business plan for 2025;</li> <li>2. Proposal for approval of the audited financial statements for 2024;</li> <li>3. Proposal for the selection of the auditing firm for the 2025 financial statements;</li> <li>4. Proposal for authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders;</li> <li>5. Proposal for the remuneration and expenses for the Board of Directors and the Supervisory Board in 2024, and the plan for 2025;</li> <li>6. Proposal for the dismissal and election of additional members to the Board of Directors for the 2023–2028 term.</li> <li>7. And other matters within the authority of the General Meeting of Shareholders.</li> </ol>	Executive Board	30 Minutes
10:10 - 10:20	Approve the Election and Voting Regulations	Vote Counting Committee	10 Minutes
10:20 - 10:45	Discuss reports and proposals		25 Minutes
10:45 - 11:20	Break and vote counting		35 Minutes
11:20 – 11:35	Announce the voting results.	Vote Counting Committee	15 Minutes
	<b>IV. CLOSING OF THE MEETING</b>		
11:35- 11:40	Approve the Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders	Secretary of the Meeting	5 Minutes
11:40 – 11:45	Thank you speech and closing of the meeting.	Presidium	5 Minutes

**REP. ORGANIZING COMMITTEE  
HEAD OF THE COMMITTEE**



**ĐẶNG VŨ BÌNH**



## LETTER OF AUTHORIZATION ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

### 1. Authorizing Party:

Name of individual/organization: .....

ID/Business Registration No.: ..... issued on: .....

Address: .....

Full name of the legal representative (if the shareholder is an organization): .....

ID/Business Registration No. of the legal representative:.....

issued on.....

Number of shares owned: ..... Shares

### 2. Authorized Party: (Please check the box to select the authorized person and fill in the required information)

#### Mr. Nguyễn Văn Quý

Citizen ID No.: 066072009462      Date of issue: 02/10/2021      Place of issue: Police Department

Position: Chairman of the Board of Directors, Alpha Seven Group Joint Stock Company.

#### Mr. Nguyễn Đình Trạc

Citizen ID No.: 052057007836      Date of issue: 10/05/2021      Place of issue: Police Department

Position: General Director, Alpha Seven Group Joint Stock Company.

Name of individual/organization: .....

Address: .....

ID/Business Registration No.: ..... issued on:.....

### 3. CONTENT OF AUTHORIZATION

Number of shares authorized:  All shares owned

Other: ..... Shares

The Authorized Party is authorized to represent the Authorizing Party to attend the 2025 Annual General Meeting of Shareholders of Alpha Seven Group Joint Stock Company and to exercise all rights and obligations related to the authorized shares at the Meeting. Re-delegation of this authorization to a third party is not permitted.

We commit to strictly comply with the Charter of Alpha Seven Group JSC and take full legal responsibility for the execution of this authorization.

#### AUTHORIZED REPRESENTATIVE

(Sign and write full name, affix seal if applicable)

#### AUTHORIZER

(Sign and write full name, affix seal if applicable)

*Please note: To ensure the successful organization of the General Meeting, shareholders are kindly requested to send a proxy letter or confirmation of attendance to the organizing committee at the address below before 4:00 PM on May 30, 2025.*

*Alpha Seven Group Joint Stock Company*

*Lot I3-6, N2 Street, High-Tech Park, Tang Nhon Phu A Ward, Thu Duc City, Ho Chi Minh City*

*Contact person: Mr. Đặng Vũ Bình – Investor Relations Department*

*Phone: 0931 553 551 Email: binhdy@a7group.vn*

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**MINUTES OF SHAREHOLDER GROUP MEETING**

**NOMINATING CANDIDATES TO THE BOARD OF DIRECTORS**

**TERM 2023-2025 ALPHA SEVEN GROUP JOINT STOCK COMPANY**

oday, on ..... / ..... / 2025, we, the shareholders of Alpha Seven Group Joint Stock Company, jointly holding a total of ..... shares, representing .....% of the Company's total voting shares, hereby record the following details:

<b>NO.</b>	<b>Shareholder</b>	<b>ID Card/Citizen ID/Business Reg. No.</b>	<b>Address</b>	<b>Number of Shares Held</b>	<b>Signature</b>
1.					
2.					
3.					
4.					
5.					
<b>Total</b>					

**I/ We unanimously agree to nominate ..... candidates to the Board of Directors:**

1. Mr./Ms.: .....

ID No.: ..... Issued on: ..... Issued at: .....

Permanent Address: .....

Education: ..... Major: .....

Currently holds: ..... shares (In words: .....).

Equivalent to (%): .....

2. Mr./Ms.: .....

ID No.: ..... Issued on: ..... Issued at: .....

Permanent Address: .....

Education: ..... Major: .....

Currently holds: ..... shares (In words: .....).

Equivalent to (%): .....

**As candidates to the Board of Directors of Alpha Seven Group Joint Stock Company for the term 2023–2028, to be elected at the Annual General Meeting of Shareholders held on June 01, 2025.**

**II/ We also unanimously appoint:**

Mr./Ms.: .....

ID No.: ..... Issued on: ..... Issued at: .....

Permanent Address: .....

Education: ..... Major: .....

Currently holds: ..... shares (In words: .....).

Equivalent to (%): .....

**This person is appointed as the group representative to carry out the nomination procedures in accordance with the regulations on nomination and candidacy for the Board of Directors and Supervisory Board for the 2023–2028 term of Alpha Seven Group Joint Stock Company.**

This Minutes was prepared at ..., on ..... / ..... / 2025, at .....

**Note:**

**- Attached documents:**

- + Information declaration form provided by the candidate (as per the Company's template);
- + Other relevant documents.

**- Deadline for submission of nomination/candidacy documents:** In order to facilitate the verification process and preparation of documents for the Meeting, nomination documents such as nomination forms, candidacy forms, group meeting minutes, etc., must be submitted to the Organizing Committee at the address below by 4:00 PM on May 22, 2025. Documents submitted after this deadline will not be valid.

**Alpha Seven Group Joint Stock Company**

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

Contact person: Mr. Dang Vu Binh – Investor Relations Department

Phone: 0931 553 551 Email: binh@a7group.vn

....., ..... / ..... , 2025

**SHAREHOLDER**

*(Sign, write full name, and stamp if applicable)*

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## NOMINATION FORM

FOR CANDIDATE TO THE BOARD OF DIRECTORS TERM 2022–2027  
ALPHA SEVEN GROUP JOINT STOCK COMPANY

To: THE ORGANIZING COMMITTEE OF THE GENERAL MEETING  
OF SHAREHOLDERS ALPHA SEVEN GROUP  
JOINT STOCK COMPANY

I, the undersigned (organization/individual): .....

ID Card/Citizen ID/Business Registration No.: .....

Date of issue: ..... / ..... / ..... Place of issue: .....

Address: .....

As, currently hold: ..... shares (In words: .....  
.....)

Corresponding to the percentage of (%): .....

**Hereby nominate to the Organizing Committee of the General Meeting of Shareholders of  
Alpha Seven Group Joint Stock Company.**

Mr./Ms.: .....

ID Card/Citizen ID/Business Registration No.: .....

Date of issue: ..... / ..... / ..... Place of issue: .....

Address: .....

Educational qualification: ..... Major: .....

Currently holding: ..... shares (In words: .....  
.....)

Corresponding to the percentage of (%): .....

To be a candidate for ..... the Board of Directors of Alpha  
Seven Group Joint Stock Company for the term 2023–2028 at the Annual General Meeting of  
Shareholders to be held on June 01, 2025..

Sincerely! /.

**Note:**

- **Attached documents:**

- + Information declaration form provided by the candidate (as per the Company's template);
- + Other relevant documents.

- **Deadline for submission of nomination/candidacy documents:** In order to facilitate the verification process and preparation of documents for the Meeting, nomination documents such as nomination forms, candidacy forms, group meeting minutes, etc., must be submitted to the Organizing Committee at the address below by 4:00 PM on May 22, 2025. Documents submitted after this deadline will not be valid.

**Alpha Seven Group Joint Stock Company**

Address: Lot I3-6, N2 Street, High-Tech Park, Tang Nhon Phu A Ward, Thu Duc City, Ho Chi Minh City  
Contact person: Mr. Dang Vu Binh – Investor Relations Department

Phone: 0931 553 551 Email: binh@alpha7group.vn

....., ...../....., 2025

**SHAREHOLDER**

*(Sign, write full name, and stamp if  
applicable)*

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**APPLICATION FOR CANDIDACY**  
**TO THE BOARD OF DIRECTORS TERM 2023–2028**  
**ALPHA SEVEN GROUP JOINT STOCK COMPANY**

**To: THE ORGANIZING COMMITTEE OF THE GENERAL  
MEETING OF SHAREHOLDERS ALPHA SEVEN GROUP  
JOINT STOCK COMPANY**

I, the undersigned (organization/individual): .....

ID Card/Citizen ID/Business Registration No.: .....

Date of issue: ..... / ..... / ..... Place of issue: .....

Address: .....

As currently hold: ..... shares (In words: .....  
.....)

I respectfully request the Organizing Committee of the General Meeting of Shareholders of Alpha Seven Group Joint Stock Company to allow me to stand as a candidate for the position of ..... of Alpha Seven Group Joint Stock Company for the 2023–2028 term, at the Annual General Meeting of Shareholders to be held on June 01, 2025.

If entrusted and elected by the shareholders as a member of ....., I pledge to devote my full capabilities and dedication to contribute to the development of Alpha Seven Group Joint Stock Company.

Sincerely thank you.

**Note:**

**- Attached documents:**

- + Information declaration form provided by the candidate (as per the Company's template);
- + Other relevant documents.

**- Deadline for submission of nomination/candidacy documents:** In order to facilitate the verification process and preparation of documents for the Meeting, nomination documents such as nomination forms, candidacy forms, group meeting minutes, etc., must be submitted to the Organizing Committee at the address below by 4:00 PM on May 22, 2025. Documents submitted after this deadline will not be valid.

**Alpha Seven Group Joint Stock Company**

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

Contact person: Mr. Dang Vu Binh – Investor Relations Department

Phone: 0931 553 551 Email: binh@a7group.vn

....., ...../....., 2025

**SHAREHOLDER**

*(Sign, write full name, and stamp if applicable)*

*Ho Chi Minh City, May 06, 2025***REPORT OF THE BOARD OF DIRECTORS ON THE ASSESSMENT  
OF BUSINESS AND INVESTMENT ACTIVITIES IN 2024;  
STRATEGIC BUSINESS ORIENTATION FOR 2025**

Dear Distinguished Delegates and Shareholders,  
Dear General Meeting,

Today, on June 1, 2025, at Lot I3-6, N2 Street, High-Tech Park, Tang Nhon Phu A Ward, Thu Duc City, Ho Chi Minh City, Alpha Seven Group Joint Stock Company (the “Company”) is holding its 2025 Annual General Meeting of Shareholders.

First and foremost, on behalf of the Board of Directors (BOD) and the Executive Board of the Company, I would like to extend a warm welcome and sincere thanks to our esteemed delegates and shareholders who have taken the time to attend this meeting. We wish you all good health and send our most respectful greetings.

On behalf of the Company’s Board of Directors, I would now like to present to the 2025 Annual General Meeting of Shareholders the Report on the Board of Directors’ performance in 2024 and the strategic business direction for 2025, with the following key contents:

**I. BUSINESS PERFORMANCE TARGETS FOR 2024:**

Detailed financial indicators and business results for 2024 can be found in the 2024 Annual Report and the 2025 Annual General Meeting Documents of Alpha Seven Group Joint Stock Company.

**II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024:****1. General Situation:**

- In 2024, the global economy continued to face many difficulties and challenges. Most economies experienced lower-than-expected growth due to declining aggregate demand, high though cooling inflation, tightened monetary policies, record-high global public debt, the escalating and unresolved Russia-Ukraine war, prolonged military conflicts in the Middle East (Israel-Hamas, Israel-Hezbollah, Israel-Iran, Israel-Houthi, etc.), increasing geopolitical

instability, food insecurity, natural disasters, and climate change—all of which seriously affected the global economy.

- Domestically, despite the Government's efforts to revive and develop the economy by removing obstacles to business operations and creating a favorable environment for enterprises, many challenges persisted. These include a still-stagnant real estate market, volatile stock market, credit limitations, increasing bad debts, weak consumer demand, inflation, ongoing business difficulties, and supply chain disruptions. This situation requires the Government to implement more timely and effective policies and measures to support businesses and citizens in achieving sustainable economic recovery and development.

- Amidst these many challenges, the Company's BOD proactively and promptly issued appropriate strategies and policies to address real-time business issues, striving to overcome difficulties, mobilizing all resources, and implementing effective solutions to meet the business and investment goals set forth in the 2024 Annual General Meeting of Shareholders.

## **2. Investment Activities:**

In accordance with the 2024 investment plan approved by the General Meeting, the Company continued reviewing design consultancy, completing land and construction procedures for real estate projects in Ho Chi Minh City and other localities across the country, to proceed with construction and sales once conditions are met. The Company also focused on upgrading the infrastructure and service facilities of its bus terminals, developing them into modern, integrated transport-commercial complexes, thereby increasing operational value.

In addition, the Company's cooperation with Skyworth Group (China) through DLG Ansen Electronics Co., Ltd. (a subsidiary), and investment in Mass Noble Investments Limited, has yielded significant profits and laid a foundation for sustainable development in the electronics sector. The Company is also preparing for investment in renewable energy projects such as wind and solar power, which are expected to generate strong revenue upon completion.

## **3. M&A Activities:**

- In 2024, the Company acquired 97.73% of the equity in Mass Noble Investments Limited (British Virgin Islands). After the acquisition, Mass Noble became a subsidiary of the Company.

- The Company also completed divestment of 49% of shares in Van Gia Long Construction Investment JSC as part of its restructuring. Following this, Van Gia Long is no longer an associate company.

- The Company continues to assess and select target enterprises with high-potential projects for investment, aiming to expand business sectors, strengthen financial capabilities, increase revenue and profit, and enhance shareholder value.

#### **4. Transactions Related to BOD Members:**

The BOD approved the report on transactions involving BOD members in 2024, specifically:

- No transactions occurred between the Company, its subsidiaries, or companies it controls (holding over 50% of charter capital) and BOD members or their related parties.
- One transaction occurred between the Company and another firm in which a BOD member was a founder or executive within the last three years: On December 2, 2024, Shine Profit Development Limited (Hong Kong) announced a share transaction involving the transfer of 5,304,000 shares (equivalent to 4.99% of the Company's capital). Mr. Nguyen Dinh Trac, a BOD member, is also an executive at Shine Profit. The transaction was legally compliant.

#### **5. Activities of BOD Subcommittees:**

In 2024, the Internal Audit Committee operated effectively and in accordance with the Company's governance regulations and assigned responsibilities.

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### **III. REMUNERATION AND OPERATIONAL EXPENSES OF THE BOARD OF DIRECTORS:**

#### **1. BOD Composition:**

- The BOD for the 2023–2028 term includes five members:
  - o Mr. Nguyen Van Quy – Chairman
  - o Mr. Nguyen Dinh Trac – Vice Chairman
  - o Mr. Nguyen Tan Tien – Member
  - o Mr. Bui Minh Duc – Independent Member
  - o Mr. Phan Duc Hieu – Member
- In 2024, the BOD operated in compliance with governance regulations and the Company Charter, emphasizing democratic centralism, transparency, internal consensus, flexibility in leadership, and responsiveness to real-world challenges.
- The BOD ensured timely, accurate, complete, and transparent information disclosure in accordance with the law.
- The BOD held regular quarterly meetings in accordance with legal and corporate charter provisions, managing and directing key tasks of the year.

- On October 12, 2024, the Company received a resignation letter dated August 3, 2024, from Mr. Bui Minh Duc, requesting to step down as an independent BOD member. The Company will present this matter to the General Meeting for approval and to elect a replacement in accordance with regulations.

## **2. Activities of BOD Members:**

In 2024, the Executive Board and affiliated units provided BOD members with full access to information, documents, and tools to perform their duties. The BOD members fulfilled their responsibilities under the Charter and General Meeting's resolutions, including:

- Attending all BOD meetings and participating in discussions and votes;
- Contributing to decisions regarding senior personnel, business strategies, and investments;
- Strengthening monitoring to enhance business performance and capital preservation;
- Disclosing any conflicts of interest as required by law;
- Upholding unity, responsibility, and full compliance with legal obligations;
- Taking personal accountability before the law, the General Meeting, and the BOD for their actions.

## **3. Activities of the Independent Member(s) of the Board of Directors and Evaluation Results by the Independent Member(s) Regarding the Performance of the Board of Directors:**

- The independent BOD member carried out duties in accordance with the 2024 General Meeting's resolutions, Company Charter, and governance regulations.
- They evaluated the BOD as having a strong sense of responsibility, offering timely and sound decisions, fulfilling strategic direction functions, and working closely with the Executive Board to ensure optimal decisions were made in the Company's interest.

## **4. BOD Remuneration and Expenses:**

- As per Resolution No. 01/NQ-DHĐCĐTN2024 dated June 23, 2024, BOD remuneration was set as follows:

+ Chairman: VND 8,000,000/month

+ Other members: VND 6,000,000/month/person

- However, as the Company did not meet its 2024 profit targets, all BOD members voluntarily declined their remuneration.

#### **IV. BOD MEETINGS AND RESOLUTIONS:**

- In 2024, the BOD effectively implemented the resolutions of the General Meeting of Shareholders, exercising its authority and duties as prescribed by the Company Charter and applicable laws.

- The BOD held several meetings and issued 6 resolutions based on the approved agendas:

No.	Resolution Number	Date	Content
1	01/2024/NQ-HĐQT	09/3/2024	<input type="checkbox"/> Resolution approving the policy on executing contracts and transactions between the Company and related enterprises and individuals.
2	02/2024/NQ-HĐQT	28/3/2024	<input type="checkbox"/> Resolution approving the policy to extend the time for holding the 2024 Annual General Meeting of Shareholders.
3	03/2024/NQ-HĐQT	25/4/2024	<input type="checkbox"/> Resolution approving the agenda and contents of the 2024 Annual General Meeting of Shareholders.
4	04/2024/NQ-HĐQT	31/7/2024	<input type="checkbox"/> Resolution approving the acquisition of capital contribution in Mass Noble Investments Limited.
5	05/2024/NQ-HĐQT	27/9/2024	<input type="checkbox"/> Resolution approving the use of the Company's assets as collateral for a third party.
6	06/2024/NQ-HĐQT	31/12/2024	<input type="checkbox"/> Resolution approving the transfer of shares in an affiliated company.

In general, the meetings of the Company's Board of Directors (BOD) were organized thoughtfully and in compliance with legal regulations, achieving a high level of consensus. The minutes of the BOD meetings were properly prepared in accordance with legal formalities. Meeting documents and materials were fully provided to all BOD members in advance for review and study, as prescribed in the Company's Charter. Therefore, the contents approved by the BOD were always met with strong unanimity and agreement, facilitating the effective

implementation of BOD Resolutions into the Company's business and investment operations, and playing a crucial role in determining the Company's policies, strategies, and development directions, as well as addressing issues arising during execution.

- In addition to the above BOD meetings, the Chairman of the BOD held numerous consultations and discussions between the BOD and the Executive Board, as well as phone calls and exchanges between BOD members and the Executive Management to agree on measures to implement policies and resolutions passed by the General Meeting of Shareholders (GMS) and the BOD.

## **V. SUPERVISION RESULTS OF THE EXECUTIVE BOARD AND OTHER MANAGEMENT PERSONNEL:**

- In 2024, the BOD strictly carried out its supervision and inspection of the management and administration activities of the Executive Board and other management personnel. The Executive Board regularly reported to the BOD on business operations, the implementation of BOD resolutions, challenges and opportunities in management, and proposed solutions. Based on these reports, the BOD collaborated with the Executive Board to provide solutions to overcome difficulties and strive to meet the established business goals.

In general, the supervision of the Executive Board was performed regularly and closely by the BOD, ensuring that the Company's operations remained stable, secure, and in compliance with legal regulations and the Company Charter. The operations remained aligned with the goals and plans set by the BOD and the GMS, without impeding the Executive Board's autonomy and creativity.

- Regarding other management personnel, the BOD based evaluations on their assigned roles and tasks and used performance outcomes as criteria for assessment, rewards, discipline, appointments, transfers to appropriate positions, and implementing fair remuneration policies. In addition, the Company fully complied with the annual statutory audit requirements.

Overall, the Executive Board and other management staff effectively performed their assigned functions and duties. During the working process, the BOD did not detect any violations by the Executive Board or other management personnel of the Company Charter, legal regulations, or internal rules, policies, and regulations.

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## **VI. REPORT ON IMPLEMENTATION OF ASSIGNED AND AUTHORIZED TASKS FROM THE 2024 GENERAL MEETING OF SHAREHOLDERS:**

In accordance with the Resolutions of the 2024 General Meeting of Shareholders, the BOD proactively implemented the contents assigned and authorized by the Meeting.

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## **VII. BUSINESS STRATEGY ORIENTATION FOR 2025:**

In 2025, the global political and economic landscape is expected to remain extremely complex, with the world economy facing numerous risks and unpredictable fluctuations. Inflation remains high in several major economies due to ongoing tight monetary policies. Global trade growth continues to slow, impacted by escalating geopolitical tensions. There is additional pressure from volatile crude oil prices and prolonged interest rate hikes in many countries. In particular, the high tariff policies imposed by the United States on most nations represent significant barriers to global economic growth.

Domestically, Vietnam's economy continues to face numerous challenges due to the sluggish global recovery. Many businesses are under tremendous pressure, and Alpha Seven Group Joint Stock Company is no exception. This requires enterprises to adopt prudent leadership and management approaches, implementing appropriate and effective solutions to overcome obstacles and aim for sustainable growth.

Recognizing and adapting to the harsh realities and trends of the current market economy, the BOD and Executive Management affirm a development strategy in line with today's economic context: to pursue sustainable growth by building upon traditional core business sectors and striving to become one of Vietnam's leading electronics corporations. In 2025, the Company will focus its resources on strengthening joint ventures, strategic partnerships, and investment cooperation to mobilize external capital. The BOD will concretize the GMS resolutions and strongly direct the Executive Board through specific actions and focus on efficient management and the implementation of services and business expansion, aiming for maximum revenue and profit growth, fulfilling the expectations entrusted by shareholders.

### **1. Key Objectives:**

- Maintain and stabilize current production activities, while expanding the customer base and market reach to secure product output.

- Enhance passenger service quality and provide favorable conditions for transport businesses and partners operating in the Company's bus stations and parking areas; ensure public security and order in and around these premises; combine bus station operation with commercial service development to increase asset utilization.
- Improve and reorganize production lines to stabilize product quality, increase labor productivity, reduce production costs, lower product prices, enhance price competitiveness, ensure operational safety for workers, and protect the environment.
- Accelerate investment procedures for real estate projects in the southern region (residential, office buildings, etc.) and renewable energy projects (wind power, solar power, hydroelectric power).
- Continue evaluating and selecting companies with high-potential projects for investment and M&A activities to boost corporate profits and shareholder value.
- Strive to achieve 2025 revenue, profit, and other performance targets set by the GMS and maintain this trajectory in subsequent years.
- Stabilize salaries and gradually improve employee income to foster innovation, dedication, and long-term commitment from the workforce. Fully fulfill tax and other obligations to the State.

## 2. Orientation of Business and Production Plan Targets for 2025

No.	Indicator	Unit	2025 Plan
1	Revenue	Billion VND	1.200
2	Profit after tax	Billion VND	120

## 3. Key Solutions of the Board of Directors for Directing and Managing the Implementation of the 2025 Business Plan:

- Implement and strengthen the supervision and management activities of the Company's Board of Directors (BOD), and enhance the operational capacity of BOD members. All BOD activities must operate within the framework of the law, the Company's Charter, and internal regulations. BOD members must always uphold a strong sense of responsibility, fulfill all tasks assigned by the BOD, and ensure transparency, accountability, and legal compliance in their actions.

- Urge, direct, and support the Executive Board in management operations, stay closely aligned with business realities, and ensure compliance with the strategy, goals, and targets set forth by the General Meeting of Shareholders.

- Continue restructuring the Company's business sectors in accordance with the development orientation approved by the General Meeting of Shareholders, enhance the Company's position and financial capacity, and increase revenue, profit, and shareholder value.

- Revise and supplement internal management regulations in line with current laws and the Company's specific governance conditions to ensure transparency and reduce business risks.

- Invest in technology and research new products to meet market demands both domestically and internationally.

- Effectively manage human resources, take care of employee benefits and welfare policies to ensure long-term commitment and dedication from the workforce.

- Lead a comprehensive reform of corporate governance toward a more professional, modern, and internationally standardized model. Strengthen business and service capabilities, the Company's market position, and the effectiveness of management and operations.

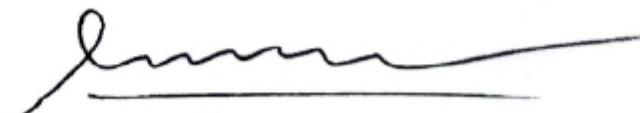
The above is the report on the activities of the Company's Board of Directors in 2024, as well as the strategic business and investment direction for 2025 and the following years. The achievements in 2024 serve as the foundation for the successful implementation of the 2025 business and investment plan and beyond.

On behalf of the Company's Board of Directors, I sincerely thank our valued shareholders for their trust and confidence in the Company; thank you to our esteemed customers and partners for your continued support; and most importantly, thank you to all officers, employees, and workers for your dedicated, creative, and wholehearted contributions to the Company's development and success.

Wishing the 2025 Annual General Meeting of Shareholders of Alpha Seven Group Joint Stock Company great success.

Sincerely,

**ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**



NGUYỄN VĂN QUÝ





SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Ho Chi Minh City, May 06, 2025

**REPORT OF THE BOARD OF MANAGEMENT  
(At the 2025 Annual General Meeting of Shareholders)**

**Dear: - Distinguished Delegates!**

- Esteemed Shareholders of the Company!**
- Respected Members of the General Meeting!**

On behalf of the Executive Board of Alpha Seven Group Joint Stock Company, I would like to present to the 2025 Annual General Meeting of Shareholders the report on the implementation of the 2024 business and production plan, as well as the orientations and tasks for the 2025 business and production plan, as follows:

**I. EVALUATION OF BUSINESS, SERVICE, AND INVESTMENT PERFORMANCE IN 2024**

**1. Business Performance Results**

In 2024, Alpha Seven Group Joint Stock Company encountered both advantages and difficulties:

**a) Advantages:**

- The company's leadership and all staff demonstrated strong unity and commitment toward the company's development goals.

- The organizational structure was maintained, production remained stable, and operations followed the directions of the Executive Board and the Board of Directors. Thanks to the effort and shared support from all employees and workers, the company achieved notable results in 2024.

- The management structure was restructured to be lean and suitable for the scale of production. Additional personnel were recruited for departments to meet operational needs and comply with legal requirements while maintaining an average income level for employees in line with industry standards.

**b) Difficulties:**

- Land planning issues and delays in project approval procedures caused the company's real estate projects to be temporarily halted, impacting construction

and sales. Legal reviews by authorities led to implementation costs exceeding initial budgets.

- Deflationary pressures persisted in renewable energy projects, caused by reduced demand due to the pandemic and oversupply from concentrated development of similar projects in the same region.

- The company's human resource capacity in management remained limited. The management team was thin, and professional skills did not fully meet the current development model and scale.

- The Russia–Ukraine war and Red Sea conflict involving Houthi rebels severely affected import-export activities for many companies, including ours.

### **Business Performance Indicators Achieved:**

The company's production and business results for 2024 are as follows:

No.	Indicator	Unit	2024 Plan	2024 Actual	% of Plan Achieved in 2024
1	Net Revenue	Billion VND	450	525,4	116%
2	Profit After Tax	Billion VND	76	26,3	35%

Overall, the company's profit performance in 2024 did not meet the planned targets. However, the change in the composition of profit items is a positive sign, indicating that the company's business operations were effective and contributed to an increase in the total pre-tax profit.

## **2. Financial Situation**

### **2.1 Financial Position**

The audited financial statements for 2024 reflect the following key financial indicators of the Company:

Unit: Billion VND

Indicator	Year 2023	Year 2024
Owner's equity	1,397	1,371
Debt-to-equity ratio	0,74	0,87
Bond debt-to-equity ratio	0	0

Profit after tax	70	26,3
Return on equity (ROE)	0,05	0,02

In 2024, the company's revenue exceeded the planned target; however, the revenue did not meet the expectations of the Board of Directors and shareholders, nor the growth rate as outlined in the business plan approved by the Annual General Meeting of Shareholders in 2024, according to Resolution No. 01/NQ-DHĐCĐ2024 dated June 23, 2024.

*The targets related to assets, finances, and monetary indicators are specifically detailed in the consolidated financial report for 2024, which has been audited and publicly disclosed according to regulations. This report is also available on the company's website: <https://a7group.vn/cong-bo-thong-tin.html>.*

- The company's activities in areas such as business organization, attracting investments, organizational restructuring, and the quantity and quality of human resources have been implemented, but not in a fully coordinated manner. Despite these efforts, it can be confirmed that the company's production and business activities still face limitations and shortcomings. However, over the past period, the Board of Directors and the General Director have been carrying out the tasks assigned by the Board of Directors and the General Meeting of Shareholders, fulfilling their duties in accordance with the Law on Enterprises and the company's Charter with a spirit of responsibility, integrity, and unity.

## 2.2 Changes in 2024

Mr. Bùi Minh Đức, an independent member of the Board of Directors, submitted his resignation effective from August 3, 2024, and the Company's Board of Directors has accepted his resignation. The dismissal proposal will be presented at the Annual General Meeting of Shareholders in 2025. Mr. Bùi Minh Đức's resignation does not affect the management and operations of the Board of Directors or the company's business activities.

## 2.3 Business Activities in 2024

### 2.3.1 Management Operations:

- Continue to maintain and improve the management system with modern technology to meet the growing scale and the requirements for corporate governance renewal.

- Develop and submit to the Board of Directors for approval regulations and operational guidelines that align with the modern and advanced governance model; comply with the information disclosure and reporting regulations as

required by the State Securities Commission (SSC) and Hanoi Stock Exchange (HNX).

- Continue implementing solutions to tightly control the operating costs of the entire company to reduce expenses and increase labor productivity.
- Strengthen financial management capabilities to ensure sound and efficient finances. Continue to review the effectiveness of capital and asset usage.

### **2.3.2 Human Resources and Labor:**

- Build a professional human resources management system with attractive salary and bonus mechanisms, working conditions, and an appealing work environment. Recruit, train, and arrange human resources in departments at the company office and subsidiaries to meet the company's requirements and tasks.

- The General Director has closely coordinated with the grassroots trade union to ensure well-organized welfare activities for employees and their families, celebrating holidays and festivals, as well as providing gifts and awards for the children of employees with outstanding academic achievements during Children's Day and Mid-Autumn Festival annually.

### **2.3.3 Social Welfare and Environmental Protection:**

- Social Welfare: Last year, Alpha Seven implemented good social welfare and humanitarian charity policies across the country. The company has successfully maintained good and solid relationships with domestic and international partners, customers, central and local authorities, as well as the press, contributing to maintaining political stability and social order in various localities.

- Environmental Protection: Alpha Seven Group places great emphasis on environmental protection. All of the company's current and ongoing projects have completed environmental impact assessments or signed commitments to protect the environment, all of which have been approved by the competent authorities. The company always fully fulfills its environmental protection responsibilities, without any violations leading to fines.

## **II. GOALS, PLANS, AND IMPLEMENTATION MEASURES FOR 2025:**

In 2025, the global economic situation is expected to remain complex and unstable due to the ongoing impacts of the Russia-Ukraine war. The Party and the State have issued many support policies through fiscal and monetary measures, offering opportunities for businesses and individuals to recover production. Domestic consumption is forecast to improve due to income growth and expanded employment.

Based on the forecast of the global and domestic economic situation, the evaluation of the results achieved in 2024, and the company's development potential in the coming period, the General Director has built the production and business plan for 2025, which will be submitted for approval by the General Meeting of Shareholders to implement as follows:

### **1. Goals and Directions for 2025:**

The management team will continue to focus on investing in the areas approved by the General Meeting of Shareholders, particularly in the fields of electronic component manufacturing, bus station services, and parking lots.

Alongside the development of production and business activities, the company will continue the financial and asset restructuring process, with a focus on the financial sector.

Efforts will be made to improve management practices and reorganize business areas, customer segments, and partners to ensure sustainable development. Resources will be prioritized to invest in systems that will complete the 2025 business plan and set the foundation for future development.

### **2. Key Indicators for 2025:**

<i>Unit: Billion VND</i>	
<b>INDICATOR</b>	<b>Year 2025</b>
- Revenue	1200
- Profit After Tax	120

### **3. Implementation Measures for the 2025 Business Plan:**

- Continue to strengthen risk control activities, improve and minimize indirect costs arising in the production and business process. Enhance investment and business organization effectiveness, maintain employment, and increase income for employees in the Group.

- Maintain and improve the quality of business services alongside market research and expansion activities. Strengthen communication efforts to promote products and services, affirming Alpha Seven Group's image to become more recognizable and friendly with the public, customers, and partners. Increase shareholder relations and external communication, and improve information disclosure as per regulations.

- Establish close relationships with government authorities to stay updated on government policies affecting business activities, financial institutions,

customers, and partners. Fulfill tax obligations and other financial duties to the state.

- In terms of management and operations: Adhere to the resolutions of the General Meeting of Shareholders and the policies and resolutions of the Board of Directors to implement tasks. Strengthen management and leadership, improve the role of each member of the executive board, and effectively address any shortcomings.

- Encourage employees to contribute initiatives and improve technical processes. Improve production processes, operational procedures, and the quality management system to enhance responsibility, labor productivity, and work efficiency. Provide training to management staff, enhance professional skills for employees, and develop human resources according to the Group's development stages. Ensure employee welfare and working conditions.

- In Real Estate: Restructure the organization and management apparatus, recruit qualified personnel, review design consultancy, complete land procedures, and investment and construction procedures for real estate projects in Ho Chi Minh City to continue construction and sales.

- In Electronic Components: Maintain current customers, organize training courses to improve the quality of human resources, thereby enhancing product quality and expanding production and business activities.

- In Renewable Energy: Review the production and business process, save and reduce operational costs.

### ***Dear Shareholders!***

The results achieved in 2024 reflect the efforts of the management team and all employees, laying the foundation for the Group to continue expanding production and investment, restructuring finances, and aligning with the development trends. These results serve as a basis to strive to complete the 2025 business plan.

On behalf of the General Director's Board, I sincerely thank the Board of Directors for their trust and thorough guidance, especially Mr. Nguyễn Văn Quý, the Chairman of the Board of Directors, for always closely monitoring and providing timely support and encouragement. I would also like to express my appreciation for the coordinated efforts of all departments, subsidiaries, and especially the staff and employees who have helped me perform my duties over the past year.

Thank you to all shareholders and investors for their continuous support and contributions to the Group and the management team.

During the execution of the business plan, I hope the Board of Directors will continue to place their trust in and provide the necessary conditions for the General Director's team. I encourage all employees to continue contributing positively, creatively, energetically, and enthusiastically, working alongside the company's leadership to achieve the best results in 2024 and beyond. Moreover, the General Director's Board looks forward to receiving enthusiastic support from shareholders, customers, partners, and relevant authorities. This support is essential for the success of Alpha Seven Group.

I commit before the General Meeting and the Board of Directors that the management team will continue to strive, operate actively, utilize its full capacity, comply with laws, and follow the Board of Directors' instructions to enhance operational effectiveness and strive to successfully achieve the goals and targets set for 2025.

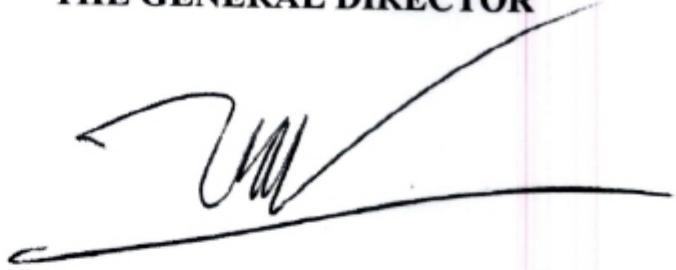
Finally, I wish all shareholders and delegates good health and success in life! I hope the General Meeting will be a great success!

Thank you very much!

**Recipient:**

- As above

**ON BEHALF OF THE GENERAL  
DIRECTOR'S BOARD,  
THE GENERAL DIRECTOR**



**NGUYỄN ĐÌNH TRẠC**



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ho Chi Minh City, May 06, 2025

## **REPORT OF THE SUPERVISORY BOARD OF ALPHA SEVEN GROUP JOINT STOCK COMPANY AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS.**

**Dear: The Shareholders' General Meeting of Alpha Seven Group Joint Stock Company.**

- *Based on the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Based on the Charter of Alpha Seven Group Joint Stock Company;*
- *Based on the Operational Regulations of the Company's Supervisory Board;*
- *Based on the business activities and financial statements of Alpha Seven Group Joint Stock Company, audited by Vietnam Standards Consulting and Auditing Company (Values);*
- *In accordance with the duties and functions of the Supervisory Board of the Company.*

The Supervisory Board (SB) of Alpha Seven Group Joint Stock Company (the Company) respectfully presents to the Annual General Meeting of Shareholders (AGM) 2025 the report on the oversight of the Company's business operations (SXKD) in 2024 and the operational direction for 2025, including the following contents:

### **I/ REMUNERATION, EXPENSES, AND ACTIVITIES OF THE SUPERVISORY BOARD:**

#### **1/ Remuneration and Expenses of the Supervisory Board:**

- In accordance with the Resolution of the Annual General Meeting of Shareholders (AGM) No. 01/NQ-DHCD2024 dated June 23, 2024, specifically:

+ The remuneration and other benefits of the Supervisory Board are implemented according to the Company's Regulations, in compliance with the provisions of the Enterprise Law and the Company's Charter.

- + The administrative expenses and other related costs for the operation of the Supervisory Board comply with the regulations of the Ministry of Finance.
- + The remuneration for the Head of the Supervisory Board is 6,000,000 VND/month, and for other members of the Supervisory Board is 5,000,000 VND/month.
- The members of the Supervisory Board voluntarily decided not to receive remuneration in 2024.

## **2/ Personnel and Activities of the Supervisory Board in 2024:**

a) Personnel of the Supervisory Board:

- The Supervisory Board consists of 03 members, including 01 Head and 02 members:
  - + Mrs. Phạm Thị Giang – Head of the Supervisory Board;
  - + Mrs. Trần Thị Vũ Thuận – Member;
  - + Mrs. Hồ Thị Thu Trang – Member.

b) Task Assignment:

- Mrs. Phạm Thị Giang, Head of the Supervisory Board:
  - + Responsible before the AGM for implementing the tasks of the Supervisory Board. Organizing necessary work to implement the resolutions of the Company's AGM.
  - + Assigning specific tasks and monitoring the progress of each member of the Supervisory Board.
  - + Overseeing quarterly and annual financial reports, accounting data, and other related issues.
- Mrs. Trần Thị Vũ Thuận, Member:

Overseeing the implementation of the resolutions of the AGM in the field of production, business activities, and investment in projects.
- Mrs. Hồ Thị Thu Trang, Member:

Overseeing the implementation of the AGM's resolutions related to labor, wages, employee benefits, investment in cultural, social, and sports sectors, and ensuring adherence to the Company's internal regulations, as well as complying with the State's regulations in the Company's operations.

c) Activities of the Supervisory Board:

Based on the rights and responsibilities of the Supervisory Board as defined in the Enterprise Law and the Company's Charter, and the work plan approved by the AGM in 2024, the Supervisory Board has carried out the following main tasks in 2024:

- Diligently following the work plan for 2024, as approved by the AGM.
- Closely monitoring the resolutions of the AGM, the work plan, and actual situations, exercising its rights and responsibilities according to the Enterprise Law and the Company's Charter.
- Developing an operational program and assigning specific tasks to each member for monitoring and supervising various aspects of the Company's operations.
- Providing timely and complete monitoring reports and other reports as requested. The members of the Supervisory Board worked with high responsibility, following principles of independence and caution, always prioritizing the interests of shareholders and the Company's development.
- Supervising the implementation of the AGM's resolutions for 2024, specifically:
  - + Supervising the issuance and implementation of internal documents by the Board of Directors (BOD) and the General Director, ensuring compliance with laws and alignment with the AGM's resolutions.
  - + Collaborating with the BOD's support staff, the General Director, and the leadership of the affiliated companies, through assigned controllers, the Supervisory Board monitored the implementation of regulations, processes, and procedures at the subsidiary companies and investment projects to enhance management effectiveness, investment returns, and early detection of potential risks.
  - + Overseeing the effectiveness and compliance of the internal audit rules, risk management, reporting procedures, and other internal governance regulations.
  - + During meetings, the Supervisory Board presented monitoring reports, offered independent opinions on issues or obstacles, and identified risks in the Company's operations.
- Apart from regular communication through phone and email to resolve tasks, the Supervisory Board held quarterly meetings. In these meetings, the Board discussed and provided feedback on issues related to business operations, management, and governance based on the practical supervision of each member.

- Meeting minutes were recorded, and the content of each meeting was communicated and implemented through written reports to all members, departments, and relevant units. The Supervisory Board's opinions were communicated to the BOD and the General Director via monthly monitoring reports or direct presentations at BOD meetings.

- Maintaining close cooperation and working relationships with BOD members and the General Director.

### **3/ Summary of Supervisory Board Meetings:**

In 2024, the Supervisory Board held 04 meetings. Key issues addressed during these meetings included: assigning tasks to members, evaluating monitoring and control work on a quarterly basis, and summarizing the activities for 2024, specifically as follows:

No.	Content	Meeting Date	Detailed Content	Results
1	IV Quarter Meeting and Year-end Summary for 2022. Plan for Q1 2024	15/02/2024	Evaluate the results of the control work in 2022.	The meeting was unanimous, with 3/3 members voting in favor, achieving a 100% approval rate
2	Work plan for each member of the Supervisory Board in Q2/2024.	15/4/2024	Set the working plan for the BKS in Q2/2024.	The meeting was unanimous, with 3/3 members voting in favor, achieving a 100% approval rate.
3	Meeting for the first half of 2024, assigning tasks to Supervisory Board members.	31/8/2024	Evaluate the results of the control work in the first half of 2024. Develop a working plan for the second half of 2024. Assign tasks to each member of the committee.	The meeting was unanimous, with 3/3 members voting in favor, achieving a 100% approval rate
4	IV Quarter Meeting and Year-end Summary for 2024. Task	31/12/2024	Evaluate the performance of tasks in Q4/2024. Summarize 2024 and set the task plan for 2025.	The meeting was unanimous, with 3/3 members voting in favor, achieving a 100% approval rate.

No.	Content	Meeting Date	Detailed Content	Results
	plan for 2025.			

#### **4/ Specific Activities of the Supervisory Board:**

- In addition to the activities mentioned above, the Supervisory Board has maintained numerous discussions to assess the performance of the board during the quarter and outline the action plan for the next quarter, along with specific solutions to carry out the supervisory tasks, thereby enhancing the effectiveness of the Supervisory Board's operations.

- Throughout the execution of its duties, the Supervisory Board has always received attention and favorable conditions from the Board of Directors (BOD), the General Director, and relevant departments in the Company to enable the Supervisory Board to complete the tasks assigned by the General Shareholders' Meeting.

- The Supervisory Board has not received any complaints from shareholders regarding the operations of the Company or the management by the BOD and the General Director.

In general, the Supervisory Board has fulfilled its duties for 2024 according to the functions and tasks outlined in the Company's operating charter.

### **II/ RESULTS OF SUPERVISING THE MANAGEMENT WORK OF THE BOARD OF DIRECTORS AND THE EXECUTIVE BOARD:**

#### **1/ Results of Supervising the Management and Operation of the Board of Directors:**

- The management and operation of the BOD in 2024 were evaluated as being in compliance with the Enterprise Law, the Company's Charter, the resolutions of the General Shareholders' Meeting, and other relevant legal regulations.

- In 2024, the BOD organized several meetings, during which it passed 09 Resolutions and Decisions to implement the matters discussed in the meetings. The BOD closely monitored the activities and the implementation of these decisions through regular reports from BOD members.

- The BOD directed, supported, and facilitated the General Director and the Supervisory Board in carrying out their functions and tasks as prescribed.

- The Resolutions and Decisions of the BOD were passed with high consensus among the members and were promptly and strictly implemented by the General Director.

- The reports from the BOD and the General Director accurately reflected all activities and management directives of the Company. The documents and decisions of the BOD complied with the Enterprise Law and the Company's Charter. The Supervisory Board agrees with the assessment report on the activities of the BOD and the General Director for 2024 regarding the Company's operations.

## **2/ Evaluation of the Executive Board's Management:**

- In 2024, the Executive Board of the Company adhered to the provisions of the Enterprise Law, the Company's Charter, and the resolutions of the 2024 Annual General Shareholders' Meeting.

- During their tenure, the Executive Board worked with a high sense of responsibility.

- The Executive Board thoroughly assessed both the advantages and challenges, frequently implementing risk management activities to prevent losses and forecast opportunities. At the same time, they focused on decisive, flexible, and hands-on management of the Company's activities.

- The Executive Board implemented solutions and promptly carried out policies to resolve difficulties, actively expanded and maintained markets, and pushed forward investment and restructuring efforts at member units.

- The Executive Board approved and issued important Resolutions and Decisions concerning operations at both the Company level and member units.

- The Executive Board also carried out reforms in the wage system, reviewed wages, bonuses, and policies for employees at the Company.

- The BOD and Executive Board were proactive in directing and managing production activities, business operations, and development investments as per the planned goals.

## **3/ Resolutions Approved by the BOD in 2024:**

In 2024, the BOD of the Company approved 06 Resolutions/Decisions as follows:

No.	Resolution Number	Date	Content	Approval Rate

1.	01/2024/NQ -HĐQT	09/03/ 2024	The Board of Directors' (BOD) resolution approved the policy for entering into contracts and transactions between the Company and related enterprises and individuals.	100%
2.	02/2024/NQ -HĐQT	28/03/ 2024	The BOD's resolution approved the policy for extending the time for holding the 2024 Annual General Shareholders' Meeting.	100%
3.	03/2024/NQ -HĐQT	25/04/ 2024	The BOD's resolution approved the agreement on several organizational matters for the 2024 Annual General Shareholders' Meeting.	100%
4.	04/2024/NQ -HĐQT	31/07/ 2024	The BOD's resolution approved the acquisition of shares in Mass Noble Investments Limited.	100%
5.	05/2024/NQ -HĐQT	27/09/ 2024	The BOD's resolution approved the use of Company assets as collateral for a third party.	80%
6.	06/2024/NQ -HĐQT	31/12/ 2024	The BOD's resolution approved the transfer of shares in an affiliated company.	80%

### **III/ RESULTS OF SUPERVISION OVER THE COMPANY'S OPERATIONS AND FINANCIAL SITUATION:**

#### **1/Report on the company's business operations:**

##### **a) Regarding business plan implementation:**

- The results of business operations in 2024 have been fully and truthfully presented in the report on business performance from the Board of Directors (BOD) and the CEO.

- In 2024, the Supervisory Board did not observe any abnormal signs in the company's business activities. All activities of the company complied with the Law on Enterprises, the Securities Law, the company's Charter, and other relevant legal regulations.

- The business results and accounting figures have been strictly reviewed and controlled, ensuring accuracy and legality in recording, compiling, and reporting the figures.

##### **b) Key performance indicators as outlined in the Annual General Shareholders' Meeting (AGM) resolution for 2024:**

No.	Indicator	Year 2023	Year 2024	% Increase/ Decrease
1	Net Revenue	281.272	525.468	1,87
2	Cost of Goods Sold	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	Financial Operating Expenses	128.872	130.952	1,02
6	Selling Expenses	1.272	3.110	2,44
7	Corporate Management Expenses	29.193	71.188	2,44
8	Net Profit from Business Activities	70.483	33.131	0,47
9	Other Profits	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 Profit Ratio	397	13	0,03

c) Implementation of the Shareholders' General Meeting (SGM) Resolution for 2024:

- The resolution of the Board of Directors (BOD) approved the selection of an independent audit firm to conduct the audit of the 2024 financial statements. The company has signed a contract with Values Consulting and Audit Co., Ltd. to audit the 2024 financial statements in accordance with the SGM's resolution for the 2024 annual financial audit.

- In general, in 2024, the global and domestic economic situation experienced significant fluctuations, affecting the company's investment attraction and business operations. The BOD and the General Director (GD) have taken proactive measures to implement the SGM's resolution, BOD decisions, and have been supported by various departments that made considerable efforts to achieve profitable business operations, ensure stable employment with good incomes for employees, and maintain and preserve shareholder capital.

## **2. Company Financial Operations:**

- The Board of Control (BKS) agrees with the BOD's report on operations, the business results, financial reports, and the profit distribution plan for 2024, as presented to the 2024 annual SGM.

- To successfully complete the tasks for 2024, the company has intensified restructuring efforts for greater efficiency, aligned with actual conditions and the company's development strategy.

- Continued support was provided for subsidiaries facing business difficulties.

- Efforts to strengthen control and supervision have been made to ensure responsibility at the subsidiary level.

- In 2024, the company has preserved and grown shareholder equity, strictly implementing measures to safeguard capital alongside business activities. The company adhered to proper financial management practices, asset management, profit distribution, and accounting regulations as stipulated.

## **IV. REPORT ON RELATED PARTY TRANSACTIONS WITH BOARD MEMBERS:**

The Supervisory Board agreed with the Report on transactions involving members of the Board of Directors, specifically as follows: In 2024, there were no transactions arising between the Company, its subsidiaries, or companies in which the Company holds more than 50% of charter capital, and members of the Board of Directors or their related parties.

- On December 2, 2024, Shine Profit Development Limited (SPD) notified of a transaction involving its shareholding in the Company. Accordingly, SPD transferred 5,304,000 shares held in the Company, equivalent to 4.99% of the Company's total shares. Mr. Nguyen Dinh Trac, a member of the Board of Directors of the Company, also serves as a manager of SPD. The transaction was carried out in accordance with legal regulations..

## **V. EVALUATION OF COORDINATION BETWEEN THE BOARD OF CONTROL AND THE BOARD OF DIRECTORS (BOD) AND GENERAL DIRECTOR (GD):**

- According to the goals set at the 2024 annual SGM and Resolution No. 01/SGM2024 dated June 23, 2024, the company has ensured information flow and cooperation between the BOD and GD, maintaining compliance with the company's legal interests, shareholder interests, and regulations as outlined in the company's charter.

Based on the monitoring and control work throughout the year, the BKS concludes that most of the company's operations have adhered to the Company Law, Securities Law, the company's charter, and other relevant legal regulations; and the resolutions of the 2024 annual SGM and BOD decisions have been followed.

- While the company's key financial indicators have not fully met the targets or shareholder expectations, the efforts of the BOD, GD, and the entire staff have been commendable. The company has safeguarded and developed shareholder capital, contributed to the state budget, created jobs, and provided stable income for employees.

- To establish a foundation for achieving the 2025 business goals and sustainable development, the Board of Control recommends that the BOD and management enhance forecasting, implement appropriate solutions to mitigate risks in operations and investment, and develop practical, feasible plans to minimize the impact of market conditions and current legal policies.

## **VI. ANTICIPATED ACTIVITIES PLAN FOR THE BOARD OF CONTROL IN 2025:**

In line with the 2025 SGM resolution, the BKS will focus on the following key tasks:

- Review the legality, accuracy, transparency, and prudence in managing business activities and financial reporting.
- Verify the quarterly and annual business reports and financial statements. Ensure that financial reporting complies with accounting standards for each period, including special reports when requested.
- Review accounting records and related financial documents whenever deemed necessary or based on SGM decisions or requests from shareholders or shareholder groups.
- Carry out inspections and provide explanations on matters requested by the BOD or shareholders when necessary.
- Notify the BOD in writing of any violations of the law or company charter, requiring corrective actions for any violations and addressing the consequences.
- Submit audited financial statements and business reports to the SGM and participate in reports evaluating the BOD's management.
- Perform other rights and duties as stipulated by the Company Law, the company's charter, and the SGM's decisions.

This is the report on the activities of the Board of Control in 2024, presented at the 2025 annual SGM.

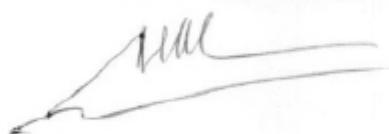
Finally, on behalf of the Board of Control, we wish all shareholders, guests, and the BOD good health and success, and hope the SGM is a resounding success.

Thank you very much./.

**Recipients:**

- Shareholders;
- Members of the BOD and SB
- Filed for recordkeeping

**ON BEHALF OF THE SB  
HEAD OF THE BOARD**



**PHẠM THỊ GIANG**





No.: 01/TTr-ĐHĐCD2025

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

*Ho Chi Minh City, May 06, 2025*

**PROPOSAL**  
**Regarding the Distribution of Profits for 2024**  
**and the Revenue and Profit Plan for 2025**

**To: The General Meeting of Shareholders**  
**of Alpha Seven Group Joint Stock Company.**

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*

*- Pursuant to the Charter on the Organization and Operation of Alpha Seven Group Joint Stock Company as approved by the General Meeting of Shareholders;*

*- Pursuant to the Minutes of Meeting No. 05/2025/BB-HĐQT dated April 8, 2025, of the Board of Directors of Alpha Seven Group Joint Stock Company regarding matters concerning the organization of the 2025 Annual General Meeting of Shareholders;*

*- Pursuant to the audited financial statements for 2024 audited by VietValues Consulting and Auditing Co., Ltd.;*

*- Pursuant to relevant legal documents.*

The Board of Directors of Alpha Seven Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the following contents:

**1. Profit Distribution for 2024:** In order to support business development, market expansion, and brand enhancement, the Board of Directors of Alpha Seven Group Joint Stock Company proposes that the General Meeting of Shareholders approve the retention of the cumulative undistributed profits as shown in the 2024 financial statements for reinvestment and to enhance financial leverage efficiency.

**2. Revenue and Profit Plan for 2025:** 2025 is expected to be a year of considerable fluctuations in the global economy as well as in national



macroeconomic policies. Based on the financial status of the Company and its subsidiaries, the Board of Directors respectfully submits to the General Meeting of Shareholders the 2025 revenue and profit plan as follows:

Consolidated revenue after tax: VND 1,200,000,000,000

Consolidated profit after tax: VND 120,000,000,000

The Board of Directors respectfully submits this for the General Meeting of Shareholders to review and approve./.

**Recipients:**

- All shareholders;
- Filing: Office, Shareholder relation.

**ON BEHALF  
OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYỄN VĂN QUÝ**





No.: 02/TTr-ĐHĐCD2025

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

*Ho Chi Minh City, May 06, 2025*

**PROPOSAL**  
**Regarding the Approval of the Audited Financial Statements for 2024**

To: The General Meeting of Shareholders of Alpha Seven Group Joint Stock Company.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- Pursuant to the Charter on the Organization and Operation of Alpha Seven Group Joint Stock Company as approved by the General Meeting of Shareholders;*
- Pursuant to the Minutes of Meeting No. 05/2025/BB-HĐQT dated April 8, 2025, of the Board of Directors of Alpha Seven Group Joint Stock Company regarding matters concerning the organization of the 2025 Annual General Meeting of Shareholders;*
- Pursuant to the audited financial statements for 2024 audited by VietValues Consulting and Auditing Co., Ltd.;*
- Pursuant to relevant legal documents.*

The Board of Directors of Alpha Seven Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval:

1. The 2024 financial statements of the Company, which have been audited by VietValues Consulting and Auditing Co., Ltd. The 2024 financial statements have been disclosed in accordance with regulations and are also published on the website at the following link: <https://www.a7group.vn/quan-he-co-dong/bao-cao-tai-chinh.html>

The Board of Directors respectfully submits this for the General Meeting of Shareholders to review and approve./.



**Recipients:**

- All shareholders;
- Filing: Office, Shareholders relation.

ON BEHALF  
OF THE BOARD OF DIRECTORS  
CHAIRMAN



NGUYỄN VĂN QUÝ





No.: 03/TTr-DHDCD2025

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Ho Chi Minh City, May 06, 2025

## PROPOSAL

### Regarding the Selection of the Auditing Firm for the 2025 Financial Statements

To: The General Meeting of Shareholders  
of Alpha Seven Group Joint Stock Company.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter on the Organization and Operation of Alpha Seven Group Joint Stock Company as approved by the General Meeting of Shareholders;
- Pursuant to the Minutes of Meeting No. 05/2025/BB-HDQT dated April 8, 2025, of the Board of Directors of Alpha Seven Group Joint Stock Company regarding matters concerning the organization of the 2025 Annual General Meeting of Shareholders;
- Pursuant to relevant legal documents.

#### **1. Criteria for Selecting the Auditing Firm:**

The General Meeting of Shareholders is requested to approve the following criteria for selecting the auditing firm:

- Must be an independent auditing firm legally authorized and approved by the State Securities Commission of Vietnam to audit public and listed companies.
- Must meet the Company's requirements regarding audit scope, schedule, and quality.
- Must have experience auditing public companies, listed companies in Vietnam, and businesses operating in similar industries or sectors as the Company.
- Must have a team of highly qualified and experienced auditors.
- Must have a reputable track record of audit quality.
- Must offer a reasonable audit fee that corresponds with the quality of the



audit, based on the submitted fee proposals and scope of work.

**2. Proposal:**

The Board of Directors and the Supervisory Board of Alpha Seven Group Joint Stock Company respectfully submit to the General Meeting of Shareholders for approval the authorization of the Board of Directors and Executive Management to select and sign a contract with an independent auditing firm that is legally qualified and approved by the State Securities Commission of Vietnam to audit public and listed companies (*according to the list of approved firms published by the SSC*). The selected firm will conduct a review of the financial statements for the accounting period ending June 30, 2025, and audit the financial statements for the fiscal year ending December 31, 2025.

The Board of Directors respectfully submits this for the General Meeting of Shareholders to review and approve./.

*Recipients:*

- All shareholders;
- Filing: Office, Shareholders relation.

**ON BEHALF  
OF THE BOARD OF DIRECTORS  
CHAIRMAN**



NGUYỄN VĂN QUÝ





No.: 04/TTr-DHDCD2025

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

*Ho Chi Minh City, May 06, 2025*

**PROPOSAL**

**Regarding the Approval of the Authorization for the Board of Directors to Decide on Certain Matters of the General Meeting of Shareholders**

To: The General Meeting of Shareholders of Alpha Seven Group Joint Stock Company.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- Pursuant to the Charter on the Organization and Operation of Alpha Seven Group Joint Stock Company as approved by the General Meeting of Shareholders;*
- Pursuant to the Minutes of Meeting No. 05/2025/BB-HĐQT dated April 8, 2025, of the Board of Directors of Alpha Seven Group Joint Stock Company regarding matters concerning the organization of the 2025 Annual General Meeting of Shareholders;*
- Pursuant to relevant legal documents.*

To ensure flexibility and timeliness in governance and management, as well as to meet business operation requirements and enhance the effectiveness of the Company's management, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval to authorize the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders, as follows:

1. Proactively adjust the 2025 business plan in accordance with market developments and legal regulations;
2. Add new business lines in compliance with legal regulations and carry out procedures to amend the business registration certificate to reflect the additional business lines;
3. Decide on the structure and organization of the management and executive



apparatus in accordance with legal regulations and the scale of the Company's business operations from time to time;

4. Decide on the issuance of private/convertible bonds, changes to charter capital, and share offering plans;

5. Decide on the repurchase of more than 10% of the total shares sold of each type;

6. Related-party transactions: In the course of business operations, the Company engages in transactions with related parties. These include transactions involving the purchase and sale of goods, semi-finished products, and related receivables/payables. Such transactions occur regularly and are part of the Company's normal business activities;

7. Decide on the execution of contracts or transactions with a value greater than 35% of the total assets based on the most recent financial statements;

8. Other decisions within the authority of the General Meeting of Shareholders.

The Board of Directors shall be responsible for explaining and reporting on the implementation of the above matters (if any arise) at the nearest General Meeting of Shareholders.

The Board of Directors respectfully submits this for the General Meeting of Shareholders to review and approve./.

*Recipients:*

- All shareholders;
- Filing: Office, Shareholders relation.

**ON BEHALF  
OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

**NGUYỄN VĂN QUÝ**





No.: 05/TTr-DHDCD2025

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

*Ho Chi Minh City, May 06, 2025*

## **PROPOSAL**

### **Regarding the Remuneration and Expenses for 2024 and the Remuneration and Expenses Plan for 2025 for the Board of Directors and Supervisory Board of the Company**

To: The General Meeting of Shareholders of Alpha Seven Group Joint Stock Company.

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*

*- Pursuant to the Charter on the Organization and Operation of Alpha Seven Group Joint Stock Company as approved by the General Meeting of Shareholders;*

*- Pursuant to the Minutes of Meeting No. 05/2025/BB-HĐQT dated April 8, 2025, of the Board of Directors of Alpha Seven Group Joint Stock Company regarding matters concerning the organization of the 2025 Annual General Meeting of Shareholders;*

*- Pursuant to relevant legal documents.*

The Board of Directors of Alpha Seven Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the remuneration and expenses for the Board of Directors and the Supervisory Board for 2024, as well as the remuneration and expenses plan for 2025, as follows:

#### **I. Remuneration for the Board of Directors, Supervisory Board, and the CEO's Salary for 2024:**

##### **1. Remuneration and expenses for members of the Board of Directors:**

- Chairman of the Board of Directors: VND 8,000,000/month;*
- Other members of the Board of Directors: VND 6,000,000/month/member.*

## **2. Remuneration for members of the Supervisory Board:**

- Head of the Supervisory Board: VND 6,000,000/month;
- Other members of the Supervisory Board: VND 5,000,000/month/member.

Due to the Company not achieving the profit target in 2024, the members of the Board of Directors and the Supervisory Board voluntarily agreed not to receive remuneration.

## **II. Remuneration and Expenses Plan for 2025:**

### **1. Remuneration and expenses for members of the Board of Directors:**

- Chairman of the Board of Directors: VND 20,000,000/month;
- Other members of the Board of Directors: VND 15,000,000/month/member.

### **2. Remuneration for members of the Supervisory Board:**

- Head of the Supervisory Board: VND 15,000,000/month;
- Other members of the Supervisory Board: VND 12,000,000/month/member.

### **3. In addition to the fixed remuneration as mentioned above, based on the Company's business performance for the year, the members of the Board of Directors and Supervisory Board will receive bonuses:**

- 2% (two percent) of the after-tax profit if the profit target for the year is achieved.
- 5% (five percent) of the after-tax profit exceeding the planned profit.

The Board of Directors respectfully submits this for the General Meeting of Shareholders to review and approve./.

#### **Recipients:**

- All shareholders;
- Filing: Office, Shareholders relation.

**ON BEHALF  
OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYỄN VĂN QUÝ**

No.: 06/TTr-DHDCD2025

Ho Chi Minh City, May 06, 2025

**PROPOSAL****Regarding the Dismissal and Supplementary Election of Members  
of the Board of Directors for the Term 2023 – 2028**

To: The General Meeting of Shareholders of Alpha Seven Group Joint Stock Company.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter on the Organization and Operation of Alpha Seven Group Joint Stock Company as approved by the General Meeting of Shareholders;
- Pursuant to the Minutes of Meeting No. 05/2025/BB-HDQT dated April 8, 2025, of the Board of Directors of Alpha Seven Group Joint Stock Company regarding matters concerning the organization of the 2025 Annual General Meeting of Shareholders;
- Considering the resignation request of Mr. Bùi Minh Đức from the Board of Directors effective from August 3, 2024;
- Pursuant to relevant legal documents.

On August 3, 2024, Mr. Bùi Minh Đức submitted his resignation as a member of the Board of Directors. In order to ensure continuous management and supervision of the Company's activities, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the dismissal and election of a new member as follows:

**1. Dismissal of the Board Member as follows:**

- Dismissal of Mr. Bùi Minh Đức from the position of a Board member (term 2023 – 2028) effective from August 3, 2024.

**2. Election of a new member to the Board of Directors as follows:**

- Number of members to be added: 01 member.
- Term to be filled: The remaining term of 2023 – 2028.

**3. Standards and conditions for Board member candidates:**

### 3.1 Conditions to be a member of the Board of Directors:

Candidates for the Board of Directors must meet the standards and conditions as prescribed by the Law on Enterprises, the Company's Charter, and internal governance regulations. Specifically:

- a. Must have full civil legal capacity and not be among those prohibited from establishing or managing businesses under Clause 2, Article 17 of the Law on Enterprises;
- b. Must have professional qualifications and experience in business management or in the industry/business sector of the company, and does not necessarily have to be a shareholder of the company;
- c. A Board member may serve as a Board member for a maximum of 5 other companies at the same time.

### 3.2 Conditions to be an Independent Board Member:

- a. Must not be currently employed by the Company, the parent company, or a subsidiary of the Company; must not have been employed by the Company, the parent company, or a subsidiary of the Company in the last 3 years;
- b. Must not receive a salary or remuneration from the company, except for allowances granted to Board members as per regulations;
- c. Must not have a spouse, biological or adoptive parents, biological or adoptive children, or siblings who are major shareholders of the Company, or who are managers of the Company or its subsidiaries;
- d. Must not directly or indirectly own at least 1% of the total voting shares of the Company;
- e. Must not have served as a Board member or Supervisory Board member of the Company for at least the last 5 consecutive years, unless continuously appointed for 2 terms.

The Board of Directors respectfully submits this for the General Meeting of Shareholders to review and approve./.

*Recipients:*

- All shareholders;
- Filing: Office, Shareholders relation.

**ON BEHALF  
OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYỄN VĂN QUÝ**

Ho Chi Minh City, May 06, 2025

## **REGULATIONS ON ORGANIZATION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*Pursuant to:*

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *The Charter and Internal Corporate Governance Regulations of Alpha Seven Group Joint Stock Company;*
- *Other relevant legal documents,*

### **CHAPTER I GENERAL PROVISIONS**

#### **Article 1. Scope of Regulation and Subjects of Application**

1. These Regulations apply to the organization of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "Meeting") of Alpha Seven Group Joint Stock Company.
2. These Regulations specifically govern the rights and obligations of shareholders and meeting attendees, as well as the conditions and procedures for conducting the Meeting.

### **CHAPTER II RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND MEETING PARTICIPANTS**

#### **Article 2. Notice of the General Meeting of Shareholders**

1. Meeting Venue: 08:00 AM – Lot I3-6 N2 street, Saigon Hightech Park, Tang Nhon Phu A ward, Thu Duc City, Ho Chi Minh City.
2. The meeting notice shall be sent to each eligible shareholder in accordance with the Company's Charter, internal governance regulations, and the Law on Enterprises No. 59/2020/QH14. The forms of notification include:
  - a. Delivery in person or via registered courier to the shareholder's contact address;

- b. Sent via the shareholder's registered email address, text message, or fax number as registered with the Vietnam Securities Depository;
- c. In the case of shareholders who are employees of the Company or its subsidiaries, the notice shall be enclosed in a sealed envelope and handed directly at their workplace, or sent to their email address.

### **Article 3. Authorization to Attend the Annual General Meeting**

- 1. Shareholders may authorize all or part of their shares to another individual or organization to attend and vote at the Meeting. The proxy does not need to be a shareholder. The proxy shall exercise rights within the authorized scope and shall not further delegate to a third party.
- 2. Authorization is legally valid when: The shareholder completes the Company's authorization form, signed by both parties. If the shareholder is an individual, they must sign it personally. If a legal entity, the form must bear the company seal and be signed by the legal representative.
- 3. If using a different format from the Company's template, the authorization must comply with civil law, clearly stating: full name, ID/passport/business registration of the proxy, number of shares authorized, scope and duration of authorization, and signatures of both parties..

### **Article 4. Rights and Obligations of Shareholders**

#### **1. Eligibility to Attend the Meeting**

Shareholders listed as of the record date or their authorized representatives (hereinafter referred to as "shareholders") are eligible to attend.

#### **2. Shareholder Rights at the Meeting:**

- a) Attend the Meeting in person or via proxy;
- b) Vote on all matters within the authority of the Meeting;
- c) Be informed of the Meeting agenda. Eligible shareholders or shareholder groups may propose items to be included in the agenda by written request sent at least 5 working days before the meeting;
- d) Upon check-in, each shareholder/proxy receives a Voting Card, Ballot, and Meeting Documents;
- e) Shareholders/proxies may raise comments or questions during the

Meeting by raising their Voting Card to speak for up to 3 minutes, or submit questions in writing to the Organizing Committee;

- f) Voting weight corresponds to the number of voting shares held or represented, relative to the total voting shares present;
- g) Latecomers may register and vote from that point forward, but previous votes remain valid and unaffected;
- h) Shareholders vote via secret ballot on resolutions, including Board of Directors (BOD) and Supervisory Board (SB) elections, using cumulative voting;
- i) Other rights in accordance with law and the Company's Charter.

### 3. Shareholder Obligations at the Meeting:

- a) Must present original documents as specified in the meeting notice when registering;
- b) Comply with these Regulations;
- c) Respect the Meeting's rules and decisions;
- d) Dress appropriately and sit in designated areas assigned by the Organizing Committee;
- e) No smoking, no private conversations, or mobile phone use during the Meeting—phones must be set to silent;
- f) Do not cause disorder, interrupt the proceedings, or speak without permission. Audio/video recording must be pre-approved by the Organizing Committee;
- g) Shareholders are expected to stay for the full duration of the Meeting. If one must leave due to force majeure, they must notify the Organizing Committee and submit written votes. Failure to do so will be considered agreement with all matters voted upon afterward..

## **Article 5. Rights and Obligations of the Shareholder Eligibility Verification Committee**

Established by the Chairman of the BOD and introduced at the Meeting, this Committee is responsible for:

1. Verifying the identity of shareholders/proxies (ID/passport/business

registration, meeting notice, proxy documents);

2. Issuing Voting Cards, Ballots, and other Meeting documents;
3. Reporting to the Meeting on the verification results..

#### **Article 6. Rights and Obligations of the Vote Counting Committee**

1. Composed of one Head and other members nominated by the Presidium and approved by the Meeting.

2. Responsibilities:

- a) Guide shareholders on voting procedures;
- b) Collect Ballots after voting and conduct counting;
- c) Prepare and present the Vote Counting Report to the Meeting;
- d) May establish sub-committees to fulfill duties..

#### **Article 7. Rights and Obligations of the Presidium and Secretariat**

1. The Chairman of the BOD presides over the Meeting.

2. The Chairman may assign BOD members, SB members, executives, or managers to assist in chairing the Meeting (collectively referred to as the Presidium).

3. Presidium's Duties and Powers:

- a) Direct the Meeting according to the approved agenda and regulations;
- b) Take necessary actions to ensure the orderly conduct of the Meeting, reflecting the majority will of shareholders;
- c) Presidium decisions on procedures or off-agenda issues are final;
- d) Address issues arising during the Meeting;
- e) Respond to shareholder questions directly or afterward in writing if needed;
- f) May require security checks for attendees. Disruptive individuals may be removed and deemed absent with no voting rights;
- g) May postpone or change the venue in accordance with the Enterprise Law and Company Charter.

4. The Secretariat, appointed by the Chairman, records the Meeting

minutes, drafts the Meeting Resolution, and supports the Presidium.

## **CHAPTER III**

### **PROCEDURES FOR CONDUCTING THE GENERAL MEETING**

#### **Article 8. Conditions for Holding the General Meeting**

The General Meeting shall be conducted when shareholders representing more than 50% of the total voting shares are present, based on the list of shareholders prepared at the record date for the right to attend the General Meeting.

#### **Article 9. Manner of Conducting the General Meeting**

1. The General Meeting is expected to take place over half a day;
2. The Meeting will sequentially discuss and approve the contents outlined in the meeting agenda under the direction of the Chairing Panel.

#### **Article 10. Voting on Matters at the General Meeting**

1. Principle: All matters in the meeting agenda (except those approved via secret ballot) shall be voted on publicly using Voting Cards. Each shareholder shall be issued a Voting Card indicating their full name, number of voting shares (owned and authorized), and bearing the seal of Alpha Seven Group Joint Stock Company;

2. Public Voting Method: Shareholders shall vote on each matter (in order: *Agree, Disagree, No opinion*) by raising their voting cards; Secret Ballot Method: Certain matters will be approved by secret ballot using Voting Slips. Each Voting Slip shall include: full name of the shareholder/authorized representative, registration number, shareholder code, number of voting shares (owned + authorized), number of shares owned, number of shares authorized, matters to be voted on at the Meeting, and boxes for the shareholder/representative to mark “Agree,” “Disagree,” or “No opinion” for each matter.

3. A Vote Counting Committee elected at the Meeting shall be responsible for managing the secret ballot process, including distributing, collecting, checking, and summarizing ballots, and announcing the results before the Meeting..

## **CHAPTER IV**

## OTHER PROVISIONS

### Article 11. In Case the General Meeting Cannot Be Conducted

1. Pursuant to Clause 2, Article 18 of the Company Charter: If there is not a sufficient number of delegates within 30 minutes from the scheduled opening time, the convener shall cancel the meeting. The General Meeting must be reconvened within 30 days from the originally scheduled date. The reconvened Meeting can only proceed if the attendees represent at least 33% of the voting shares.

2. Pursuant to Clause 3, Article 18 of the Company Charter: If the second meeting cannot proceed due to insufficient attendance within 30 minutes of the scheduled start, a third General Meeting may be convened within 20 days from the date scheduled for the second meeting. In this case, the meeting shall be conducted regardless of the number of shareholders or authorized representatives present and shall be deemed valid and entitled to decide on all matters originally intended for approval at the first General Meeting.

## CHAPTER V EFFECTIVENESS

### Article 12. Effectiveness

1. This Regulation consists of 5 Chapters and 12 Articles, which have been publicly read before the General Meeting, shall take effect immediately upon being approved by the Meeting, and shall only be valid for the 2025 Annual General Meeting of Shareholders.

2. Shareholders and attendees of the General Meeting are responsible for complying with the provisions of this Regulation./.

ON BEHALF OF THE BOD  
C.I.C.P  
CHAIRMAN



Nguyễn Văn Quý

*Ho Chi Minh City, May 06, 2025*

## **REGULATIONS**

### **On Nomination and Candidacy for Election to the Board of Directors of Alpha Seven Group Joint Stock Company**

*Pursuant to:*

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- Decree No. 155/2020/NĐ-CP dated December 31, 2020;*
- The Charter of Organization and Operation, and the Internal Governance  
Regulations of Alpha Seven Group Joint Stock Company;*
- Other relevant legal documents.,*

#### **I- Objectives:**

- To ensure the principles of transparency, fairness, and democracy;*
- To facilitate the organization of the 2025 Annual General Meeting of  
Shareholders;*

#### **II- Criteria for Nomination and Candidacy for the Board of Directors (BoD) and the Supervisory Board (SB):**

##### **1- Criteria for BoD Members:**

Candidates nominated for election to the Company's Board of Directors must have full legal capacity and not fall within the prohibited categories for enterprise management under the Law on Enterprises. They must possess professional qualifications, experience in business management, and are not necessarily required to be shareholders, unless otherwise stipulated by the Company's Charter. A member of the Board of Directors may concurrently hold the same position in no more than five (05) other companies. Other qualifications and conditions are subject to the Company Charter.

##### **2- Criteria for Independent Members of the BoD:**

- a. Not be working for the Company, its parent company, or its subsidiaries, and must not have worked there within the past 3 consecutive years;
- b. Not receive a salary or remuneration from the Company, except for allowances as regulated for BoD members;

- c. Not have a spouse, biological/adoptive parents, biological/adoptive children, or siblings who are major shareholders or executives of the Company or its subsidiaries;
- d. Not directly or indirectly own at least 1% of the total voting shares of the Company;
- e. Not have served as a BoD or SB member of the Company for at least the past five years, except in the case of continuous appointment for two consecutive terms.;

**3- Criteria for SB Members:**

Candidates must have full legal capacity and not fall within the prohibited categories for company establishment or management as per the Law on Enterprises. They must be in good health, legally knowledgeable, and professionally trained in one of the fields such as economics, finance, accounting, auditing, law, business administration, or other relevant fields. At least one member of the SB must be professionally trained in accounting. SB members are not required to be shareholders or employees of the Company, must not work in the Company's accounting or finance department, or be employees or members of the auditing firm that audited the Company's financial statements within the last three years. They must not be related to BoD members, the General Director/Director, or other executives, and must not hold any management positions in the Company. Other criteria and conditions are subject to the Company Charter.

**III- Conditions for Nomination and Candidacy for BoD and SB Members:**

**1- For BoD Members:**

Shareholders or groups of shareholders holding at least 10% of the total ordinary shares for at least six (06) consecutive months are entitled to nominate BoD candidates, specifically:

- From 10% to less than 15%: 1 candidate;
- From 15% to less than 20%: up to 2 candidates;
- From 20% to less than 25%: up to 3 candidates;
- From 25% to less than 30%: up to 4 candidates;
- From 30% to less than 35%: up to 5 candidates;
- From 35% to less than 40%: up to 6 candidates;
- From 40% to less than 45%: up to 7 candidates;
- From 45% to less than 50%: up to 8 candidates;
- From 50% to less than 55%: up to 9 candidates;
- From 55% to less than 60%: up to 10 candidates;
- From 60% to less than 65%: up to 11 candidates.;

**2- For SB Members**

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Shareholders or groups of shareholders holding at least 10% of the total ordinary shares for at least six (06) consecutive months may nominate SB candidates, specifically:

- From 10% to less than 15%: 1 candidate;
- From 15% to less than 20%: up to 2 candidates;
- From 20% to less than 25%: up to 3 candidates;

#### **IV- Application and Selection of Candidates for BoD and SB:**

##### **1- Application Dossier Includes:**

- Application letter for candidacy or nomination for BoD/SB membership (as per Company form);
- Candidate information form (as per Company form);
- Other relevant documents.;

##### **2- Candidate Selection**

Based on the applications and supporting documents submitted by shareholders or groups of shareholders, the Organizing Committee will compile a list of qualified candidates for election to the BoD and SB in accordance with these regulations.

#### **V- Deadline for Nomination and Candidacy**

Candidacy or nomination must be made in writing and sent to the Company by 4:00 PM on May 22, 2025. The nomination letter must clearly state the shareholder's name, the number of shares held (by type), and include the following information about the candidate: Full name, Date of birth, Professional qualifications, Employment history, Positions currently held on the BoD/SB or in executive roles at other companies, Evaluation report on the candidate's contributions to the Company (if the candidate is a current BoD member), Any relevant interests with the Company (if applicable), Signatures of both the nominating shareholder and the nominee, Other relevant information (if any).

Nomination dossiers must be sent to the AGM Organizing Committee **by 4:00 PM on May 22, 2025**, at the following address:

Alpha Seven Group Joint Stock Company – Lot i3-6, N2 Street, High-Tech Park, Tăng Nhơn Phú A Ward, Thủ Đức City, Ho Chi Minh City.

Contact person: Mr. Dang Vu Binh – Head of the AGM Organizing Committee  
Phone (Zalo): 0931553551 - Email: [binhvdv@a7group.vn](mailto:binhvdv@a7group.vn)

Only candidates who meet the criteria outlined above, are properly nominated by eligible shareholders or groups of shareholders, and have submitted a complete and valid dossier by the deadline will be included in the official list of candidates for election at the General Meeting.

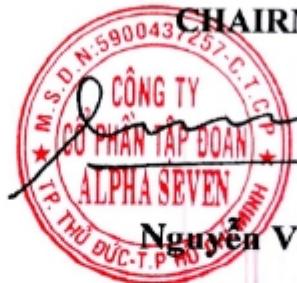
#### **VI- In Case of Insufficient Number of BoD/SB Candidates Nominated by Shareholders.**

If the number of nominated or self-nominated candidates for the Board of Directors or the Supervisory Board remains insufficient, the incumbent Board of Directors may nominate additional candidates in accordance with the Company

Charter, the internal governance regulations, and the operational rules of the Board of Directors.

**ON BEHALF OF THE BOD**

**CHAIRMAN**



**Nguyễn Văn Quý**



No.: 05/2025/QĐ-HĐQT

*Ho Chi Minh City, May 06, 2025***DECISION****On the Issuance of the Regulation on the Election Rules for  
Members of the Board of Directors at the 2025 Annual General Meeting  
of Shareholders of the Company.****BOARD OF DIRECTORS  
ALPHA SEVEN GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter on the Organization and Operation of Alpha Seven Group Joint Stock Company as approved by the General Meeting of Shareholders;
- Pursuant to the Minutes No. 05/2025/BB-HĐQT dated April 8, 2025, of the Board of Directors of Alpha Seven Group Joint Stock Company regarding the organization of the 2025 Annual General Meeting of Shareholders;;

**DECISION:**

**Article 1.** Issued together with this Decision is the Regulation on the Election Rules for Members of the Board of Directors at the 2025 Annual General Meeting of Shareholders of Alpha Seven Group Joint Stock Company.

**Article 2.** This Regulation shall be effective during the 2025 Annual General Meeting of Shareholders of Alpha Seven Group Joint Stock Company.

**Article 3.** Members of the Board of Directors, the Organizing Committee of the General Meeting, members of the Vote Counting Committee, relevant parties, and shareholders attending the 2025 Annual General Meeting of Shareholders are responsible for implementing this Decision.

**Recipients:**

- As stated in Article 3;
- Filed at the Office

**ON BEHALF OF THE BOARD OF  
DIRECTORS****CHAIRMAN**

# REGULATIONS

## Election regulations For Members of the Board of Directors and Members At the 2025 Annual General Meeting of Shareholders

**Alpha Seven Group Joint Stock Company**

(Attached Decision No. 05/2025/QĐ-HĐQT dated May 6, 2025)

**Article 1.** Eligible voters: Shareholders holding shares and authorized representatives with voting rights are entitled to attend and vote at the General Meeting.

**Article 2.** Eligibility criteria for nominees and candidates for the Board of Directors (BOD) and the Supervisory Board (SB): Candidates must meet the conditions set forth in Articles 155 and 169 of the Law on Enterprises and Articles 275 and 286 of Decree No. 155/2020/NĐ-CP dated December 31, 2020, which provides detailed guidance on the implementation of certain provisions of the Law on Securities. Additional criteria and conditions are specified in the Company's Charter.

**Article 3.** Number of BOD members to be elected:

- Number of BOD members to be elected: 01 persons;

**Article 4.** Ballot papers:

**4.1.** Ballots are uniformly printed, stamped with the seal of Alpha Seven Group Joint Stock Company, and distributed to shareholders by the Organizing Committee.

**4.2.** Each ballot must clearly indicate: the number of shares owned, the number of authorized shares, the total number of shares, and the total number of votes.

- Total number of shares = Owned shares + Authorized shares

- Number of votes = Total number of shares × Number of BOD or SB members to be elected

**4.3.** The ballot contains the list of nominated/candidate individuals; the "Number of votes" field is left blank for the shareholder to fill in. To support any candidate, shareholders shall write the number of votes they cast in the corresponding "Number of votes" field next to that candidate's name.

**4.4.** Each shareholder attending the General Meeting shall receive one (1) ballot per election round for electing BOD or SB members.

**Article 5.** Voting method:

**5.1.** The election of BOD of Alpha Seven Group JSC shall be conducted via secret ballot using cumulative voting at the General Meeting.

**5.2.** Shareholders may allocate all of their votes to one or more candidates. Each shareholder may only cumulatively vote within the limit of their total voting rights.

**Article 6.** Valid and invalid ballots:

**6.1.** Valid ballots must:

- Be issued by the Organizing Committee and contain no erasures or alterations;

- Vote for a number of candidates equal to or fewer than the number of BOD or SB members to be elected;
- Have the total number of votes cast for all candidates less than or equal to the total number of voting rights of the shareholder;
- Be left blank (optional).

#### **6.2. Invalid ballots include:**

- Ballots not issued by the Organizing Committee;
- Ballots with erasures, tears, alterations, or with names crossed out;
- Ballots that include names not on the approved list of nominees/candidates;
- Ballots that indicate voting rights as a percentage (%) instead of a specific number;
- Ballots in which the shareholder allocates more votes than they are entitled to (based on ownership or proxy).

### **Article 7. Vote counting committee and voting/counting principles:**

#### **7.1. The vote counting committee is nominated by the Organizing Committee and approved by the General Meeting.**

#### **7.2. Responsibilities of the vote counting committee include:**

- Presenting and gaining approval of these regulations at the Meeting;
- Introducing and distributing the ballots;
- Conducting the vote count and preparing a vote-counting report;
- Announcing the election results to the Meeting.

The committee must ensure the integrity and confidentiality of the election and is held accountable for any violations. After counting, all ballots must be sealed and handed over to the Organizing Committee.

#### **7.3. Voting and counting principles:**

- Finalize the list of shareholders eligible to vote;
- Check the ballot box in the presence of shareholders;
- Ballot casting begins after distribution and ends once the last shareholder has cast their vote;
- Ballot count must begin immediately after voting ends;
- Results must be documented and announced by the Head of the vote counting committee before the Meeting..

### **Article 8. Election principles:**

#### **8.1. Elected BOD or SB members are those with the highest number of votes until the required number of members is filled.**

#### **8.2. In case of a tie among candidates where the number of elected members must be reduced, the tied candidates shall be voted on again using cumulative voting.**

**8.3.** If the required number of BOD or SB members is not elected in the first round, a second round of voting shall be conducted. Only those not elected in the first round will be re-voted.

If after two voting rounds, the required number of BOD or SB members is still not met, the General Meeting shall decide whether to continue voting or leave the positions vacant and fill them at the next General Meeting.

**Article 9.** Preparation and announcement of the vote-counting report:

- After counting, the committee must prepare a vote-counting report;

- The report shall include: total number of shareholders attending; total shareholders who voted; the ratio of votes cast to total eligible votes (under cumulative voting); numbers and ratios of valid and invalid ballots; votes and ratios per candidate, etc.;

- The report shall be announced before the Meeting.

**Article 10.** Complaints:

All complaints regarding the election results must be addressed immediately during the Meeting and decided by the Chairperson. Shareholders may not contest the election results afterward. In case of disagreement over voting procedures or results, the vote counting committee shall re-examine and request the Meeting's decision.

All other matters related to the BOD and SB shall comply with the Company's Charter.

**Article 11.** Effectiveness of these regulations:

This Regulation includes 11 articles, is read publicly at the General Meeting, and takes effect upon approval by the 2025 Annual General Meeting of Shareholders. It applies solely to the election of the BOD for the 2023–2028 term at this Meeting./.





Ho Chi Minh City, June 01, 2025

Số: 01/NQ-ĐHĐCĐTN2025

## RESOLUTION

### On the Decisions of the 2025 Annual General Meeting of Shareholders

#### **GENERAL MEETING OF SHAREHOLDERS ALPHA SEVEN GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Alpha Seven Group Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No. 01/BB-ĐHĐCĐTN2025 dated June 1, 2025, of Alpha Seven Group Joint Stock Company.

## RESOLUTION

#### **Article 1. Approval of the following Reports:**

- 1.1. Report of the Board of Directors on governance and the operational results of the Board of Directors in 2024, as well as the Company's business strategy for 2025.
- 1.2. Report on the results of production and business activities in 2024 and the production and business plan for 2025 by the General Director.
- 1.3. Report on the activities of the Supervisory Board, evaluating the results of the Supervisory Board and the Supervisors.

#### **Article 2. Approval of the distribution of profit for 2024 and the revenue and profit plan for 2025:**

- 2.1. Profit distribution for 2024: To develop business operations, expand the market, and enhance the Company's brand, the General Meeting of Shareholders approves the retention of undistributed profits from the 2024 Financial Statements for reinvestment and to enhance financial leverage.
- 2.2. Revenue and profit plan for 2025: It is expected to be a year with many fluctuations due to the global economy and the macroeconomic policies of the government. Based on the financial situation of the Company and its subsidiaries,

the General Meeting of Shareholders approves the revenue and profit plan for 2025 as follows:

- Consolidated revenue after tax: 1,200,000,000,000 VND.
- Consolidated profit after tax: 120,000,000,000 VND.

**Article 3. Approval of the audited financial statements for 2024:**

The General Meeting of Shareholders approves the 2024 Financial Statements of the Company, which have been audited by VietValues Audit & Consulting Company. The 2024 Financial Statements have been disclosed according to regulations and are published on the website at: <https://www.a7group.vn/quan-he-co-dong/bao-cao-tai-chinh.html>

**Article 4. Approval of the selection of the auditing company for the 2025 financial statements:**

The General Meeting of Shareholders authorizes the Board of Directors and the Management Board to select and sign a contract with an independent auditing firm that is legally qualified and approved by the State Securities Commission to audit for public companies and listed companies (as per the list of companies approved by the State Securities Commission) to review the financial statements for the accounting period ending on June 30, 2025, and to audit the financial statements for the fiscal year ending on December 31, 2025.

**Article 5. Authorization to the Board of Directors to decide on certain matters of the General Meeting of Shareholders:**

- 5.1. To actively adjust the 2025 business plan to align with market fluctuations and legal regulations.
- 5.2. To add business sectors according to the law and perform the necessary procedures to amend the business registration certificate to reflect the newly added business sectors.
- 5.3. To decide the structure and organization of the management system in accordance with legal regulations and the scale of the Company's business activities at each period.
- 5.4. To decide on the issuance of private bonds/conversion; the capital structure change plan and share issuance plan.
- 5.5. To decide on the repurchase of more than 10% of the total shares sold for each type.

5.6. Related-party transactions: During business operations, the Company engages in transactions with related parties, including buying and selling goods, selling semi-finished products, and arising debts. These transactions occur frequently and are part of the Company's normal activities.

5.7. To decide on contracts and transactions exceeding 35% of total assets as per the latest financial report.

5.8. To decide on other matters within the authority of the General Meeting of Shareholders.

The Board of Directors is responsible for reporting and explaining the implementation of the above matters (if any) at the next General Meeting of Shareholders.

**Article 6. Approval of the remuneration and expenses for 2024 and the remuneration and expense plan for 2025 for the Board of Directors and the Supervisory Board of the Company:**

The General Meeting of Shareholders approves the remuneration and expenses for the Board of Directors and the Supervisory Board for 2024 and the remuneration and expense plan for 2025 as follows:

6.1. Remuneration for the Board of Directors and Supervisory Board in 2024:

a) Remuneration and expenses for members of the Board of Directors:

- Chairman of the Board of Directors: 8,000,000 VND/month;
- Other members of the Board of Directors: 6,000,000 VND/month/member.

b) Remuneration for members of the Supervisory Board:

- Chairman of the Supervisory Board: 6,000,000 VND/month;
- Other members of the Supervisory Board: 5,000,000 VND/month/member.

In 2024, as the Company did not meet its profit targets, the members of the Board of Directors and the Supervisory Board voluntarily waived their remuneration.

6.2. Remuneration and expense plan for 2025:

a) Remuneration and expenses for members of the Board of Directors:

- Chairman of the Board of Directors: 20,000,000 VND/month;
- Other members of the Board of Directors: 15,000,000 VND/month/member.

b) Remuneration for members of the Supervisory Board:

- Chairman of the Supervisory Board: 15,000,000 VND/month;

- Other members of the Supervisory Board: 12,000,000 VND/month/member.
  - c) In addition to the fixed remuneration, based on the Company's business performance set at the beginning of the year, the members of the Board of Directors and the Supervisory Board will be entitled to a bonus as follows:
    - 2% (two percent) of the after-tax profit achieved according to the profit plan for the year.
    - 5% (five percent) of the after-tax profit exceeding the plan.

**Article 7. Approval of the dismissal of all members of the Board of Directors and the Supervisory Board for the 2018-2023 term and the election of members for the 2023-2028 term:**

7.1. Dismissal of members of the Board of Directors for the 2018-2023 term:

- Mr. Bùi Minh Đức, Member (Resignation letter effective from August 3, 2024).

7.2. Election of additional members of the Board of Directors for the 2023-2028 term:

- .....

Authorize Mr. Nguyễn Đình Trạc to chair the Board of Directors meeting to assign tasks to the Board of Directors members.

**Article 8. Organization of implementation:**

8.1. The Board of Directors is responsible for creating a plan to organize and implement the Resolution.

8.2. The Supervisory Board is responsible for monitoring and supervising the implementation of the Resolution by the relevant organizations and individuals.

This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Alpha Seven Group Joint Stock Company on June 1, 2025, and takes effect from the date of signing and issuance./.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyễn Văn Quý**