



April 21, 2025

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## REPORT OF THE BOARD OF DIRECTORS

### A. OPERATIONAL SITUATION IN 2024

#### I. Production and business activities

##### a. General situation

In 2024, the world situation will continue to be complicated and unpredictable with many risk and uncertain factors. Military conflicts continue to escalate, strategic competition between major countries is becoming more and more intense, many countries have strengthened trade protectionist policies, public debt and budget deficits have increased, the decline of some major economies, local disruption of global supply chains has impacted peace, stability and world economic growth.

2024 continues to witness divergence in growth prospects between regions. Many advanced economies are facing the risk of a slowdown in growth, despite the fact that monetary policy has begun to loosen. Global economic activity, although not in recession, is still below potential, with inflation, although it has cooled down compared to 2023, is still above target in many countries.

According to the General Statistics Office, the socio-economic situation in 2024 of our country maintains a positive trend, the macroeconomy is stable, inflation is lower than the target level, major balances are ensured, social security is maintained, and results in many important fields meet and exceed the set targets. is a bright spot of economic growth in the region and in the world.

GDP in 2024 is estimated to increase by 7.09% compared to the previous year, only lower than the growth rate of 2018, 2019 and 2022 in the period 2011-2024.

##### b. Production and business results

As of 2024, ALTA Company (Alta) has more than 40 years of operation from a district-level cultural service store and 36 years to build, grow and develop a high-potential joint stock company. With efforts and determination, the Board of Directors (BOD), the Board of Directors (BOD) and all members have brought ALTA to develop more and more and affirm its prestigious brand in the market.

As a multi-industry company, in 2024, ALTA will continue to promote the strengths of industries suitable to the situation, stabilize finances, and accumulate for projects to wait for new trends.



STT	QUOTA	2023	2024	2024/2023 (%)
1	Revenue from sales and provision of services	304.082.597.574	415.008.580.982	136
2	Turnover deductions	352.003.363	192.748.442	55
3	Net revenue from sales and provision of services	303.730.594.211	414.815.832.540	137
4	Cost of goods sold	260,601,563,379	365.095.055.850	140
5	Gross profit on sales and service provision	43.129.030.832	49.720.776.690	115
6	Revenue from financial activities	5,609,748,901	4.464.181.214	80
7	Financial Costs	3,474,591,674	4.184.141.295	120
8	The share of profit or loss in the joint venture company. link	148,661,173	1.029.819.932	745
9	Cost of sales	12,370,887,138	17.946.747.218	145
10	Business management expenses	26,025,040,571	27.784.254.281	107
11	Net profit from business activities	7,016,921,523	5.299.635.042	76
12	Other income	2.234.067.392	150.569.026	7
13	Other expenses	685.505.597	126.866.377	19
14	Other Profits	1.548.561.795	23.702.649	2
15	Total accounting profit before tax	8.565.483.318	5.323.337.691	62
16	Current corporate income tax expenses	1.602.383.313	482.076.931	30
17	Deferred corporate income tax expenses	(56.339.901)	1.676.578.300	
18	Profit after corporate income tax	7.019.439.906	3.164.682.460	45
19	Underlying earnings per share	1.224	552	45

**c. Cost-related factors:**

- Net revenue increased sharply by 36%, in the year the company expanded its market share to sell plastic materials to the market.



- The cost of goods sold increased higher than the increase in revenue (40% compared to 36%), causing the gross profit margin to decrease from 14% to less than 12%.
- Selling expenses increased sharply by 45%.
- Net profit (profit after tax) plummeted by 55%, due to cost factors:
  - ✓ According to VnEconomy's update, by December 31, 2024, the USD/VND exchange rate has increased by 4.31% compared to the beginning of the year. The increase in the USD exchange rate affects the increase in the price of imported raw materials.
  - ✓ Electricity costs increased by 5%.
  - ✓ The average loan interest rate ranges from 6% to 9% a year.
  - ✓ Average salary costs increased by 13.6%.
  - ✓ Depreciation costs and allocation of leasing equipment increased due to technological innovation.
  - ✓ Research and development costs increased. Incur costs for promoting new products.

#### d. Business Structure Analysis in 2024

Unit: million VND

INDUSTRY	2022		2023		2024	
	Turnover	Gross Profit	Turnover	Gross Profit	Turnover	Gross Profit
	r		r		r	
Plastic Packaging	147.107	15.723	158.432	14.972	221.225	26.622
Paper towels, commercial	33.604	12.491	34.525	14.792	134.412	19.123
Revenue from the software segment	4.991	0,22	14.189	1.966	437,58	-2.233
Entertainment, media and other services	37.262	10.544	54.370	11.706	58.740	6.208
<b>Plus</b>	<b>222.964</b>	<b>38.758</b>	<b>261.516</b>	<b>43.436</b>	<b>414.815</b>	<b>49.720</b>

INDUSTRY	WEIGHT 2022		DENSITY 2023		PROPORTION 2024	
	Turnover	Gross Profit	Turnover	Gross Profit	Turnover	Gross Profit
	r		r		r	
Plastic Packaging	65,98%	40,57%	60,58%	34,47%	53,33%	53,54%
Paper towels, commercial	15,07%	32,23%	13,20%	34,05%	32,40%	38,46%



Revenue from the software segment	2,24%	0,00%	5,43%	4,53%	0,11%	-4,49%
Entertainment, media and other services	16,71%	27,20%	20,79%	26,95%	14,16%	12,49%
<b>Plus</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

In 2024, the company's operating industries will have the following situation:

- The plastic packaging industry saw a 44% increase in revenue, but due to the sale of plastic raw materials (with high value but low profit margin). On the other hand, supermarket customers are increasingly demanding to increase discounts, due to competition, the company has to accept, so the cost of sales increases, leading to a decrease in profits.
- The revenue communication industry still maintains but due to the import of new LED systems, the allocation costs are large, leading to losses despite reducing sales costs and management costs
- The software industry has decreased revenue, fixed costs on personnel still have to maintain negative profits.
- Other industries such as tissue and space leasing have decreased in revenue and profit due to the general situation.

## II. Investment in subsidiaries and associates

Address: Bronze

<b>In 2024</b>	<b>Investment value until 31/12/2024</b>
<b>Subsidiaries</b>	
Au Lac Technology Applications And Media Company Limited	20.000.000.000
Au Lac Plastic Technology Engineering Applications Company Limited	20.000.000.000
Au Lac Software Development Company Limited	5.000.000.000
<b>Affiliates</b>	
Au Lac Software Development Company Limited	22.323.220.078



## II. Financial analysis indicators

### 1. Property

: VND

Quota	01/01/2024 (VND)	31/12/2024 (VND)	Growth (%)
<b>Total assets</b>	323,651,409,956	358,177,591,771	+10.6%
<b>Short-term assets</b>	184,029,658,367	227,274,462,809	+23.5%
Money and cash equivalents	6,735,071,552	14,026,780,968	+108.3%
Short-term financial investment	72,650,000,187	58,287,291,464	-19.8%
Short-term receivables	61,780,263,891	99,517,032,838	+61.0%
Inventory	40,234,892,062	52,838,780,692	+31.3%
<b>Long-term assets</b>	139,621,751,589	130,903,128,962	-6.1%

- The short-term investment rate in 2024 will increase from 56.32% to 62.29%, the long-term asset investment rate will decrease from 43.68% to 37.71%. These changes are normal.
- The fixed asset self-financing rate is 1.63 times. This is an indicator of the ability to meet fixed asset investment with equity. This ratio >1 proves stable and healthy financial ability.
- Short-term receivables increased by 61%, due to a 36.5% increase in revenue, mainly from customers who are supermarket systems with an average payment term of more than 60 days.
- Inventory increased by 31.3%, due to the increase in revenue, the amount of manufactured goods in stock for delivery on the Tet holiday increased.

### 2. Liabilities and Equity

Quota	01/01/2024 (VND)	31/12/2024 (VND)	Growth (%)
<b>Total liabilities</b>	106,196,667,651	143,288,922,038	+34.9%
Short-term debt	104,279,414,370	139,912,190,425	+34.2%
<b>Long-term debt</b>	1,917,253,281	3,376,731,613	+76.2%



Equity	217,454,742,305	214.882.715.765	-1.2%
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- Total liabilities increased sharply by 34.9%, especially short-term debts increased, corresponding to the rate of increase in revenue and receivables.
- The slight decrease in equity (-1.2%) was negligible.
- Short-term debt increased from VND 104 billion to VND 139 billion and debt balance increased from VND 0.48 to VND 0.65 due to Tet goods and material reserves for the first quarter of 2025.

### 3. Profitability

Index	2023	2024
ROA (Profit after Loss/Total Assets)	2.15%	0.88%
ROE (Profit after Equity)	3.18%	1.46%
Gross profit margin	14.2%	11.98%
Net Profit Margin	2.31%	0.77%

- ROA and ROE decreased sharply due to the company's expansion of customer market share in the year, which increased selling costs.

### 4. Solvency

Index	2023	2024
Current payment ratio (TSNH/Bank Debt)	1.76	1.62
Quick payment ratio ((TSNH - HTK)/Bank debt)	1.38	1.25

- The payment rate decreased slightly, but it was still within the safe threshold, it was necessary to control receivables well so as not to affect solvency.

### 5. Financial structure

Index	2023	2024
Debt/Total Assets Ratio	32.5%	39.7%
Debt/Equity Ratio	48.1%	65.7%

- The debt ratio is higher because the company is using greater financial leverage.



The Company has applied the Vietnam Accounting Standards and guiding documents issued by the State. The financial statements shall be prepared and presented in accordance with all provisions of each standard and circular guiding the implementation of the current corporate accounting standards and regimes.

Through the above table, it can be seen that the Company is having a stable and healthy financial situation, and at the same time needs to focus on promoting business, strictly managing costs, thereby improving the Company's profitability further.

#### IV. Personnel situation

As of December 31, 2024, the Company has 377 employees, down nearly 7% compared to the previous year due to personnel streamlining.

STT	Classification properties	Quantity 2023	2023 Rates	Quantity 2024	2024 Rates
<b>I</b>	<b>By level</b>	<b>402</b>	<b>100%</b>	<b>377</b>	<b>100%</b>
1	University	109	27,1%	77	20,7%
2	College	96	23,9%	131	35%
3	Intermediate	18	4,5%	17	4%
4	High school and below	179	44,5%	152	40,3%
<b>II</b>	<b>According to the nature of the labor contract</b>	<b>100%</b>	<b>100%</b>	<b>377</b>	<b>100%</b>
1	Definite-term contracts	163	40,5%	106	28%
2	Indefinite-term contract	236	58,7%	263	70%
3	Seasonal contract (daily)	3	0,8%	8	2%

The Company's employee remuneration policy is associated with working results and bonuses. Over the past year, the company has continued to use KPI tools to evaluate work. The Board of Directors and the departments of human resources, finance and accounting have coordinated to ensure the payment of salaries to employees on time. The Company's average monthly salary in 2024 is 13,650,000, an increase of 13.6% compared to the previous year. ALTA ensures the implementation of the provisions of the Labor Code on social insurance, health insurance, implementation of maternity leave, Tet holidays, rest time, etc. and relevant legal documents so that employees can work with peace of mind. In addition, the company also conducts periodic health checks for



employees, organizes vacation visits to create cohesion between members of the ALTA team.

The Company's Board of Directors pays special attention to the issue of occupational safety. All employees of ALTA must participate in fire and explosion prevention, emergency escape, and first aid training. For the production sector, workers and employees must wear protective clothing, ensure work processes and comply with the supervision of management levels to minimize risks occurring in the labor process. In 2024, there will be no cases of occupational accidents occurring at the company because the Trade Union Board coordinates with the Board of Directors to properly implement measures to remind and check occupational safety and health regularly.

For a company with a long operating time and long-term development orientation like ALTA, it is very necessary to establish a professional and modern corporate culture and working environment. Therefore, over the years, the Company has reviewed the remuneration regime for employees, created cultural values in the Company, and had a satisfactory remuneration policy not only with the goal of building a friendly, professional and stable ALTA house.

In addition, the Board of Directors of ALTA Executive Committee of the Trade Union has always been interested in the spiritual life as well as taking care of the lives of employees, so for many years in a row, it has achieved the achievement of Strong and Excellent Communist Party and was awarded the Emulation Flag for Excellent Completion of Tasks for 7 consecutive years (from 2018 to 2024) by the Ho Chi Minh City Confederation of Labor Minh gave it. Especially in 2024, the Chairman of the Grassroots Trade Union was awarded the Certificate of Merit of the Ho Chi Minh City Labor Confederation "28/7 Award" – For the Chairman of the Communist Party for excellence in Trade Union activities.

## **B. CEO REVIEW**

In 2024, the company's consolidated revenue will increase by 36.5% due to increased sales of high-value products such as plastic resins... However, profit before tax decreased by 37.6% due to sharp increase in cost factors.

After looking back at its 2024 operating activities seriously, objectively and honestly. The Board of Directors realized that in the face of the general difficult situation



along with unpredictable developments, although all members of the company tried their best, they still did not bring the desired results, did not complete the profit plan in 2024 of the General Meeting of Shareholders.

**EXECUTIVE BOARD**



**HOANG MINH ANH TU**  
General Director







ALTA COMPANY

## ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025



*Ho Chi Minh City, April 21, 2025*

### REPORT OF THE SUPERVISORY BOARD

Dear Chairman, Delegates, Shareholders.

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam XIV on June 17, 2020;
- Pursuant to the functions, tasks and powers of the Control Board specified in the Operation Charter of ALTA Company;
- Based on relevant documents and explanations of the Company's functional departments.

On the basis of the Consolidated Financial Statements for the fiscal year ended 31/12/2024 of Tan Binh Culture Joint Stock Company, which has been audited by AASC Auditing Firm Co., Ltd.; Independent Audit Report No. 290325.005/BCTC. KT2 will be established on March 29, 2025.

The Supervisory Board (BOS) respectfully submits to the 2025 Annual General Meeting of Shareholders of ALTA Company a report on the operation situation in 2024 as follows:

#### **I/ Activities of the Control Board:**

In 2024, the Supervisory Board of ALTA Company has performed the functions and tasks in accordance with the provisions of the Law on Enterprises, the Regulation on Organization and Operation of the Supervisory Board, the Charter of the Company and always ensures independence, honesty and objectivity. The tasks of the Supervisory Board in the year are as follows:

\_ Inspecting and supervising the management and administration of the Board of Directors and the Board of Directors in accordance with the law, the Company's Charter and the resolution of the General Meeting of Shareholders. Attend and closely follow the contents of the periodic



meetings of the Board of Directors. Participate in briefings to contribute opinions to the Company's governance.

\_ Supervise the information disclosure according to the State's regulations.

\_ Appraisal of the Company's financial statements before and after the audit.

\_ Assess the reasonableness, legality, honesty and prudence in financial management, organization of accounting, statistics and preparation of financial statements.

\_ Organize periodic meetings to implement the assigned work. In 2024, the Supervisory Board has conducted 03 meetings with the participation of all members.

\_ Các other jobs according to the functions and tasks of the Supervisory Board.

## **II/ Results of monitoring the Company's activities:**

### **1. Evaluation of the Supervisory Board on the activities of the Board of Directors:**

In 2024, the members of the Board of Directors have successfully completed the tasks assigned by the General Meeting of Shareholders (AGM), always closely monitoring the market situation, closely supervising business activities and promptly directing the Board of Directors. The Board of Directors always actively seeks investment opportunities to contribute to improving capacity and expanding investment areas.

The Board of Directors has conducted periodic meetings as prescribed to supervise and orient the business activities of the parent company and its member companies. Board of Directors meetings discuss to ensure seriousness and responsibility.

In 2024, the Board of Directors has held 7 face-to-face meetings, issued 5 Resolutions, and members of the Board of Directors have fully participated (100%). The meetings are recorded and a Resolution is issued for implementation.

The Resolutions of the Board of Directors have been issued in accordance with the functions and powers and in accordance with the Resolution of the University of Shareholders, in compliance with the Company's Charter, the Law on Enterprises and other legal provisions. The administration and administration shall comply with the law, regulations on the operation of the listed company, the Company's Charter and the resolution of the University of Shareholders.

### **2. Evaluation of the Supervisory Board to the Executive Board:**



In 2024, the Board of Directors will always comply with the provisions of the Law on Enterprises, the Charter, the Resolution of the General Meeting of Shareholders/Board of Directors and relevant legal provisions. The Board of Directors always works with a high sense of responsibility, implements many solutions to implement business plans, promptly makes decisions to remove difficulties, actively expand and keep the market, promote investment throughout the Company towards the goals and plans set by the General Meeting of Shareholders/Board of Directors.

Organize briefings, quarterly and annual summary meetings to fully evaluate all aspects of business activities, and at the same time clearly indicate the limitations and existing aspects to solve, remove and overcome.

The Supervisory Board found that the Board of Directors has focused on drastically, flexibly and closely managing all activities of the Company, implementing the Company's business activities with high efficiency and strictly complying with the resolutions of the General Meeting of Shareholders/Board of Directors.

**a. Assessment of the Company's business activities in 2024:**

The economy in 2024 continues to be a year of many difficulties and challenges, due to the impact of the global economic recession, the Board of Directors - Board of Directors has come up with many solutions, taking advantage of opportunities to invest but the operational efficiency is not high. The report on the results of the implementation of the main targets in 2024 of the Annual General Meeting of Shareholders is as follows:

STT	SPEND	Đơn vị	Year 2023	In 2024	Percentage % (3)/(2)
(A)	(B)	(1)	(2)	(3)	(4)
1	Net revenue from sales and provision of services		303.730.594.211	414.815.832.540	136,57%
2	Consolidated profit before tax	VND	8.565.483.318	5.323.337.691	62,15%
3	Consolidated profit after tax	VND	7.019.439.906	3.164.682.460	45,08%



***b. Results of appraisal of audited financial statements in 2024:***

The separate and consolidated financial statements for 2024 are audited by AASC Auditing Firm, which was selected at the Board of Directors meeting on June 26, 2024. The separate and consolidated financial statements for 2024 are accepted in full and have honest and reasonable judgments on material aspects and are disclosed in accordance with current laws.

The Supervisory Board has appraised the audited and unanimously confirmed the 2024 consolidated financial statements as follows: The 2024 consolidated financial statements have honestly and reasonably reflected the material aspects of the consolidated financial situation of ALTA Company and its subsidiaries as of December 31, 2024 2024, as well as the results of consolidated business operations and consolidated cash flows for the fiscal year ending on the same day, in accordance with Vietnam Accounting Standards, the Vietnam Enterprise Accounting Regime and legal regulations related to the formulation and presentation of the Consolidated Financial Statements.

**c/ Remuneration of the Control Board:**

The Company has paid remuneration to members of the Supervisory Board in 2023 in accordance with the level approved by the 2024 Annual General Meeting of Shareholders.

**III/ Conclusion**

The report of the Board of Directors and the Board of Directors has fully and accurately reflected the governance situation and business results of the Company in 2024. The decisions of the Board of Directors are in accordance with the Law on Enterprises, the Company's Charter and in the spirit of bringing maximum benefits to the Company and shareholders. The decisions in production and business management of the Board of Directors are in compliance with the guidelines of the Board of Directors.

The company has well complied with the requirements of the internal management system. The financial reporting system and accounting books comply with the requirements of accounting standards and current accounting regimes. Production and business results and accounting data have been strictly checked, ensuring the accuracy and legality of data recording.

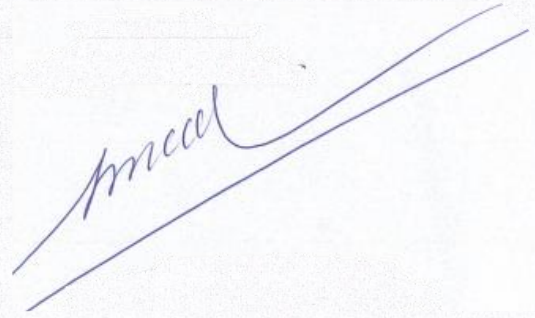


Above is the entire report on the activities of the Supervisory Board in 2024, please submit to the 2024 Annual General Meeting of Shareholders for consideration and approval.

On behalf of the Supervisory Board, I would like to thank the Board of Directors and the Board of Directors of ALTA Company for facilitating the Supervisory Board to complete its tasks in 2024.

I wish all delegates and all shareholders good health, and I wish the General Meeting a success.

SUPERVISORY BOARD OF ALTA COMPANY



**NGUYEN VAN DANH**







ALTA COMPANY  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
April 21, 2025

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## REPORT TO INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS

Independent members of the Board of Directors (BOD) report and evaluate the 2024 activities of the Board of Directors as follows:

### 1. Independent members of the Board of Directors and remuneration and expenses:

- The Board of Directors has a total of 08 members, including 02 independent members of the Board of Directors.
- In 2024, independent members of the Board of Directors have attended 7/7 meetings of the Board of Directors (reaching 100% of the number of meetings) and participated in contents in accordance with their assigned functions and tasks.
- The remuneration of independent members of the Board of Directors is paid in accordance with the Resolution of the General Meeting of Shareholders (AGM) in 2024 which has been unanimously approved. During the year, there were no other operating expenses incurred by independent members of the Board of Directors.

### 2. Activities of the Board of Directors in 2024:

Based on the powers and tasks prescribed by law and the Company's Charter, in 2024, the Board of Directors has held 07 face-to-face meetings. The Board of Directors has issued 5 Resolutions/Decisions under its jurisdiction, of which:

- 03 Resolutions on the Annual General Meeting of Shareholders;
- 01 Resolution on the promulgation of the Company's disclosure regulations;
- 01 Resolution on the selection of the audit unit.

### 3. Overall evaluation of the performance of the Board of Directors

- The Board of Directors has organized, implemented and implemented activities in accordance with the contents specified in the Charter, the Internal Regulation on Corporate Governance, and the Operation Regulation of the Board of Directors in a compliant, appropriate and effective manner.
- The Board of Directors has well performed its role in directing, supporting and supervising the Board of Directors to implement the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with the provisions of the law, and at the same time harmonizing the interests of the Company and shareholders.
- Resolutions/Decisions and documents of the Board of Directors are adopted and promulgated on the basis of high consensus of members of the Board of Directors at direct



meetings or written opinions are in compliance with current regulations and the Company's development objectives and orientations.

- In the process of performing tasks, independent members of the Board of Directors always coordinate well with other members of the Board of Directors, members of the Board of Directors and managers in the Company. Independent members of the Board of Directors highly appreciate the cooperation and support of stakeholders throughout the working process in 2024.

#### **4. Operational orientation of independent members of the Board of Directors in 2025**

- Supervise the implementation of management and administration tasks of the Board of Directors and the Executive Board.

- Examining the reasonableness, legality, honesty and prudence in the management and administration of business activities; systematic, consistent and appropriate of accounting, statistics and financial statements.

- To appraise the completeness, legality and truthfulness of business reports, quarterly and annual financial statements, and reports on evaluation of the management of the Board of Directors.

- Review and evaluate the effectiveness and effectiveness of the Company's internal control, risk management and early warning systems through supervising the amendment and completion of internal regulations and the issuance of business operating documents.

The above is the evaluation report of the independent member of the Board of Directors of the Company in 2024, respectfully reported to the General Meeting of Shareholders./.



**INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS**

**NGUYEN ANH THUAN**





ALTA COMPANY  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

April 21, 2025

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## BOARD REPORT

### A. EVALUATION BY THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATIONS

#### 1. Evaluation of the Board of Directors of the Company's activities

In 2024, in the context of difficulties, challenges more than opportunities and advantages, the situation will be abnormal and complicated, exceeding all previous forecasts.

In this general situation, in the past year, our company has tried to maintain stability in all aspects of production, strengthen business but still did not achieve the planned goals set by the General Meeting of Shareholders.

The Board of Directors (**BOD**) realizes that the Board of Directors has developed production plans to both maintain the market and customers while continuing to improve the organizational structure and increase productivity, develop products to dominate the market as well as find new customers.

#### General advantages

- The Company's financial situation is always stable and has enough potential to supply in a timely manner for production and business operations.
- The company focuses on both stabilizing production and researching and developing new products to catch up with the business and consumption trends of society.
- The company's organizational structure has been gradually built and perfected more reasonably, promoting the potential of the on-site workforce and newly recruited workers.

#### Common difficulties

- The high-skilled workforce is getting thinner due to age and the impact of the transfer of skilled workers to other localities. The on-the-spot training of inherited good workers has not been focused.
- After a long time of the pandemic, the recovery of entertainment demand of people from all walks of life has slowed down due to a decline in consumers' financial capacity, leading to the narrowing of the traditional market, so both reclaiming the market and developing customers has become a new challenge.
- Although the income of employees has increased, it has not met enough to compensate for the increasing cost of living.





## 2. Evaluation of the Board of Directors on the activities of the Company's Executive Board

In 2024, the Board of Directors has quickly grasped the new situation, quite flexible in both stabilizing production and increasing output and developing new markets with new products and customers. However, our company still did not complete the year plan.

Criteria for evaluating the completion of the plan	Plan 2024	Implementation 2024	Compare
Profit before tax	8.750.000.000	5.323.337.691	61%
Profit after tax	7.000.000.000	3.164.682.460	45%
Dividend Distribution	10%	6%	60%

Some achievements were recorded as follows:

- Stabilize production, strengthen marketing and increase customer care, creating revenue growth momentum for the company's main products and new products.
- Make the most of resources to ensure costs and profit norms in the context of fluctuations in input values and difficult realities of the year.
- In the year, there are no major personnel changes, the workforce is assured of production and business and contributes to good initiatives for business operations.

### B. PLAN FOR 2025

#### Defining the company's position in 2025

- The company's plastic industry products are self-destructing plastic packaging, specialized packaging and multi-purpose soft plastic products that are very suitable for market needs and environmentally friendly. Au Lac Plastic Company has built a technical team that has successfully manufactured a number of specialized machines for the plastic industry used for domestic production and at the same time supplied to external customers.
- Alta Media's subsidiary has succeeded in building a number of new product lines such as advertising LED lighting systems with innovative and compatible content, currently ranking second in LED rental with integrated content in Ho Chi Minh City.
- Alta Media is also one of the top companies providing interactive software and real-time motion simulation technology. Disrupt with Digital Transformation, using technology to create a better customer experience. Contribute to improving products and services to help customers increase business efficiency. In addition, Alta Media



also researches and develops a network system of internet-connected devices (IoT) to improve the value of diverse products.

- The group of communication and software companies has become a reputable and professional supplier of telecommunications information systems, electronic programming technology and providing useful solutions for the digitalization market.
- Printing products of Au Lac Printing affiliated company are pharmaceutical packaging products and high-end packaging products that ensure good and uniform quality, even large shipments and especially have affirmed their class and firm position in the competitive market of the printing industry.
- The real estate source owned by the Company is waiting for the projects to be activated and the implementation plan is timely and effective.

**a. Strengths**

***Manufacturing Industry***

- Plastic packaging products will have more orders because the strategy of focusing on developing new customers in 2024 has begun to take effect.
- A strong technical team with self-production and technical improvement of plastic technology has created a premise for this industry of the company to develop.
- Pharmaceutical specialty printing packaging products of Au Lac Printing Company are built to meet GMP standards.

***Information Technology Industry***

- After more than 17 years of operation, Alta Media has a rich and modern equipment portfolio along with installation and commissioning experience that guarantees time and engineering.
- Ability and experience to provide a full package of techniques, solutions and technology content for large business corporations.
- The support and coordination of software companies in building intelligent management software will help production units solve ERP problems in operation and production and business, and it is also a good order for the software technology segment.

**b. Weaknesses**

***Manufacturing Industry***

- The training has not been focused, so it has not been possible to build a successor team that is both professional and ready.
- Soft plastic film technology is quite simple, leading to difficulties in creating individual products because most of the designs depend on customers.
- The production process is continuous and fast, so it is easy to miss errors if not well inspected

***Information Technology Industry***

- The dependence on the need for large working capital and the need to meet as soon as there is urgent order demand makes it quite difficult to turn around.

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- The technology life cycle is short, so it is necessary to quickly find more customers with the same needs to put the equipment into many cycles of operation to optimize cost reduction and increase profits.
- The development of content for product promotion is very diverse, but it must adapt to the unique needs of each customer, creating a difficult problem for design staff.

#### **c. Chance**

##### ***Manufacturing Industry***

- Focusing on promoting consumption in new retail channel groups will become one of the additional consumption channels of Alta products.
- Au Lac Plastic Company has been granted the Vietnam Eco Label certification decision by the Ministry of Natural Resources and Environment level 2 for environmentally friendly bag products.
- The company is also currently producing a series of branded packaging brands of large trading corporations...
- In 2026, some types of packaging will not be used for environmental protection reasons. The development of the production process of biodegradable plastic products from previous years will create an opportunity to open a replacement market quickly to meet the demand for green consumption.

##### ***Information Technology Industry***

- Consumer behavior is changing in the face of the rise of the Asian middle class towards using high-value products and services from the digital economy. At the same time, consumers are also becoming more and more adaptable to the digital economy, which increases the influence of groups and celebrities/influencers in the digital economy - on the behavior of suppliers and consumers.
- Emerging digital technologies: Emerging digital technologies such as blockchain, artificial intelligence, big data analytics, and the Internet of Things (IoT) can make leaps and bounds in upgrading industrial infrastructure, simplifying supply chains and logistics, and helping businesses operate more efficiently.
- Higher demand for cybersecurity and personal security: The increasing number of businesses and consumers participating in the digital economy has led to a higher demand for cybersecurity and personal security, especially as critical sectors such as the financial system and government become increasingly digitalized.
- The recovery of the event market along with the trend of marketing with new technology and especially with outdoor promotional products also brings opportunities for the electronic media industry.

#### **d. Challenges**

##### ***Manufacturing Industry***

- Currently, the market is becoming more and more stable, increasing purchasing power requires suppliers to compete with quality and price. On the other hand, input costs



will continue to increase in 2025, new automation technologies are invested, but technical workers are still weak, so productivity is not high, intermediate management skills have not been improved... will be the top concerns of the Executive Board.

- Plastics manufacturers are facing difficulties in green transformation and compliance with administrative procedures for environmental protection products.

### ***Information Technology Industry***

- Information technology and entertainment enterprises after a period of self-shrinkage must be recovered on the basis of strong improvement, must know how to create trends and ensure good after-sales service to capture and maintain a stable and strong number of users.
- To promote its strengths and seize opportunities, Alta Media needs to focus on investing in equipment, upgrading technology and managing cash flow carefully. Continuous new updates on a highly innovative basis to differentiate themselves through premium LED services will help overcome the competitive pressure of price.

## **e. Production and business plan in 2025 and solutions**

### **1. World economic context**

- Monetary policy: It is likely that major central banks (FED, ECB) will keep interest rates high or stable until the end of 2025 to curb inflation. FDI inflows can shift to Southeast Asia, including Vietnam.
- Prices of raw materials and energy: Prices of oil, plastic granules, printing materials, etc. are still affected by geopolitical conflicts, but the fluctuation range is smaller than in the 2022–2023 period.
- "Green" trend and digital transformation: The world promotes emission reduction, encourages environmentally friendly materials, at the same time, AI technology, cloud computing, big data... This creates opportunities for Alta Plastics (compostable products) and Alta Software (technology solutions).

### **2. Socio-economic situation of Vietnam**

- GDP growth: Forecast ~6.0 – 6.5% in 2025, thanks to prosperous production – trade – services, large-scale public investment (highways, key infrastructure).
- Interest rates and support policies: The State Bank of Vietnam aims to lower or maintain interest rates at a moderate level, supporting businesses to access capital more easily.
- Market Demand:
  - o "Green" packaging: The government tightens regulations on single-use plastics, pushing businesses and consumers to switch to biodegradable.
  - o Media & Events: Businesses compete fiercely, racing to organize events, fairs, marketing campaigns, creating opportunities for Alta Media.



- Digital transformation: Both the business sector and the State need software, IT infrastructure, ERP implementation, CRM... This segment has high profit margins and sustainable potential.

### **3. Vision, Mission and Strategic Goals**

- Vision: To become a pioneering multi-industry corporation in Vietnam, leading in "green" solutions (in the field of packaging, materials) and digital transformation, and at the same time enhancing the cultural and information values that Alta Group inherited from its history in 1989.
- Mission:
  - Alta Group brings quality and sustainable products and services, contributing to the overall development of Vietnamese society, especially in the field of communication – technology – environmental packaging.
  - Creating long-term value for customers, partners, employees and shareholders, associated with community responsibility.
- Strategic goals 2025
  - Revenue: Striving to increase by 10–15% compared to 2024, focusing on three key segments (Media, Plastics, Software).
  - Profit: Improve net profit margin, ensure profit growth rate of at least 20-25%/year, offset investment costs.
  - Brand Position:
    1. Alta Media became a top 5 in LED & event solutions.
    2. Alta Plastics affirms its name as the leading domestic compostable packaging supplier, with a sustainable export approach.
    3. Alta Software covers ERP/CRM solutions for SMEs, develops a number of large-scale digital transformation projects

### **4. One Alta Ecosystem Mindset**

- The concept of "One Alta"
  - One Alta emphasizes synergy between subsidiaries, rather than discrete operations. Since then, Alta Group has saved costs and maximized efficiency.
  - The three subsidiaries Alta Media, Alta Plastics, and Alta Software play the role of the "three spearheads" in the ecosystem, providing comprehensive solutions to customers, and at the same time taking advantage of each other's services.
- Coordination mechanism
  - Customer and project sharing: Alta Plastics' customers (retail, F&B, etc.) may need a marketing solution (Alta Media) or digital transformation (Alta Software). Alta Media, when conducting events for industrial enterprises,



can completely introduce to Plastic (green packaging) or Software (in-house solution).

- Taking advantage of common infrastructure: Shared ERP financial management, accounting, and HR systems, developed and operated by Alta Software. Marketing infrastructure, website, communication – supported by Alta Media.
- Financial Linkage
  - The profits and cash flow of each subsidiary support each other (e.g., Media has a fast cash flow, which can help Plastics during the machinery investment stage).
- Joining hands to enhance the group's brand
  - Synchronize images, logos, and slogans of "One Alta" in all internal and external PR activities, publications, and events.

## **5. General Plan**

- One Alta Steering Committee
  - Including representatives of the Board of Directors, CEOs of the group, Directors of subsidiaries, Chief Financial Officer, Human Resources Director.
  - Holding periodic meetings (at least once a quarter) to evaluate progress, allocate resources, and solve inter-company problems.
- Financial – Risk Management Department
  - Track cash flow, investment plans, and loans.
  - Develop scenarios to respond to economic fluctuations (e.g., rising raw material prices, sudden interest rates, etc.).
- Operational Support Center
  - Supporting the general marketing aspect, communicating "One Alta" to the market.
  - Develop a brand book, uniform HR policies, and a centralized purchasing process if necessary.

## **6. Roadmap for implementation in 2025**

- Quarter I – II/2025
  - Finalize the financial plan, approve the investment budget for Media (LED screens), Plastics (machinery), Software (R&D).
  - Started to implement internal ERP, provided by Alta Software, applied to both Media and Plastics.
  - Alta Media: Promote marketing of event services, LED rental, complete LED installation team.



- Alta Plastics: Launched 1–2 lines of upgraded compostable plastics, improving packaging printing technology.
  - Alta Software: Launched an internal SaaS (ERP/CRM) test version and for the pilot guest group.
- Quarter III – IV/2025
  - Evaluation of 6-month results: adjust the budget, see which areas need to accelerate investment.
  - Alta Media: Participated in the bidding for 1–2 medium-sized fixed LED projects (cultural centers, administrative buildings). The year-end festive season – the demand for events is exploding.
  - Alta Plastics: Signed 1–2 export contracts, participated in international plastics/packaging fairs.
  - Alta Software: Officially launched SaaS products, expanded B2B sales channels, cooperated with business associations.
- End of 2025
  - Review revenue and profit KPIs, evaluate the level achieved (target of 25–30% growth).
  - Prepare the 2026 plan – continue to promote "One Alta", can study and expand to other related areas (if strategically appropriate).

## **7. General Risk Management**

- Macroeconomic fluctuations: Scenario in case of rising interest rates or weakening market demand. Maintain cash reserves or a safe line of credit.
- Competitive risk: Competition from other businesses in the same field. Alta Group needs to continuously improve and maintain sustainable customer relationships.
- Personnel risks: The Group needs a policy to train, retain talent, and create a good working environment.
- Brand reputation: Any major incident (defective product, project behind schedule...) can adversely affect "One Alta". Strict quality control procedures are required.

## **8. Conclusions and recommendations**

- Overall conclusion
  - Alta Group enters 2025 with a recovery momentum from 2024, plus market opportunities in the event sector – LED, compostable packaging, and digital transformation.
  - The three subsidiaries Alta Media, Alta Plastics, and Alta Software show their resilience and potential to generate high profit margins if they are invested in key areas.
  - The "One Alta" strategy helps to share resources, improve efficiency, build a unified brand, and create a solid position in the market.



- Propose

- Concentrate investment capital: Concentrate the budget on core items (buying LED screens, upgrading plastic machinery, software development) instead of spreading it to non-priority areas.
- Strengthening internal and external communication: Implementing the general marketing strategy "One Alta", emphasizing the message "Technology – Events – Green Packaging" as the three main pillars. Participate in fairs, exhibitions, and forums to affirm the market position.
- Improving human resource capacity: Recruiting talents, in-depth training, building a clear promotion roadmap. Focus on research and development of new products (AI, data analytics for Software; PLA, PBAT for Plastics; smart LED device for Media).
- Risk management and financial transparency: There is a mechanism to monitor cash flows, contracts, and investment projects; publicity and transparency in internal reporting. Review legal risks (bidding, export procedures, environmental treatment, etc.).

## 9. Solutions

The company must implement appropriate and synchronous solutions to implement the 2025 plan as follows:

- Financial Solutions.
- Production Solutions.
- Marketing solutions.
- Human resource solutions.
- Technology – technical solutions.
- Management and operation solutions.

## 10. Financial targets of the 2025 plan

Participant :  
VND

Criteria for evaluating the plan	Implementation 2024	Plan 2025
Profit before tax	5.323.337.691	8.750.000.000
Profit after tax	3.164.682.460	<b>7.000.000.000</b>
Dividend Distribution	6%	<b>10%</b>

## C. SHAREHOLDER INFORMATION AND CORPORATE GOVERNANCE

### 1. Board of Directors



**a. Member of the Board of Directors**

Stt	Member of the Board of Directors	Duty	Date of starting as a member of the Board of Directors
01	Mr. LA THE NHAN	President	15/08/1998
02	Ms. LAI THI HONG DIEP	Deputy CT	15/08/1998
03	Mr. HOANG VAN DIEU	Member	15/08/1998
04	Mr. HOANG MINH ANH TU	Member	26/03/2012
05	Mr. NGUYEN MINH TUAN	Member	14/04/2017
06	Mr. TRINH XUAN QUANG	Member	22/06/2022
07	Mr. DOAN THANH HAI	Member	22/06/2022
08	Mr. NGUYEN ANH THUAN	Member	22/06/2022

**b. Subcommittees of the Board of Directors**

With the current scale, the Board of Directors of the Company does not establish subcommittees, each member of the Board of Directors will be in charge of an area of activities as assigned by the Board of Directors from time to time.

**c. Activities of the Board of Directors**

In 2024, the Board of Directors of Term VI will have 07 periodic meetings and meetings as required arising in business activities.

Stt	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting attendance rate
01	Mr. LA THE NHAN	07/07	100%
02	Ms. LAI THI HONG DIEP	07/07	100%
03	Mr. HOANG VAN DIEU	07/07	100%
04	Mr. HOANG MINH ANH TU	07/07	100%
05	Mr. NGUYEN MINH TUAN	07/07	100%
06	Mr. TRINH XUAN QUANG	07/07	100%



07	Mr. DOAN THANH HAI	07/07	100%
08	Mr. NGUYEN ANH THUAN	07/07	100%

The Board of Directors has issued 5 Resolutions under its jurisdiction, in which:

- 03 Resolutions on the Annual General Meeting of Shareholders.

Stt	Number of Resolutions/Decisions	Day	Content
01	02/2024/NQ-HDQT	04/03/2024	Organizing the 2024 Annual General Meeting of Shareholders on April 23, 2024
02	07/2024/NQ-HDQT	15/03/2024	Organizing the 2024 Annual General Meeting of Shareholders on April 26, 2024
03	01/NQĐHCD/2024	26/04/2024	Resolution of the 2024 Annual General Meeting of Shareholders

- 01 Resolution on the promulgation of the Company's disclosure regulations;

- 01 Resolution on the selection of the audit unit.

01	02/NQ-HDQT	16/4/2024	Resolution on Promulgation of the Regulation on Disclosure of CTy
02	03/NQĐHCD/2024	26/6/2024	Resolution on selection of audit unit

#### d. Supervisory activities of the Board of Directors

- Quarterly review of the company's operating statements and financial statements.
- Review the implementation of the plan of the Annual General Meeting of Shareholders and the governance of the Board of Directors.
- Communicate the requirements and expectations of the Board of Directors for the next business period.
- Verify the accuracy of the information provided by the Board of Directors.
- Forecast possible risks and require the Board of Directors to take specific preventive measures.
- Check the Internal Control activities.
- Examine the activities of departments related to the organization of the 2024 General Meeting of Shareholders.
- Review assignment decisions and re-appoint managerial positions in the company.

#### e. Activities of non-executive independent board members



- Independent members of the Board of Directors participate in regular and extraordinary meetings and perform their responsibilities together with other members of the Board of Directors.

## 2. Supervisory Board

### a. Membership and Structure

Stt	Members of the Supervisory Board	Duty	Starting date as a member of the Board of Trustees
01	Mr. NGUYEN VAN DANH	Head of Department	22/06/2022
02	Ms. THAI THI PHUONG	Deputy Board	26/03/2012
01	Ms. QUACH THI MAI TRANG	Member	26/03/2012

### b. Activities of the Supervisory Board

Stt	Members of the Supervisory Board	Number of Meetings Attended	Meeting attendance rate	Voting Rate
01	Mr. NGUYEN VAN DANH	4/4	100%	100%
02	Ms. THAI THI PHUONG	4/4	100%	100%
03	Ms. QUACH THI MAI TRANG	4/4	100%	100%

- The operation of the Supervisory Board shall comply with the provisions on its rights and obligations in the Company's Charter, the Company's governance regulations, the Law on Enterprises, the Law on Securities and relevant legal documents.
  - In 2024, the Supervisory Board conducts regular quarterly meetings to assess the financial situation, activities of the Board of Directors, the Board of Directors and the coordination between these departments. In special and emergency cases, the Supervisory Board organizes extraordinary meetings to promptly agree on a plan to solve the arising problem. The Supervisory Board participates in the meetings of the Board of Directors and gives its opinions according to the principles of the order of the meeting.
- c. Supervisory Board's supervisory activities for the Board of Directors, the Board of Directors and shareholders:**
- Supervise the implementation of the regimes of statistical reporting, monthly tax declaration and financial reporting.



- Check and certify the 2023 and 2024 Financial Statements in accordance with current accounting standards and corporate accounting regimes.
- d. The coordination of activities between the Supervisory Board for the activities of the Board of Directors, the Executive Board and other managers:**
- Coordinate with the Board of Directors, the Board of Directors, and managers on the development and implementation of business plan targets.
  - Suggestions to complete the periodic reports of affiliated units.
- 3. Salary, bonus, remuneration and benefits of the Board of Directors, the Board of Directors and the Supervisory Board**

**a. Salary, bonuses, remuneration and benefits**

Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors as prescribed in Clause 3, Article 163 of the Law on Enterprises and the company's charter.

The remuneration and remuneration of the Board of Directors, the Board of Directors and the Supervisory Board shall comply with the regulations on remuneration, resolutions of the Annual General Meeting of Shareholders and other regulations on evaluation of activities.

In 2024, the total remuneration received by the Board of Directors is 330 million VND and the total remuneration received by the Supervisory Board is 70 million VND. The Board of Directors receives salaries according to salary regulations and labor agreements with the Company.

**b. Internal shareholder stock trading in 2024**

Stt	Name	Number of shares owned at the end of the period	Proportion	Notes
1	<b>HOANG VAN DIEU</b>	582.000	10,15%	
1.1	HOANG MINH ANH TU	560.595	9,77%	Son Mr. Hoang Van Dieu
1.2	MAI CHI MAI			Daughter-in-law of Mr.



				Hoang Van Dieu
1.3	HOANG MINH ANH TAI	282.100	4,92%	Son Mr. Hoang Van Dieu
1.4	LAC HAI BINH	2.000	0,03%	Daughter-in-law of Mr. Hoang Van Dieu
1.5	HOANG NGOC MAI LAN	786	0,01%	Mr. Hoang Van Dieu's sister

c. **Contracts or transactions with internal shareholders:** Not incurred.

#### 4. Shareholder structure, change of owner's investment capital and ALT stock situation

Pursuant to the General List of ALT securities holders closing on 01/04/2024 of the Vietnam Securities Depository.

##### a. Stock

Charter capital: 61,725,523,000 VND

Number of issued shares: 6,172,523 shares

Face value: 10,000 VND/share

- Common stock: 6,172,523 Shares

- Preferred shares: 0 Shares

Number of shares outstanding: 5,736,709 shares

Number of treasury shares: 435,814 Shares

##### b. Shareholder Structure

	Shareholder Type	Number of Shareholders	Number of Shares	Percentage of Ownership/Capital
<b>I</b>	<b>Domestic shareholders</b>	<b>531</b>	<b>5.979.207</b>	<b>96,87%</b>
	State shareholders	1	760.211	12,32%
	Institutional Shareholders	7	1.210.474	19,61%
	Individual Shareholders	522	3.572.708	57,88%
	Treasury Stocks	1	435.814	7,06%
<b>II</b>	<b>Foreign</b>	<b>27</b>	<b>193.316</b>	<b>3,13%</b>



	<i>shareholders</i>			
	Institutional Shareholders	2	21.321	0,35%
	Individual Shareholders	25	171.995	2,79%
	<b>Total</b>	<b>558</b>	<b>6.172.523</b>	<b>100%</b>

**d. List of major shareholders**

STT	Shareholder Name	Quantity (shares)	Ratio/CPBQ	Ratio/TSCP
1	ACB Real Estate Joint Stock Company	1.051.244	18,32%	17,03%
2	LIKSIN Corporation	760.211	13,25%	12,32%
3	Hoang Van Dieu	582.000	10,15%	9,43%
4	Hoang Minh Anh Tu	560.595	9,77%	9,08%
5	Lai Thi Hong Diep	355.863	5,77%	5,77%
6	La The Nhan	295.550	5,15%	4,79%
	<b>Total</b>	<b>3.605.463</b>	<b>62,85%</b>	<b>58,41%</b>

5. The General Meeting of Shareholders in 2023 approved the construction of the HAU GIANG BIOPLASTIC MANUFACTURING FACTORY project, but so far it has not been implemented because the leveling of Tan Phu Thanh Industrial Park has not been completed.

The above is the Report of the Board of Directors to be submitted to the General Meeting of Shareholders in 2025.

Respect!

**BOARD OF DIRECTORS**



**LAI THI HONG DIEP**





**ALTA COMPANY**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

April 21, 2025

**BOARD OF DIRECTORS REPORT**

- Pursuant to the Charter of ALTACompany (ALTA).
- Based on the audited 2024 Financial Statements.

*The Board of Directors of the Company respectfully submits to the ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 to discuss and vote on the following issues:*

**1. Through the reports presented at the congress, including:**

- Audit Report 2024.
- Report of the Board of Directors and the Board of Directors.
- Report of an independent member of the Board of Directors.
- Report of the Supervisory Board.
- Annual Report 2024.
- Production and business results in 2024.

STT	QUOTA	2023	2024	COMPARE % 2024/2023
1	Revenue from sales and provision of services	304.082.597.574	415.008.580.982	136
2	Turnover deductions	352.003.363	192.748.442	
3	Net revenue from sales and provision of services	303.730.594.211	414.815.832.540	137
4	Cost of goods sold	260,601,563,379	365.095.055.850	140
5	Gross profit on sales and service provision	43.129.030.832	49.720.776.690	115
6	Revenue from financial activities	5,609,748,901	4.464.181.214	
7	Financial Costs	3,474,591,674	4.184.141.295	
8	The share of profit or loss in the joint venture company. link	148,661,173	1.029.819.932	
9	Cost of sales	12,370,887,138	17.946.747.218	
10	Business management expenses	26,025,040,571	27.784.254.281	
11	Net profit from business activities	7,016,921,523	5.299.635.042	76
12	Other income	2.234.067.392	150.569.026	



13	Other expenses	685.505.597	126.866.377	
14	<b>Other Profits</b>	<b>1.548.561.795</b>	<b>23.702.649</b>	2
15	<b>Total accounting profit before tax</b>	<b>8.565.483.318</b>	<b>5.323.337.691</b>	62
16	Current corporate income tax expenses	1.602.383.313	482.076.931	
17	Deferred corporate income tax expenses	(56.339.901)	1.676.578.300	
18	<b>Profit after corporate income tax</b>	<b>7.019.439.906</b>	<b>3.164.682.460</b>	<b>45</b>
19	<b>Underlying earnings per share</b>	<b>1.224</b>	<b>552</b>	<b>45</b>

## 2. Approval of the implementation of the plan of the 2024 General Meeting of Shareholders

QUOTA	Residents	YEAR 2024	TH 2024	Compare
CONSOLIDATED PROFIT BEFORE TAX	VND	8.750.000.000	5.323.337.691	61%
CONSOLIDATED PROFIT AFTER TAX	VND	7.000.000.000	3.164.682.460	45%
DIVIDEND DISTRIBUTION	%	10%	6%	60%

## 3. Through Profit Distribution 2024

QUOTA	Residents	AMOUNT
Total consolidated profit after tax in 2024	VND	3.164.682.460
Dividend distribution -Rate of 6% of capital	VND	3.164.682.460
( Excerpt from Undistributed Profit )	VND	277,342,940

## 4. Adoption of the 2025 Profit Plan

QUOTA	Residents	TH 2024	YEAR 2025
CONSOLIDATED PROFIT BEFORE TAX	VND	5.323.337.691	8.750.000.000
CONSOLIDATED PROFIT AFTER TAX	VND	3.164.682.460	7.000.000.000
DIVIDEND DISTRIBUTION	%	6%	10%

## 5. Approval of the 2025 Dividend Payment Plan



Assigned to the Board of Directors, depending on the actual production and business situation, will decide to pay dividends in 2025 and the time of payment. The total dividend payment will be approved through the 2026 General Meeting of Shareholders.

**6. Through the addition of capital of subsidiaries:**

The General Meeting of Shareholders agreed to authorize the Board of Directors to be responsible for the additional capital increase for the subsidiary when there is a need for capital to ensure investment efficiency without consulting shareholders in writing. on the basis of the provisions on the capital value of the company's charter.

**7. Added operational functions:**

In order to promptly add more functions for production and business activities in 2025 and the first 3 months of 2026. The General Meeting of Shareholders assigns the Board of Directors to be responsible for selecting additional business registration industry codes when there is a need to be suitable for the company's production and business activities. There is no need to approve the written consultation of shareholders.

**8. Some other issues:**

- Based on the proposal of the Supervisory Board, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the list of auditing units below and authorizes the Board of Directors to select the company to audit the financial statements in 2025. (These auditing organizations are approved by the State Securities Commission for audit in accordance with the provisions of the Securities Law and the law on independent audit).

STT	COMPANY NAME
1	PWC (Vietnam) Co., Ltd. (PWC)
2	AASC Auditing Firm Limited (AASC)
3	A&C Auditing and Consulting Co., Ltd. (A&C)
4	Standard Viet Auditing and Consulting Co., Ltd. (Standard Viet)
5	An Viet Auditing Co., Ltd. (An Viet CPA)
6	Vaco Auditing Co., Ltd. (Vaco)
7	Sao Viet Auditing Co., Ltd. (Sao Viet)
8	RSM Vietnam Auditing & Consulting Co., Ltd. (RSM)
9	AFC Vietnam Auditing Co., Ltd. (AFC)



- The total remuneration of the members of the Board of Directors in 2025 corresponds to 5% of the company's profit after tax and assigned to the Chairman of the Board of Directors to distribute to the members according to the actual participation.
- The total remuneration of the Supervisory Board in 2025 corresponds to 1% of Profit after tax and assigned to the Head of the Supervisory Board to distribute to the members according to the actual participation.
- Agree to deduct and reward the Company's Executive Board with an amount corresponding to 5% of the company's after-tax profit in 2025 on the basis of completing the 2025 plan assigned by the General Meeting of Shareholders.

**BOARD OF DIRECTORS OF ALTA COMPANY**



**LAI THI HONG DIEP**

