


DONG HAI ONE MEMBER
LIMITED COMPANY
DET MAY 7 JOINT STOCK
COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness


**AGENDA OF
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Time: 08h00 on May 14, 2025 (Wednesday).
- Location of the General Meeting: No. 109A Tran Van Du, Ward 13, Tan Binh District, Ho Chi Minh City.

Time	Content	Person in charge
07h30 - 08h00	<ul style="list-style-type: none">- Welcoming registered guests and shareholders, distributing voting cards and meeting documents.- Counting the number of shareholders and shares represented at the meeting.- Organizing the assembly and announcing the fulfillment of conditions to commence the meeting.	Organizing Committee General Meeting
08h00 - 08h05	<ul style="list-style-type: none">- Statement of event purpose and introduction of delegates- Reporting on the verification of shareholder eligibility.- Approving the Rules of Procedure- Electing the Presidium, the Secretariat, and the Vote Counting Committee.	Organizing Committee General Meeting
08h05 - 08h10	<ul style="list-style-type: none">- Approving the agenda of the General Meeting.	Mr. Nguyen Thanh Duong - Member of the Board of Directors
08h10 - 08h20	<ul style="list-style-type: none">- Reporting on results of production and business activities in 2024 and the business plan in 2025.	Nguyen Manh Tung Chairperson of the Board of Directors
08h20 - 08h30	<ul style="list-style-type: none">- Reporting on the BOD activities in 2024 and the operation plan in 2025.	Mr. Nguyen Thanh Duong - Member of the Board of Directors
08h30 - 08h40	<ul style="list-style-type: none">- Audited financial statements in 2024,	Chief accountant

	post-tax profit distribution plan in 2024.	Company
08h40 - 08h50	<ul style="list-style-type: none"> - Reporting on the activities of the Board of Supervisors in 2024 and operation plan in 2025. - Approving the proposal on selecting the audit firm in 2025. 	Ms. Nguyen Thi Kim Anh - Head of Board of Supervisors
08h50 - 09h20	<ul style="list-style-type: none"> - Approving the Statement on fund appropriation in 2024, the profit distribution plan, the dividend payout ratio in 2024 and the profit distribution plan and the dividend payout ratio in 2025. - Approving the report on the payment of remuneration of the Board of Directors and the Board of Supervisors in 2024. Remuneration level for members of the Board of Directors and the Board of Supervisors in 2025. 	Mr. Ha Hong Quan Deputy Director Engineering- Production
09h20 - 09h40	<ul style="list-style-type: none"> - Speech by the representative of the State Capital Management Authority (Dong Hai Company). - Response speech. 	Representative of Dong Hai Company
09h40 - 10h20	- Discussion session.	Nguyen Manh Tung Chairperson of the Board of Directors
10h20-10h30	- Meeting recess.	Organizing Committee
10h30 - 10h40	- Conclusion	Nguyen Manh Tung Chairperson of the Board of Directors
10h40 - 10h50	- Voting to approve the main contents of the General Meeting.	Mr. Dinh Quang Nhan - Member of the Board of Directors
10h50 - 11h00	Approving the Minutes and Resolutions of the General Meeting.	Secretary
11h00 - 11h10	Closing of the General Meeting.	Organizing Committee

ORGANIZING COMMITTEE


DONG HAI ONE MEMBER
LIMITED COMPANY
DET MAY 7 JOINT STOCK
COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tan Binh, April2025

REGULATIONS ON ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

Chapter I GENERAL PROVISIONS

Article 1. This Regulation applies to the organization of the Annual General Meeting of Shareholders in 2025 (hereinafter referred to as the General Meeting) of Det May 7 Joint Stock Company (hereinafter referred to as the Company).

Article 2. This Regulation specifies the rights and obligations of shareholders and parties attending the General Meeting; conditions and procedures for conducting the General meeting.

Article 3. Shareholders and participating parties are responsible for complying with the provisions of this Regulation.

Chapter II RIGHTS AND OBLIGATIONS OF PARTICIPATING PARTIES

Article 4. Rights of shareholders

1. Eligibility

- All shareholders holding shares of Det May 7 Joint Stock Company (listed in the Company's shareholder register as of closing the list on April 16 , 2025) and their duly authorized representatives.

2. Rights of shareholders

- To attend the Meeting in person or authorize another person to attend on their behalf;

- To vote according to the provisions of Article 10 of this Regulation;

- Shareholders or their representatives attending the Meeting shall be provided with the Meeting agenda and draft documents. Opinions of shareholders or their representatives with the General Meeting will be discussed at the General Meeting.

-To receive meeting materials and voting cards marked with a voting code and the number of voting shares they hold or represent; The voting value of shareholders corresponds to the proportion of shares with voting rights owned by them or registered representatives of shareholders with the Organizing Committee.

- Shareholders arriving after the General Meeting has commenced may register and subsequently participate and vote. However, the Chairperson is not

obligated to pause the General Meeting for late registrations, and the validity of prior voting rounds remains unaffected.

Article 5. Obligations of shareholders

- Shareholders and representatives of shareholders attending the General Meeting of Shareholders shall bring identification documents (*ID Card, Citizen Identity Card or Passport*), notify the exercise of the right to attend the General Meeting; Power of Attorney (*if authorized*) and complete the registration procedures with the Organizing Committee of the General Meeting.

- Comply with the provisions of this Regulation.

- Strictly abide by the rules of the General Meeting and respect the results at the General Meeting.

Article 6. Rights and obligations of the Organizing Committee, and Shareholder Qualification Inspection Committee of the General Meeting

1. The Organizing Committee of the General Meeting is responsible for welcoming shareholders or their representatives to attend the meeting, distributing documents and votes.

2. The Shareholder Qualification Inspection Committee confirms the eligibility of shareholders is responsible for checking and reporting to the General Meeting on the results of checking the eligibility of shareholders attending the General Meeting.

Article 7. Rights and obligations of the Presidium and the Secretariat of the General Meeting

1. Members of the Presidium shall be introduced by the Organizing Committee and approved by the General Meeting of Shareholders, of which the Chairperson of the Board of Directors shall serve as chair.

2. The decision of the Presidium on matters of order, procedures or events arising outside the agenda of the General Meeting of Shareholders shall be decisive.

3. The Presidium shall manage the activities of the General Meeting of Shareholders according to the agenda approved by the General Meeting of Shareholders, guide the Delegates and the General Meeting to carry out discussion. The Presidium is entitled to conduct the work to control the General Meeting of Shareholders in a valid and orderly manner and ensure that the General Meeting reflects the wishes of the majority of attending shareholders.

4. Without consulting the General Meeting, at any time the Presidium of the General Meeting may postpone the General Meeting to another time and at another location in accordance with the Law on Enterprises and the Company's Articles of Association if it is found that:

- The acts of those present hinder or are likely to hinder the proceedings of the General Meeting or:

- The adjournment is necessary to ensure the lawful conduct of the General Meeting's business.

5. The Secretariat consists of 02 members nominated by the Presidium, responsible for recording the Minutes of the General Meeting in a sufficient and honest manner and the entire contents of the General Meeting and the issues approved or noted by shareholders or representatives of shareholders at the General Meeting; Draft and present to the General Meeting on the Resolution and Minutes of the General Meeting.

6. The Vote Counting Committee consisting of 05 members nominated by the Presidium and approved by the General Meeting is responsible for summarizing the voting results of the General Meeting and performing other tasks as assigned by the Presidium.

Chapter III **PROCEDURES OF THE GENERAL MEETING**

Article 8. Conditions for Conducting the General Meeting

The Annual General Meeting of Shareholders shall be conducted when the number of attending shareholders or their representatives represents more than 50% of the total shares with voting rights.

Article 9. Procedures for conducting the General Meeting

The Annual General Meeting of Shareholders shall be conducted in one session. The Meeting will sequentially discuss and approve the following agenda items:

1. Verification report confirming the eligibility of shareholders attending the General Meeting.
2. Approval of the General Meeting's Organizational Regulations.
3. Election of the Presidium and the Secretariat
4. Approval of the agenda of the General Meeting.
5. Reporting on results of production and business activities in 2024 and production and business plan in 2025.
6. Reporting on activities of the Board of Directors in 2024 and the operation plan in 2025.
7. Audited financial statements in 2024, post-tax profit distribution plan in 2024.
8. Reporting on the activities of the Board of Supervisors in 2024 and operation plan in 2025.
9. Statement on auditing firm selection in 2025.
10. Statement on fund appropriation in 2024, the profit distribution plan, the dividend payout ratio in 2024 and the profit distribution plan and the dividend payout ratio in 2025.
11. Report on payment of remuneration to the Board of Directors and the Board of Supervisors in 2024. Remuneration level for members of the Board of Directors and the Board of Supervisors in 2025.
12. Resolution of the General Meeting.

13. Minutes of the General Meeting

Article 10. Rules for voting at the General Meeting

1. All Resolutions and Decisions of the Annual General Meeting of Shareholders in 2025 of the Company such as: nomination of the Presidium and Secretariat and the Vote Counting Committee, voting, reports, statements and regulations of the General Meeting must be voted publicly and directly under the direction of the Organizing Committee of the General Meeting and only using votes issued by the Organizing Committee of the General Meeting.

2. Each shareholder's voting rights shall be calculated based on the total number of shares they own and represent.

3. Voting rules.

- Upon registration to attend the General Meeting, the Organizing Committee will issue one voting card to each shareholder or the shareholder's representative entitled to vote, for approving the General Meeting's agenda. On each voting card, there is a voting code and the total number of shares with voting rights, and the name of the shareholder. A valid voting card must be the Company's officially issued form, bearing the Company's seal on the left corner, and must not be altered, erased, or modified.

- Voting and vote counting to approve the above contents shall be conducted as follows:

a) The General Meeting shall vote on each agenda item separately. For each issue requiring a vote at the General Meeting, the Organizing Committee shall propose voting three times in the following order:

- + First round: Vote in favor.
- + Second round: Vote against.
- + Third round: Abstain.

Each shareholder or representative of a shareholder may only vote once (for or against or abstain) on the same voting issue at the General Meeting. Each shareholder's voting rights shall be calculated based on the total number of shares they own and represent.

b) The contents at the General Meeting shall be voted for when they are approved by the number of shareholders owning more than 50% of the total number of votes of all shareholders and their representatives attending the general meeting.

c) The voting at the General Meeting shall be conducted by raising the voting card. The Vote Counting Committee will directly count the number of for votes first, then count the number of against votes and finally count the number of abstain votes. The voting results shall be tallied and announced immediately after each vote, including the following details:

- The number of votes in favor, against, and abstentions.
- The corresponding percentage of votes.

d) At the time of voting, if a shareholder leaves the General Meeting venue and does not participate in the vote, it shall be considered an abstention on the matter being voted upon.

Article 11. Principles of speaking at the General Meeting

1. Shareholders attending the General Meeting may express their opinions during discussions by raising their voting cards and may only speak upon approval from the Chairperson. Each shareholder's speaking time shall not exceed 5 minutes. Their opinions must focus on key issues and should not repeat the content of other shareholders' opinions. After 5 minutes, the Chairperson shall stop the speaker to allow others to take the floor.

2. Shareholders shall speak concisely and focus on the core issues for discussion, in line with the approved agenda of the General Meeting.

Chapter IV

CLOSING OF THE GENERAL MEETING

Article 12. Minutes of the General Meeting of Shareholders

All contents of the General Meeting must be recorded in the minutes by the Secretariat. The minutes shall be read and approved before the meeting's closing and shall be archived at the Company.

Chapter V

IMPLEMENTATION CLAUSE

Article 13. Effect

- This Regulation consists of 5 chapters and 13 articles and takes effect immediately upon approval by vote at the General Meeting.

- Shareholders or their representatives and all participants of the General Meeting are responsible for complying with this Regulation./.

ORGANIZING COMMITTEE OF THE GENERAL MEETING

DONG HAI ONE MEMBER
LIMITED COMPANY
DET MAY 7 JOINT STOCK
COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: ~~///~~ /BC-DM7

Tan Binh, April ~~2024~~ ²⁹ 2024

REPORT
RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024
AND PRODUCTION AND BUSINESS PLAN IN 2025

PART I
RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024

I. CONTEXT

In 2024, the global economy faced numerous difficulties due to political instability, high inflation, prolonged interest rate hikes, declining consumer demand, and negative impacts on economic growth; the domestic economy was strongly affected by the global economic downturn, while prices of production materials remained volatile. Additionally, production had to meet increasingly stringent market demands for product quality while ensuring stable costs, significantly impacting the company's fulfillment of its core political tasks. Given these conditions, the following advantages and challenges emerged:

- Advantages: The company consistently received close leadership and guidance from the Chief of Military Region Command, Dong Hai Company Party Committee, and functional agencies at higher levels. The Board of Directors and the Board of Management proactively and actively addressed difficulties, researched business methods, and organized production aligned with business tasks. The officials, staff and employees maintained strong internal unity while fully understanding their assigned duties, contributing to building a transparent and robust Party cell and developing a comprehensively strong enterprise.

- Challenges: The textile industry faced fierce competition, reduced orders, and unstable prices of raw materials due to fluctuations in USD exchange rates and domestic gold prices. Declining consumption led to reduced commercial revenue, significantly affecting the company's business operations. In response, the Board of Directors and the Board of Management focused resources and implemented various leadership measures to ensure the company successfully met its 2024 business indicators. The results are as follows:

II. PRODUCTION AND BUSINESS RESULTS IN 2024

The company implemented production and business operations in a disciplined, proactive, and creative manner, leveraging all available resources, expanding and enhancing business activities, and rigorously applying production solutions to improve the quality and designs of textile products, thereby ensuring

the fulfillment of national defense demands and market participation while strictly adhering to legal regulations, policies, and industry functions. Thanks to sound strategies and the flexible leadership of the Board of Directors and the Board of Management, along with the unity, determination, and high sense of responsibility of all employees and the support of shareholders, the company overcame challenges and achieved its 2024 business indicators. The company also properly implemented wage and bonus policies, ensuring democracy, fairness, and transparency, fulfilled its obligations to the state and the Ministry of National Defense, and distributed dividends to Dong Hai Company as stipulated.

*** Results of production and business activities**

No.	Indicator	Unit	Plan in 2024	Implemented in 2024	Compared to Plan (%)
1	Total revenue	(mil VND)	685.000	897.855	131%
2	Profit before tax:	(mil VND)	68.530	68.883	101%
3	Profit after tax:	(mil VND)	54.624	54.694	100,1%
4	Budget contribution	(mil VND)	36.988	37.434	101%
5	Dividend payment	17%	26.199	26.199	100%
-	Dividend payment to Dong Hai Company	(mil VND)	13.361	13.361	100%
-	Dividend payment to other shareholders	(mil VND)	12.838	12.838	100%
6	Average Income	mil VND/person/month	12,3	12,4	101%

- Note: Revenue in 2024 increased by 31%, equivalent to VND 212,855 billion where VND 27,855 billion is the cost of compensation for site clearance to serve the construction of Terminal T3 at Tan Son Nhat Airport and VND 185 billion was due to the Ministry of National Defense changing K24 uniform across the military (this revenue was unexpected and one-time, resulting from increased output).

In addition to the achieved business results, the company has effectively carried out the following tasks:

1. The Party Committee, the Board of Directors, and the Board of Management of the Company have deeply disseminated and comprehensively implemented directives across all operations, linking production and business activities with the "Determined to Win" emulation movement, in accordance with the policy of *"Conducting business effectively, legally, safely, with*

solidarity and goodwill, ensuring sovereignty, integrating economy with national defense, and developing sustainably". In 2024, despite facing many difficulties and challenges, the Party Committee, the Board of Directors, the Board of Management together with the collectives, officers and employees have made efforts to overcome difficulties, actively seek partners, exploit all available resources to stabilize production and business, ensure jobs and improve livelihoods for officers and employees. Focusing on promoting the emulation movement "*Productivity, Quality, Efficiency, Safety, Unity, and Compliance with the Law*," closely combining production, business, and economic activities with ensuring National Defense and Security, while implementing the Three Best Unit model and breakthrough emulation movements. Proactively seeking job opportunities, investing in technological innovation, reducing production costs, increasing labor productivity, improving product quality, and maintaining Det May 7 brand in the market.

2. During the year, the Company has supplemented its business lines to effectively exploit the Company's assets and capital sources, specifically: Business line code: 5210, content: Warehousing and storage. Business line code: 6810, content: Real estate activities with own or leased property; well perform the investment, capital construction, procurement of machinery and equipment in line with the process, in accordance with the State law, in accordance with the regulations of the Military Region, Dong Hai Company and the Company's regulations. Focusing on effectively exploiting the invested machinery and equipment system to ensure that it contributes to improving productivity, output and product quality to meet the demands of customers. In 2024, the Company has invested in the procurement of machinery and equipment with a total value of VND 26,948 billion, from the Company's depreciation source and the Development and Investment Fund.

- Investment in 03 high-pressure dyeing machines:

VND 12,816,720,000

- 15t/h Circulating Fluidized Bed Boiler:

11,300,000,000

VND

- Continuous automatic wastewater monitoring system: VND

1,698,256,962

- Garment industry machinery and equipment:

VND 1,134,000,000

3. Leaders strictly implement the regulations and management of financial revenues and expenditures throughout the Company to ensure safe financial activities, comply with rules and regulations, improve the efficiency of using, preserving and developing capital sources. The company focuses on strengthening debt recovery, not allowing bad debts to arise, ensuring capital for production and business and capital construction investment, directing the payment of dividends to shareholders according to regulations, payment of regimes for employees. The company strictly adheres to settlement and auditing

procedures. The company conducts comprehensive supervision of production and business activities, practice thrift, and prevent corruption and waste in operations and financial management.

4. Leaders thoroughly grasp and strictly implement Directive No. 79/CT-BQP dated July 22, 2022, by the Minister of National Defense on building comprehensively strong "Exemplary and Outstanding" units. Effectively carry out political education and legal dissemination programs as per the Military Region and Dong Hai Company's plans. The annual political awareness assessment results show 100% meeting requirements, with 98% achieving good or excellent grades. Maintain the company's "Guidance Team 47 and Force 47," participate in combating wrong, hostile, and politically opportunistic viewpoints on social media, ensuring all set requirements are met. Effectively implement ideological orientation to foster cognitive improvements, ensuring the company's political and ideological stability. Organize thorough dissemination and implementation of Resolution No. 4 of the 13th Central Committee, Directive No. 05-CT/TW of the 12th Politburo, Conclusion No. 01 of the Politburo, Directive No. 87-CT/QUTW, and Directive No. 855-CT/QUTW of the Central Military Commission, in conjunction with activities to promote 2024 Emulation Movement "Determined to Win" under the theme of "Unity, Exemplarity, Discipline, Flexibility, Creativity, and Victory," and the construction of "Three Best", along with other campaigns and movements within the company.

5. Leaders implement all aspects of work and activities in the year to ensure quality, as planned; effectively enforce grassroots democracy regulations, guarantee proper policies and benefits for officials, staff, and employees as prescribed, and enhance the operational quality of mass organizations, promoting their core role in production and business operations; Ensure proper implementation of salary policies, social insurance (SI), health insurance (HI), unemployment insurance (UI), and 24/24 accident insurance for officials, staff, and employees in accordance with regulations, ensuring transparency and democracy at the grassroots level. Organize periodic health checks for officials, staff, and employees; take care of children who are children of officials, staff, and employees of the Company on the occasion of International Children's Day on June 1; Arrange sightseeing, travel, and recreational trips for officials, staff, and employees, ensuring a joyful, cost-effective, and absolutely safe experience; Conduct cultural, sports, and artistic activities by mass organizations to celebrate International Women's Day (March 8) and Vietnamese Women's Day (October 20), with a total expenditure of VND 1.974 million.

6. Good implementation of technical assurance: Organize to thoroughly implement Campaign 50 on "Efficient, Safe, and Economical Management and Utilization of Weapons and Technical Equipment, and Traffic Safety"; Organize and direct 01 garment production line to support and participate in the Military Region's drill from November 30 to December 3, 2024, ensuring absolute safety for personnel, vehicles, and materials throughout the drill. Effectively promote

initiatives, technical innovations, and strict cost-saving practices to prevent waste; During the year, the company developed 04 initiatives, of which 02 initiatives won the Company's consolation prize and 02 initiatives were recognized by the Military Region with Grade B Award. Strictly implemented Directive No. 3039-CT/DU issued by the Standing Committee of the Military Region Party Committee on "Strengthening Leadership and Direction to Uphold Military Discipline and State Laws"; maintain strict compliance with military discipline, regulations, and company policies, ensuring absolute safety in all aspects; Maintain and develop a green, clean, and beautiful environment.

7. Together with the effective organization of production and business, the company has actively participated in social policy work, well implemented the campaign *"All people unite to build cultural life"* associated with the implementation of the emulation movement *"Military forces join hands to build new rural areas"*, the emulation movement of *"The whole country joins hands for the poor—leaving no one behind"* and the movement of gratitude, social policy work and military rear policy. During the year, the company supported the construction of 06 houses, including 05 military-civilian solidarity houses and 01 Great Unity house for staff, along with other social policy activities, with a total funding of over VND 3.443 billion from the company's budget.

PART II PRODUCTION AND BUSINESS PLAN IN 2025

I. CONTEXT

In 2025, the global and regional situation continues to evolve unpredictably and complexly, with no signs of recovery in the global economic downturn. While global trade shows some improvement, recovery remains slow. Market prices continue to fluctuate unpredictably, and the economic development of the country in general, as well as the Military Region and the textile industry in particular, is forecasted to face various difficulties and challenges. Weather conditions, natural disasters, and epidemics remain complex. The company focuses on fulfilling its business production tasks while ensuring national defense and security. Based on this situation, the Board of Directors and the Board of Management of the Company have set the following business and production indicators, directions, objectives, and leadership policies in 2025:

II. INDICATORS OF PRODUCTION AND BUSINESS PLAN IN 2025

* **Expected indicators and plans in 2025:** (*According to option 1: Land use levy under the contract signed with the Ministry of Defense is VND 1.294 billion/year*).

- Revenue: VND 740,000 billion
- Profit (before tax): VND 74,000 billion

- Budget payment: VND 67,328 billion
- Total salary fund: VND 99,778 billion, where
- + Det May 7 Joint Stock Company: VND 76,530 billion
- + Ha Nam Branch: VND 23,248 billion
- Average income: VND 13,100,000/person/month
- Average workforce: 638 people
- Expected dividend payout: 19% (VND 1,900 /share): VND 29,281 billion

- + Payment to Dong Hai Company (dividend): VND 14,933 billion
- + Dividend to other shareholders: VND 14,348 billion

III. INVESTMENT PLAN IN 2025

Investment in basic construction and procurement of machinery and equipment must comply with state procedures and regulations, complete investment items, and purchase machinery and equipment according to approved plans, meeting production and business requirements. It is expected that the investment value in 2025 will be VND 17,317 billion, specifically as follows:

- 03 intermittent dyeing machines: VND 12,817 billion
- Batch annealing system: VND 4,500 billion

IV. IMPLEMENTATION SOLUTIONS

1. Continue to thoroughly grasp the viewpoints, policies, and directives of the Party and State, the guideline of the Standing Committee of the Party Committee - Military Region Command *"Conducting business effectively, legally, safely, with solidarity and goodwill, ensuring sovereignty, integrating economy with national defense, and developing sustainably"*. Focus on promoting the emulation movement *"Productivity, Quality, Efficiency"*, closely combining production, business, and economic activities with national defense and security; effectively manage and utilize defense land for the right purposes. Proactively seek job opportunities, invest in technological innovation, reduce production costs, increase labor productivity, and improve product quality. Implement fair, transparent, and democratic wage and bonus policies for employees. The organization of production and business is adaptive and flexible in the new situation to ensure the completion and surpassing of the plan indicators in 2025, building a comprehensively strong and secure company.

2. Lead the work of investment in basic construction, procurement of machinery and equipment, always ensure proper implementation of legal regulations and procedures, ensure full compliance with Directive No.2673/CT-QK on investment, capital construction, and procurement activities in the armed forces of the Military Region according to regulations of the State and the Ministry of National Defense. Develop high-quality human resources as a key factor, with technological breakthroughs and investment in modern machinery as priorities; organize efficient, focused, and large-scale production, applying

information technology and digital transformation in company management and operations. Focusing on the exploitation of the machinery and equipment system, contributes to enhance productivity and product quality; effectively implement the investment, installation, and operation of approved equipment.

3. Lead to thoroughly grasp the Resolutions and Directives of the Party and State, the tasks of the Army and of the Military Region relevant to the Company's mission. Continue to effectively execute Directive 79/CT-BQP (July 22, 2022) by the Minister of National Defense on building comprehensively strong "Exemplary and Outstanding" units. Effectively carry out political education, legal education, ideological orientation, and uphold ethical lifestyles, law compliance, discipline, and order to ensure the Company's political and ideological stability.

4. Continue to promote the emulation movement associated with the implementation of Three Best Model and the peak emulation periods of the year, focus on emulation to complete and exceed the production and business plan, build a comprehensively strong enterprise. Strictly implement grassroots democracy regulations, improve the quality and efficiency of mass organizations in accordance with their functions and tasks; promote the role of the Trade Union in labor and production, safeguarding the legitimate rights and interests of employees. Effectively implement tasks related to security, mass mobilization, policies, and emulation and commendation in 2025.

4. Foster solidarity and close relationships within the unit and with local communities; strictly comply with state laws, military discipline, and Directive No. 3039-CT/DU by the Standing Committee of the Military Region Party Committee on "Strengthening leadership and direction to maintain strict military discipline and state laws, preventing serious violations that could tarnish the qualities of *"Uncle Ho's Soldiers"*. The Company must ensure safety in production, business, and traffic, strictly adhere to discipline and internal regulations. Build a healthy cultural environment with "Green, Clean, and Beautiful" surroundings, striving for a safe and secure operational area.

5. Ensure sound financial management: Strictly implement Directive No. 108/CT-BQP from the Ministry of National Defense on enterprise financial management. Leaders must enforce financial management in full compliance with laws and regulations, ensuring a robust financial system that preserves and grows capital sources, while providing sufficient funding for production, business, and basic construction investment plans. Strengthen debt control, recover overdue debts, and avoid bad debt.

6. Logistics and technical work: Effectively carry out the emulation movement in military logistics under the guidance of Uncle Ho; Campaign 50 and the movement promoting innovation, technical improvements, and regular maintenance of machinery and equipment to prevent deterioration and breakdowns. Implement the campaign "Building a beautiful, healthy, and vibrant cultural environment", linked with the movements of "All people to

unite to build cultural life", "Armed forces of the Military Region strive to uphold office culture, worthy of Uncle Ho's soldiers", "Whole country joins hands for the poor—leaving no one behind", and the emulation movement of "Vietnamese Enterprises Integrate and Develop"...

With a tradition of unity, solidarity, and shared effort, the Board of Directors and the Board of Management firmly believe in the collective determination, proactiveness, and creativity of the company's officials and employees. Along with the valuable input, support, and constructive contributions from shareholders, the company will continue to successfully achieve its economic indicators as approved by the General Meeting of Shareholders, building a comprehensively strong and steadily developing enterprise.

Above is the report of the Board of Directors of the Company on the results of production and business activities in 2024, directions and tasks of production and business in 2025, we respectfully submit to the General Meeting of Shareholders for review and approval. /s/

**FOR BOARD OF DIRECTORS
CHAIRPERSON**

Recipients:

- Company's Board of Directors;
- Board of Supervisors;
- Board of Management;
- Company shareholders;
- Filing: Archived, Organization and Administration Department. Ph134.



[Handwritten signature]

Nguyễn Mạnh Tùng

REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

In compliance with the Articles of Association of Det May 7 Joint Stock Company and the Resolution of the General Meeting of Shareholders in 2024.

The Board of Directors of the Company reports the results of operations in 2024 as follows:

I. GENERAL ASSESSMENT OF THE COMPANY 'S OPERATIONS IN 2024

1. Composition of the Board of Directors

The Board of Directors consists of 05 members, including 04 members currently working at the Company and 01 non-executive member, with the following members:

a) Board of Directors in 2024

No.	Full name	Title
1	Lai Thi Bay	Chairperson
2	Dinh Quang Nhan	Member
3	Cao Xuan Minh	Member
4	Nguyen Thanh Duong	Member
5	Nguyen Xuan Thuy	Member

b) The Board of Directors supplemented through election at the Extraordinary General Meeting of Shareholders in 2025

No.	Full name	Title
1	Nguyen Manh Tung	Chairperson
2	Dinh Quang Nhan	Member
3	Tran Thi Phuong Hong	Member
4	Nguyen Thanh Duong	Member
5	Nguyen Xuan Thuy	Member

2. Operation situation

- In 2024, the global economy faced numerous challenges due to political instability, high inflation, and declining consumer demand. The domestic

economy was significantly impacted by the global economic downturn, while prices of production materials fluctuated unpredictably. The Company carried out its business operations in line with policies, legal regulations, and principles of efficiency, unity, and safety, closely integrating production and business activities with national defense and security tasks; effectively manage and utilize defense land for its intended purposes and implement salary, bonus, and welfare policies to ensure democratic, fair, and transparent income distribution for employees, successfully meeting the planned indicators. The members of the Board of Directors, according to their assigned tasks and powers in accordance with the Company's Articles of Association and the Regulations of the Board of Directors, always fulfill their assigned tasks; each member of the Board of Directors always upholds the sense of responsibility, makes positive and important contributions in the process of operating and directing in production and business.

- The Board of Directors conducted regular and ad-hoc meetings, ensuring compliance with timeframes and procedural principles. To address arising issues in business operations, the BOD held timely consultations, contributing to the successful completion of 2024 tasks. In all meetings of the Board of Directors, each member participated fully and actively contributed to setting leadership directions, closely supervising all business activities, and approving monthly, quarterly, and annual business plans in accordance with regulations.

- The Board of Directors closely followed the resolutions of the General Meeting of Shareholders and market fluctuations to provide guidance and make critical business decisions. As a result, it positively impacted business operations, driving growth in both revenue and profit, with the aim of ensuring the Company's stability and development.

- In 2024, the Board of Directors held regular and extraordinary meetings to issue timely resolutions for directing business operations. Key resolutions and decisions passed include:

+ Resolutions of the Board of Directors

No.	Resolution No.	Date of issue	Content	Approval rate
1	04/2018/NQ-HĐQT	January 05, 2024	Approve the report of the Director on production and business results in December 2023, direction of production and business tasks in January 2024; contingency production plan for defense and market goods in 2024; approve Plan of the Conference to summarize production and business tasks in 2023 and deploy tasks in 2024; estimated budget for the year-end 2023 summary conference and the customer networking event at the	100%

			beginning of 2024; approve the proposed budget for customer rewards on the occasion of Lunar New Year 2024; report on estimated support funds for units during Lunar New Year 2024; and reward levels for key leaders at all levels in 2023.	
2	28/2018/NQ-HĐQT	January 30, 2024	Approve the payment of additional dividends to shareholders in 2022.	100%
3	60/NQ-HĐQT	March 08, 2024	Approve the expected date of the Annual General Meeting of Shareholders in 2024; the final registration date; expected date of closing the list of shareholders participating in the Annual General Meeting of Shareholders in 2024; approve the agenda of the Annual General Meeting of Shareholders in 2024.	100%
4	61/NQ-HĐQT	March 08, 2024	Approve the report of the Director on production and business results in February 2024, direction of production and business tasks in March 2024; report on recovery of production and business debts in February 2024; approve the policy of renovating and upgrading the boiler 10-t/h to 12 t/h; policy of investing in the installation of an automatic groundwater monitoring system and a continuous automatic monitoring system for the wastewater treatment system; approve the plan to organize the Company's Labor Delegates Conference in 2024; approve the support for the units.	100%
5	91/NQ-HĐQT	April 08, 2024	Approve the report of the Director on production and business results in March 2024 and the first quarter of 2024; direction of production and business tasks in April 2024 and the second quarter of 2024; production and business plan in 2024; the financial statements in 2023; approve the documents of the Annual General Meeting of Shareholders in 2024; approve financial support for affiliated units.	100%

6	96/NQ-HĐQT	April 16, 2024	Approve the evaluation report on the capacity profiles of auditing firms; the profit distribution plan, dividend payout ratio in 2023, and plan in 2024; remuneration of the Board of Directors and the Board of Supervisors in 2023 and the proposed remuneration in 2024; and Official Letter No. 391/DH-PCT dated April 15, 2024 of Dong Hai Company regarding funding support for policy implementation and mass mobilization work.	100%
7	136/NQ-HĐQT	May 08, 2024	Approve the report of the Director on production and business results in April 2024; direction of production and business tasks in May 2024; financial statements of the first quarter of 2024 and the situation of debt recovery; report on the implementation of business packages; approve the report on production results of the garment factory in 2023; approve technical requirements of the fluidized-bed boiler with a capacity of 15 t/h; approve the report proposing the appointment of staff and request for additional personnel of the Organization and Administration Department; approve financial support for affiliated units.	100%
8	138/NQ-HĐQT	May 08, 2024	Approve regulations on contracts valued at VND 5 billion or more; contracts for supplying goods to the local self-defense and police forces, as well as providing goods and services to state authorities; and regulations on cost accounting for outsourcing in Weaving, Dyeing, Printing, and Garment production	100%
9	165/NQ-HĐQT	June 06, 2024	Approve the report of the Director on business results in May 2024; business plan in June 2024; investment policy for fluidized-bed boilers with a capacity of 15 t/h; funding for sightseeing and tours in 2024 and productivity-based salary in the first 6 months of 2024; approve	100%

			financial support for affiliated units	
10	198/NQ-HĐQT	July 08, 2024	Approve the report of the Director on results of production and business in June 2024, direction of production and business in July 2024, results of production and business in the first 6 months of 2024, direction of production and business tasks in the last 6 months of 2024, situation of debt recovery in June 2024; Report on the performance of tasks of authorities and enterprises in the first 6 months of 2024, direction of tasks in the last 6 months of 2024; the plan and proposed budget for organizing policy activities in commemoration of the 77th Anniversary of War Invalids and Martyrs Day on July 27, 2024.	100%
11	227/NQ-HĐQT	August 07, 2024	Approve the report of the Director on production and business results in July 2024, direction of production and business in August 2024; situation of debt collection in July 2024; liquidation of the low-pressure Winch dyeing machine (400kg); proposal to temporarily submit factory rent payment to the Military Region and set up a provision for doubtful debts; report on giving Mid-Autumn Festival gifts to officials, staff, and employees, and customers.	100%
12	250/NQ-HĐQT	August 29, 2024	Approve the policy of fabric dyeing processing	100%
13	256/NQ-HĐQT	September 04, 2024	Approve the report of the Director on production and business results in August 2024, production and business orientation in September 2024; inventory report for the first 6 months of 2024; Report on the resignation letter of Tran Hong Phuong (contractual employee) and the proposed recruitment of a Corporate Administration Manager cum Board Secretary.	100%
14	268/NQ-HĐQT	October 03, 2024	Approve the report of the Director on production and business results in August, September, 2024 and production and business results in the	100%

			first 9 months of 2024, direction of production and business in October 2024; policy on investing in specialized machinery and equipment for the garment industry; and approve financial support for affiliated units.	
15	289/NQ-HĐQT	October 25, 2024	Borrow capital/issue guarantees/LCs at Military Commercial Joint Stock Bank (MB) – Ho Chi Minh City Branch.	100%
16	306/NQ-HĐQT	November 07, 2024	Approve the report of the Director on production and business results in October 2024, the direction of production and business in November 2024, report on financial work in the first 9 months of 2024; Report on implementation results of the Resolution of the Board of Directors in the first 9 months of 2024; report on proposal for commendations for Women's Work in 2024; report on proposal for procurement of Ceremonial Uniforms K24 for officers, non-commissioned officers, and employees in the Company; and approve financial support for affiliated units.	100%
17	324/NQ-HĐQT	December 06, 2024	Approve the report of the Director on production and business results in October 2024, expected in November 2024, direction of production and business in December 2024; Report on contents of investment and production and business; Estimated budget for the Emulation Movement Summary Conference in 2024, proposed budget for organizing a customer networking event on the occasion of the 2025 New Year opening; Plan and estimated budget for organizing policy-related activities, and the schedule in 2025 Lunar New Year (Year of the Snake) holiday; Report on proposing the reward budget for customers and key officials at all levels in 2025; Proposal for dividend advance for shareholders in 2024; Proposal to purchase yarn for	100%

			reserve production of raw defense fabric under 2025 plan; Plan to raise the roof of Boiler building; Procurement policy of rubber rollers for Sanford machines; Approval of financial supports for affiliated units.	
18	334/NQ-HĐQT	December 16, 2024	Approve the production and business plan in 2025; Expected personnel appointments for proposed positions; Statement on opening an account and approving the credit line at Vietcombank.	100%

+ Decisions of the Board of Directors

No	Decision No.	Date of issue	Content	Approval rate
01	03/QD-DM7	January 12, 2024	Approve contract execution with Thanh Vinh Company Limited	100%
02	10/QD-DM7	January 17, 2024	Approve contract execution with Thanh Vinh Company Limited	100%
03	13/QD-DM7	January 24, 2024	Approve contract execution with Tan Thuy Lam Production and Trading Company Limited	100%
04	17/QD-DM7	February 21, 2024	Approve execution of contract appendix with Thanh Vinh Company Limited	100%
05	22/QD-DM7	March 06, 2024	Approve order execution with Thanh Vinh Company Limited	100%
06	23/QD-DM7	March 06, 2024	Approve order execution with Thanh Vinh Company Limited	100%
07	28/QD-DM7	March 21, 2024	Approve the purchase of yarn and selling raw fabric, finished products with Thanh Vinh Company Limited	100%
08	32/QD-DM7	March 28, 2024	Approve contract execution with Thanh Vinh Company Limited	100%
09	33/QD-DM7	March 29, 2024	Approve contract execution with Dong Hai One Member Limited Company	100%
10	34/QD-DM7	March 29, 2024	Approve execution of contract appendix with Tan Thuy Lam Production and Trading Company Limited	100%
11	40/QD-DM7	April 05, 2024	Approve order execution with Cao Gia Phat Group Joint Stock Company	100%
12	61/QD-DM7	April 16, 2024	Approve order execution with Cao Gia Phat Group Joint Stock Company	100%
13	90/QD-DM7	May 16, 2024	Approve order execution with Cao Gia Phat Group Joint Stock Company	100%

14	92/QD-DM7	May 30, 2024	Through the transaction with Tan Thuy Lam Production and Trading Company Limited	100%
15	93/QD-DM7	May 30, 2024	Approve execution of contract appendix with Thanh Vinh Company Limited	100%
16	97/QD-DM7	June 07, 2024	Through the transaction with Tan Thuy Lam Production and Trading Company Limited	100%
17	105/QD-DM7	June 27, 2024	Through the transaction with Tan Thuy Lam Production and Trading Company Limited	100%
18	107/QD-DM7	June 27, 2024	Approve the transaction with Thanh Vinh Company Limited	100%
19	108/QD-DM7	June 27, 2024	Through transactions with the Quartermaster Department	100%
20	124/QD-DM7	August 29, 2024	Through the transaction with Tan Thuy Lam Production and Trading Company Limited	100%
21	129/QD-DM7	September 16, 2024	Approve the transaction with Thanh Vinh Company Limited	100%
22	130/QD-DM7	September 27, 2024	Approve the transaction with Thanh Vinh Company Limited	100%
23	134/QD-DM7	October 17, 2024	Through the transaction with Cao Gia Phat Group Joint Stock Company	100%
24	136/QD-DM7	October 28, 2024	Through the transaction with Cao Gia Phat Group Joint Stock Company	100%
25	137/QD-DM7	October 31, 2024	Through the transaction with Tan Thuy Lam Production and Trading Company Limited	100%
26	140/QD-DM7	November 06, 2024	Approve the transaction with Thanh Vinh Company Limited	100%
27	141/QD-DM7	November 12, 2024	Through the transaction with Cao Gia Phat Group Joint Stock Company	100%
28	142/QD-DM7	November 19, 2024	Through the transaction with Cao Gia Phat Group Joint Stock Company	100%
29	143/QD-DM7	November 25, 2024	Approve the transaction with Thanh Vinh Company Limited	100%
30	145/QD-DM7	November 27, 2024	Approve the transaction with Thanh Vinh Company Limited	100%
31	148/QD-DM7	November 28, 2024	Through the transaction with Cao Gia Phat Group Joint Stock Company	100%
32	149/QD-DM7	December 06, 2024	Through the transaction with Tan Thuy Lam Production and Trading Company Limited	100%
33	152/QD-DM7	December 10, 2024	Through the transaction with Cao Gia Phat Group Joint Stock Company	100%

34	153/QD-DM7	December 10, 2024	Through the transaction with Cao Gia Phat Group Joint Stock Company	100%
35	154/QD-DM7	December 10, 2024	Through the transaction with Cao Gia Phat Group Joint Stock Company	100%
36	161/QD-DM7	December 24, 2024	Approve the transaction with Thanh Vinh Company Limited	100%

The Board of Directors has effectively performed its role in closely monitoring and supervising the activities of the Board of Management in managing the company's production. The Board of Management has proactively and regularly reported on production operations, as well as difficulties and obstacles encountered during management, enabling the Board of Directors to promptly propose business solutions, thereby contributing to the fulfillment of key political tasks.

The activities of the Board of Management comply with legal regulations, the Company's Articles of Association, Resolutions of the General Meeting of Shareholders and Resolutions of the Board of Directors.

II. IMPLEMENTATION OF RESOLUTIONS IN 2024

In 2024, the Board of Directors effectively organized and executed its tasks, achieving business production targets efficiently while ensuring full compliance with laws, functions, and industry regulations. Production and business operations were conducted in a structured, proactive, and creative manner, leveraging all available resources to expand and enhance operational efficiency. The Board of Directors and the Board of Management maintained flexible and dynamic leadership, fostering unity, consensus, and high dedication among officials, staff and employees. Alongside the strong support of shareholders, this contributed significantly to meeting business and production indicators.

1. Results of production and business activities

No	Indicator	Unit	Plan in 2024	Implemented in 2024	Compared to Plan (%)
1	Total revenue	(mil VND)	685,000	897,855	131%
2	Profit before tax:	(mil VND)	68,530	68,883	101%
3	Profit after tax:	(mil VND)	54,624	54,694	100.1%
4	Budget contribution	(mil VND)	36,988	37,434	101%
5	Dividend payment	17%	26,199	26,199	100%
-	Dividend payment to Dong Hai Company	(mil VND)	13,361	13,361	100%
-	Dividend payment to other shareholders	(mil VND)	12,838	12,838	100%

6	Average Income	mil VND/person/month	12.3	12.4	101%
---	----------------	-------------------------	------	------	------

- Note: Revenue in 2024 increased by 31%, equivalent to VND 212,855 billion where VND 27,855 billion is the cost of compensation for site clearance to serve the construction of Terminal T3 at Tan Son Nhat Airport and VND 185 billion was due to the Ministry of National Defense changing K24 uniform across the military (this revenue was unexpected and one-time, resulting from increased output).

2. Remuneration expenses of the Board of Directors and the Board of Supervisors in 2024

- Member of the Board of Directors: VND
5,600,000/person/month
- Head of the Board of Supervisors: VND
3,000,000/person/month
- Member of the Board of Supervisors: VND
2,000,000/person/month

** Total remuneration payment in 2024 is: VND 151,200,000*

3. Dividend payment in 2024

Based on the business results in 2024, the Board of Directors has agreed and submitted to the General Meeting of Shareholders for consideration of the dividend payment in 2024 of 17%/ par value of shares (ie VND 1,700 /share), in which the dividend advance for shareholders as of January 2025 is 10%/share (VND 1,000/share), for the remaining 7%, the Company will make the payment after the General Meeting of Shareholders in 2025 unanimously approved.

4. Selection of International auditing firm Limited to audit Financial Statements in 2024.

5. Preparation of reports in accordance with the regulations of the State Securities Commission of Vietnam and Hanoi Stock Exchange to ensure the prescribed time.

III. PLANS AND ORIENTATIONS OF THE BOARD OF DIRECTORS IN 2025

In 2025, the global and regional situation continues to evolve in a complex manner; the national economic development in general, and specifically within the Military Region and the textile and garment sector, is forecasted to face many difficulties and challenges. Market prices continue to fluctuate unpredictably, having negative impacts on all aspects.

To maintain the stability and development of the Company, ensure stable employment and income for employees, as well as provide appropriate dividends to shareholders, the Board of Directors has determined the orientation for business operations in 2025 as follows:

1. Lead and direct the organization of production and business activities to ensure compliance with the assigned plan, specifically:

*** Expected indicators and plans in 2025:** (According to option 1: Land use levy under the contract signed with the Ministry of Defense is VND 1.294 billion/year).

- Revenue: VND 740,000 billion
- Profit (before tax): VND 74,000 billion
- Budget payment: VND 67,328 billion
- Average income: VND 13,100,000/person/month
- Average workforce: 638 people
- Expected dividend payout: 19% (VND 1,900 /share): VND 29,281 billion
- + Payment to Dong Hai Company (dividend): VND 14,933 billion
- + Dividend to other shareholders: VND 14,348 billion

2. Investment in basic construction and procurement of machinery and equipment must comply with state procedures and regulations, complete investment items, and purchase machinery and equipment according to approved plans, meeting production and business requirements. It is expected that the investment value in 2025 will be VND 17,317 billion, specifically as follows:

- 03 intermittent dyeing machines: VND 12,817 billion
- Batch annealing system: VND 4,500 billion

3. Effectively perform the governance of the company's business and production activities within the scope of authority and responsibilities of the Board of Directors as stipulated in the Articles of Association of the Company and Working Regulations. Focus on strong leadership and direction in marketing, sourcing, and expanding product consumption markets to ensure employment and income for workers, salary policies, bonuses, healthcare benefits, etc. Properly fulfill shareholders' rights, such as dividend payments, and facilitate favorable conditions for shareholders to access information and contribute constructive feedback for the Company's development.

4. Emphasize recruitment combined with training, retraining, and workforce development to ensure a skilled labor force and a team of qualified management personnel capable of meeting operational requirements.

5. Continue maintaining the management systems in compliance with ISO 9001:2015, SA 8000:2014, and ISO 14001:2015 standards across the entire company.

6. Properly remunerate non-executive members of the Board of Directors and the Board of Supervisors as approved by the General Meeting of Shareholders, ensuring full compliance with regulations.

7. Select an independent auditor to audit the Financial Statements in 2025 as proposed by the Board of Supervisors.

Above is the report of the Board of Directors on evaluation of operating results in 2024, orientation for production and business activities in 2025. At this General Meeting, the Board of Directors highly appreciates and looks forward to receiving valuable contributions from Shareholders to lead and guide the Company in successfully completing the business and production plan in 2025. / *LM*

**FOR BOARD OF DIRECTORS
CHAIRPERSON**

Recipients:

- Company's Board of Directors;
- Board of Supervisors;
- Board of Management;
- Company shareholders;
- Filing: Archived, Organization and Administration Department. Ph134.



Nguyễn Mạnh Tùng

DET MAY 7 JOINT STOCK
COMPANY
THE Board of Supervisors:

No: 1/UBC-BKS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tan Binh, April 29, 2025

**REPORT
ON PERFORMANCE OF DUTIES AND POWERS OF THE BOARD OF
SUPERVISORS IN 2024
AND ORIENTATION IN 2025**

To: Annual General Meeting of Shareholders in 2025

Pursuant to the Articles of Association of Det May 7 Joint Stock Company;

Pursuant to the Regulation on organization and operation of the Board of Supervisors as stipulated in the Articles of Association of the Joint Stock Company;

The Board of Supervisors (BOS) herein submits to the General Meeting of Shareholders on the performance of assigned tasks and powers of the Board of Supervisors in 2024 and the direction of tasks in 2025 with the following contents:

**Part I:
PERFORMANCE OF DUTIES AND POWERS**

I. ORGANIZATION

- The Board of Supervisors consists of 03 members assigned tasks in line with professional capacity, independent operation, compliance with the Articles of Association and operation regulations approved by the General Meeting of Shareholders.
- In 2024, the Supervisory Board developed a work plan and assigned tasks based on the experience and expertise of each member, thereby fulfilling its responsibilities in accordance with the Company's Articles of Association and the Regulation on organization and operation of the Board of Supervisors. In the process of performing its tasks, the Board of Supervisors has not been limited in the exercise of its powers.
- Remuneration for members of the Board of Supervisors, and expenses for activities of the Board of Supervisors shall be paid in accordance with the provisions of the Company's Articles of Association and the approval of the General Meeting of Shareholders.
- The Board of Supervisors has received the coordination, full cooperation, responsibility and efficiency of members of the Board of Directors and the Board of Management in providing information and explanations at the

request of the Board of Supervisors in accordance with the Company's Articles of Association. Results of inspection, supervision and comments of the Board of Supervisors are sent to the Board of Directors and the Board of Management in writing and opinions at meetings.

II. SUPERVISION OF THE BOARD OF DIRECTORS, THE BOARD OF MANAGEMENT IN GOVERNANCE AND MANAGEMENT

- In 2024, the Board of Directors (BOD) and the Board of Management of the Company have organized and fully implemented the powers, functions and tasks specified in the Articles of Association of the Company and relevant legal provisions.

- In the process of performing tasks and powers, the BOD and the Board of Management all have assignments for members and executive levels, summarize and evaluate the performance of tasks through BOD meetings, monthly meetings and specialized meetings for production and business.

- The BOD, the Board of Management and managers at all levels have closely coordinated in production and business management. Production and business results are detailed in the report of the Board of Directors and the report of the Board of Management presented at the General Meeting.

- In 2024, the Board of Directors and the Board of Management organized production and business in accordance with law provisions, the Company's Articles of Association and the Resolution of the General Meeting of Shareholders. The BOD has issued 18 Resolutions and 36 Decisions, demonstrating effective management and administration. The Board of Supervisors has attended the BOD's meetings and has independent opinions to ensure compliance with regulations and operational efficiency.

- In 2024, the Board of Supervisors maintains the supervision of the selection of auditing firms to audit the semi-annual and annual financial statements in 2024 as well as the field inspection of production and business activities, the management and use of capital at the Company according to the plan, according to the topic to evaluate the implementation of the plans and resolutions of the General Meeting of Shareholders, as well as the implementation of the Board of Directors and the Director to complete the plans and resolutions. Supervision activities of the Board of Supervisors are also adjusted to suit the company's production and business development activities.

- The Board of Supervisors has supervised the implementation of internal regulations and processes, supervised the disclosure of information in accordance with regulations for public companies. No violations of the law on information disclosure or material errors in management and administration activities were detected.

III. REVIEW OF FINANCIAL STATEMENTS IN 2024

1. Legal Basis

The financial statements are prepared according to the forms of the Ministry of Finance issued in Circular No.200/2014/TT-BTC dated December

22, 2014 guiding the Enterprise Accounting Regime and Circular No.53/2016/TT-BTC dated March 21, 2016 amending and supplementing a number of articles of Circular No.200/2014/TT-BTC and consolidated document No. 04/VBHN-BTC dated January 20, 2020 guiding the enterprise accounting regime of the Ministry of Finance; Minutes of recording the audit results of financial statements in 2024 issued by International Auditing Company Limited (iCPA).

2. Results of financial statement review

The financial statements present a true and fair view, in all material respects, of the separate and consolidated financial position of Det May 7 Joint Stock Company as of December 31, 2024, as well as the business performance and cash flows for the financial year then ended. The statements comply with Vietnamese Accounting Standards, enterprise accounting regulations, and relevant legal requirements for financial statement preparation and presentation.

- Total assets: VND 540.04 billion
- Revenue: VND 897.855 billion (reaching 131% of the plan)
- Profit after tax: VND 54.688 billion (reaching 100.1% of the plan)
- Return on Equity: 0.19
- Debt-to-Equity ratio: 0.89

* The Board of Supervisors did not detect any violations during the preparation and presentation of the financial statements.

IV. SUPERVISION OF INVESTMENT ACTIVITIES AND USE OF ASSETS

In 2024, the Company invested in the procurement of machinery and equipment with a total value of VND 26,948 billion, including: 03 high-pressure dyeing machines, fluidized-bed boilers, wastewater monitoring system, garment equipment. The Board of Supervisors assesses the investment in compliance with the process, in line with the development strategy and contributing to improving productivity and product quality.

Part II ORIENTATION OF TASKS OF THE BOARD OF SUPERVISORS IN 2025

Based on the functions and duties of the Board of Supervisors as stipulated in the Articles of Association of the Joint Stock Company and relevant internal regulations of Det May 7 Joint Stock Company, the Board of Supervisors shall formulate the orientation of its tasks in 2025 as follows:

1. Supervise the compliance with the provisions of law and the Company's Articles of Association in the management and administration of the Company's activities, specifically:

- Attend meetings organized by the Board of Directors and the Organizing Committee;

- Monitor and evaluate the progress of the implementation of the resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors;

- Consult the Board of Directors and the Board of Management in completing, amending, supplementing and promulgating a full and timely internal control system in line with the development scale and characteristics of the Company;

- Supervise the disclosure of information in accordance with the regulations applicable to securities listing organizations;

- Conduct on-site inspections of compliance with company regulations and other operational aspects;

2. Review quarterly, semi-annual, and annual financial statements as prescribed, including overseeing the selection of auditing firms and the financial audit process.

3. Promptly notify the Board of Directors of violations committed by managers and executives; request violators to immediately terminate the violations and take remedial measures as prescribed in the Articles of Association of Det May 7 Joint Stock Company;

4. Hold periodic meetings of the Board of Supervisors (in-person or via written consultation); summarize the current quarter's work and plan tasks for the next quarter

5. Prepare quarterly reports on the performance of duties and powers of the Board of Supervisors (when attending quarterly BOD meetings), and the results of financial report reviews as stipulated in the Company's Articles of Association;

6. Perform other tasks according to the functions and tasks of the Board of Supervisors as stipulated in the Company's Articles of Association, the provisions of law and at the request of the General Meeting of Shareholders.

Part III

RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

1. Request the Board of Directors and the Board of Management to direct the exploitation of the Company's strengths and develop the market for printed fabric products, and expand the market for finished dyed goods produced on continuous dyeing machines. Seek new customers and broaden the market to ensure efficient utilization of newly invested machinery and equipment.

2. The Company is requested to continue strengthening the management practices, enhancing employee competency and accountability, and ensuring professionalism across all positions. Minimize product defects and reduce repair material costs.

3. It is recommended that the BOD continue to improve and promote the quality and content of its activities, ensure that all resolutions of the General

Meeting of Shareholders and resolutions of the BOD are fully and seriously implemented.

4. Enhance inventory clearance to improve business efficiency. Strengthen the recovery of overdue and bad debts.

5. Request continued strict adherence to information disclosure regulations and proper handling of internal transactions as required by law.

Dear the General Meeting ,

On behalf of the Board of Supervisors, I presented the Report on performance of duties and powers of the Board of Supervisors in 2024 and orientation of the Board of Supervisors in 2025. The Board of Supervisors herein reports to the Annual General Meeting of Shareholders.

Best regards./.

Recipients:

- As mentioned above;
- Filing: Archived, Board of Supervisors, KA134.

**FOR THE Board of Supervisors:
GENERAL DIRECTOR**



Nguyen Thi Kim Anh

DONG HAI ONE MEMBER LIMITED
COMPANY
DET MAY 7 JOINT STOCK
COMPANY

No. 114/TTr-DM7

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tan Binh, April 29, 2025

STATEMENT NO.1
Approval of auditing firm selection
Financial statements in 2025

To: Annual General Meeting of Shareholders in 2025
Det May 7 Joint Stock Company

Pursuant to Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, taking effect from January 1, 2021;

Pursuant to the Articles of Association of Det May 7 Joint Stock Company approved by the General Meeting of Shareholders on June 30, 2022;

In line with the objectives of enhancing professionalism in corporate governance and ensuring transparency in business operations, Det May 7 Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the proposed plan for selecting an independent auditing firm to conduct the audit of the company's financial statements in 2025 as follows:

The General Meeting of Shareholders authorizes the Board of Directors to select an independent auditing firm to audit and review the company's financial statements in 2025 in accordance with legal regulations, and the company will then sign an audit service contract with the selected auditing firm.

2. The auditing firm selected is a company legally operating in Vietnam, on the list of auditing firms eligible to provide audit services and is approved by the State Securities Commission of Vietnam to audit public interest entities in the securities sector in 2025; has a reputation for audit quality; has audit fees suitable to the quality and scope of auditing.

3. List of proposed auditing firms for selection to audit Financial statements in 2025:

- NVA Auditing Company Limited
- FAC Auditing Company Limited
- Southern Auditing & Accounting Financial Consulting Services Company Limited (AASCS)

We respectfully submit to the General Meeting of Shareholders for review and approval./.

Recipients:

- As above;
- Company's Board of Directors;
- Filing: Archived, Organization and Administration Department. Th134.

FOR THE Board of
Supervisors:
GENERAL DIRECTOR

Nguyễn Thị Kim Anh

DONG HAI ONE MEMBER
LIMITED COMPANY
DET MAY 7 JOINT STOCK
COMPANY

No.: 115 /TTr-DM7

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tan Binh, April 29, 2025

STATEMENT NO. 02

Re: Plan for profit distribution and dividend payment in 2024
Profit distribution plan and dividend payout ratio in 2025

To: Annual General Meeting of Shareholders in 2025
Det May 7 Joint Stock Company

Pursuant to Decree No. 32/2018/ND-CP dated March 8, 2018 of the Government amending and supplementing a number of articles of Decree No. 91/2015/ND-CP dated October 13, 2015 of the Government on investment of state capital in enterprises and management and use of capital and assets at enterprises;

Pursuant to Circular 28/2016/TT-BLĐTBXH dated September 1, 2016 of the Ministry of Labour, Invalids and Social Affairs guiding the implementation of regulations on labor, wages, remuneration and bonuses for companies with shares and capital contributed by the State;

Pursuant to the Articles of Association of Det May 7 Joint Stock Company issued on June 30, 2022;

Based on production and business results and financial statement data in 2024 audited by International Auditing Company Limited (ICPA);

The Board of Directors of Det May 7 Joint Stock Company would like to submit to the General Meeting of Shareholders the plan for profit distribution plan and dividend payout ratio in 2024. The profit distribution plan and dividend payout ratio in 2025 are as follows:

1. Profit distribution plan and dividend payout ratio in 2024

Unit: VND

No	Descriptions	Resolution of the General Meeting of Shareholders in 2024	Distribution of profit after tax in 2024	Percentage %
1	Revenue before tax	685.000.000.000	897.855.000.000	131,00
2	Profit before tax:	68.530.000.000	68.883.000.000	101,00
3	Corporate Income Tax (CIT)	13.706.000.000	14.194.806.686	103,57
4	Profit after tax:	54.624.000.000	54.694.024.786	100,13
5	Distribution of funds	27.265.130.000	28.495.154.786	104,51
	- Development and Investment Fund 30%	16.387.200.000	16.406.464.466	100,12

	- Bonus and welfare fund	10.483.055.000	11.000.000.000	104,93
	- Management Bonus Fund	394.875.000	394.875.000	100,00
6	Dividend payout (17%)	26.198.870.000	26.198.870.000	100,00
7	Undistributed profits after tax		693.815.320	

2. Profit distribution plan and dividend payout ratio in 2025
(According to option 1: Land use levy under the contract signed with the Ministry of Defense is VND 1.294 billion/year).

Unit: VND

No	Content	Plan in 2025	Notes
1	Revenue before tax	740.000.000.000	
2	Profit before tax:	74.000.000.000	
3	Enterprise Income Tax (20%)	14.800.000.000	
4	Profit after tax:	59.000.000.000	
5	Distribution of funds		
-	Investment and Development Fund (30%)	17.700.000.000	
-	Funds for bonus and welfare	10.438.000.000	
-	Management Bonus Fund	421.000.000	
6	Dividend payment: 19%	29.281.000.000	

Above is the Statement on profit distribution plan and dividend payout ratio in 2024. Profit distribution plan and dividend payout ratio in 2025.

- Kindly submit to the General Meeting of Shareholders for review and approval. /LS

Recipients:

- As above;
- Filing: Archived, Organization and Administration Department.Th134.

**FOR BOARD OF
DIRECTORS
CHAIRPERSON**



Nguyễn Mạnh Tùng

DONG HAI ONE MEMBER
LIMITED COMPANY
**DET MAY 7 JOINT STOCK
COMPANY**

No.: *116* /BC-DM7

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tan Binh, April ...*29*...2025

STATEMENT NO. 03

**Regarding payment of remuneration to the Board of Directors,
and the Board of Supervisors in 2024 and plan in 2025**

To: Annual General Meeting of Shareholders in 2025
Det May 7 Joint Stock Company.

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Articles of Association of Det May 7 Joint Stock
Company issued on June 30, 2022;

Based on production and business results in 2024 and the orientation of
the production and business plan in 2025.

The Board of Directors of Det May 7 Joint Stock Company would like to
submit to the General Meeting of Shareholders for approval of payment of
remuneration to the Board of Directors and the Board of Supervisors in 2024
and plan in 2025 as follows:

**1. Payment of remuneration to the Board of Directors and the Board
of Supervisors in 2024**

Pursuant to Resolution No. 99/NQ-DHDCD dated April 19, 2024 of the
Annual General Meeting of Shareholders in 2024. The Company shall pay
remuneration to the members of the Board of Directors and the Board of
Supervisors in 2024 as follows:

- Member of the Board of Directors:	VND
5,600,000/person/month	
- Head of the Board of Supervisors:	VND
3,000,000/person/month	
- Member of the Board of Supervisors:	VND
2,000,000/person/month	

*** Total remuneration payment in 2024 is: VND 151,200,000**

2. Expected payment of remuneration in 2025

The Board of Directors submits to the General Meeting of Shareholders
for approval of remuneration payment to members of the Board of Directors and
the Board of Supervisors in 2025, specifically as follows:

- Member of the Board of Directors (01 person):	VND
5,600,000/person/month	

- Head of the Board of Supervisors: VND
3,000,000/person/month

- Member of the Board of Supervisors: VND
2,000,000/person/month

** Expected total remuneration payment in 2025: VND 151,200,000*

We respectfully submit to the General Meeting of Shareholders for review and approval. / *MB*

Recipients:

- As above;
- Filing: Archived, Organization and Administration Department.Th134.

**FOR BOARD OF
DIRECTORS
CHAIRPERSON**



Nguyễn Mạnh Tùng
Nguyễn Mạnh Tùng

DONG HAI ONE MEMBER
LIMITED COMPANY
DET MAY 7 JOINT STOCK
COMPANY

No.: /17/TTr-DM7

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tan Binh, April 29, 2025

SUMMARY
STATEMENT OF REQUEST FOR OPINION
Annual General Meeting of Shareholders in 2025

Pursuant to Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, taking effect from January 1, 2021;

Pursuant to the Articles of Association of Det May 7 Joint Stock Company approved by the General Meeting of Shareholders on June 30, 2022;

The Board of Directors of the Company herein submits to the General Meeting of Shareholders for approval of the following contents:

1. Approval of the Report on results of production and business activities in 2024 and the production and business plan in 2025

a) Results of production and business tasks in 2024

- | | |
|--|-------------------------------------|
| - Total revenue:
compared to the plan | VND 897,855 billion, reaching 131% |
| - Profit before tax:
compared to the plan | VND 68,883 billion, reaching 101% |
| - Profit after tax:
compared to the plan | VND 54,694 billion, reaching 100.1% |
| - Dividend payment:
plan | 17%/share reached 100% compared to |

b) Results of investment and basic construction work in 2024

In 2024, the Company effectively implemented investment, basic construction, and equipment and machinery procurement in accordance with procedures, State laws, Military Region regulations, Dong Hai Company policies, and the Company's internal regulations. Efforts are focused on efficiently utilizing the invested equipment systems to enhance productivity, output, and product quality to meet customer demand, with a total value of VND 26.948 billion, funded from depreciation and the Company's Development and Investment Fund.

- | | |
|---|-----|
| - Investment in 03 high-pressure dyeing machines:
VND 12,816,720,000 | |
| - 15t/h Circulating Fluidized Bed Boiler:
11,300,000,000 | VND |

- Continuous automatic wastewater monitoring system: VND 1,698,256,962

- Garment industry machinery and equipment:
VND 1,134,000,000

c) Implementation plan for production and business tasks in 2025

* *Expected indicators and plans in 2025* (According to option 1: Land use levy under the contract signed with the Ministry of Defense is VND 1.294 billion/year).

- Revenue:	VND 740,000 billion
- Profit (before tax):	VND 74,000 billion
- Profit (after tax):	VND 59,000 billion
- Expected dividend payout: 19% (VND 1,900 /share)	

d) Implementation plan for basic construction investment in 2025

Investment in basic construction and procurement of machinery and equipment must comply with state procedures and regulations, complete investment items, and purchase machinery and equipment according to approved plans, meeting production and business requirements. It is expected that the investment value in 2025 will be VND 17,317 billion, specifically as follows:

- 03 intermittent dyeing machines:	VND 12,817 billion
- Batch annealing system:	VND 4,500 billion

2. Approval of the Report on operations of the Board of Directors in 2024 and the operation plan in 2025

3. Approval of audited financial statements in 2024

4. Approval of the Report on operations of the Board of Supervisors in 2024 and operation plan in 2025.

5. Approval of the Statement on selecting an auditing firm from among qualified, reputable firms legally operating in Vietnam and included in the list of auditing firms approved by the State Securities Commission of Vietnam to audit public interest entities in the securities sector in 2025 (Attached to Statement No. 01)

List of proposed auditing firms for selection to audit Financial Statements in 2025:

- International Auditing and Valuation Company Limited (IAV)
- International auditing firm Limited (ICPA)
- Southern Auditing & Accounting Financial Consulting Services Company Limited (AASCS)

Authorize the Board of Directors to select one of the three auditing firms to provide audit services, review the financial statements in 2025 of the Company in accordance with law provisions and the Company shall sign an audit service contract with the selected auditing firm.

6. Approval of the Statement for profit distribution and dividend payment in 2024. Profit distribution plan and dividend payout ratio in 2025
(Attached to Statement No. 02)

a) Profit distribution and dividend payment plan in 2024

Unit: VND

No	Descriptions	Resolution of the General Meeting of Shareholders in 2024	Distribution of profit after tax in 2024	Percentage %
1	Revenue before tax	685.000.000.000	897.855.000.000	131,00
2	Profit before tax:	68.530.000.000	68.883.000.000	101,00
3	Corporate Income Tax (CIT)	13.706.000.000	14.194.806.686	103,57
4	Profit after tax:	54.624.000.000	54.694.024.786	100,13
5	Distribution of funds	27.265.130.000	28.495.154.786	104,51
	- Development and Investment Fund 30%	16.387.200.000	16.406.464.466	100,12
	- Bonus and welfare fund	10.483.055.000	11.000.000.000	104,93
	- Management Bonus Fund	394.875.000	394.875.000	100,00
6	Dividend payout (17%)	26.198.870.000	26.198.870.000	100,00
7	Undistributed profits after tax		693.815.320	

b) Profit distribution plan and dividend payout ratio in 2025
(According to option 1: Land use levy under the contract signed with the Ministry of Defense is VND 1.294 billion/year).

Unit: VND

No.	Content	Plan in 2025	Notes
1	Revenue before tax	740.000.000.000	
2	Profit before tax:	74.000.000.000	
3	Enterprise Income Tax (20%)	14.800.000.000	
4	Profit after tax:	59.000.000.000	
5	Distribution of funds		
-	Investment and Development Fund (30%)	17.700.000.000	
-	Funds for bonus and welfare	10.438.000.000	
-	Management Bonus Fund	421.000.000	
6	Dividend payment: 19%	29.281.000.000	

7. . Approval of Remuneration for the Board of Directors and the Board of Supervisors in 2024 and plan in 2025 (Attached to Statement No. 03)

a) Payment in 2024

- Member of the Board of Directors:
5,600,000/person/month

VND

- Head of the Board of Supervisors: VND
3,000,000/person/month

- Member of the Board of Supervisors: VND
2,000,000/person/month

*** Total remuneration payment: VND 151,200,000**

b) Expected total payment in 2025

- Member of the Board of Directors (01 person): VND
5,600,000/person/month

- Head of the Board of Supervisors: VND
3,000,000/person/month

- Member of the Board of Supervisors: VND
2,000,000/person/month

*** Expected total remuneration payment in 2025: VND 151,200,000**

Kindly submit to the General Meeting of Shareholders for review and approval. /.

**FOR BOARD OF DIRECTORS
CHAIRPERSON**

Recipients:

- Board of Directors of the Company;

- Board of Supervisors;

- Shareholders;

- Filing: Archived, Organization and Administration Department.Th134.

6. Approval of the Statement for profit distribution and dividend payment in 2024. Profit distribution plan and dividend payout ratio in 2025
(Attached to Statement No. 02)

a) Profit distribution and dividend payment plan in 2024

Unit: VND

No	Descriptions	Resolution of the General Meeting of Shareholders in 2024	Distribution of profit after tax in 2024	Percentage %
1	Revenue before tax	685.000.000.000	897.855.000.000	131,00
2	Profit before tax:	68.530.000.000	68.883.000.000	101,00
3	Corporate Income Tax (CIT)	13.706.000.000	14.194.806.686	103,57
4	Profit after tax:	54.624.000.000	54.694.024.786	100,13
5	Distribution of funds	27.265.130.000	28.495.154.786	104,51
	- Development and Investment Fund 30%	16.387.200.000	16.406.464.466	100,12
	- Bonus and welfare fund	10.483.055.000	11.000.000.000	104,93
	- Management Bonus Fund	394.875.000	394.875.000	100,00
6	Dividend payout (17%)	26.198.870.000	26.198.870.000	100,00
7	Undistributed profits after tax		693.815.320	

b) Profit distribution plan and dividend payout ratio in 2025
(According to option 1: Land use levy under the contract signed with the Ministry of Defense is VND 1.294 billion/year).

Unit: VND

No.	Content	Plan in 2025	Notes
1	Revenue before tax	740.000.000.000	
2	Profit before tax:	74.000.000.000	
3	Enterprise Income Tax (20%)	14.800.000.000	
4	Profit after tax:	59.000.000.000	
5	Distribution of funds		
-	Investment and Development Fund (30%)	17.700.000.000	
-	Funds for bonus and welfare	10.438.000.000	
-	Management Bonus Fund	421.000.000	
6	Dividend payment: 19%	29.281.000.000	

7. . Approval of Remuneration for the Board of Directors and the Board of Supervisors in 2024 and plan in 2025 (Attached to Statement No. 03)

a) Payment in 2024

- Member of the Board of Directors:
5,600,000/person/month

VND

- Head of the Board of Supervisors: VND
3,000,000/person/month

- Member of the Board of Supervisors: VND
2,000,000/person/month

*** Total remuneration payment: VND 151,200,000**

b) Expected total payment in 2025

- Member of the Board of Directors (01 person): VND
5,600,000/person/month

- Head of the Board of Supervisors: VND
3,000,000/person/month

- Member of the Board of Supervisors: VND
2,000,000/person/month

*** Expected total remuneration payment in 2025: VND 151,200,000**

Kindly submit to the General Meeting of Shareholders for review and approval. /.

Recipients:

- Board of Directors of the Company;

- Board of Supervisors;

- Shareholders;

- Filing: Archived, Organization and Administration Department Th134.

**FOR BOARD OF DIRECTORS
CHAIRPERSON**



Nguyễn Mạnh Tùng

DONG HAI ONE MEMBER
LIMITED COMPANY
DET MAY 7 JOINT STOCK
COMPANY

No.: 89 /BC-DM7

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tan Binh, April 09, 2025

THE 2024 ANNUAL REPORT

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

I. GENERAL INFORMATION

1. Business information

Enterprise name in Vietnamese: CÔNG TY CỔ PHẦN DỆT MAY 7

Enterprise name in English: DET MAY 7 JOINT STOCK COMPANY

Abbreviated name: Detmay 7 JSC

Certificate of Business Registration No.: 0300509782

Telephone No.: (84 28) 3842.5372 Fax: (84 28) 3810.0489

Registered office: 109A Tran Van Du, Ward 13, Tan Binh District, Ho Chi Minh City

Charter capital: VND 154,111,000,000.

Ticker: DM7

Lines of business: Garment (excluding animal feather and skin-based garment); Fiber production; Woven fabric production; Textile finishing; Production of knitted, crocheted, and other non-woven fabrics; Production of ready-made garments; Production of carpets, blankets, and mattresses; Production of ropes, cords, and nets (not operating at the head office); Manufacture of other textile products not classified elsewhere; Production of fur-based items; Production of knitted and crocheted garments; Production of suitcases, handbags, and similar items; Production of saddles and harnesses; Printing; Production of metal components (not operating at the head office); Metal forging, stamping, pressing, and rolling; Powder metallurgy (not operating at the head office); mechanical manufacturing; metal processing and coating (not operating at the head office); Repair of plants and equipment (not operating at the head office); Production and distribution of steam, hot water, air conditioning, and ice (not operating at the head office); Wholesales of plants, equipment, and other machine parts; Wholesales of solid, liquid, and gaseous fuels and relevant products (excluding trading in LPG and residual lubricating oils); Other specialized-line wholesales not classified elsewhere (Details: wholesales of scrap and waste (not operating at the head office) and other items not classified elsewhere); Retails of fabrics, wool, yarn, sewing threads, and other textiles in single line stores; Retails of garments, footwear, leather and leatherette items in the single line stores;

Trading in real estates, land use rights under the owner, user or lease; Real estate business, including ownership, usage rights, or leasing of land; Goods maintenance and storage field services.

2. History of Development

- On February 28, 1992, the General Staff of the Vietnam People's Army decided to establish

the P7 Textile Dyeing Enterprise (so-called as the Military Garment Enterprise No.7) under the Decision No. 53.QĐ-TM. The day of February 28th became the unit's Establishment Anniversary Day.

- The Enterprise was renamed from the P7 Textile Dyeing Enterprise to Det May 7 Company under the Announcement No. 1119/DMDN of the Government dated March 13, 1996 and the Decision No. 493/QĐ of the Minister of National Defense dated February 18, 1996; The Certificate of Business Registration No. 4106000314 was issued on July 19, 1996.

- On July 22, 2010, Det May 7 Company was renamed as Det May 7 Single Member Liability Limited Company under the Decision No. 2640/QĐ-BQP of the Ministry of National Defense; the Enterprise Registration Certificate No. 0300509782, initial registration on December 8, 2010.

- On March 29, 2017, the Minister of National Defense promulgated the Decision No. 943/QĐ-QP on approval of the plan and renaming Det May 7 Single Member Liability Limited Company under Dong Hai One Member Limited Company/Military Region 7 as Det May 7 Joint Stock Company. On June 20, 2017, the company held the first General Meeting of Shareholders, established Det May 7 Joint Stock Company;

- On July 3, 2017, the Company was officially operated as a Joint Stock Company with Enterprise Registration Certificate No. 0300509782 issued by Ho Chi Minh City's Department of Planning and Investment.

- On October 24, 2017, the Company was accepted to become a public company under the Letter No. 7144/UBCK-GSĐC of the State Securities Commission.

- On December 6, 2017, the Company was equitized under the Decision No. 5224/QĐ-BQP on equitizing Det May 7 Single Member Liability Limited Company under Dong Hai One Member Limited Company/ Military Region 7.

3. Recognized achievements

- As the successor of Det May 7 Single Member Liability Limited Company, with over 30 years of development and ceaseless efforts, the Company has actively expanded its market and business partnership. Today, Det May 7 Joint Stock Company has successfully affirmed its brand in the market.

- A myriad of prestigious awards and prizes have been obtained for the Company's products and services during operation, including:

- + Third-Class Military Merit Medal
- + First-Class Fatherland Defense Medal
- + Third-Class Fatherland Defense Medal

+ First-Class Labor Medal

+ Certificate of Merit awarded by the Prime Minister for outstanding achievements in Occupational Safety and Health (OSH) and Fire Prevention and Fighting (FPF) in the period of 2009 - 2011, facilitating the socialism development and fatherland protection.

+ Emulation Flag and Certificate of Merit awarded by the Ministry of National Defense, and Emulation Flag awarded by the Military Zone 7 Command for many consecutive years.

+ Emulation Flag from the Ministry of Labor, Invalids and Social Affairs and Vietnam General Confederation of Labor for outstanding OSH achievements for many consecutive years.

+ In 2022, the Emulation Flag from the Military Zone Command for being an elite unit in the "Determination To Win" emulation movement and the Emulation Flag from Vietnam General Confederation of Labor for being a powerful grassroots Trade Union with excellent emulation movements.

+ In 2023, the Emulation Flag awarded by Vietnam General Confederation of Labor for outstanding achievements in the 2023 worker and Trade Union Activity Emulation Movement.

+ In 2024, the title of "Excellent Labor Collective" awarded by the Military Zone Command in the "Determined To Win" emulation movement and the Emulation Flag from the General Political Department of the Vietnamese People's Army for being a strong grassroots Trade Union with excellent emulation movements.

4. Development orientations

a) Key operating objectives

- Det May 7 Joint Stock Company's all-time goals, including ceaseless creation and diversification of products and services, outperformance of goals set by the General Meeting of Shareholders. Market R&D is also focused to successfully improve the Company's supply chain value. Moreover, market research facilitates the Company's updates of latest market trends, quickly releasing the proper production and business plans, timely satisfying the tastes and demands of majority of domestic customers. It also concentrates on transformation and successfully apply the business administration models, gradually digitalizing its production and business activities to improve performance, competitiveness and product value.

- The Company's highlights including effective capital utilization in production and business activities to maximize profits by maintaining and developing the core business lines in the fields of textile and garment, expanding the market, generating stable jobs and improving the living standards for the employees, offering increased dividends to the shareholders, contributing to the State budgets and the Company's sustainable development.

- Ceaseless improvement of operating performance, development and renovation of plants and equipment with environment. Application of modern

technology and HR development, improvement of worker performance to enhance the Company's development.

b) Mid-term and long-term development strategies

- Goals: Development as one of powerful garment and textile service providers, striving to become one of the local leading brands in Vietnam.

- Reliable stability in domestic market and gradual expansion to regional markets; Branding, search for export opportunities to European, USA and Japan.

- Investment cooperation by partnership and association with the players in the same category to make use of capacity and expand production; Further development of domestic business modes and other business sectors when eligibility conditions are satisfied; Active production of direct FOB to active enhance the Company's productivity and profits.

- Continuous creation and focus on R&D of key products, diversification of product portfolio to market new and premium offerings to satisfy the Customer's increasingly high demand. Make use of the Company's loop production chain from textile, dying, printing and garment; improvement in production procedures and productivity help the Company to catch up with and offer good products to be well matched with the domestic market in particular and export in general.

- Enhancement of IT and digital transformation application in the Company's production and business activities; new investment, supplement and improvement of cutting-edge technology for key products in combination with investment into production and business program to improve the productivity and product quality, optimizing production and management procedures to be well matched with the market's diversified demand and improving the customer satisfaction. It also enhanced the minimal operating costs and maximum profit.

- Continual perfection of lean management organization, improvement of the units' operating capacity, improvement of HR management and development system, productivity and encouragement of employee's innovations and initiatives, improvement of competitiveness.

- Strict adherence to the State laws, the Military disciplines, regulations, by-laws, and rules of the Company, stable and sustainable development for the Company.

c) Product quality objectives

Product quality is the vital of Det May 7 brand by taking quality as our core value and customer satisfaction as our quality commitment. Production and business activities are drastically launched by synchronous and scientific solutions to guarantee the quality targets required by the internal and external customers.

5. Risk factors

a) Economic risks

- 2024 continued witnessing the global economics' various challenges, complicated development and myriad of unfavorable factors, especially climbing military conflicts in some countries with unforeseeable development, increasingly

high probability and wide-spreading risks, causing loss of persons and assets, adversely affecting the operating environment, causing instability of the global supply chains and reducing economies' flexibility to adopt and adapt the changes.

- The strategic cut-throat competition between giants such as USA, China and other countries was also recorded, increasing the international trade instability. The trade protection policy and barriers were increasingly setup, adversely affecting free trade among countries.

- The garment and textile market faced with myriad of great challenges and cut-throat competition from other garment and textile manufacturing countries such as China, India and Bangladesh, operating costs were sharply impacted by price market of raw materials for production and business activities and domestic gold price; POs were less attractive, reduced goods consumption led to modest trading revenue. From the above situation, the organization, operation and effectiveness of the Company's production and business activities were severely affected. However, the market's adverse impacts were mitigated by the Company thanks to its close production advantages for military service phases and market penetration.

- Economic growth rate was one of decisive factors, affecting growth rate of all economic sectors and fields. The economic growth in general would increase the social consumption demand, accelerating the increase in industrial output and facilitating the enterprises' consumption market expansion.

- Inflation was the direct factor, directly affecting the enterprises' financial position. The economic reports released by OECD revealed that inflation has surged due to increase in energy and commodity prices. The interest rate gaps have been widened by the monetary policy normalization in developed countries, further intensifying the inflationary pressures in Vietnam. This put adverse impacts on the Company's operations. High inflation resulted in increased operating costs such as fuel, raw materials, and other expenses, putting financial pressure on the Company's shoulder. In such context, the Board of Directors (BOD) and the Board of Management (BOM) have developed appropriate financial plans, cutting down some operating costs, accelerated debt collection and stable business.

- Internationally, as Vietnam's economy integrated more deeply into the global economy, a series of opportunities and remarkable challenges were created to the textile and garment industry. Therefore, in order to successfully grasp the future opportunities, Det May 7 Joint Stock Company should carry out the thorough research and good preparation for international legal issues to obtain the highest performance.

b) Industry's specific risks

- Amidst ongoing global inflation, the Russia-Ukraine conflict, and escalating military tensions in many countries with unpredictable developments, the supply chain and raw material prices were subject to volatility, directly affecting the Company's operations. In order to minimize such risk, the Company

has designed and developed plans and capital adequacy amid price instability, and sought reliable partners to stabilize supply for its production operations.

- 2024 was recognized as an especially difficult year of Vietnam garment and textile industry due to a series of great pressures and challenges from the global economic downturn and lingering effects of the COVID-19 pandemic such as lack of experienced labor, PO decline and reduced consumer demand.

- Market risks: The Company was subject to cut-throat competition from other players. Such players were significantly backed by their extensive experience, financial resources, HR, techniques, materials and branding and market development activities. Therefore, a very high pressure was shouldered by the Company in the context of the very cut-throat market competition. Moreover, counterfeit production and illegal trade in military uniforms caused confusion in the market regarding the Company's products. The BOD and BOM have actively reinforced quality control over input materials and finished products to maintain DM7 brand reputation.

- From the given industry challenges, particularly those for Det May 7 Joint Stock Company, it is urgent to focus more on developing the domestic market to ensure long-term business sustainability. The Company should also strengthen its brand building, develop supply chain linkages, and enhance corporate governance to ensure effective and efficient operations as scheduled.

c) Human resources risks

- As one of labor intensive industries, labor supply for the garment and textile industry is gradually insufficient due to various factors, including competition from other sectors and countries in the region offering better incentives and working conditions.

- The industry is also struggling with a series of significant impacts from the Industry Revolution 4.0, with growing challenges in workforce structure, technical skills, and training demands. Recruitment is still very difficult despite annual wage increases, as the industry is still recognized as less attractive due to low income and long working hours, etc. In such context, the Company also faces with many difficulties in recruitment due to high travel and accommodation costs.

- In a constantly fluctuating labor market, a series of incentive policies have been launched to retain its workforce for future operations. These incentives include favorable wage structures, performance bonuses, holiday and Lunar New Year bonuses, year-end rewards, and various allowances. In addition, in order to minimize risk, the Company works closely with the grassroots Trade Union to improve employee welfare and wellbeing. The attractive compensation and benefit packages are also developed to retain skilled employees.

- Finding and retaining well-skilled and qualified human resources are always the top priority of the Company, as this is considered a critical factor for long-term growth and the successful achievement of strategic objectives.

d) Policy and legislative risks

- The laws act as a guidance to orient and manage the enterprise's business activities, ensuring fairness, transparency, and market safety. As a Joint Stock Company registered to trade on Hanoi Stock Exchange (HNX), the Company is subject to legal regulations such as the Law on Enterprises, the Law on Securities, the Labor Code, the Law on Corporate Income Tax and various rules issued by HNX and other relevant legal frameworks.

- As the Company's core business includes textile production, dyeing, printing, and garment manufacturing, the Company is also governed by the Law on Investment, the Bidding Law and the Law on Environment Protection, etc.

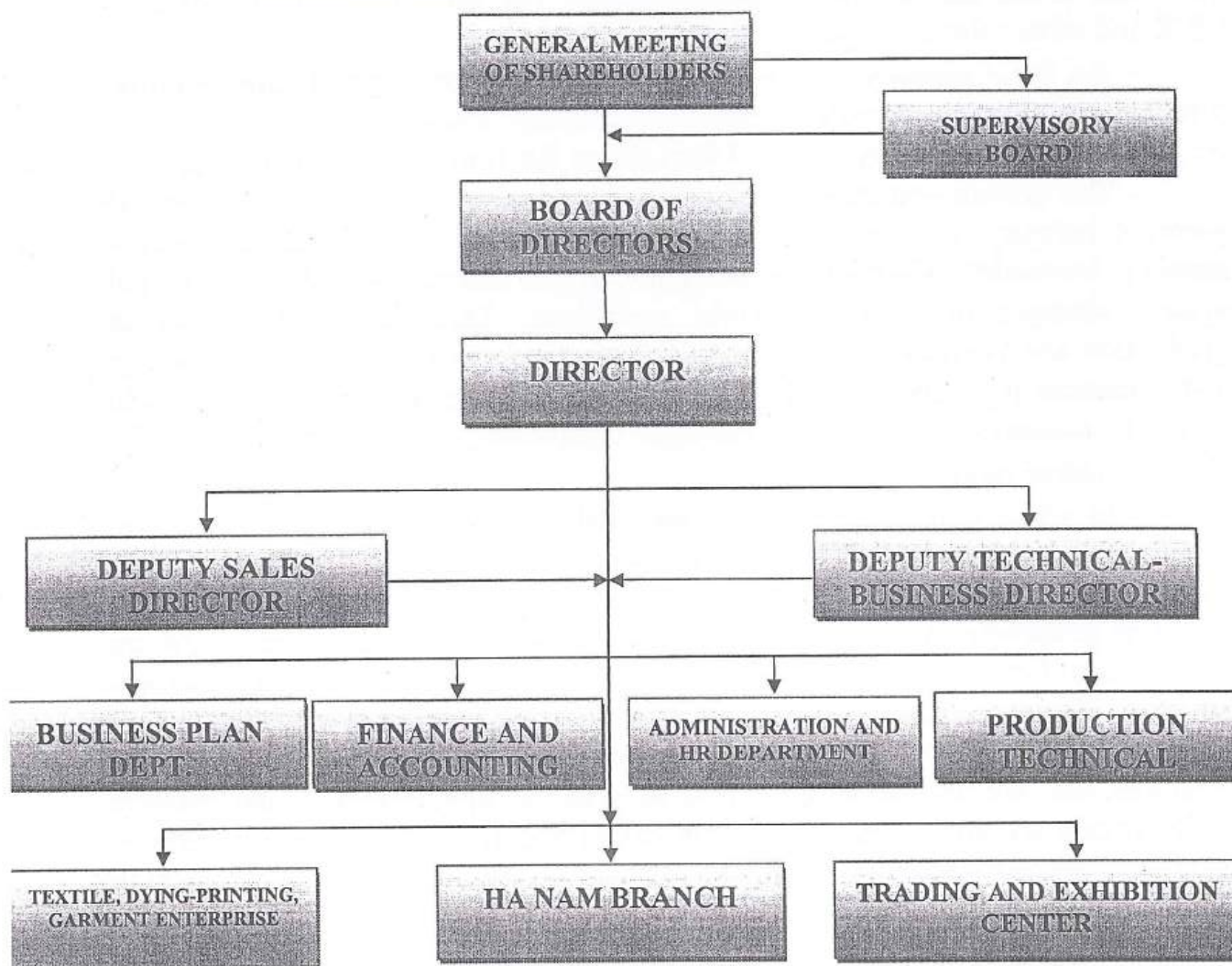
- The growth and stability of economic sectors, especially the textile and garment industry, are remarkably affected by the political, legal, and policy stability. Inevitably, Vietnam's ongoing integration and development create legal system changes to meet real-world conditions. This causes challenges in production and business for players, including the Company. In order to manage and minimize legal risks, the Company consistently updates legal changes and adapts its business plans to ensure full legal compliance.

e) Other risks

- In addition to the aforementioned risks, other risks may also occur in Force Majeure Events, including unforeseeable events such as Acts of God, storms, floods, epidemics, fires, wars, etc. Although such risks are characterized by a low probability of occurrence, they are extremely difficult to predict and can have a significant impact on the Company's overall production and business situation. Therefore, the preventive measures and risk mitigation plans are always taken to ensure timely and effective response. Moreover, the PFP and OSHE trainings, etc., are also periodically held to raise the high awareness and improve skills among all employees. The dissemination and propaganda are also initiated to all workforce members to have high sense of environmental protection, both in their daily work and in their everyday lives.

6. Corporate governance, business organization and management apparatus of the Company

ORGANIZATIONAL MODEL OF THE COMPANY



a) General Meeting of Shareholders: As the Company's highest authority, the Annual General Meeting of Shareholders (GMS) is held every year. The annual GMS shall be convened within four months since end date of fiscal year. The GMS approves the decisions under its authority by voting at the meetings or via written consultation format.

b) Board of Directors: As the Company's direct management body, the Board of Directors (BOD) exercises rights and obligations assigned by the GMS in accordance with the Company's Charter and the legal regulations; BOD is authorized to act on behalf of the Company to fulfill the Company's rights and obligations, except for matters of exercising GMS's rights.

c) Supervisory Board: As elected by the General Meeting of Shareholders, the Supervisory Board is obligated to validate the legality of business management and administration; appraise the Company's Annual Financial Statements; notify the Company's operating result inspection results to the

General Meeting of Shareholders and perform other tasks defined by the Company's Charter.

d) Board of Management: The Board of Management shall manage the routine business works of Company, subject to the supervision of the BOD, take responsibility to the BOD and the laws for fulfilling the assigned rights and obligations.

dd) Functions: The BOD and BOM shall be responsible for managing the functions and member units by following divisions:

- **Administration and HR Department:** Advise the Company's Party Committee and the Board of Directors regarding HR planning, personnel profile management, and recruitment of officers, employees, and workers; recommend military rank promotions and salary increases for officers and professional soldiers; manage labor, salary policies and employee benefits. Manage the Party and political affairs, organizational work, ideological education, military personnel management, mass mobilization, internal political security, unit safety, occupational safety and health, fire prevention and fighting, food safety and hygiene, and employee healthcare. Manage the unit's administrative affairs, logistics and management of fleets, premises, and properties throughout the Company.

- **Planning and Business Department:** Provide the consultancy service on business and import-export planning to the Party Committee and the Board of Directors; Launch the business activities in compliance with the law and ensuring the highest efficiency, managing materials and goods to timely satisfy production and business demand. Make complete statistics on all production and business activities, import-export activities for periodic reports to the Board of Directors and relevant authorities. Work closely with the concerned departments and affiliated units to develop the monthly, quarterly, yearly, and long-term business plans, investment plans, infrastructure development plans, technical research, labor management, and marketing plans in accordance with the Company's strategic orientation. Dispatch the production plan as scheduled to be well matched with the customer's delivery requirements, ensuring timely delivery for each PO. Prepare the investment plans for innovation of plants, equipment, and workshops under the Company's investment strategy.

- **Finance and Accounting Department:** Provide the Party and BOD with the consultancy service on financial, accounting, internal audit, asset management, contract liquidation & settlement and operating cost control for the Company as well as the corporate asset capital management. Satisfy the financial demand for any scheduled production and business activities, ensuring finance balance. Launch the accounting and statistics.

- **Production Technical Department:** Provide the Party and BOD with the consultancy service on technical and quality management and supervision of equipment and materials, labor safety management and engineering design. Conduct R&D, recommendation and application of technical innovations and technological improvements to enhance equipment operation efficiency and labor

productivity. Inspect the implementation of technological processes, safe equipment operation methods, and technical standards of workshop machinery and equipment. Conduct R&D and suggest the technical safety measures, labor intensity reduction methods, and working condition improvements for approval and implementation. Inspect, control and submit the report on environmental management activities to the Chairman of the Board of Directors for approval and forwarding to relevant State agencies as prescribed by the laws.

- **Textile Enterprise:** Specialize in producing and processing various types of fabric to meet the internal and external production and business demands of the Company and the market; produce, manufacture and repair machinery parts and components for production.

- **Dyeing - Printing Enterprise:** Specialize in dyeing, printing, drying and processing various fabrics to satisfy the Company's production and business demands and market tastes. Manage, operate and maintain the entire electrical system, machinery, and water supply and drainage systems; design and install electrical and water systems, developing small and medium-sized civil project; Manufacturing and applying electrostatic painting for frame tents, sunshades, and other defense and civil products.

- **Garment Enterprise:** Specialize in producing military equipment, office uniforms, and export garments. Japanese equipment is used in the production line. Particularly, various types of tents are produced for defense and civilian purposes.

- **Trading and Exhibition Center:** Introduce, exhibit and advise the products and designs released by the Company.

- **Ha Nam Branch:** Operate in the garment sector to serve for national defense and security tasks, serving the domestic market, export, and other business lines according to its registered business license.

7. The Board of Management and Chief Accountant

No.	Full name	Title	Date of birth	Qualification	Shareholdings
1	Dinh Quang Nhan	Director	September 26, 1976	University	3,942,530
2	Nguyen Thanh Duong	Deputy Sales Director	February 10, 1975	University	0
3	Ha Hong Quan	Deputy Technical - Production Director	July 24, 1977	University	16,400
4	Nguyen Thi Duc	Chief Accountant	February 09, 1972	University	9,700

8. Financial position

- Key financial indicators

Items	2023	2024	Remarks
1. Liquidity ratio			
+ Current ratio	1,57	1,53	
+ Quick ratio	1,06	1,13	
2. Capital structure			
+ Total-Debt-to-Total-Assets Ratio (TD/TA)	0,43	0,47	
+ Liability/Owner's equity	0,74	0,89	
3. Profitability ratio			
+ Profit after tax/net revenue	0,06	0,06	
+ Profit after tax/Equity	0,14	0,19	
+ Profit after tax/Total assets	0,08	0,10	
+ Operating profit/net revenue	0,08	0,08	

9. Shareholder structure

a) Shares

- Name of Certificate of Share: Certificate of share of Det May 7 Joint Stock Company

- Share category: Ordinary shares

- Face value: 10,000 VND/share

- Total share volume: 15,411,100 shares

+ Outstanding share category: Ordinary share.

+ Volume of freely convertible shares: 15,374,000 shares

+ Volume of restricted convertible shares: 37,100 shares

b) Shareholder structure

Items	Quantity of Shareholders	Shareholdings	Value (VND)	Percent (%)
Vietnamese shareholders		15,411,100	154,111,000,000	100.00%
- Organization	3	10,321,994	103,219,940,000	66.98%
- Individual	124	5,089,106	50,891,060,000	33.02%
Foreign shareholders	-	-	-	-
- Organization	-	-	-	-
- Individual	-	-	-	-
Total	127	15,411,100	154,111,000,000	100.00%

(According to the List of Shareholders No. 38/2025-DM7/VSDC-ĐK of VSDC dated February 3, 2025)

c) Changes in equity: None

d) Transaction of treasury shares and other securities: None

10. Environmental and Social Impact Report

a) Environmental Policy

The textile and garment industry is not only known as a labor-intensive industry but also it requires high volume of energy and raw material inputs for its operations. The Company always recognizes the importance of compliance with the environmental safety standards and regularly implements quality controls to effectively manage products from raw materials to the production process. Accordingly, the sustainable development goal is focused, reducing greenhouse gas emissions while maintaining business growth and ensuring environmental safety.

The main raw materials for the Company's production activities are fabrics and yarns, as well as related accessories such as needles and threads, etc. All raw materials and accessories are provided by reputable, long-standing vendors. However, great efforts have been always carried out to continually seek for qualified vendors to the highest satisfaction of the customer. Moreover, input materials are carefully selected to ensure that products delivered to customers meet quality standards. Appropriate business strategies and inventory storage plans have been also designed and developed by BOD and BOM to adapt to changes in production schedules.

- Water is also a decisive factor to support the Company's production and business activities, as well as in the textile and garment industry in general. Water consumption is always concerned as an increasingly important issue as natural water sources are valuable environmental resources. In order to effectively consume water resources, all businesses today aim to use water economically to protect the environment and ensure long-term sustainability. It is not exception for Det May 7 Joint Stock Company. The Company always develops production plans that prioritize water-saving criteria and the effective reuse of water sources, contributing to the protection of this precious environmental resource.

- With its business activities, the Company consumes a significant amount of energy during production and operations. All environmental impact aspects of the concerned activities in the supply chain have been identified, including solid waste, domestic waste, hazardous waste, natural resource usage, wastewater, air pollution, dust and noise. Therefore, many measures have been implemented to minimize environmental impacts, such as

- + Improving and investing in modern, environmentally friendly technology; investing in research and development of product designs and quality to produce high-quality products.

- + Improving the landscape and environment of the Company's premises and its factories to ensure a green, clean and beautiful environment.

- + Focusing on environmental research and assessment related to the business activities; the Company aims to train specialized personnel in this field to acquire expertise and propose measures to minimize emissions during

production, ensuring compliance with environmental regulations and standards, strictly adhere to ISO 14001:2015 standard. 2015.

+ Actively inspecting the water system regularly to promptly detect and recover the water leaks, minimizing water loss.

+ Actively propagandizing water-saving policies among all workforce members to encourage them to save water and raising awareness about the significance of water resources to contribute to environmental protection.

+ Regularly updating and strictly complying with all legal regulations related to environmental protection in the Company's production and business activities; Ensuring that production and discharge processes are complied with regulations without any adverse impacts on environment.

b) Employee policies

Total headcount is 478 persons.

Where:

- Employees with university and postgraduate qualifications: 122 persons
- Employees with college and intermediate school qualifications: 172 persons
- Manual labor: 184 persons

Qualification	Number of employees (person) (As of 31/12/2024)	Percent (%)
Distribution by labor subject		
Direct labor	390	81.6%
Indirect labor	88	18.4%
Distribution by qualification		
Bachelor or higher	122	25.6%
College, intermediate school	172	35.9%
Technical worker, primary labor	184	38.5%

c) Social responsibility report toward the local community

In addition to successful production and business activities, the Company's active engagement with the social and community programs was recorded, demonstrating its positive values and responsibility to local communities in particular and the society in general. The movement of "All people unite to build a cultural life" movement in combination with the "Armed Forces of Military Zone 7 joining hands to build new rural areas" emulation movement and "Joining hand for the poor - No one left behind" movement as well as activities of

gratitude and social policy, including support for military families and veterans. 2024 was recorded with the Company's financing to build 6 gratitude houses for military and civilian families and provided other policy support in the area with a total value of VND 3.443 billion.

11. Training, salary, bonus and allowance policies

a) Working regulations

- Working time: 48 hours/week is applied. Shift work applies to direct labor (production workers). The office hours apply to indirect labor (admin staff).

- Working time regulations:

+ Admin employees: In the morning: 7h30 - 11h30. In the afternoon: 12h30 - 16h30.

+ For direct production workers: Shift-based, 8 hours/shift working is applied.

b) Salary, bonus and welfare policies

- Salary policy: The salary policy has been designed and developed in accordance with the specific characteristics of the Company's specific industry, ensuring that employees enjoy full benefits in accordance with the State regulations and each individual's qualifications, capacity and position. Currently, a department-based salary payment policy is applied, associating the performance-related salaries of each employee and the overall performance of each department and team within the Company (according to productivity, quality, and work efficiency).

Salary and bonus payment forms

+ Direct product salary: Workpiece salary is applied to employees in accordance with the production output, with specific time norms and unit prices for each job.

+ Salary payment for indirect staff: Payment for admin departments/divisions/team, with monthly salary funds which are based on the indirect labor wage rate approved for each unit.

+ Insurance and benefits: The Company fully complies with legal regulations on wages, bonuses, social insurance, health insurance and unemployment insurance. Full and timely contributions to such insurances are made as prescribed by the laws. Additionally, the 24/7 labor accident insurance is procured for 100% of its officers and employees. Welfares and benefits: Bonuses are given on holidays, 13th monthly salary, year-end performance bonuses; direct hazard allowances provided in mid-shift meals for workers in hazardous environments; annual health check-ups and occupational disease examinations; provision of uniforms and PPEs; The Company also takes good care of the material and spiritual lives of its employees, organizing cultural, sports, and artistic activities on special occasions such as International Women's Day (March 8), Vietnamese Women's Day (October 20), and caring for employees' children on International Children's Day (June 1), facilitating the Employee's loyalty to the Company. The Company has supported to nurture 5 orphaned children, affected

by COVID-19 pandemic, with an average support of VND 1 million per child per month until the age of 18. The Company's cultural, sports, and public engagement activities were also implemented with a total budget of VND 1.974 billion.

- A timely reward policy has been applied for individuals and collectives that have made significant contributions to the Company's production and business activities, and applies disciplinary measures to individuals whose actions negatively affect the interests and reputation of the Company.

c) Recruitment and training policy

Recruitment has been always emphasized by the BOD and BOM. Recruitment campaigns are launched in a public and fair manner, creating trust for qualified and capable candidates when applying to the Company.

12. Production and business situation

2024 was recorded with the global economy's various challenges, struggling with political instability, rising inflation, prolonged interest rate hikes, decreasing consumer demand, and negatively affected economic growth; Vietnamese economy was strongly impacted by the global recession, while prices of raw materials for production fluctuated unpredictably. Production required to ensure product quality to meet the market's increasing high demands and maintain the stable production costs. On the other hand, it was required to ensure stable price. Therefore, the Company's implementation of its key political and business tasks was severely affected by such factors. From the above characteristics, some advantages and disadvantages appeared as follows:

- **Advantages:** The Company has often received the close attention, leadership, and direction from the Command of Military Zone 7, the Party Committee of Dong Hai Company, and guidance from higher authorities. The Company's BOD and BOM have proactively overcome difficulties, researched, and carried out its production and business activities in connection with fulfilling its operating tasks. Its officers, employees and workers has maintained strong internal unity, clearly identified their roles and responsibilities, and contributed to building a strong and clean Party Committee and an excellent and powerful unit.

- **Difficulties:** The textile and garment industry is always facing with cut-throat competition and declining orders. The market prices of raw materials and fuels for production remain unstable due to the impact of USD exchange rates and domestic gold prices. Reduced cargo consumption has led to a decrease in trade revenue, adversely affecting the Company's operations. In such context, the BOD and BOM have gathered resources and actively carried out a series of controls to ensure the successful fulfillment of the Company's 2024 production and business targets as follows.

- Launch of production and business activities in line with approved policies, legal regulations, and efficiency, unity and safety; strengthening the "Productivity, Quality, Efficiency" movement in close association with production and business to guarantee the national defense and security; effectively management and proper utilization of defense land; Focus on producing defense items for the market, improvement of marketing activities and secured product

sources to serve for the production and business; strictly management and maintenance of product quality stability, improvement to productivity and product quality across all product lines; Application of salary, bonus and welfare policies, ensuring the employee's livelihoods and incomes in a democratic, fair, and transparent manner; successful fulfillment of all business and production targets set for 2024.

*** Production and business performance**

No.	Items	Unit	2024 plan	Fulfillment in 2024	Comparison with Plan (%):
1	Gross revenue	VND mill.	685,000	897,855	131%
2	Pre-tax profit	VND mill.	68,530	68,883	101%
3	Undistributed earnings	VND mill.	54,624	54,688	100.1%
4	Payment to the State budget	VND mill.	36,988	37,434	101%
5	Dividend payment to Dong Hai Company	VND mill.	13,361	13,361	100%
6	Dividend distribution	%	17	17	100%
7	Average income	VND mill./person/month	12,3	12,4	101%

In the year, the lines of business was supplemented to effectively operate the Company's assets and resources as follows: Code: 5210, contents: Goods storage field and storage Code: 6810, contents: Trading in real estates, land use rights under owner, user or leasor

The year was recorded with the Company's outperformance of the investment, fundamental construction and procurement of plants and equipment in accordance with the procedures, the State laws, the regulations of the Military Region, Dong Hai Company and the regulations of the Company; Effective operation of invested plants and equipment to ensure improvement of productivity, output and product quality to the customer's highest satisfaction. In 2024, the Company invested into plants and equipment with total value of VND 26,948 billion from the depreciation source and the Company's Fund for Investment and Development.

No.	Description	Unit	Quantity	Value
1	High pressure dying machine	Machine	3	12,816,720,000
2	15 T/h fluidized bed boiler	Machine	1	11,300,000,000
3	Automatic continuous wastewater monitoring system	Sys.	1	1,698,256,962

4	Plants and equipment of garment industry	Machine	1	1,134,000,000
TOTAL:				26,948,976,962

II. ASSESSMENT REPORT OF THE BOARD OF MANAGEMENT

1. Assessment on production and business performance

2024 witnessed Vietnam's economic development in the context of the global economy's difficult and challenging condition, with strategic competition among major countries further complicating global security, economics, and investment activities. Due to cut-throat competition in both domestic and international markets, rising raw material prices, increasing wage and social insurance costs, loss of cheap labor advantages, and higher production costs against those of some regional countries, with a bottleneck slowdown in foreign investment into Vietnam and increased labor movement, Vietnam's competitiveness was lower than that of other countries. However, the Company managed to maintain stable operations and achieved effective production and business results.

2. Financial position

a) Financial position

Unit: VND

ITEMS	2023	2024
Current assets	333,140,259,403	389,114,842,980
Long-term assets	163,697,663,129	150,929,722,484
Total assets	496,837,922,532	540,044,565,464

b) Liabilities

Unit: VND

ITEMS	2023	2024
Current liabilities	211,556,497,210	253,667,233,349
Long-term liabilities	-	-
Total liabilities	211,556,497,210	253,667,233,349

3. Improvements on organization structure, policies and management

In 2024, the Company's continuous consolidation of its organizational structure and management apparatus was still initiated, specifying functions and duties of each department. Personnel was rearranged and appointed in the Technical-Production Department, Administration Department, Dyeing Enterprise and Garment Enterprise. In addition, the Company's additional regulations, procedures, and policies were released to improve organizational and operational quality. By awareness of the importance of human resources, the proper HR management and employment was strengthened by the BOM. Special attention

was paid to train workers, improve skills, develop staff, and enhance the workmanship. Simultaneously, customer demand was researched and analyzed to adjust production strategies and market distribution proportions to timely meet customer demands.

4. The 2025 plan items

a) Expected criteria and plan in 2025 (Under the Option 1: Land use fee under the Contract signed with the Ministry of National Defense is 1,294 billion VND/year).

- Revenue : VND 720.000 billion
- Profits before tax : VND 74.000 billion
- Payment to the State budget : VND 66.693 billion
- Payment to Dong Hai Company (dividend): VND 14.650 billion
- Total salary fund : VND 99.778, in which:
- + Det May 7 Company : VND 76.530 billion
- + Ha Nam Branch : VND 23.248 billion
- Average income : 13,100,000 VND/person/month
- Average headcount : 638 persons
- Expected dividend distribution : 19% (1,900 VND/share)

b) Expected criteria and plan in 2025 (Under the Option 2: (Land use fee under the Decision No. 79/2024/QĐ-UBND of the People's Committee of HCMC dated October 21, 2024 is 14,941 billion VND/year).

- Revenue : VND 720.000 billion
- Profits before tax : VND 60.352 billion
- Payment to the State budget : VND 72.772 billion
- Payment to Dong Hai Company (dividend): VND 12.182 billion
- Total salary fund : VND 99.778, in which:
- + Det May 7 Company : VND 76.530 billion
- + Ha Nam Branch : VND 23.248 billion
- Average income : 13,100,000 VND/person/month
- Average headcount : 638 persons
- Expected dividend distribution : 15.5% (1,550 VND/share)

c) Expected investment into fundamental construction

Procurement and investment in fundamental construction and procurement of plants equipment is complied with the State regulations, fulfilling the items of plants and equipment investment and procurement items in accordance with the approved plan, satisfying the operating task requirement. The 2025 investment value is expected to be VND 17.317 billion as follows:

- 03 batch dyeing machines : VND 12.817 billion
- Rolling and curing system : VND 4.500 billion

III. CORPORATE GOVERNANCE

1. Board of Management

a) Members and structure of Board of Directors

No.	Full name	Title	Shareholdings	Titles in other companies
1	Nguyen Manh Tung	Chairman	3,929,831	
2	Dinh Quang Nhan	Member of Board of Directors - the Director	3,942,530	
3	Tran Thi Phuong Hong	Member of BOD	277,800	Member of BOD at Son Tien Textile and Dying Company
4	Nguyen Thanh Duong	Member of BOD - Deputy Sales Director	0	The Chairman of Member Council of Thanh Vinh Production and Trading Company
5	Nguyen Xuan Thuy	Member of BOD	5,200	

b) Committees of the Board of Directors: None.

c) Operation of Board of Directors

- The Board of Directors fully fulfills its required functions and missions in accordance with the laws, the Charter, and the Resolution of the General Meeting of Shareholders. The BOD approves the decision by directly voting at the meeting, taking the written consultation.

- In 2024, the BOD concentrated on directing and supervising the production and business management by promulgating 18 Resolutions and 36 Decisions related to the Company's management, organization, and production & business operations; strictly monitored the existing conditions to inspect and evaluate the implementation results of the General Director regarding business activities, investment, human resources organization, and strategic development, always facilitating the BOM to accomplish their tasks. The BOD's Resolutions are based on high consensus and agreement of BOD members.

- In addition to approval of investment and fundamental construction projects, the monthly, quarterly, and annual production & business plans were approved and seriously implemented by the BOD throughout the Company.

- The BOD has successfully presided and held the 2024 Annual General Meeting of Shareholders and the 2025 Extraordinary General Meeting of Shareholders; monitored and directed the periodic and extraordinary disclosure as prescribed by the laws.

2. Supervisory Board

a) Members and structure of Supervisory Board

No.	Full name	Title	Shareholdings
1	Nguyen Thi Kim Anh	Chairman	2,100
2	Nguyen Thi Thuan	Member of Supervisory Board	0
3	Nguyen Thi Hong Thuy	Member of Supervisory Board	0

b) Operations of the Supervisory Board

- The Supervisory Board has monitored, supervised and reviewed the quarterly, semi-annual, and annual reports and issues related to the Company's production and business activities. The Supervisory Board also appraised Income Statement, Financial Statements and validated the disclosures of the Financial Statements. The supervision's honesty and due diligence were assured without hindering the Company's operations.

- The Supervisory Board supervised the BOD's and BOM's legal compliance, implementation of the Resolutions approved by the 2024 GMS, and promulgation of BOD Resolutions and Decisions.

- The Supervisory Board participated in BOD meetings to supervise the contents such as assessment of quarterly business performance, planning, and investment in procurement of plants and equipment to serve for the Company's production and business activities.

3. Transactions, remuneration and benefits of the Board of Directors, Board of Management and Supervisory Board

a) Remuneration and benefits

- Remuneration of BOD, Supervisory Board:

+ Member of BOD: 5,600,000 VND/person/month

+ The Head of Supervisory Board : 3,000,000 VND/person/month

+ Member of Supervisory Board : 2,000,000 VND/person/month

**** Total remuneration payment is VND 151,200,000***

- Income of the Chairman of Board of Directors, the Board of Management

No.	Full name	Title	Income (VND)
1	Lai Thi Bay	The Chairman of the BOD	648,000,000
2	Dinh Quang Nhan	Member of BOD - the Director	576,000,000
3	Nguyen Thanh Duong	Member of BOD - Deputy Director	504,000,000
4	Ha Hong Quan	Deputy Director	504,000,000

b) Share transaction of in-house sources: None

c) Contract or transaction with in-house sources:

- The transaction has been conducted between the Company and the affiliated person as follows:

+ Thanh Vinh Company Limited (Mr. Nguyen Thanh Duong - Member of BOD of Det May 7 Joint Stock Company cum the Chairman of Member Council of Thanh Vinh Company Limited)

Total sales/manufacturing value: VND 46,360,473,001

+ Cao Gia Phat Group Joint Stock Company (Mr. Cao Xuan Minh - Member of BOD of Det May 7 Joint Stock Company cum Member of BOD of Cao Gia Phat Group Joint Stock Company).

Total sales/manufacturing value: VND 24,601,790,000

d) Assessment on fulfillment of corporate governance regulations

The Company has strictly adhered and outperformed the corporate governance in accordance with the Charter, the regulations, by-laws and applicable laws.

IV. FINANCIAL STATEMENTS

1. Auditor's opinions

Auditor's opinions are released as follows: "From our opinion, the consolidated Financial Statements give a true and fair view, in all material aspects, about the Company's financial position as of December 31, 2024, business performance and cash flow of the fiscal year ended on the same day in accordance with Vietnam Accounting Standards, Corporate Accounting Regimes and applicable related regulations of Vietnam on preparation and presentation of Financial Statements".

2. The Audited Financial Statements

The audited Financial Statements from January 1, 2024 to December 31, 2024 were audited as prescribed by the laws (attached). *Ly*

Recipients:

- The Company's BOD;
 - The Supervisory Board;
 - The Board of Management;
 - The Company's Shareholders;
 - Archives in office, HR and Admin Dept.;
- Ph127.

P/P THE BOARD OF DIRECTORS

THE CHAIRMAN



Nguyễn Mạnh Tùng

