

**ATS INVESTMENT GROUP  
JOINT STOCK COMPANY**

No: ..01/2025/BCTN-ATS

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

*Ho Chi Minh City, date 14 month 4 year 2025*

**ANNUAL REPORT**

**year 2024**

To:

- State Securities Commission;
- Hanoi Stock Exchange.

**I. GENERAL INFORMATION**

**1. General information**

**1.1. Information about the company**

Company Name : ATS INVESTMENT GROUP JOINT STOCK COMPANY

International transaction name : ATS INVESMENT GROUP JOIN STOCK COMPANY

Abbreviated name : ATSV.,JSC

Business Registration Certificate : Number 0100830798 was first issued by the Department of Planning and Investment of Hanoi on December 1, 1998, the 21<sup>st</sup> change was issued by the Department of Planning and Investment of Ho Chi Minh City on December 17, 2024.

Charter capital : 35,000,000,000 (Thirty-five billion) VND

Address : No. 11.24, 11th floor, Golden King Building, 15 Nguyen Luong Bang, Tan Phu Ward, District 7, Ho Chi Minh City, Vietnam

Phone : 0919012659

Branch : Phu Long Ba village, Long Xuyen commune, Phuc Tho district, Hanoi

Transaction office : 6th floor, Sky Tower building No. 88 Lang Ha, Lang Ha ward, Dong Da district, Hanoi city

Website : <https://atsinvest.com.vn/>

Stock code : ATS



## **1.2. The process of formation and development**

ATS Investment Group Joint Stock Company, formerly known as Autumn Entertainment Services and Trading Company Limited, was established on December 1, 1998, business license number 070093 him Issued by Hanoi Department of Planning and Investment, with the main business being trading in service products, commerce and restaurants with an initial charter capital of 400 million VND.

On July 29, 2014, the Company changed its model from a Limited Company to a Joint Stock Company and changed its name to Atesco Industrial Catering JSC with a registered charter capital of 35,000,000,000 VND according to Business Registration Certificate No. 0100830798, the 16th change issued by the Department of Planning and Investment of Hanoi City on July 29, 2014. September 23, 2020.

On February 15, 2022, the Hanoi Department of Planning and Investment approved the change of the Company's name to Atesco Pharmaceutical Group Joint Stock Company.

On May 2, 2024, the Hanoi Department of Planning and Investment approved the change of the Company's name to ATS Investment Group Joint Stock Company. Currently, the Company operates with 01 industrial meal production and processing area in Dai An Industrial Park - Hai Duong.

After more than 20 years of operation, ATS has become a strong company and a reputable brand with customers. ATS focuses on the fields of real estate, industrial catering, restaurant business, hotels and event organization. The Company's actual contributed charter capital to date is 35,000,000,000 VND.

## **2. Industry and business area**

### **2.1. Main business lines**

- Production of dishes and prepared foods;
- Wholesale of beverages, details: Wholesale of alcoholic beverages;
- Restaurants and mobile food services, details: Restaurants, eateries, food stalls; Other mobile food and beverage services (excluding discotheque and karaoke room businesses);
- Short-term accommodation services (Does not include discotheques, bars, karaoke rooms);
- Providing catering services under irregular contracts with customers (serving parties, meetings, weddings...);
- Real estate business, land use rights owned, used or leased, details: Leasing and operating real estate with ownership, use and lease rights.

### **2.2. Business location:**

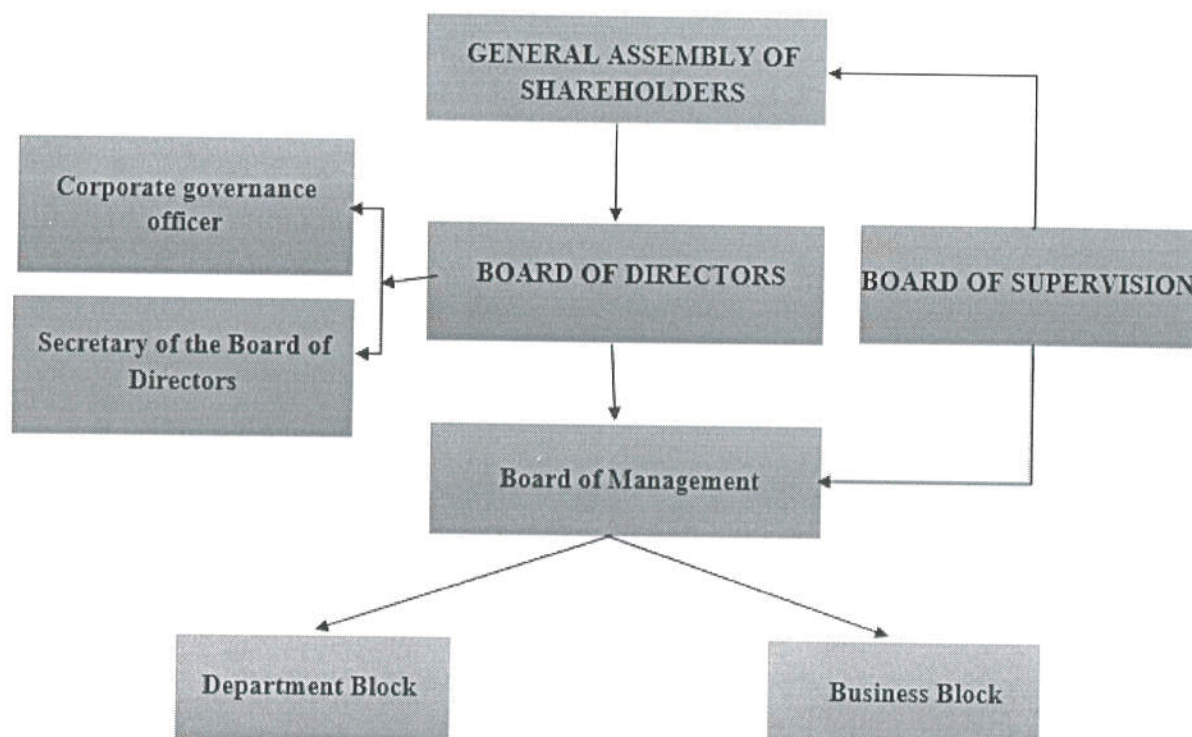
The company operates mainly in Hanoi City, Hai Duong province and Ho Chi Minh City.

## **3. Information about the governance model, business organization and management apparatus**

### 3.1. Administration model

- General Meeting of Shareholders (GMS)
- Board of Directors (BOD)
- Board of Supervisors (SB)
- Board of Management (BOM)

### 3.2. Management apparatus structure



### 3.3. Subsidiaries and affiliated companies

- Subsidiaries and affiliated companies: None
- Companies contributing capital for business cooperation: (as of December 31, 2024)

N o.	Name of the Company contributing capital to business cooperation	Address	Main business areas	Purpose of business cooperation	Contributed capital (VND)	ATS capital contribution ratio (%)
1	CPG Real Estate Investment -	15 Nguyen Luong Bang,	Real estate management	Expand business areas	33.000.000.000	16,5



	Manageme nt JSC	Tan Phu Ward, District 7, HCMC, Vietnam				
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#### **4. Development orientation**

##### **4.1. The main goals of the Company**

- Expanding the market share of industrial catering supply, investing in developing and improving infrastructure towards industrialization and modernization, applying partial automation techniques in the production process.
- Always respect the interests of customers, constantly improve product quality and consider this as the survival and development of the company.
- Mobilize and use capital with the highest efficiency, constantly organize and develop business activities in all fields with the aim of earning maximum profits, ensuring benefits for shareholders, creating stable jobs and improving the income of employees, fulfilling tax obligations to the State Budget and developing a strong Company.

##### **4.2. Medium and long-term development strategy**

- Production and business:

The Company intends to continue to invest and develop in the direction of expanding industrial catering services, while at the same time arranging, re-arranging and properly investing in facilities, machinery and equipment to ensure stable production, improve operational efficiency and increase accumulation to develop stronger after 2023. In particular, the Company focuses on investing at an appropriate scale to rationalize production, upgrade industrial catering processing lines and maintain restaurant business. products at an efficient level. All resources will be focused on developing modern industrial catering services, aiming to sign more long-term contracts with customers. At the same time, the Company continues to effectively exploit existing production and business segments to take advantage of its strengths in customer resources and reputation in the market to increase revenue. The Board of Directors also proactively researches and expands into potential, highly profitable industries, such as real estate business, based on market fluctuations and available advantages. The company will choose suitable partners to develop the market in the Central and Southern provinces, aiming to become a leading unit in the field of industrial catering in Vietnam, and actively seek output to ensure a stable source of revenue for business activities in both the short and long term.

- Financial situation:

The company always maintains a healthy and stable financial situation and proactively searches for low-cost capital sources to optimize financial operations. The use of capital is done flexibly and economically, while regularly monitoring and strictly controlling capital sources, ensuring balance with costs for reasonable allocation, avoiding waste of resources. The

Company develops a plan to maintain and ensure an appropriate amount of working capital, ready to promptly serve production and business activities depending on market fluctuations and industry characteristics, thereby improving the efficiency of capital use and fully implementing the calculation and appropriation of risk reserve funds.

- Work and life of staff members (employees):

The company always fully implements regimes and policies for employees, constantly improving working conditions and accommodation for employees in construction teams and dormitories. At the same time, the Company maintains a regime of encouraging good workers, establishing reasonable salary unit prices and norms to ensure social equity and promote production development. In addition, the Company promotes mass cultural, artistic and sports movements, creating a vibrant and healthy spiritual life, actively participating effectively in local activities. With a sustainable development orientation, the Company strives to maintain and improve growth rates, maximize benefits for customers, and create added value for businesses and society. In the period 2010–2020, the Company targets an average annual revenue and profit growth of 10% or more.

#### **4.3. The Company's environmental, social and community goals**

The company always aims to maximize the interests of shareholders, while ensuring sustainable development and balancing the interests of stakeholders such as customers, employees, and partners. In production and business activities, the Company fully complies with environmental protection laws, implements measures to prevent, respond, and troubleshoot incidents and ensure compliance with environmental regulations and standards. The company deploys energy and water saving solutions; collect, classify, treat waste, keep the project area clean, plant trees, create a fresh living space. In addition, the Company always associates business activities with social responsibility, supporting the community through charity programs, supporting vulnerable people and creating more jobs for local workers, ensuring the lives of workers. Regarding financial obligations, the Company fully and promptly declares and pays taxes, natural resources and environmental fees, actively contributing to the State budget and local development. In the process of expanding market share, the Company constantly focuses on saving input costs such as electricity, gas, water, contributing to environmental protection and always ensuring food safety and hygiene in its products.

### **5. Risks**

#### **5.1. Economic risks**

- Economic growth: When the economy grows well, inflation and unemployment are controlled. As factories and industrial parks expand and operate effectively, the demand for industrial catering services will increase and vice versa. According to expert assessment: in the context of slow economic recovery, Vietnam's economy is still greatly influenced by the world economy and continues to encounter many difficulties. Competition in the industrial catering market continues to be very fierce among companies. Thus, macroeconomic conditions



significantly affect the Company's revenue and profits.

- Interest rates, exchange rates and inflation: The State Bank's monetary policy continues to be cautiously oriented as in 2023, with the message throughout being to maintain stable interest rates instead of lowering interest rates, in the context of credit growth expected to reach about 15%. Production and business activities of enterprises, including the Company, are significantly affected by input capital costs, especially bank loans - a factor that has a great impact on financial costs and profits, especially at the beginning of the year. Therefore, if interest rates increase, it will directly negatively affect the Company's business results. However, with the characteristics of operating mainly in Vietnamese Dong, the Company is less exposed to exchange rate risks. As an enterprise specializing in providing industrial meals, ATS is also affected by inflation, causing input material prices to increase. However, in recent years, inflation in Vietnam has been well controlled and maintained at a low level, contributing to reducing pressure on operating costs.

## **5.2. About the law**

Like other enterprises operating in production and business in the territory of Vietnam, ATS Investment Group JSC is also subject to the regulation and influence of domestic legal regulations on enterprises, corporate income tax, value added tax, etc. Besides, the enterprise is a public company so the Company is also affected by legal documents on securities and the stock market.

During the development process, the legal document system in Vietnam is constantly being improved. Policy adjustments and changes are inevitable and may have certain impacts on the Company's production and business activities. In order to minimize negative impacts from changes in legal regulations, the Company always proactively updates the current legal system, and conducts research, analysis and forecasting of legal change trends. In addition, the Company coordinates with the Human Resources Department to organize training programs and disseminate legal knowledge to all employees and shareholders. For legal issues beyond the scope of internal expertise, the Company proactively consults and uses professional legal consulting services from reputable units.

## **5.3. Specific risks in the company's business activities**

The company aims to develop business activities mainly in the field of providing industrial catering services for industrial parks and businesses. Therefore, maintaining and ensuring service quality, the quality of each meal as well as food safety and hygiene are key factors. Some specific risks that may affect the Company's operations include: risks from natural disasters and epidemics that disrupt food supplies; risks arising from changing food safety and quality standards; and risks of interruption during production and processing.

Besides, the Company is currently gradually expanding into the field of construction and real estate business. In this field, the Company may face risks related to changes in trends and demand for housing and land; real estate market fluctuations; as well as the impact from

construction material prices. These factors can have a significant impact on the Company's business performance and profitability.

#### **5.4. Market risks**

The company's production and business activities mainly focus on providing food services and industrial meals. Failure to diversify production and business activities can create risks for the Company in case this industry encounters difficulties. In this case, the Company's production and business activities will be disturbed. To overcome this, the BOD has made strides into new fields, real estate and housing business. However, because it is a new field, the Company still lacks experience in adapting to changes in the real estate market.

Besides, the Company's field of operation is considered one of the industries with rich potential, with large companies and corporations both domestic and foreign, with strong potential in capital and other resources. ATS is just a small and medium-sized enterprise in this field of activity, so having to compete in both price and product quality, in a fiercely competitive environment, is extremely difficult and contains many risks. Therefore, market prices often change, which will greatly impact the Company's business results.

#### **5.5. Risks from epidemics and natural disasters**

Diseases and natural disasters are risk factors that can greatly affect the Company's industrial catering, food service and restaurant operations, because the input materials are mainly clean agricultural products, easily affected by environmental factors. To minimize risks, the Company has applied a policy of diversifying supply sources, ensuring stable production activities and meeting customer needs.

In the real estate sector, the Company has conducted geographical and climate surveys to select suitable construction locations and minimize natural disaster risks. However, in case risks occur unexpectedly, business operations can still be significantly affected. In addition, epidemics and natural disasters can also disrupt tourism activities, affecting the performance of the Company's restaurant and hotel business.

#### **5.6. Risks from changing quality and food safety standards**

As a direct food supplier, the Company always puts ensuring food quality and safety first. Changing food safety and quality management standards can affect production processes and productivity. Faced with that reality, the Company proactively updates information and adjusts quality management processes to comply with the latest standards, ensuring regulatory compliance and maintaining brand reputation.

#### **5.7. Risks from production interruption**

In the food service sector, besides quality, quantity and delivery time are also very important. Production interruptions due to machinery breakdown or interrupted raw material supply may cause the Company to fail to meet its contractual commitments, leading to damages and the risk of losing customers. To minimize risks, the Company proactively diversifies supply sources and performs periodic machinery maintenance to ensure continuous, stable production



and meet order requirements.

### 5.8. Risk of stock fluctuations

As one of the first businesses in the field of industrial catering listed on the Hanoi Stock Exchange, the Company can face risks from stock market fluctuations. Stock prices not only reflect business results but are also influenced by supply and demand factors, investor psychology and information disclosure.

In order to limit this risk, the Company has issued an Information Disclosure Process and committed to fully and promptly comply with the regulations in Circular 96/2020/TT-BTC issued on November 16, 2020 on Information Disclosure on the stock market. Information transparency helps investors access accurate data, thereby making appropriate investment decisions.

### 5.9. Other risks

Force majeure risks such as fire, seasonal flu, etc. may affect the Company's production and business activities. Fires cause serious damage to people and property, from partial to complete destruction of facilities, factories, and equipment. In addition, some increases in seasonal flu cases in late 2024 in Vietnam also affect workers' health, supply chains and production progress. The company closely monitors the epidemic situation and proactively implements preventive measures to ensure stable and safe operations.

## II. PERFORMANCE SITUATION IN 2024

### 1. Situation of production and business activities

According to audited 2024 financial statements, ATS Investment Group JSC has achieved the following business results:

In 2024, ATS Investment Group JSC will achieve revenue of 50,615,224,450 VND, reaching a profit after tax of 198,740,216 VND

Implementation status compared to plan:

Target	Unit of calculation	Plan for 2024	Implementation in 2024	Completion level (%)
Revenue	VND	50.000.000.000	50.615.224.450	101
Profit after tax	VND	5.000.000.000	198.740.216	4

### 2. Organization and personnel

#### 2.1. List of Executive Board (as of December 31, 2024)

The Company's Executive Board consists of 02 members, including 01 General Director and 01 Deputy General Director, who carry out daily production and business operations of the Company.

List of the Company's Executive Board is as follows:



N o	Member of the Executive Board	Date of birth	Professional qualifications	Date of appointment/dismissal of members of the Executive Board
1	Nguyen Thi Kien Truc – General Director	02/10/19 97	Bachelor of Laws	Appointed April 19, 2024 to present
2	Pham Anh Tuan - Deputy General Director	10/03/19 71	Bachelor of Economics	Appointed February 23, 2022 to present

**a. General Director - Ms. Nguyen Thi Kien Truc**

	Full name:	NGUYEN THI KIEN TRUC
	Professional qualifications:	Bachelor of Laws
	Current position:	General Director
ID card:		
Place of registration:		
Positions currently held at other organizations:	No	
Work process:		
April 2024	General Director - ATESCO Pharmaceutical Group JSC	
May 2024- present	General Director of ATS Investment Group JSC	
In there: - <i>Personal ownership</i> - <i>Authorized representative</i>	- <i>0 shares (0% holding rate)</i> - <i>0 shares</i>	
Number of shares held by related persons:	No	

**b. Deputy General Director Pham Anh Tuan**

	Full name:	PHAM ANH TUAN
	Professional qualifications:	Bachelor of Economics
	Current position:	Deputy General Manager

ID card:	
Place of registration:	
Positions currently held at other organizations:	No
Work process:	
From 1998 to July 2014	Director - Autumn Entertainment Services and Trading Co.Ltd
From September 2014 to August 2020	Chairman of the Board of Directors cum Director - Atesco Industrial Catering JSC
From August 2020 to January 2022	Chairman of the Board of Directors - Atesco Industrial Catering JSC
From February 2022 to April 2024	Deputy General Director - ATESCO Pharmaceutical Group JSC
From May 2024 to present	Deputy General Director - ATS Investment Group JSC
In there: - <i>Personal ownership</i> - <i>Authorized representative</i>	- 0 shares (0% holding rate) - 0 shares
Number of shares held by related persons:	- 0 shares

## 2.2. Changes in the executive board

No	Member of the Executive Board	Date of birth	Professional qualifications	Date of appointment/dismissal of members of the Executive Board
1	Le Sy Cuong	13/05/1974	Bachelor of Economics	April 26, 2023 to April 19, 2024
2	Nguyen Thi Kien Truc	01/10/1997	Bachelor of Laws	April 19, 2024 to present

## 2.3. Personnel structure (according to payroll list)

a. As of December 31, 2024, ATS Investment Group Joint Stock Company has a total number of employees of 44 people.

No.	Labor classification	Number (people)	Rate (%)
<b>1</b>	<b>Divided by gender</b>	44	100.00
1.1	Male	10	22.73
1.2	Female	34	77.27
<b>2</b>	<b>Sort by labor contract</b>	44	100.00
2.1	Seasonal contract (less than 3 months)	0	0
2.2	Contract from 3 - 12 months	29	65.91
2.3	Contract from 1 - 3 years	0	



2.4	Indefinite contract	15	34.09
<b>3</b>	<b>Divided by labor level</b>		
3.1	University and postgraduate level	4	9.09
3.2	College and Intermediate level		
3.3	General level	40	90.91

**b. Policy for employees**

Working hours: For office administrative staff: work 8 hours/day, 6 days/week, 1 hour lunch break, Sunday off. When there is a work requirement, the Company's employees voluntarily work overtime and the Company has regulations to ensure benefits for employees according to the provisions of the Labor Code and adequate compensation for employees. The indirect department works according to office hours, the direct department is arranged to work in shifts.

Working conditions: Spacious and airy office. The direct workforce is fully equipped with working facilities, labor hygiene, and labor safety principles are strictly followed.

**c. Recruitment policy**

The Company recruits workers both internally and externally with the aim of finding people with the capacity and qualifications to meet the job requirements and in accordance with the Company's development orientation.

**d. Training policy**

The Company's training policy must ensure the principle of stable and long-term resources, ensuring a balance between indirect and direct. Promoting professionalism and dynamism in its activities, the Company always focuses on investing in training for employees, especially marketing and customer development skills.

**e. Working mode**

The company implements labor regimes according to the Labor Code and related legal regulations. Regarding working conditions: the office and factory are designed to be spacious and airy to ensure maximum occupational safety and hygiene, creating the best working conditions for workers to promote their labor efficiency.

**f. *Salary, bonus and allowance policies for employees***

- Salary policy: The company pays salaries based on job level, capacity, position, qualifications, salary scale and business situation. Salary is paid periodically from the 10th to the 15th of every month. Annual salary adjustments comply with current legal regulations.

- Bonus policy: In order to encourage employees to improve working efficiency, the Company organizes quarterly and annual bonuses for individuals and groups with outstanding achievements, technical innovation initiatives, new market development, or excellent completion of tasks. Diverse forms of rewards, including cash, in-kind, travel, or bonus shares (depending on conditions). The company also takes disciplinary action against behaviors that



negatively affect business operations and image.

- Insurance and welfare: The company fully implements social, health and unemployment insurance obligations according to legal regulations. At the same time, focusing on labor safety and the spiritual life of employees, regularly organizing sightseeing and relaxation activities for employees on holidays to enhance the spirit of attachment and collective welfare.

### 3. Investment situation and project implementation situation

- Large, key investment projects currently being invested and implemented: None
- Financial investments:

Invest in another unit	Investment amount (VND)	Ownership ratio (%)
CPG Real Estate Investment - Management JSC	33,000,000,000	16.5
<b>Total</b>	<b>33,000,000,000</b>	

- Subsidiaries and affiliated companies: None
- Operating situation of Subsidiaries: None

### 4. Financial situation

#### 4.1. Financial situation

Target	2023	2024
Total asset value (VND)	50,396,277,286	48,375,125,736
Net revenue (VND)	47,943,633,600	50,615,224,450
Profit before tax (VND)	289,779,528	354,145,677
Profit after tax (VND)	230,875,646	198,740,216

- Regarding dividend ratio: The BOD will base on the actual business situation of the company to submit to the GMS for approval a plan to pay dividends to shareholders.

#### 4.2. Main financial indicators

N o.	Target	Unit of calculation	2022	2023	2024
1	Criteria for ability to pay				
1.1	- Short-term payment ratio	Time	2.5	1.83	3.23
1.2	- Quick payout ratio	Time	2.5	1.82	3.22



<b>2</b>	<b>Capital structure criteria</b>				
<b>2.1</b>	- Debt/Total assets ratio	Time	0.1	0.14	0.1
<b>2.2</b>	- Debt/Equity ratio	Time	0,12	0.16	0.11
<b>3</b>	<b>Performance indicators</b>				
<b>3.1</b>	- Inventory turnover	Time	2,030	962.6	1,213
<b>3.2</b>	- Net revenue/total assets	Time	0.88	0.95	1.05
<b>4</b>	<b>Profitability criteria</b>				
<b>4.1</b>	- Profit after tax ratio/net revenue	%	1.9%	0.48%	2%
<b>4.2</b>	- Profit after tax ratio/Equity	%	1.9%	0.53%	1.87%
<b>4.3</b>	- Profit after tax ratio/Total assets	%	1.7%	0.46%	1.68%

## 5. Shareholder structure, change in owner's investment capital

### 5.1. Share:

- Total number of shares: 3,500,000 (Three million five hundred thousand) Shares.
- Total outstanding shares: 3,500,000 (Three million five hundred thousand) Shares
- Freely transferable shares: 3,500,000 (Three million five hundred thousand) Shares
- Shares restricted from transfer: 0 Shares
- Share par value: 10,000 VND/Share
- Type of shares: Common shares.

### 5.2. Shareholder structure:

#### a. Shareholder structure as of December 31, 2024

No.	Shareholder group	Number of shareholders	Number of ownership (shares)	Value according to face value (VND)	Rate (%)
<b>1</b>	<b>Domestic shareholders</b>	<b>171</b>	<b>3,494,800</b>	<b>34,948,000,000</b>	<b>99.85 %</b>
<b>1.1</b>	Organization	3	300	3,000,000	0.01%
<b>1.2</b>	Individual	168	3,494,500	34,945,000,000	99.84 %
<b>2</b>	<b>Foreign shareholders</b>	<b>2</b>	<b>5,200</b>	<b>52,000,000</b>	<b>0.15%</b>
<b>2.1</b>	Organization	0	0	0	0.00%
<b>2.2</b>	Individual	2	5,200	52,000,000	0.15%
<b>3</b>	<b>Treasury shares</b>	-	-	-	<b>0%</b>
<b>4</b>	<b>State shareholders</b>	-	-	-	<b>0%</b>
<b>Total</b>		<b>173</b>	<b>3,500,000</b>	<b>35,000,000,000</b>	<b>100.00</b>

				%
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**b. Share ownership structure as of December 31, 2024**

No.	Shareholder group	Number of shareholders	Number of ownership (shares)	Value according to face value (VND)	Rate (%)
1	Shareholders own $\geq$ 5% of shares	3	1,552,370	15,523,700,000	44,35 %
2	Shareholders own less than 5% of shares	170	1,947,630	19,476,300,000	55,65 %
<b>Total</b>		<b>173</b>	<b>3,500,000</b>	<b>35,000,000,000</b>	<b>100%</b>

**5.3. Situation of change in owner's investment capital:** In 2024, ATS Investment Group JSC will not have capital raising activities.

**5.4. Trading treasury shares**

As of December 31, 2024, ATS Investment Group JSC has no treasury shares.

In 2024, ATS Investment Group JSC will not conduct treasury stock transactions.

**5.5. Other securities**

Currently, there are no other types of securities other than shares of ATS Investment Group JSC.

**6. Report on the company's environmental impact and social activities**

**6.1. Impact on the environment**

The company always strives to turn awareness of environmental protection into self-consciousness and specific actions in each unit and department such as: saving electricity and water, turning off electrical equipment when leaving the office, minimizing the use of plastic bags, using water resources economically and effectively, regularly cleaning the environment in the work area and around the company headquarters, collecting and disposing of trash in the right places,... ensuring the working environment is always green, clean, and beautiful.

For internal waste, every month the Company signs a contract with Transport and Environment JSC where the company has its headquarters, offices, and representative branches to collect and process.

The Company's BOD agreed to assign Mr. Pham Anh Tuan, Deputy Director, to be responsible for implementing environmental issues in the Company.



## **6.2. Management of raw materials**

Projects implemented by ATS Investment Group JSC are committed to using environmentally friendly and energy-saving materials.

- The company does not use recycled materials used to produce products and services. Reason for not using: inadequate technological facilities.

## **6.3. Energy consumption**

The company's equipment for projects ensures energy savings. The company prioritizes using alternative materials that use less energy if they meet technical standards. The company's direct energy and water use is primarily in the office. The company always sets and manages monthly consumption norms to ensure that energy and water consumption does not exceed the set consumption norms. In the future, to minimize negative impacts on the environment, the company proposes solutions:

- Select construction contractors and equipment suppliers that are assessed to have the best environmental solutions.
- Implement energy and water consumption norms for the Company's office.

## **6.4. Water consumption**

- Water supply and water usage:

The company always complies with all legal regulations on water use. The company mainly uses water to serve the daily needs of its employees, so the amount of water consumption is not much.

The main source of water consumed is filtered well water and tap water. The company does not recycle and reuse water sources due to the small amount of water used.

- Wastewater treatment system:

The Company's office areas are designed to have tanks that filter wastewater before discharging it into the drainage system according to regulations.

## **6.5. Comply with laws on environmental protection**

- Number of times sanctioned for non-compliance with environmental laws and regulations: zero.
- Total amount of fines due to non-compliance with environmental laws and regulations: zero.

## **6.6. Policies related to employees**

### **a. Number of employees, average salary for employees (December 31, 2024)**

- The number of employees at the Company is 44 people
- The average salary of workers in 2024 will reach 10.8 million VND.

### **b. Labor policies aim to ensure the health, safety and welfare of employees**

- In the process of developing production and business activities of the enterprise, ATS

has well fulfilled its corporate responsibility to the social community, becoming an enterprise with typical contributions to the local socio-economic development.

- The company builds a stable environment and stable income, which has contributed significantly to local development. Building human culture ATS are regularly trained, have a healthy lifestyle, and comply well with the State's legal policies and policies, contributing to building a modern, civilized society.

- HR are a great source of business assets, so ATS always aims for a competitive remuneration policy to ensure that employees can feel secure and focus on developing their careers at ATS. Official employees at ATS can enjoy the following compensation and benefits: Social insurance, Health insurance, Unemployment according to state regulations; Labor protection; Train. In addition, ATS also always takes care of and cares about the lives of employees with practical benefits and benefits such as: Every year, the company always selects outstanding and advanced workers to award encouragement. Facilities for work are fully equipped and meet the needs of workers.

The company's filial visits are always concerned. Implementing holiday and annual leave regimes for employees, giving gifts on the occasion of March 8, October 20, Mid-Autumn Festival...

- In addition, the Company also organizes sightseeing and travel tours for employees to relax and regenerate their labor force, create a happy atmosphere and increase cohesion among employees, and organize fitness and sports programs to exchange with units in the region.

*c. Training activities for workers*

No	Content	Unit	Quantity
1	Number of employees trained	People	44
2	Average number of training hours by employee 2024	Hours	20
3	Average number of training hours per year by employee classification in 2024:	Hours	
	- Technique		15
	- Administration - personnel		20
	- Labor safety		20
	- Stock		10
	- Other		20

- Determining that people are the core factor to promote the sustainable development of businesses, ATS Investment Group JSC pays great attention and importance to training for the Board of General Directors, Heads and Deputy Heads of departments, affiliated units and employees in the Company. Every year, the Company sends employees to participate in training



classes, workshops, and seminars to supplement knowledge and improve professional qualifications for employees.

- According to the plan in 2025, the company focuses more deeply on training programs on information disclosure expertise, administrative management, accounting operations, taxes, food safety,... and participates in training classes and training courses on Enterprise Law 2020, Securities Law 2019, Investment Law 2020, Labor Law 2019 and other new legal documents.

#### **6.7. Reporting concerns responsibility towards local communities**

- ATS Investment Group JSC: responsibilities, rights and material and spiritual life of employees are always guaranteed. Related policies and welfare regimes are regularly reviewed and adjusted to ensure stable human resources and improve the quality of life of workers. To date, there have not been any strikes or labor disputes occurring at the Company. Not only does it create high quality products and services, but it also contributes to the sustainable development of the Vietnamese economy. In the past year, ATS Investment Group JSC also organized many social activities to support and share with difficult circumstances.

- Contribution to the local community: Social and charitable activities are paid attention to and regularly organized by the Company's leadership during the operating period such as: gratitude activities, gratitude to fallen heroes, charity activities for victims of Agent Orange, poor households, spring warm-heartedness program, Natural Disaster Prevention Fund...

### **III. EVALUATION REPORT OF THE BOARD OF MANAGEMENT**

#### **1. Evaluate the results of production and business activities**

##### **a. Results of production and business activities**

Vietnam's economy in 2024, like the global economy, will still be significantly affected by the lasting consequences of the Covid-19 pandemic. Difficulties are widespread in many business areas due to the knock-on effects of supply chain disruption, market fluctuations and changes in consumer behavior. In addition, although administrative procedures have had many positive improvements, creating favorable conditions for businesses, new barriers in trade and an increasingly perfect legal system also place higher demands on the professional operating capacity and flexible adaptation of the business community.

After many efforts to overcome difficulties, the business results achieved are as follows:

No.	Target	Plan for 2024	Implementation in 2024	Completion level (%)
1	Revenue	50,000,000,000	50,615,224,450	101
2	Profit after tax	5,000,000,000	198,740,216	4

In 2024, Revenue will reach 50,615,224,450 VND compared to plan, reaching 101%, Profit after tax will reach 198,740,216 VND, reaching 4% compared to plan.

**b. Progress achieved during the year:** Despite being directly and indirectly affected by the prolonged epidemic situation, causing many industries to stagnate, and facing increasingly fierce competitive pressure in the same field, the Company and its member units have made efforts to maintain stability, persevere in the market, continue to promote production and business activities, ensure income and life for employees - while many businesses are forced to shrink or temporarily suspend operations. Administrative reform and improving customer service quality are always focused on implementation. The application of scientific and technical advances and information technology utilities has initially brought clear results, actively supporting management as well as customer care activities.

## **2. Financial situation**

### **a. Property situation**

The company's total assets at the beginning of 2024 are: 50,396,277,286 VND.

By the end of 2024: 48,375,125,736 VND.

### **b. Liabilities situation**

Liabilities as of the beginning of 2024 are 6,942,126,957 VND, of which all are short-term debt. By the end of 2024, liabilities are 4,722,235,191 VND, down 2,219,891,766 VND and all are short-term debt.

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

In 2024, the Company continues to improve its organizational and management structure towards streamlining, efficiency, and specializing each position; Gradually proactively transfer production and business activities to Departments and member companies.

With the motto "people are the core of development", ATS focuses on building a human resources team that not only meets professional capacity but is also suitable in mindset and corporate culture. Thanks to that, the staff team is increasingly growing in quantity, quality, creative spirit and ability to master technology.

Under the direction of the BOM, human resources activities in 2024 focus on key contents: maintaining and promoting salary, bonus and welfare policies; Review and improve human resource management; Strengthen internal communication, strengthen solidarity within the collective; continue to spread corporate culture deeply in the lives of employees.

During the year, the Company maintained a stable organizational structure and management policy to ensure consistency and synchronization with the strategic direction of the GMS and the Board of Directors.

## **4. Future development plan**

- The BOM closely follows the set development goals and orientations, thereby building specific operating plans for each month, each quarter and for each investment project.
- Implement plans to mobilize and use capital effectively, especially through the stock market channel; enhance liquidity, limit stagnation, and concentrate idle capital on key projects.



- Prioritize attracting and developing high-quality human resources; Improve salary, bonus and welfare policies, combining reasonable remuneration to retain employees.
- Promote communication and PR strategies to enhance the Company's image on the stock market.
- The 2025 business plan of the BOM is expected to be submitted to the BOD for approval at the 2025 AGMS as follows (billion VND):

Target	2025
1. Revenue (VND)	50
2. Profit after tax (VND)	2
3. Profit after tax/Revenue (%)	4
4. Profit after tax/Charter capital (%)	11,4
5. Dividends (%)	The BOD will base on the actual business situation of the company to submit to the GMS for approval a plan to pay dividends to shareholders.

## 5. Explanation of the Board of Directors for audit opinions

The BOD has no explanation. *(In the Financial Statements for the fiscal year ending December 31, 2024, the auditor's opinion is fully accepted).*

## 6. Assessment report related to environmental and social responsibility

### 6.1. Evaluation of the Board of Directors related to environmental indicators

\* Total direct and indirect greenhouse gas (GHG) emissions: The BOD plays the role of strategic direction and supervision of the process of identifying and assessing the impact of climate change on the community, industries as well as the business itself. Businesses are clearly aware of their current level of greenhouse gas emissions and their position compared to the industry average. At the same time, businesses also clearly identify factors that create pressure or promote the pursuit of the net zero emissions goal (Net Zero). These factors can come from shareholders, investors, regulators, customers, market trends, developments in environmentally friendly technology, or from other stakeholders.

The Company identifies risks and opportunities related to climate change and fully evaluates the potential opportunities that may arise from climate change trends and impacts. The company always proactively makes suggestions and contributions to respond to climate change, as well as being clearly aware of its responsibility in case of non-compliance with established commitments related to this issue.

#### \* Energy consumption:

ATS prioritizes the use of natural energy sources during project implementation, considering this as one of the important directions for sustainable development. At the same

time, energy saving is always a top priority to optimize operating costs and minimize greenhouse gas emissions.

In production and daily activities, the Company mainly uses electricity and synchronously applies electricity saving solutions. Most production and lighting equipment are energy-saving devices, fully complying with technical standards.

To minimize ineffective use of electricity, the Company regularly checks and reviews power consumption stages, thereby eliminating wasteful processes. In addition, ATS also focuses on building awareness of electricity saving among workers, not only in the working environment but also encouraging application in daily life.

\* Water consumption: The company focuses on saving and effectively using water resources in all activities. With the goal of minimizing the amount of water discharged into the environment, ATS prioritizes the use of local labor resources to limit the need for additional auxiliary works. Water sources are mainly used for domestic purposes and are always strictly controlled to ensure economical and reasonable use.

\* Waste and emissions management: During the construction and development process, the Company strictly complies with the regulations of the Law on Environmental Protection. Environmental protection measures are always maintained and updated in accordance with actual operations. At the same time, the Company also conducted an environmental impact assessment and committed to fully implementing the approved contents to prevent local environmental pollution.

\* Initiatives and measures to reduce greenhouse gas emissions: Faced with the increasingly obvious impacts of climate change, the Company pays special attention to cutting greenhouse gas emissions - one of the main causes of global warming. In addition to technical solutions and technology investments, ATS also focuses on implementing practical actions to save energy in daily activities such as: turning off electrical equipment when not in use, using energy-saving lights, not putting hot food in the refrigerator... Even though these are small actions, the Company believes that if done synchronously and regularly, they will bring positive effects in environmental protection and sustainable development.

## **6.2. Assessment of the Board of General Directors related to employee issues**

In 2024, ATS Investment Group JSC advocates delegating authority to heads of departments and divisions in units and divisions to promptly grasp arising problems, listen to the thoughts and aspirations of workers, thereby creating favorable conditions for workers to feel secure in long-term work with a stable income.

ATS always focuses on building a comfortable, friendly and healthy competitive working environment. The company fully implements policies for employees such as: annual leave, timely payment of sickness benefits, maternity benefits, labor accidents, occupational diseases, participation in personal accident insurance, property insurance... 100% of employees are fully participating in social insurance according to State regulations; At the same time, salary



increases and periodic allowances will be considered. Every year, the Company organizes many sports and cultural activities to strengthen the spirit of solidarity and attachment among members.

ATS staffs always strictly comply with Company rules and legal regulations. In 2024, there were no recorded cases of violations that required disciplinary action.

**6.3. Assessment of the Board of Directors regarding the business's responsibility to the local community:**

ATS Investment Group JSC is committed to implementing full responsibility towards the environment and society. Every year, the Company always fulfills its financial obligations to the State such as taxes, social insurance and related amounts.

With the community, ATS regularly organizes volunteer activities such as giving gifts to policy beneficiaries, while creating stable jobs for nearly 44 local workers, contributing to creating jobs and promoting social security.

The companionship and support of the community is the driving force for ATS to continue spreading positive values and making practical contributions to sustainable development.

**IV. EVALUATION OF THE BOARD OF DIRECTORS ON THE COMPANY'S ACTIVITIES**

**1. Evaluation of the BOD on the Company's operations**

- Based on a comprehensive analysis of the advantages, challenges and actual situation, the BOD and the BOM have coordinated closely to unify and implement appropriate operational and business plans. Although the results have not completely met the expectations of the GMS, the achievements in 2024 clearly demonstrate the spirit of effort and solidarity of the entire BOD and employees in overcoming common market difficulties, especially challenges from the financial and real estate sectors, in the context of the economy being affected by geopolitical instability. The company still maintains its reputation and brand in the market.

- Political and social activities are always of interest to the Company and are organized and implemented fully and in accordance with regulations, demonstrating the role and responsibility of the business to the community and the general development of society.

- In 2024, the contents of the Resolution approved by the GMS were all seriously implemented by the Company and basically completed the assigned tasks. However, due to many reasons, both objective and subjective, the Company's business performance indicators have not yet achieved the set targets. Regarding the plan to offer individual shares to investors to increase charter capital, the BOD has reviewed, evaluated and found that the Social Housing project in Thanh Hai Resettlement Area,

Thanh Hai Commune, Phan Rang - Thap Cham City has not met the conditions for implementation at the present time, and at the same time, the regional market factors have not ensured the feasibility of implementing the project. Therefore, BOD proposed that the GMS



consider and approve not to continue implementing this plan.

- In 2024, the Company's activities will generally go smoothly, showing synchronous and effective coordination between the BOD and the BOM, between the General Director and Deputy General Directors, as well as between departments, specialized units and implementation teams.

## **2. *Evaluation of the Board of Directors on the activities of the company's BOM***

The BOD recognizes and appreciates the sense of responsibility and efforts of the Board of General Directors in implementing the goals and plans assigned by the GMS and the BOD. Although some contents have not been completed as expected, the achieved results clearly demonstrate the determination of the leadership team.

The BOM has managed business activities in accordance with the proposed orientations and plans, in accordance with the law, the Company's Charter and the Resolution of the 2024 GMS. Reporting and seeking direction from the Board of Directors have been fully implemented, demonstrating smooth coordination.

Supervision and support of member companies are closely implemented through periodic evaluation of results, thereby promptly detecting inadequacies and providing appropriate solutions.

The BOM proactively implements business strategies and flexibly updates plans according to actual situations to ensure completion of 2024 goals.

Despite many difficulties, the BOM still demonstrates a proactive and creative spirit, contributing to laying the foundation for the Company's stable development in the following years. Meetings with the BOD were fully attended, demonstrating a spirit of receptiveness and inquiry.

## **3. *Plans and orientations of the Board of Directors***

In 2025, the BOD will focus on promoting and directing a number of the Company's activities as follows:

- Implement the rights and responsibilities of the BOD as stipulated in the Charter, ensuring the implementation of the goals of the GMS and the rights of shareholders;
- Build the Company's production and business activities orientation according to the Resolution of the 2025 GMS to ensure successful completion of 2025 plan targets and achieve high growth;
- Innovate salary and bonus policies, employee policies, decentralization mechanisms, reform administrative procedures;
- Continue to strengthen the organizational structure and personnel and promote the development of the Company's business activities;
- Strengthen internal training and send staff to study to improve their skills;
- Pay attention to, share and protect the maximum legal rights of shareholders as well



as pay attention to the income, benefits and working conditions of all employees in the Company;

## V. COMPANY GOVERNMENT

### 1. Board of Directors

#### a. *Members and structure of the Board of Directors*

#### Information about members of the Board of Directors (BOD)

N o.	Member of the Board of Directors	Position	Start date - no longer a member of the Board of Directors	
			Date of appointment	Dismissal date
1	Mr. Tran Ngoc Thai	Chairman of the BOD	- Member of the Board of Directors January 28, 2022 - Chairman of the Board of Directors May 26, 2022	19/4/2024
2	Mr. Pham Quang Khanh	Member of the BOD	28/01/2022	19/4/2024
3	Ms. Nguyen Quynh Mai	Independent member of the BOD	28/01/2022	19/4/2024
4	Mr. Tran Phuc Thien An	Chairman of the BOD	19/4/2024	
5	Ms. Tran Thi Thuy Hang	Member of the BOD	19/4/2024	
6	Mr. Nguyen Truong Quoc Cuong	Independent member of the BOD	19/4/2024	

#### \* Tran Phuc Thien An - Chairman of the Board of Directors

	Full name:	TRAN PHUC THIEN AN
	Sex:	Male
	Year of birth:	
	Place of birth:	Ho Chi Minh City
	Address:	
ID card:		

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Professional qualifications:	Bachelor
Current position:	Member of the Board of Directors
Positions currently held at other organizations:	- Joint Stock Commercial Bank for Foreign Trade of Vietnam
Work process:	
- Year 2018-2019	Vietnam Technological and Commercial JSC
- Year 2020 – 2021	Vietnam Military Commercial Joint Stock Bank
- Year 2021 – Present	Joint Stock Commercial Bank for Foreign Trade of Vietnam
- Year 2024 to Present	Member of the BOD of ATS Investment Group JSC (Non-executive member)
Acts that violate the law:	No
Number of shares held:	174,000 shares (Holding rate 4.971%)
<i>In there:</i>	
+ <i>Personal ownership</i>	+ 174,000 shares (Holding rate 4.971%)
+ <i>Authorized representative</i>	+ 0 shares (0% holding rate)
Number of shares held by related persons:	157,700 shares (4.5% holding rate) (Mr. Tran Phuc Thien An)
Debts to the Company:	No
Remuneration and other benefits received from the Company:	According to the Company's regulations
Related benefits for the Company:	No

**\* Mr. Nguyen Truong Quoc Cuong - Independent member of the Board of Directors**

	Full name:	NGUYEN TRUONG QUOC CUONG
	Sex:	Male
	Year of birth:	
	Place of birth:	
	Address:	
ID card:		

Professional qualifications:	Master
Current position:	Independent member of the Board of Directors
Positions currently held at other organizations:	Deputy Project Management Officer at VDC Construction Design Consulting Company Limited
Work process:	
- Before 2022	Working in the field of construction investment
- From 2022 to present	Project Management Board of VDC Company
- April 2024 to Present	Independent member of the Board of Directors of ATS Investment Group Joint Stock Company
Acts that violate the law:	No
Number of shares held:	170,000 shares (Holding rate 4.857%)
In there:	
+ Personal ownership	+ 170,000 shares (Holding rate 4.857%)
+ Authorized representative	+ 0 shares
Number of shares held by related persons:	No
Remuneration and other benefits received from the Company:	According to the Company's regulations
Related benefits for the Company:	No

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

- The Board of Directors has not established affiliated subcommittees.
- Reason: due to the actual conditions of the business, independent members of the Board of Directors have not been able to arrange time to participate in running subcommittees.

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

In 2024, the Board of Directors closely monitored the Company's activities and provided quick, timely directions and directions consistent with the actual situation. The Board of Directors convened 11 meetings and issued 11 Resolutions, specifically as follows:

N o.	Resolution No.	Date	Content
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1	01/2024/NQ/HĐQT – ATS	29/01/2024	Approved the final registration date to exercise the right to attend the 2024 Annual GMS.
2	1503/2024/BB/HĐQT-ATS	15/03/2024	Approval of holding the annual GMS in 2024
3	1904/2024/NQ/HĐQT-ATS	19/04/2024	Dismissal, appointment and election of positions: Chairman of the BOD, General Director, Chief Accountant, Secretary, Person in charge of corporate governance
4	105/2024/NQ/HĐQT-ATS	10/05/2024	Register to change the Company's headquarters
5	08/2024/NQ-HĐQT-ATS	12/06/2024	Convene an Extraordinary GMS in 2024 and finalize the list of shareholders attending the Extraordinary GMS in 2024
6	09/2024/NQ-HĐQT-ATS	12/06/2024	Select an auditing company to independently audit the 2024 annual financial statements
7	10/2024/NQ/HĐQT-ATS	22/07/2024	Selling shares at Quang Nguyen Land Construction Investment and Development JSC and buying shares at CPG Real Estate Investment - Management JSC.
8	11/2024/NQ/HĐQT-ATS	13/08/2024	Selling shares at T.N.T Pharmaceutical and Medical Equipment Joint Stock Company; Delta JSC.
9	12/2024/NQ/HĐQT-ATS	26/08/2024	Postpone the holding of the extraordinary GMS in 2024
10	13/2024/NQ/HĐQT-ATS	09/10/2024	Approve contents related to organizing the 2024 Extraordinary GMS and finalize the list of shareholders attending the 2024 Extraordinary GMS.
11	14/2024/NQ/HĐQT-ATS	25/12/2024	Approve the promulgation of the Company's Charter



***d. Activities of independent members of the Board of Directors***

Up to the present time, the Board of Directors of the Company has 01 independent member, Mr. Nguyen Truong Quoc Cuong, who has made many positive contributions, giving many objective and independent opinions for the activities of the Board of Directors; Complete the supervision of the management and administration apparatus, prevent conflicts of interest, and contribute to protecting the rights of shareholders.

**2. Control board:**

***a. Members and structure of the Supervisory Board.***

The Supervisory Board includes 03 members approved by the General Meeting of

Shareholders; the Head of the Board is elected by members of the Supervisory Board.  
Information about members of the Supervisory Board (BOS)

No.	Member of the Supervisory Board	Position	Date of starting/stopping being a member of the Supervisory Board	Professional qualifications
1	Ms. Pham Thi Thanh Mai	Head of Supervisory Board	28/01/2022 - 19/4/2024	Bachelor of Economics
2	Ms. Nguyen Thi Thien Hoa	Member of the Supervisory Board	28/01/2022 - 19/4/2024	Bachelor of Economics
3	Mr. Do Van Nam	Member of the Supervisory Board	28/01/2022 - 19/4/2024	Bachelor of Law
4	Ms. Lam Thi Thanh Hue	Head of control committee	19/04/2024 to present	Bachelor of Accounting
5	Ms. Dao Thi Ngoc Bich	Member	19/04/2024 to present	Bachelor of Finance - Banking
6	Ms. Tran Thi Diep	Member	19/04/2024 to present	Bachelor of Accounting

**\* Ms. Lam Thi Thanh Hue - Head of the Supervisory Board**

	Full name:	LAM THI THANH HUE
	Sex:	Female
	Year of birth:	1981
	Place of birth:	
	Address:	



Professional qualifications:	Bachelor of Economics majoring in accounting
Current position:	Head of the Supervisory Board
Positions currently held at other organizations:	Accountant at Vuong Quang Phat Company Limited
Work process:	
From 2016 - 2019	Nam Viet technical services company
From 2020 - 2023	Bach Hac Construction Joint Stock Company
From 2023 - present	Vuong Quang Phat Dat Company Limited
From 4/2024 to present	Head of Supervisory Board of ATS Investment Group JSC
Acts that violate the law:	No
Number of shares held:	0 shares (0% holding rate)
In there: + <i>Personal ownership</i>  <i>Authorized representative</i>	+ 0 shares (0% holding rate)  + 0 shares
Number of shares held by related persons:	No
Remuneration and other benefits received from the Company:	According to the Company's regulations
Related benefits for the Company:	No

**\* Ms. Dao Thi Ngoc Bich - Member of the Supervisory Board**

	Full name:	DAO THI NGOC BICH
	Sex:	Female
	Year of birth:	1987
	Place of birth:	Hanoi City
	Address:	No. 06 Nguyen Thi Thieu Street, Tay Ho District, Hanoi City
ID card:		
Professional qualifications:	Bachelor of Banking and Finance	
Current position:	Controlling member	
Positions currently held at other organizations:	Chief Accountant at VKLINK Company Limited	
Work process:		
From 2006 - September 2014	Branch of Multimedia Communications Corporation (VTC)	
From 2014-2023	<ul style="list-style-type: none"> <li>- 369 Technology Company Limited</li> <li>- Bao Son Company Limited</li> <li>- Truong Xuan Trading Service Company Limited</li> <li>- Power Lines Company Limited</li> </ul>	
From 2023 to present	VKLINK Company Limited	
From April 2024 to present	Member of the Supervisory Board of ATS company	
Acts that violate the law:	No	
Number of shares held:	0 shares (0% holding rate)	
In there:  + Personal ownership  Authorized representative	  + 0 shares (0% holding rate)  + 0 shares	
Number of shares held by related persons:	No	
Remuneration and other benefits received from the Company:	According to the Company's regulations	



Related benefits for the Company:	No
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**\* Ms. Tran Thi Diep - Member of the Supervisory Board**

	Full name:	TRAN THI DIEP
	Sex:	Female
	Year of birth:	1984
	Place of birth:	
	Address:	
ID card:		
Professional qualifications:	Bachelor of Accounting	
Current position:	Controlling member	
Positions currently held at other organizations:	Accountant of Top Capital Group Investment Joint Stock Company	
Work process:		
From May 2019 - 2024	Accountant of Top Capital Group Investment Joint Stock Company	
From April 2024 to present	- Member of the Supervisory Board of ATS Company	
Acts that violate the law:	No	
Number of shares held:	0 shares (0% holding rate)	
In there:		
+ Personal ownership	+ 0 shares (0% holding rate)	
Authorized representative	+ 0 shares	
Number of shares held by related persons:	No	
Remuneration and other benefits received from the Company:	According to the Company's regulations	



Related benefits for the Company:	No
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***b. Activities of the Supervisory Board***

In 2024, the Supervisory Board will have a comprehensive change in personnel. However, the Supervisory Board has assigned specific tasks to each member to control all aspects of the company's operations and supervise the activities of the BOD and the BOM.

The Supervisory Board supervises the the BOD and the BOM to check compliance with the provisions of the Enterprise Law, the Company's Charter of Organization and Operations, including the implementation of Resolutions of the GMS, Resolutions and Decisions of the BOD.

The SB inspects, supervises and implements regulations and processes in production and business activities, and evaluates financial statements before issuance.

The Supervisory Board attends meetings of the BOD; Record investment and business results and consider the appropriateness of Resolutions and decisions of the BOD. Meetings of the BOD are guaranteed in accordance with the Company's charter and legal regulations. The Resolutions of the BOD are issued according to the functions and tasks, in accordance with the policies of the Resolutions passed by the GMS.

The Supervisory Board monitors transactions with related persons under the approval authority of the BOD or the GMS and makes recommendations on transactions that require approval from the Board of Directors or the GMS.

Participate in developing the Company's internal regulations, rules and regulations.

The BOD implements human resource policies well, ensuring jobs and stable income for employees.

Regarding shareholders, the Supervisory Board did not receive requests or complaints from shareholders or groups of shareholders in accordance with the provisions of the Company's Charter and the law.

In 2024, the company will not have any disputes related to the company's production, business activities and other legal issues.

The SB coordinates closely with the BOD and the BOM but still maintains its independence. All meetings of the BOD and BOM are attended by members of the SB or are reported to the SB. The recommendations of the SB on outstanding issues in management and administration activities were recognized and resolved by the BOD and the BOM.

The BOD has provided timely and complete information on Resolutions and decisions to the Supervisory Board. The BOM has created conditions for the SB to collect information and documents related to the Company's production and business activities when requested.

Hàng hóa và dịch vụ khác



**c. Resolutions/Decisions of the Supervisory Board in 2024:**

No.	Resolution No.	Date	Content and results
1	2006/2023/NQ/BKS-ATS	20/06/2023	Approving the results of monitoring the implementation of management and administration tasks of the Board of Directors and BOM in the first 6 months of 2023
2	2012/2023/NQ/BKS-ATS	20/12/2023	Approving the results of monitoring the implementation of management and administration tasks of the BOD and BOD in 2023

**2. Transactions, remuneration and benefits of the Board of Directors, Board of Directors and Supervisory Board**

**a. Salary, bonus, remuneration, benefits**

\* The results of production and business activities in 2024 have not really met the expectations set by the General Meeting of Shareholders. At the same time, demonstrating their sense of responsibility, the Board of Directors and the Supervisory Board agreed not to receive remuneration in 2024.

\* Salary of the Board of Directors and Board of General Directors

Full name	Position	Salary of 2024
Pham Anh Tuan	Deputy General Manager	482,454,000 VND

**b. Share transactions of internal shareholders**

In 2024, the Company will not have any stock transactions by internal shareholders.

**c. Contracts or transactions with internal shareholders**

In 2024, the Company will not have any transactions with internal shareholders.

**d. Transactions between company insiders, related persons of insiders and subsidiaries and companies controlled by the company:** No

**e. Relations with investors:** In the general trend of global integration, the relationship of businesses with investors plays an important role in the sustainable development of businesses. Therefore, ATS has developed principles and standards to increase initiative and interaction in relationships and receive feedback from Investors. ATS aims to build sustainable relationships, with the goal of bringing positive and sustainable value to Investors. Below are

some typical activities implemented in 2024, demonstrating the relationship between the Company and Investors:

- Organize the annual or extraordinary GMS according to the law.
- Regularly receive information exchanged via email, phone...
- Organize project visits and meet with the company's leadership periodically with investors to update the business situation and arise upon request from investors.
- Strictly implement information disclosure obligations according to legal regulations; ensure the honesty, transparency, openness and timeliness of information disclosure.
- Participate in Investment Conferences and Forums to enhance exchanges between investors and businesses when events occur.

*f. Evaluate the implementation of corporate governance regulations*

\* Contents that have been implemented according to the legal regulations on corporate governance: The BOD and the SB of the Company always comply well and fully with the provisions of the current Law on public company governance. There is no content in the provisions of the Law that has not been implemented. Regularly update new regulations, appoint specialized officials to monitor and report regularly.

- Pay dividends on time.
- Organize the GMS according to regulations; Documents for GMS are fully disclosed.
- The quality of congress minutes is guaranteed.
- The quality of information content of corporate social responsibility reports is clearly and specifically shown.
- Information on the implementation of the role of the BOD is assessed in detail through reports and published documents that specifically describe the following aspects: responsibilities and roles of the BOD in planning, supervising strategy implementation, risk management and response, role in the financial and accounting reporting system, legal compliance, transparency and information disclosure. The evaluation content is not only about the policies and procedures established but also about the specific contents implemented during the year.

- The structure and composition of the BOD ensures diversity and independence.
- Appoint and improve the capacity of the person in charge of Corporate Governance.

\* Contents that have not been implemented according to legal regulations on corporate governance:

In 2024, due to changes in the personnel structure of key members of the Company and due to the actual conditions of the business, independent members of the BOD have not been able to arrange time to participate in running subcommittees. Therefore, specialized committees and subcommittees of the BOD have not been established.

- \* Plans to increase efficiency in corporate governance:



- Enhance the Board of Directors' capacity on corporate governance through training and continuous updates.
- Commitments and self-assessments of business leaders on implementing good corporate governance through compliance with Vietnam's Corporate Governance Code.

*The first*, about corporate governance awareness: Faced with shareholders' demands and growing competitive pressure, the board of directors realized they had to change their thinking about corporate governance. The BOD has built a systematic management regulation to help the company operate professionally and transparently, enhance its reputation in the market and attract the attention of investors.

*Second*, regarding governance standards: aiming to attract the participation of foreign shareholders, the company has initially established corporate governance principles and standards, applied governance skills from strategic partners and innovated the governance model according to international governance practices.

*Third*, on governance capacity: with a diverse shareholder structure, creating favorable conditions for shareholders to participate in making corporate governance decisions, such as participating in voting at the GMS, nominating and electing members of the BOD. The Company will continue to make efforts to improve the capacity and role of members of the BOD, enhance the independence of members; Establish functional subcommittees to support the activities of the BOD; Promote risk management and internal control to provide information for management activities.

*Forth*, on transparency: The company focuses on promoting transparency in production and business activities. A lot of content about strategy, business plans, and even many issues that were previously considered "sensitive" such as salary and bonus regimes for the BOD and BOM, are now discussed publicly and decided at the Board of Directors meeting in consultation with relevant parties. In addition, the company also proactively increases information transparency for shareholders through updating information about operations on the website, Annual Report and mass media.

*Fifth*, Regarding the ownership role of shareholders: the ownership role of employees - shareholders is clearly enhanced through ownership of shares. When corporate governance is taken care of, the lives and income of workers will improve and increase significantly.

## **VI. FINANCIAL REPORTS**

### **1. Audit opinion**

In our opinion, the financial statements fairly and honestly reflect, in all material respects, the financial situation of ATS Investment Group Joint Stock Company as at December 31, 2024, as well as the results of business operations and cash flows for the fiscal year ended on the same date, in accordance with accounting standards, the Vietnamese corporate accounting regime and legal regulations related to the preparation and presentation of financial statements.

### ***Another problem***

The Company's financial statements for the year ended December 31, 2023 have been



audited by the Auditor and other Auditing Firms. The auditors expressed an unqualified opinion on these financial statements on March 12, 2024.

## 2. Audited financial statements

Audited 2023 financial statements include:

Balance sheet;

Reporting business results;

Cash flow statement;

Notes to the financial statements.

The address for providing the 2024 Consolidated Financial Statements is at No. 11.24, 11th floor, Golden King Building, No. 15 Nguyen Luong Bang, Tan Phu Ward, District 7, Ho Chi Minh City, Vietnam.

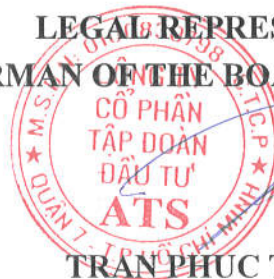
Phone: 0919012659, Website: <https://atsinvest.com.vn/>

– Attached appendix: Audited financial statements for the fiscal year ending December 31, 2024.

### ***Receiving place:***

- *Company shareholders;*
- *State Securities Commission, HNX*  
*(for reporting);*
- *BOD, Inspection Committee (for*  
*reporting);*
- *Save documents.*

**LEGAL REPRESENTATIVE**  
**CHAIRMAN OF THE BOARD OF DIRECTORS**



**TRẦN PHÚC THIÊN AN**

