

**Appendix IV**  
**ANNUAL REPORT**

*(Issued with Circular No. 96/2020/TT-BTC dated November 16, 2020) belong to  
Minister Ministry of Finance)*

**DAM PHU MY PACKAGING  
JOINT STOCK COMPANY**  
Number: 04/BC- BBDPM

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

*Phu My, 09 April 2025*

**ANNUAL REPORT YEAR 2024**

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To: State Securities Commission  
Hanoi Stock Exchange

**I. General information**

**1. General information**

- Trading name: Dam Phu My Packaging Joint Stock Company
- Certificate of business registration and tax registration number: 3500874315 (old number: 4903000566) by the Department of Planning and Investment of Ba Ria - Vung Tau province. Ria - Vung Tau first issued on May 19, 2008, 6th change registered on 10 March, 2025. ,
- Charter capital: VND 42,000,000 ( *Forty two billion VND* )
- Owner's investment capital: VND 42,000,000 ( *Forty two billion VND* )
- Address: 1B Street, Phu My 1 Industrial Zone, Phu My ward, Phu My City, Ba Ria-Vung Tau Province.
- Phone number: 0254 3 921 999 ; Fax: 0254 3 921 966 ;
- Website: [www.dpmp.vn](http://www.dpmp.vn)
- Stock code: PMP
- Formation and development process (Date of establishment, time of listing, time of important milestones since establishment until now:
  - + Dam Phu My Packaging Joint Stock Company, formerly known as Huong Phong Packaging Factory, under Huong Phong Co., Ltd., officially commenced operations on October 1, 2004, with a designed capacity of 30 million fertilizer, agricultural product, and cement bag.
  - + On April 17, 2008, the General Meeting of Shareholders established Dam Phu My Packaging Joint Stock Company based on the cooperation between the Party Committee of Ba Ria - Vung Tau Province and Petro Vietnam. The nominated enterprises involved were Huong Phong Co., Ltd. and PetroVietnam's subsidiary, the PetroVietnam Fertilizer and Chemicals

Corporation, which contributed capital to the establishment.

- + On May 19, 2008, Dam Phu My Packaging Joint Stock Company was granted its initial business registration certificate.
- + On October 20, 2010, the company commenced construction of the project to expand the scale and enhance the capacity of the Packaging Manufacturing Plant, Phase 2. The project was completed and went into production in 2012, increasing the total capacity of the plant to 45 million fertilizer, agricultural product, and cement bags. During its operation, the company continued to invest in upgrading and synchronizing machinery and equipment, discontinued the cement bag production line, and restructured its product portfolio. Currently, the plant's total capacity has reached 60 million fertilizer and agricultural product bags.
- + On May 22, 2015, the company was approved by the State Securities Commission to become a public company. On June 30, 2015, shares of Dam Phu My Packaging Joint Stock Company were officially listed on the Hanoi Stock Exchange under Decision No. 400/QD-SGDHN. On September 22, 2015, PMP shares were traded for the first time on the Hanoi Stock Exchange.
- + In 2017, the company completed the investment project for the production of a new product line, the Jumbo packaging, which includes a complete Jumbo bag production line and a clean Jumbo sewing workshop. To date, the annual production output has reached 500,000 - 800,000 bags.
- + On April 5, 2022, the branch of Dam Phu My Packaging Joint Stock Company - Jumbo Packaging Manufacturing Plant was licensed to operate under registration number 3500874315-001, with the first change registration dated April 20, 2022. The Jumbo Packaging Manufacturing Plant, established from the separation of the Experimental Sewing Workshop under the Product Workshop, operates as a dependent accounting unit specializing in the production of large-size PP and PE packaging bags, capable of containing up to 2 tons of product per bag. The newly built Jumbo Plant, located within the premises of Dam Phu My Packaging Joint Stock Company, meets the infrastructure requirements of FSSC 2022 standards and was officially put into operation in April 2022. On December 14, 2022, the Jumbo Packaging Manufacturing Plant officially received the FSSC certification for the production of food-grade packaging.
- + On September 29, 2023, the Product Workshop of Dam Phu My Packaging Joint Stock Company officially received the FSSC certification. The Product Workshop produces finished packaging products, including post-fiber production and fabric weaving stages such as printing, cutting - sewing - bagging, and packaging.

## **2. Business Sectors and Areas**

### **- Business Sectors:**

- + Manufacturing of PP, PK, and PE packaging products.
- + Trading of PP, PK, and PE packaging products; trading of various types of fertilizers; trading of raw materials for packaging production, including PP and PE plastics.
- + Trading of construction materials and electronic goods.
- + Trading of engine fuel.
- + Transportation by automobile.
- + Trading of materials and equipment for the industrial sector.
- + Trading of paper, notebooks, cardboard, and office supplies.
- + Warehouse leasing.
- + Printing and related printing services.

*Among these, the primary business activities, which account for 10% or more of the total revenue, are the manufacturing and trading of PP and PE packaging products.*

### **- Business Areas:**

- + Domestic sales and global exports.

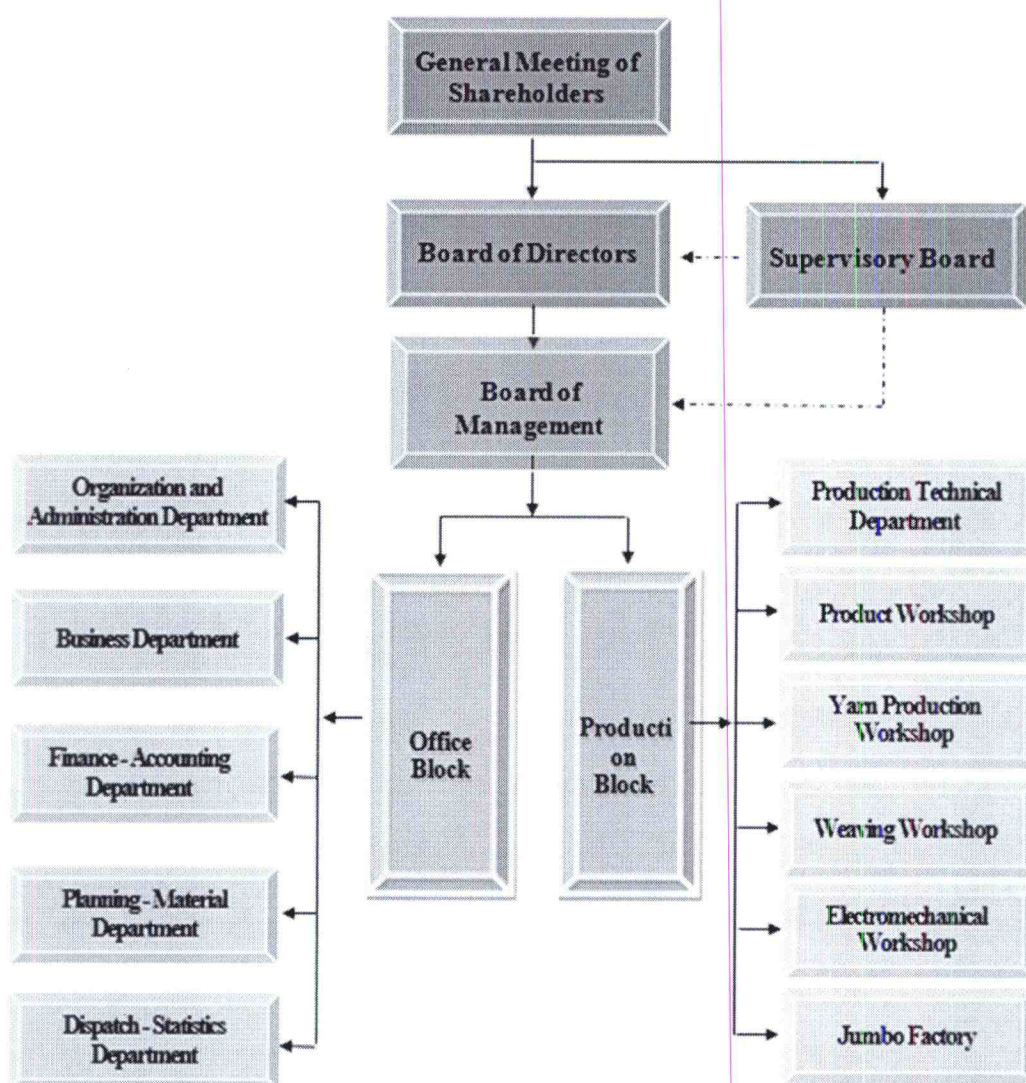
## **3. Management Model, Business Organization, and Management Structure**

### **- Management Model:**

- + General Meeting of Shareholders (GMS): Includes all shareholders with voting rights, is the highest decision-making body of the Company.
- + Board of Directors (BOD): Is the Company's management body, with full authority on behalf of the Company to decide and exercise the Company's rights and obligations that are not under the authority of the General Meeting of Shareholders. The Company's BOD consists of 04 members, responsible for supervising the activities of the Director and other management departments in the Company.
- + Board of Supervisors (BOS): The Board of Supervisors is elected by the General Meeting of Shareholders, is the body representing shareholders to supervise the Board of Directors and the Board of Management in managing and operating the Company and is responsible to the General Meeting of Shareholders in performing assigned tasks. The Board of Supervisors consists of 03 members.
- + Executive Board: Includes the Board of Directors and the Chief Accountant. The Board of Directors consists of 01 Director and Deputy Directors appointed by the Board of Directors. The Director is responsible for leading and operating all daily business activities of the Company, responsible to the Board of

Directors and the General Meeting of Shareholders for all decisions related to the Company's production and business activities. The Deputy Director assists the Director. The Chief Accountant is appointed by the Board of Directors, responsible to the Board of Directors and the Board of Directors for the Company's financial activities.

- + Management structure:
- + Company Organizational Chart:



- + The management apparatus under the Executive Board includes Heads/Deputy Heads of departments according to the Company's organizational chart.

- Subsidiaries, affiliates: None.

#### 4. Development Orientation

##### 4.1 Vision to 2050

- **Products:** To become a global-scale manufacturing and trading company of plastic-based products. Not only providing standalone products but also offering comprehensive solutions to customers, including design, production, brand identity,

and logistics.

- **Technology:** Focus on producing high-quality products with advanced technology and minimal labor requirements.
- **Compliance with international standards:** Optimize factory and production line design to minimize emissions and ensure green, clean, and environmentally friendly production. The products must be eco-friendly and adhere to the principles of Reuse – Recycle – Reduce.
- **Governance and Production Management:** Operate with a lean and efficient management structure, following a centralized model, with fair compensation for employees; create a desirable working environment. Promote digital transformation and the application of information technology in governance, design, and production management.
- **Scale and Market:** Strive to be among the Top 3 manufacturers of single-layer and multi-layer packaging in the domestic market. Expand production and consumption to the global market. Become a trusted supplier for Top 10 companies in the global market.

## 4.2 Goals toward 2030

### General Objectives

- **Market:** Continue the “go global” strategy to expand into international markets. Position PMP as a global company and a processing hub for export services.
- **Industries and Product Types:** Focus on products within the plastic industry ecosystem, including raw material trading, plastic product trading, and manufacturing of plastic products with a fully integrated production line from raw materials to finished goods. Between now and 2027, expand into the field of flexible packaging; from 2027–2030, expand into the field of construction plastics.
- **Production System Organization:** Establish a system of manufacturing plants at various locations to produce a diverse range of products, managed by a centralized operations team. Aim for international investment, including building and establishing production facilities abroad.
- **Sales/Distribution System:** Establish a broad distribution network. To support **international** expansion, establish branches or trading and distribution companies overseas.
- **Production Scale:**
  - + **Single-layer packaging:** Target production of 30 million bags per month.
    - Invest in expansion and increase production capacity at the Phu My 1 Industrial Park plant, utilizing the remaining 2.5 hectares to complete full utilization of the 5-hectare site.
    - Invest in a new manufacturing facility within a 100–150 km radius from Cat Lai Port, in a location with suitable land prices and abundant labor

resources.

- Invest overseas to avoid trade barriers and reduce logistics costs by producing the final stage of packaging in the U.S. or Europe, with a factory equipped for maximum automation (minimizing labor dependency).
- + **Flexible packaging:** Invest in building a plant to produce flexible packaging with a film blowing capacity of 500 tons/month (6,000 tons/year), producing flexible multilayer film packaging for sectors such as seafood, food, healthcare, pet food, etc.
- + **Construction plastics:** Invest in a plant producing 1,300 tons/month (15,600 tons/year) using extrusion methods for products such as wood-plastic flooring, decorative panels, ceilings, moldings, and outdoor wood-plastic cladding, for both domestic and export markets (EU and US).

### Specific Objectives

- Ensure supply and fully meet the packaging needs of Petro Vietnam Fertilizer and Chemicals Corporation (PVFCCo).
- By 2027, complete the project to expand and increase production capacity on the remaining land at Phu My 1 Industrial Park, Ba Ria – Vung Tau, raising production capacity to 120 million small bags/year and 2.4 million jumbo bags/year.
- In parallel with the expansion project, from 2025–2026, search for a suitable location (within 100–150 km from Cat Lai Port) to build a packaging factory, in cooperation with partners, with a capacity of 36 million small bags/year through investment collaboration.
- By 2028, launch the production and business of composite packaging with a minimum film-blowing capacity of 160 tons/month and bag converting capacity of 3 million m<sup>2</sup>/month.
- From 2027, build a plant to manufacture construction plastic products with a capacity of 500 tons/month, including wood-plastic flooring, decorative panels, ceilings, moldings, and outdoor wood-plastic cladding, as well as furniture materials such as tables and chairs.

### 4.3 Sustainable Development Goals (Environmental, Social, and Community) and Key Short- and Mid-term Programs

- + Maintain annual employment for approximately 500 workers, with priority given to hiring local labor.
- + Ensure no violations of registered and publicly announced environmental standards.
- + Implement social welfare activities annually, including giving gifts to policy beneficiary groups at least once per year.

## 5. Risks:

**a. Economic risk:**

The development of the economy significantly affects the Company's business operations. When the economy grows, it drives the growth of various industries and enterprises. Active trade and commerce increase the demand for packaging, requiring more appealing designs to enhance brand promotion and attract consumers, as well as higher-quality packaging to meet stricter product preservation standards.

Conversely, in times of economic downturn or slower macroeconomic performance, businesses may operate less efficiently and seek to reduce costs by cutting back on packaging design or sourcing from cheaper suppliers. Regardless of whether the economy trends upward or downward, it directly impacts the demand for packaging and, in turn, affects packaging suppliers. These suppliers must continuously monitor consumer preferences in order to set goals and business development directions accordingly.

**b. Competitive risks**

The packaging plastic industry still has considerable growth potential, while the number of large packaging manufacturing companies is also increasing, leading to intensified competition in the packaging plastic segment. Businesses are primarily faced with competition regarding production costs, quality, and product design to capture the output market and ensure the expected profit margin. Additionally, in order to attract customers, suppliers are compelled to offer competitive service policies, including longer credit terms, which may lead to risks related to debt recovery and contract negotiations.

On the other hand, the entry of more plastic companies into the market poses challenges for incumbent companies in terms of production technology innovation. This is due to the nature of constantly evolving production technologies and equipment, which require significant investment. If consumer preferences change and necessitate a shift in production technology, investing in new equipment becomes a difficult choice for the established companies.

**c. Risks Related to Imported Raw Material Prices**

As a packaging manufacturer, the Company's primary input material is plastic resin, which accounts for nearly 80% of the product's production cost. Currently, more than 90% of the raw materials used in production are imported. As a result, the Company's operations are significantly affected by fluctuations in imported material prices, which are closely linked to global oil prices.

In addition, plastic resin prices are also exposed to risks related to changes in import prices. Production costs are further impacted by the lead time of resin imports, typically ranging from 45 to 60 days. By the time the materials arrive at the Company, resin prices may have changed, whereas sales prices are fixed based on market rates at the time customer orders are received. Consequently, fluctuations in raw material prices pose a major risk to the Company's business performance.

**d. Interest rate risk**

The Company's working capital is primarily financed through bank loans, which exposes it to interest rate risk. Any adjustments in lending interest rates for the production and business sector can significantly affect the Company's financial expenses.

**e. Exchange Rate Risk**

In addition to being affected by exchange rates when purchasing input materials or machinery and equipment that cannot be sourced domestically for production activities, the Company also exports products overseas, and the resulting foreign currency revenue impacts its total revenue. Furthermore, the Company utilizes a portion of bank loans in foreign currencies, so any exchange rate fluctuations directly affect its financial costs.

**f. Substitution Risk**

Plastic products are currently widely consumed due to their lightweight nature, durability, flexibility, and low cost. These advantages have given plastic products a significant edge, making them difficult to replace with alternative materials. However, with the development of science and material technology, the potential emergence of plastic alternatives cannot be overlooked. In addition, environmental concerns are driving the trend toward eco-friendly packaging, which may eventually substitute traditional plastic packaging. Nevertheless, for the product lines the Company is currently offering, the risk of substitution remains relatively low.

**g. Pandemic Risk**

Global-scale disease outbreaks can significantly impact the Company's business operations. Governments are often required to implement measures to contain the spread of diseases, disrupting production and trade activities. This leads to labor shortages and supply chain bottlenecks, increasing warehousing costs due to the need to stockpile raw materials, as well as inventory costs for finished goods that cannot be shipped.

**h. War Risk**

When war breaks out, in addition to the direct damage to the warring nations, it causes a chain reaction affecting the global economy due to globalization and open economic policies. Since the end of 2021, the ongoing conflict between Russia and Ukraine has exacerbated negative impacts on the global economy and hindered post-pandemic recovery. Measures taken to address war-related risks continue to obstruct trade, disrupt supply chains from agriculture to raw materials to consumer goods like food, animal feed, and construction materials—resulting in production slowdowns, limited goods availability, and inflation in many countries. These developments directly affect packaging demand.

**i. Legal Risk**

As a plastic packaging manufacturing and trading company listed on the stock exchange, the Company's business operations are governed by the Law on Enterprises and subject to regulations under various laws such as the Law on Securities, Corporate Income Tax Law, Value-Added Tax Law, and the Law on Environmental Protection Tax, among others.

## j. Other Risks

Apart from the aforementioned risks, there are certain force majeure risks—though less likely to occur, they can cause significant disruptions to the Company’s operations, including natural disasters such as hurricanes, fires, floods, and earthquakes. These events, while rare, may result in substantial material losses. The Company regularly purchases insurance for its assets and goods to mitigate these risks.

## k. Risk Management Activities

The Company applies ISO 9001, ISO 14001, ISO 45001, and FSSC 22000 standards in risk management concerning product quality, occupational safety, environmental protection, and food safety. These activities are audited annually and have been effectively maintained over the years. In addition, through monthly reports, specialized departments assess the current situation, establish monthly goals based on their respective functions, identify risks, and propose suitable actions—whether to eliminate, avoid, or accept the risks—aligned with real-world conditions in order to meet set targets.

## II. Business Operations During the Year

### 1. Business and Production Performance

- The results of the Company’s business and production activities during the year are as follows:

No.	Indicator	Unit	Plan 2024	Actual 2024	Actual 2023	Actual/ Plan 2024	Actual 2024/2023
1	Production Volume						
	- Small bags	million bags	60	83.2	78.7	139%	106%
	- Jumbo bags	thousand bags	600	685.5	623.0	114%	110%
2	Sales Volume						
	- Small bags	million bags	60	84.6	78.1	141%	108%
	- Jumbo bags	thousand bags	600	770.0	627.0	128%	123%
3	Total Revenue	VND billion	403.15	616.11	539.15	153%	114%
4	Total Costs	VND billion	395.10	606.57	529.83	154%	114%
5	Profit Before Tax	VND billion	8.05	9.54	9.32	118%	102%
6	Profit After Tax	VND billion	6.44	7.42	7.30	115%	102%

- The Company's performance indicators for production volume, sales volume, revenue, and profit all exceeded the targets set for 2024, showing growth compared to the same period last year. Specifically, for small bags, the production and sales volumes reached 139% and 141% of the annual plan, respectively; for jumbo bags, the production and sales volumes reached 114% and 128%, respectively. Total revenue surpassed the target by 53%, while profit before tax exceeded by 18%, and profit after tax by 15% compared to the 2024 assigned plan.
- Reasons for the achieved results: At the end of 2023, when preparing the 2024 business plan, the Packaging Company anticipated that 2024 would remain a

challenging year due to the prolonged effects of overlapping global shocks, including the pandemic and ongoing armed conflicts, as well as a slow recovery in the European market. As a result, the company set conservative targets—60 million small bags and 600 thousand jumbo bags.

In reality, both domestic and international socio-economic contexts unfolded largely as anticipated, and in some aspects worsened, with domestic economic activities severely impacted by natural disasters, and globally, new conflicts emerging, leading to a drop in orders and rising logistics costs. Despite these headwinds, the Company adopted a distinctive breakthrough approach while competitors scaled down their operations. As a result, it strongly implemented the following measures:

- + Promoted market expansion and sought out new customers by providing maximum support to the sales team through direct customer visits, and participation in domestic and international fairs and exhibitions. Despite the difficult times, the Company accepted increased costs with the clear objective of acquiring more customers and boosting sales volume to offset rising expenses. As a result, the Company gained 30 new customers and expanded into markets with trade agreements such as EVFTA and CPTPP.
- + Focused on production technology management and strict quality control to retain existing customers. The Company also facilitated opportunities for its technical and production teams to exchange and learn from machinery suppliers, peer manufacturers, and even customers' factories in order to stay updated on new technologies and implement relevant knowledge in actual production.
- + Reorganized production operations to improve efficiency and reduce production costs by streamlining processes and implementing digitalization. The Company launched initiatives encouraging individuals and departments to propose innovations and new solutions to improve productivity and cut costs.
- + Strengthened internal training and self-learning, restructured the existing workforce, and recruited high-quality personnel from other enterprises.
- + Investments in upgrading the production workshop to meet FSSC food safety standards in 2022 and 2023, along with the standardization of systems and processes in line with international benchmarks, as well as the rollout of digital transformation in daily operations—starting with Office 365 and the development of a new ERP system—have proven effective and helped attract many new customers in 2024.

With such strong and decisive measures, along with continuous adaptability to real-world developments, the Company successfully exceeded its 2024 performance targets. This achievement has laid the groundwork and created momentum for the Company to further accelerate its growth and expand production in the coming years.

## **2. Organization and Personnel**

- List of Executive Board.

**a. MR. TRAN ANH TU - MEMBER OF THE BOARD OF DIRECTOR**

Year of birth: 1977

Nationality: Vietnam

Qualification: Bachelor of Laws

Work process:

Period	Organization	Position
From 1999-2001	INVESTPRO Investment and Development Consulting Joint Stock Company	Legal Department Deputy Head
From 2001- 2007	Vietnam Automobile Industry Corporation, Ngo Gia Tu Mechanical Company	Project Department Head
From 2005- 2008	VIBank – NGT Limited Liability Company	Project Director
From 2008 - 2009	International Real Estate Joint Stock Company	Chief Executive Officer
From 05/2009 – 06/2012	PetroVietnam Fertilizer and Chemicals Corporation	Deputy Head of the Legal Department
From 07/2012 to present	Dam Phu My Packaging Joint Stock Company	Member of the Board of Directors, Director

Positions held in other organizations: None

Ownership ratio of securities by the individual and related persons:

- + Personal ownership: 100 shares, accounting for 0.005% of the charter capital.
- + Ownership on behalf of PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo): 1,064,300 shares, accounting for 26.34% of the charter capital.
- + Ownership by related persons: PVFCCo holds 1,820,300 shares, accounting for 43.34% of the charter capital.

**b. Ms. VO THI HUE - DEPUTY DIRECTOR**

Year of birth: 1989

Nationality: Vietnam

Qualification: Bachelor of Economics

Work process:

Period	Organization	Position
From 5/2011 - 3/2012	Thanh Binh Company Limited	Export Sales Specialist
From 3 /2012-9/2012	Sinh Hung Production - Trading - Service Company Limited	Purchasing Specialist
From 10 /2012-5/2014	Dam Phu My Packaging Joint Stock Company	Sales Specialist
From 5 /2014-3/2016	Dam Phu My Packaging Joint Stock Company	Deputy Sales Manager
From 4 /2016-12/2020	Dam Phu My Packaging Joint Stock Company	Sales Manager
From 2021 to present	Dam Phu My Packaging Joint Stock Company	Vice Director

Current position held in other organizations:  
Deputy General Director of Sales at Stavian Binh Thuan Packaging Joint Stock Company

Ownership ratio of securities by the individual and related persons:

- + Personal ownership: 0 shares, accounting for 0% of the charter capital.
- + Representative ownership: 0 shares, accounting for 0% of the charter capital.
- + Ownership by related persons: None.

**c. MR. VU NGUYEN HOA - DEPUTY DIRECTOR**

Year of birth: 1990  
Nationality: Vietnam  
Qualification: Bachelor of Economics  
Work process:

Period	Organization	Position
11/2013-3/2015	Tan Dai Hung Plastic Joint Stock Company	Production Assistant
4/2015-3/2018	Family business	
4/2018-5/2022	Dam Phu My Packaging Joint Stock Company	Deputy Foreman of the Spinning and Weaving Workshop

6/2022-11/2022	Dam Phu My Packaging Joint Stock Company	Foreman of the Weaving Workshop
12/2022-present	Dam Phu My Packaging Joint Stock Company	Head of the Technical - Production Department
08/2023-present	Dam Phu My Packaging Joint Stock Company	Vice Director

Current positions held at other organizations: None.

Owning securities of yourself and related persons:

- Personal ownership: 0 shares; accounting for 0% of charter capital.
- Representative ownership: 0 shares, accounting for 0% of charter capital.
- Ownership of related person: None.

**d. MR. CAO VINH HAU – CHIEF ACCOUNTANT**

Year of birth: 1979

Nationality: Vietnam

Qualification: Bachelor of Accounting

Work process:

Period	Organization	Position
1/2002 - 6/2003	Bach Viet Technology Investment Joint Stock Company	General Accountant
7/2003 - 10/2004	IDICO CONAC	General Accountant
11/2004 – 2007	Huong Phong Packaging Factory	General Accountant
4/2020 – 4/2025	Dam Phu My Packaging Joint Stock Company	Concurrent Member of the Board of Directors
2007 to present	Dam Phu My Packaging Joint Stock Company	Accountant Chief

Current positions held at other organizations: None.

Owning securities of yourself and related persons:

- Personal ownership: 0 shares; 0% of charter capital.
- Representative ownership: 0 shares, accounting for 0% of charter capital.
- Ownership of related person: None.

List of changes in the Executive Board members in 2024: No changes

- **Number of Employees**

No.	Classification Criteria	Quantity (persons)	Percentage
<b>A</b>	<b>By Education Level</b>	<b>526</b>	<b>100%</b>
-	Postgraduate Degree	02	0.4%
-	University and College Degree	90	17%
-	Intermediate Level	43	8.2%
-	Skilled Workers	177	33.7%
-	Unskilled Labor	214	40.7%
<b>B</b>	<b>By Type of Labor Contract</b>	<b>526</b>	<b>100%</b>
-	Indefinite-term Contract	240	45.6%
-	Fixed-term Contract (under 3 years)	286	54.4%
<b>C</b>	<b>By Gender</b>	<b>526</b>	<b>100%</b>
-	Male	238	45.3%
-	Female	272	54,7%

- **Average income**

Indicator	Year 2023	Year 2024
Total number of employees (people)	510	526
Average income (VND/person/month)	11,040,000	12,800,000

- **Human Resources Policy:** With the goal of continuously improving business performance and employee well-being, while motivating staff to strive for excellence and maintain long-term commitment to the Company, the Company has established the following plans and policies for its workforce:

- + Improve labor productivity and quality across the Company.
- + Focus on training to enhance management and professional skills; regularly organize internal training sessions so that staff can continuously share knowledge, stay updated, and improve work efficiency.
- + Arrange, train, rotate, and develop human resources with a focus on optimization.

- + Recruit sufficient personnel to ensure reserves and selectively meet the Company's development needs.
- + Ensure the average income of employees is competitive with the market and increasingly meets the living needs of the workforce.
- + Employees working at the Company are entitled to full benefits in accordance with the law, including social insurance, health insurance, sick leave, maternity leave, convalescence, recovery support, and severance allowances.
- + Build a spirit of unity, professional working style, and high discipline among all staff.
- + Create a safe, friendly, and modern working environment; encourage employees to study and improve their qualifications.

### 3. Investment Status and Project Implementation

a ) Major investments: **None**

b) Subsidiaries and affiliated companies: **None**

### 4. Financial situation

#### a. Financial situation

Unit: Million VND

No.	Indicator	Unit	2023	2024	% Increase/ Decrease
1	Total Assets	Billion VND	238.3	242.2	101.64%
2	Net Revenue	Billion VND	539.15	616.11	114.3%
3	Operating Profit	Billion VND	9.441	8.659	91.72%
4	Other Profit	Billion VND	(0.125)	0.877	699%
5	Profit Before Tax	Billion VND	9.32	9.54	102.37%
6	Profit After Tax	Billion VND	7.3	7.4	101.63%
7	Dividend Payout Ratio	%	10%	10%	100%

**Total Assets:** The Company's total assets in 2024 increased slightly by **1.64%** compared to 2023. The increase mainly lies in current assets, primarily due to an increase in accounts receivable from customers. This rise resulted from the Company intensifying its sales efforts, leading to higher receivables. However, debt collection activities were tightened and more effectively controlled.

**Net Revenue:** In 2024, net revenue reached **VND 616.11 billion**, an increase of **14.3%** compared to 2023. This growth was achieved despite cautious planning at the beginning of the year. Given the forecasted impact of global armed conflicts and weaker-than-expected economic growth, the Company adopted a conservative

approach when building and approving its business plan. Nevertheless, throughout 2024, the Company maintained stable and safe production operations. Business development and market expansion were also strengthened, contributing to revenue and profit exceeding both the initial plan and 2023 figures.

**Profit:** Pre-tax and after-tax profits in 2024 increased slightly compared to those in 2023. This was mainly due to changes in the product structure. The Company focused on liquidating damaged and fully depreciated assets to prepare resources for reinvestment in more efficient production lines.

**b. Key financial indicators :**

Indicator	Unit	Year 2023	Year 2024
<b>Liquidity Ratios</b>			
Current Ratio = Current Assets / Current Liabilities	Times	1.05	1.06
Quick Ratio = (Current Assets – Inventories) / Current Liabilities	Times	0.57	0.58
<b>Capital Structure Ratios</b>			
Debt to Total Assets Ratio = Total Liabilities / Total Assets	%	71.16%	70.85%
Debt to Equity Ratio = Total Liabilities / Owners' Equity	%	247%	243%

**Liquidity:** In 2024, the Company's current ratio slightly increased by 0.01 points compared to 2023, and the quick ratio rose by 0.1 points.

**Capital Structure:** The Company's total liabilities in 2024 decreased slightly, resulting in lower Debt-to-Total-Assets and Debt-to-Equity ratios compared to 2023. The reduction in short-term debt primarily came from lower accounts payable. By the end of the year, the Company had settled and refunded customer prepayments. The Company secured financing from Vietcombank (VCB) and Military Commercial Joint Stock Bank (MB). Although the financial indicators remain at relatively high levels, the repayment of principal and interest is carefully planned. As a result, the Company's financial obligations are well under control, and liquidity risk remains manageable.

Indicator	Unit	Year 2023	Year 2024	Days/ Turn (2024)
Inventory Turnover	Turns	6.8	7.5	47.9 days
<i>(Cost of Goods Sold / Average Inventory)</i>				
Receivables Turnover	Turns	7.8	9.1	39.4 days
<i>(Net Revenue / Average Accounts)</i>				

**Operational Efficiency Indicators:** As a manufacturing enterprise, the production process often takes several days to complete an order or deliver goods in a single shipment. As a result, the volume of finished goods in inventory tends to be large. Consequently, the inventory turnover ratio is typically low, or in other words, the number of days inventory is held tends to be longer compared to commercial trading companies. In 2024, the average inventory holding period was approximately 47.9 days. Compared to the previous year, inventory decreased by 5 days, and the inventory turnover rate increased slightly from 6.8 to 7.5 times/year. At the same time, in 2024, the receivables turnover was 7.8 times/year, corresponding to an average collection period of 39.4 days.

Profitability Indicators	Unit	Year 2023	Year 2024
Net Profit Margin (Net Profit/Net Revenue)	%	1.4%	1.21%
Return on Equity (Net Profit/Average Equity)	%	10.6%	10.6%
Return on Assets (Net Profit/Average Total Assets)	%	3.9%	3.9%
Operating Profit Margin (Operating Profit/Net Revenue)	%	1.7%	1.5%

**Profitability Indicators:** The profit indicators achieved in 2024 did not change significantly compared to 2023.

**5. Shareholder structure, change in owner's equity.**

- Shares: Total number of common shares: 4,200,000 shares
- Number of treasury shares: 0 shares
- Number of shares restricted for transfer: 0 shares
- Number of freely transferable shares: 4,200,000 shares
- Total shares issued: 4,200,000 shares
- Total outstanding shares: 4,200,000 shares
- Par value of shares: 10,000 VND/share

**a) Shareholder structure:**

- The shareholder structure as of March 20, 2025 is as follows:

No	Type of shareholder	Number of sharehol	Number of shares	Value (VND)	Ownership ratio/Chart
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		ders			ered capital
<b>I</b>	<b>Domestic shareholders</b>	<b>210</b>	<b>4,152,300</b>	<b>41,523,000,000</b>	<b>98.86%</b>
1	State shareholder	0	-	-	0.00%
2	Institutional Shareholders	2	3,500,300	35,003,000,000	83.34%
3	Individual shareholders	208	652,000	6,520,000,000	15.52%
<b>II</b>	<b>Foreign Shareholders</b>	<b>9</b>	<b>47,700</b>	<b>477,000,000</b>	<b>1.14%</b>
1	Individual Shareholders	6	41,200	412,000,000	0.98%
2	Institutions Shareholders	3	6,500	65,000,000	0.16%
<b>III</b>	<b>Treasury Shares</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0.00%</b>
	<b>Total</b>	<b>219</b>	<b>4,200,000</b>	<b>42,000,000,000</b>	<b>100.00%</b>

- List of major shareholders

STT	Investor name	Number of shares held	Ownership ratio
1	PetroVietnam Fertilizer and Chemicals Corporation	1,820,300	43.34%
2	Huong Phong Company Limited	1,680,000	40.00%

- Maximum foreign ownership ratio: 49%

b) Owner's equity change situation: None.

c) Treasury stock transactions: None.

d) Other securities: None.

## 6. Report on the Company's Environmental and Social Impact

**6.1. Environmental Impact:** The company's operations have both positive and negative impacts on the environment, and vice versa—the environment can also create advantages or challenges for production. All company activities affect the environment, especially for companies in the manufacturing sector in general and Dam Phu My Packaging Joint Stock Company in particular. Understanding this, the Company has implemented environmental protection measures, waste and emissions treatment, and efficient management of input materials to ensure stable production, improve productivity, save materials, reduce management costs, and contribute to environmental protection. Measures implemented by the Company include:

**a. General Measures:**

- Comply with registered environmental standards.
- Production processes are regularly inspected and must comply with regulations to minimize emissions. While environmental impact is inevitable, adherence to procedures and timely correction of technical issues help limit pollution.
- Use machinery and equipment efficiently to conserve energy and raw materials; aim to use clean and natural energy sources to avoid toxic emissions and pollutants.
- Raise environmental awareness among workers and employees about the potential impact of factory operations and mitigation measures.
- Continuously monitor the environmental impact of the plant, assigning dedicated staff for safety, hygiene, and environmental responsibilities.
- Conduct energy audits and greenhouse gas inventories to identify solutions for saving energy and reducing **emissions**.

**b. Waste Control Measures:**

**- Air Pollution Control:**

- + Ensure well-ventilated workspaces, especially in areas with solvents and chemicals.
- + Install ventilation and odor extraction systems, provide protective equipment, and clean using vacuums and floor scrubbers instead of sweeping.
- + Control hydrocarbon vapor during heating using ventilation systems and protective masks.
- + Reduce vehicle exhaust emissions by switching from fuel-powered forklifts to electric ones, using clean fuels, following vehicle design standards, proper maintenance, and limiting speed. Install mist systems on roofs, local exhaust fans, cooling water supplies, and plant trees around the factory to reduce heat and emissions.

- **Wastewater Control:** Focus on minimizing and treating wastewater before discharge into the industrial park's drainage system. Wastewater is categorized into three groups for treatment. Production and septic wastewater are treated separately before being connected to the main drainage system.

- + **Production Wastewater Treatment:** Reuse in a closed loop, periodically replace water. Sediment-containing wastewater is collected and treated using sedimentation and biological systems. Wastewater from cleaning printing molds, mixing equipment, and lubricants is collected and stored separately for hazardous waste treatment by authorized service providers. Given the small volume, collection is done monthly or on an as-needed basis.
- + **Domestic Wastewater Treatment:** Collected separately, processed through a three-chamber septic tank.
- + **Rainwater Treatment:** Collected via a drainage system with trash screens and sedimentation tanks before discharge into the industrial park's system.

- **Control of Liquid Waste Pollution:** The primary source of liquid waste with potential environmental impact is printing ink; however, the quantity is minimal. Nevertheless, any excess ink is collected and stored for use in subsequent production batches. Ink that is no longer usable is collected in sealed drums or containers and treated as solid waste by a licensed environmental treatment service provider.
- **Control of Solid Waste Pollution:** The collection of hazardous solid waste is carried out continuously and stored in a designated hazardous waste storage area, which has been approved by the environmental management authority. These wastes are then handed over to authorized and licensed environmental service providers for proper treatment. The Company prioritizes returning packaging to suppliers to reduce packaging costs and minimize disposal expenses.
  - + Industrial solid waste from PP and PE plastic materials: All such waste is reused through recycling machines as raw material for main production processes.
  - + Other non-hazardous production solid waste: Plastic waste is recycled, while paper waste is collected and sold as scrap to paper mills.
  - + Hazardous solid waste: This mainly includes containers of printing ink, solvents, oil residues, cleaning rags, and neon lights, with an approximate volume of 250 kg/month. These wastes are managed in two ways: (i) Containers of ink and solvents are sold or returned to the manufacturers. (ii) Oil residues, rags, and neon lights are collected and treated monthly by licensed hazardous waste disposal providers.
  - + Domestic solid waste: All domestic solid waste is collected daily and stored in a designated area. The urban environmental service company collects this waste twice a week.
- **Green Space Ratio:** Trees are maintained around the plant to enhance the landscape, improve air quality, and reduce dust and noise emissions. Along with roads and yards, green space and infrastructure occupy over 30% of the total land area.

**6.2. Raw Material Management:** Total raw material used for producing and packaging products/services: 5,000 tons of plastic pellets in the year. The defect rate in 2024 was 5.8%, of which 90% was recycled. 100% of the recycled materials are used in the Company's products. In the packaging industry, leveraging recycled materials is crucial. Company leadership encourages employees to use materials efficiently to save costs and ensure profitability.

**6.3. Energy Consumption:** Total electricity consumption: 7,419,070 kWh/year. As a manufacturing enterprise operating high-capacity machinery, this usage is considered reasonable. The Company emphasizes energy-saving technical solutions, efficient operation, turning off unused equipment, and regular maintenance. It has also invested in new equipment and rooftop solar power systems.

**6.4. Water Consumption:** Water is a precious but finite resource, so conservation is essential. The plant primarily uses water for domestic purposes, supplied by the municipal water plant, totaling 20,000 m<sup>3</sup> annually. Measures to conserve water include:

- Turning off taps when not in use, immediate repair of leaks.

- Regular inspection and repair of pipelines.
- Reusing water where possible.
- Other water-saving initiatives.

#### **6.5. Compliance with Environmental Laws:**

- Number of violations/fines for non-compliance: 1
- Total fine amount: 70 million VND

#### **6.6. Labor-Related Policies:**

- Total workforce at the end of 2024: 526 employees.
- Average monthly salary: 12.8 million VND/person.
- The company has one healthcare officer to provide daily health advice. Annual health checks and gynecological exams for female staff (twice per year) are conducted. As of now, no employees suffer from occupational diseases.
- Meal allowance: 25,000 VND/meal; housing support: 200,000 VND/person/month. Gifts provided during holidays or company events.
- Vocational training is provided for production workers, typically 1-3 months depending on the role. Monthly internal training sessions are organized. Annual retraining on safety and technology is provided. Indirect staff and management are offered skill development and technical training on packaging production.

#### **6.7. Local Community Responsibility Report:**

- Priority given to hiring local workers.
- Active participation and contributions to community fundraising efforts such as disaster relief funds, etc.

### **III. REPORT AND ASSESSMENT OF THE BOARD OF DIRECTORS**

#### **1. Evaluation of production and business performance in 2024**

The year 2024 continued to be a challenging one for the global economy, as it had not yet fully recovered from the pandemic and was further impacted by ongoing armed conflicts. Nevertheless, with the strategic outlook of creating a breakthrough while competitors scaled down operations and output, the Company proactively implemented key measures: (i) expanding markets and capturing customers; (ii) improving product quality; (iii) restructuring management to enhance production efficiency and reduce costs, with digitalization of production as the main driver; and (iv) training and retraining personnel, streamlining the current workforce, and recruiting high-quality human resources departing from other companies, as previously outlined. As a result, the Company met and exceeded its targets for production volume, revenue, and profit compared to the set plan.

#### **2. Financial situation in 2024 (as in section II.4)**

#### **3. Improvements in organizational structure, policies, and management in 2024**

- **Production Engineering:** Continued improvements were made to meet production requirements in the context of intense competition in both product design and cost.

Technological solutions were consistently researched and applied to reduce material consumption and product costs, while maximizing the ability to meet customer demands for quality and design specifications.

- **Quality Control:** Strict control was maintained at every stage of production. In addition to scheduled inspections by the Quality Control Department (KCS), any product defects were immediately reported to departmental managers for timely adjustments. Each machine operator also acted as a quality inspector, performing regular monitoring, evaluations, and logging inspection results throughout production to increase the frequency and accuracy of quality control at each stage.
- **Compliance Monitoring in Production:** Management staff were on duty 24/7. Besides focusing on supervising daytime operations, management took turns overseeing compliance during night shifts. Supervision groups were formed and assigned to monitor daily adherence to production preparation conditions and inspection frequency.
- **Cost Management:** The company continued to finalize order costings and controlled input/output weights at each production stage to determine material loss. Deviations in product mass were monitored to assess variances. Based on this, cost components were analyzed to accurately identify and adjust cost-saving measures, thereby improving operational efficiency. In addition, company regulations and procedures—including procurement, warehousing, and minimum inventory levels—were regularly reviewed to ensure alignment with actual conditions and effective cost and asset control.
- **Accounts Receivable Management:** Through persistent and proactive efforts, the Company kept overdue debts at a minimum, under 15% of total revenue. Due to the characteristics of the packaging industry and competitive pressures, payment terms typically range from 45 to 60 days. As a result, the average monthly outstanding balance remained below 150% of total revenue.
- **Inventory and Space Management:** The production area was systematically arranged based on the principles of easy access, easy tracking, and ease of management, ensuring smooth movement of goods. The production floor was closely monitored daily to ensure only in-process goods remained. Finished goods were required to be promptly stored in warehouses, and surplus materials were returned to storage for proper preservation and inventory control.
- **Enhancing Product Quality:** The Company maintained the FSSC certification for the Jumbo Production Plant and the Product Workshop.
- **Increased Use of Digital Tools to Accelerate Workflows:** Shared data storage was utilized to ensure complete and timely information. Meetings were held flexibly—both in-person and online—to quickly address emerging issues. Barcode scanning was applied for fast and accurate tracking and information retrieval.

#### 4. Key indicators of the 2025 Plan

No.	Target	Unit	2025 Plan
<b>1</b>	<b>Production and Consumption Volume</b>	<b>Million bags</b>	<b>80.8</b>
-	Small Bags	Million bags	80.00
-	Jumbo Bag	Million bags	0.8
<b>3</b>	<b>Total revenue</b>	<b>billion</b>	<b>612.3</b>
<b>4</b>	<b>Total cost</b>	<b>billion</b>	<b>602.0</b>
<b>5</b>	<b>Profit before tax</b>	<b>billion</b>	<b>10.2</b>
<b>6</b>	<b>Profit after tax</b>	<b>billion</b>	<b>8.2</b>
<b>7</b>	<b>Charter Capital</b>	<b>billion</b>	<b>42</b>

## 5. Plan Implementation Solutions

### a. Market Development:

- + Continue to focus on export markets by directly meeting with customers and participating in international trade fairs specializing in packaging, agricultural products, animal feed, and chemicals. The company will accept orders that are within production capacity, including those with little to no profit margin, in order to maintain production continuity and market share.
- + Maintain close engagement with customers, promptly addressing complaints and providing feedback and information as quickly as possible.
- + Continuously renew and update the company's activity visuals, increase interaction with customers and on social media platforms to enhance brand visibility.
- + Participate in internal training sessions regularly to better understand products and production processes, thereby improving the quality of customer consultations.
- + Effectively implement customer care and sales policies.

### b. Production Management and Enhancing Competitiveness:

- + Continue to tighten quality control processes and increase the frequency of product quality inspections to minimize undetected errors and prevent defective products from reaching customers.
- + Develop a data system and technical specifications for each product line, with regular updates and transparent sharing of information. This helps subsequent production stages recognize and address issues caused by previous steps and provides a historical database for reference when repeating products.
- + Implement detailed and specific plans for scheduled maintenance to ensure stable operations, high performance, and extended equipment lifespan while maintaining operational quality. Conduct daily inspections and assessments of equipment to proactively identify issues and prepare contingency plans to minimize downtime due to technical failures.

- + Maintain effective operation of systems certified under ISO, FSSC, etc., to enable continuous improvement and standardization of management processes, thereby increasing product value and quality.
- + Encourage innovation and improvement initiatives to enhance product quality, boost labor productivity, save materials and inputs, reduce production costs, and improve overall business efficiency.
- + Continue to refine the digital transformation project and upgrade digital management software to effectively manage and coordinate production activities.

**c. Cost Management:**

- + Continuously review, evaluate, and select suppliers offering the most cost-effective options.
- + Research and utilize alternative raw materials that are more affordable while still meeting the required product standards and technical specifications.
- + Enhance management capabilities in critical stages such as input material procurement, inventory management, and backup materials. Focus on production scheduling to accelerate product completion and reduce production time.
- + Promote initiatives and innovation campaigns aimed at saving raw materials and energy, reducing defect rates, and optimizing production processes.
- + Pay special attention to reducing production time, shortening preparation time before production, and minimizing transition time between production stages to better meet delivery deadlines and improve capital turnover efficiency.

**d. Human resource Human Resources Management:**

- + Arrange personnel and labor in a reasonable manner to fully promote the roles and responsibilities of each worker.
- + Strengthen training efforts, including both external and internal training, to improve workers' skills and awareness, ensuring production meets the goals of "*productivity – quality – safety – efficiency.*" Restructure production management and product quality management where necessary.
- + Closely follow the training process for apprentice workers, providing thorough guidance and explanations to help new employees understand their work and feel confident about the company's policies and working conditions. Improve training and recruitment processes to make information more accessible and easier to understand.
- + Develop a more detailed and practical salary and bonus mechanism based on the evaluation of job importance and requirements for each position. Regularly review and assess workforce quality.

**e. Investment Promotion:**

- + Make continued efforts to find solutions to difficulties in the approval process

for the production expansion investment project.

- + Intensify the search for partners and collaborators not only to mobilize additional investment capital, but also to leverage the strengths of all parties, build alliances, and cooperate in market expansion and new product development.

**6. Management's Explanation Regarding the Auditor's Opinion (if any)**

None.

**7. Report on the Assessment of Environmental and Social Responsibility**

- **Assessment related to environmental criteria:** The person responsible for implementing environmental policies within the Company is the General Director. Specifically, the implementation of these policies is delegated to the Production Engineering Department and the Administration & Human Resources Department. The Company has fully complied with its environmental obligations as stipulated by law. Regular reports on safety, health, and environmental performance are submitted to the local regulatory authorities. In 2024, the Company managed its input materials efficiently to ensure stable and productive manufacturing operations while also saving costs and contributing to environmental protection. Throughout the year 2024, the Company did not record any violations or receive any penalties related to non-compliance with environmental laws and regulations.
- **Assessment related to labor issues:** Employees are well taken care of, with their lawful rights and interests fully protected. Job security and quality of life are ensured. The Company has issued internal regulations pertaining directly to employees in accordance with the Labor Code, ensuring democratic principles and suitability with the Company's business context and governance model as a listed joint stock company. The policies in place demonstrate the Company's strong commitment to the legitimate interests of its employees, serving as motivation and encouragement for them to contribute and stay loyal to the Company over the long term.
- **Assessment related to corporate responsibility to the local community:** The Company actively engages in social work by creating job opportunities for local labor and participating in local charity activities. These efforts reflect the Company's role and responsibility toward the surrounding community.

**IV. Evaluation by the Board of Directors on the Company's Operations**

**1. Evaluation by the Board of Directors on the Company's activities, including assessment of environmental and social responsibilities**

- In the context of a global economy that has yet to recover from the impacts of the pandemic and prolonged conflicts, and with domestic enterprises still struggling to regain production momentum, the Company has nonetheless met and exceeded its planned targets. The Board of Directors highly appreciates the efforts of the Executive Board for achieving these results over the past year, which serves as a foundation to maintain confidence in the Company's future growth and expansion in the coming years.

- Regarding compliance with environmental regulations, in 2024 the Company received one administrative sanction due to the construction of a temporary facility to serve expanded production needs, which had not been reported in the existing Environmental Impact Assessment (EIA) report. However, the Company has submitted the supplementary report and applied for an "environmental permit," which is currently under review for approval.
- 2. The Board of Directors' Assessment of the Management Board's Performance**
- By the end of 2024, the Board of Directors assessed that the Management Board had fully and properly implemented the directives set out by the Board. The executive team effectively organized and carried out the Resolutions and Decisions of the Board of Directors in a timely and comprehensive manner, thereby ensuring stable and efficient business operations. The Company successfully exceeded its 2024 business and production targets.
- 3. Plans and Strategic Directions of the Board of Directors**
- Successfully organize the 2025 Annual General Meeting of Shareholders.
  - Continue to search for and nominate candidates for election as independent members of the Board of Directors.
  - Further structure the Board's operations to enhance responsibility and improve both the Board's governance effectiveness and the Executive Board's operational efficiency.
  - Convene regular quarterly meetings and extraordinary meetings (as needed), ensuring meetings are effective and address the Company's urgent matters and proposals from the Executive Board.
  - Provide written opinions on arising matters within the Board's authority for approval or consultation.
  - Continue reviewing, supplementing, and updating internal regulations, procedures, and policies in accordance with the Company's current circumstances.
  - Direct and supervise the Executive Board to fulfill the 2025 objectives and tasks as set out in the Resolutions/Decisions of the General Meeting of Shareholders and the Board of Directors.
  - Continue to improve the Company's internal governance system in compliance with legal regulations, the model of a listed company, and the Company's actual business conditions.
  - Strengthen internal audit, supervision, and risk prevention across all Company operations.
  - Continue to direct the implementation of human resource development strategies and plans to enhance labor quality and productivity, meeting the Company's development needs.

- Accelerate the promotion and processing of approval procedures for the expansion investment project, seek cooperation and investment opportunities, and evaluate effectiveness for potential production capacity upgrades through financial leasing.
- Safeguard shareholders' legal rights and interests to the fullest extent and fulfill other duties as assigned by the General Meeting of Shareholders.
- Fulfill other tasks as stipulated in the Company's Charter and Resolutions of the General Meeting of Shareholders.

## V. Corporate governance

### 1. Board of Directors

#### a. List of Board of Directors members

#### MR. TRAN THUONG TIN - CHAIRMAN OF THE BOARD OF DIRECTORS

- Year of birth: 1969
- Nationality: Vietnamese
- Professional qualifications:  
Master's degree in Transport Organization and Management  
Bachelor's degree in Business Administration (Economics)  
Degree in Banking – Finance and Credit

Work process:

Period	Organization	Position
1990 – 1991	Con Dao Credit Finance Center – under Con Dao Economic Development Company	Accounting Staff
1992 – 1998	Ba Ria – Vung Tau Province Construction and Trading Investment Company	General Accountant
1998 – 2003	Ba Ria – Vung Tau Province Construction and Trading Investment Company	Deputy Head of the Finance and Accounting Department
2003 – 2004	Huong Phong Co., Ltd.	Deputy Head of the Finance and Accounting Department
2004 – 2015	Huong Phong Co., Ltd.	Chief Accountant
2015 – 2022	Huong Phong Co., Ltd.	Vice Director
2022 – present	Huong Phong Co., Ltd.	Director

Period	Organization	Position
04/2019 – 06/2019	Dam Phu My Packaging Joint Stock Company	Member of the Board of Directors
06/2019 – present	Dam Phu My Packaging Joint Stock Company	Chairman of the Board of Directors

- **Current positions held in other organizations:** Director of Huong Phong Co., Ltd.
- Securities ownership ratio of the individual and related persons:
  - + Personal ownership: 0 shares, accounting for 0% of charter capital.
  - + Ownership on behalf of Huong Phong Co., Ltd.: 1,428,000 shares, accounting for 34% of charter capital.
  - + Related persons: Huong Phong Co., Ltd. holds 1,680,000 shares, accounting for 40% of charter capital.

#### **MR. TRAN ANH TU - MEMBER OF THE BOARD OF DIRECTOR**

*(Information as above Executive Board)*

#### **Ms. VU THI - MEMBER OF BOARD OF DIRECTORS**

- Gender: Female
- Date of Birth: 1978
- Place of Birth: Thai Nguyen
- Nationality: Vietnamese
- Education: Bachelor's Degree in Foreign Economic Relations
- Work process

Period	Organization	Position
05/2001 – 02/2002	EMECO Company, Ministry of Science, Technology & Environment	Sales Specialist
02/2002 – 02/2004	Phu My Fertilizer Plant Project Management Board	Trade Specialist
02/2004 – 08/2008	Petrovietnam Fertilizer Chemicals Corporation	and Sales/Marketing Specialist
08/2008 – 03/2009	PetroVietnam Fertilizer Chemicals Corporation	and Deputy Head of the Sales Department
03/2009 – 03/2011	PetroVietnam Fertilizer Chemicals Corporation (PVFCCo)	and Deputy Head of the Marketing and Communications Department

Period	Organization	Position
03/2011 – 03/2020	PVFCCo	Head of the Marketing and Communications Department
01/2020 – 04/2023	PVFCCo	Head of the Research, Development & Market Department
04/2023 – Present	PVFCCo	Head of the Marketing and Communications Department
04/2024 – Present	Dam Phu My Packaging Joint Stock Company	Concurrent Member of the Board of Directors

- Current Positions Held in Other Organizations: Head of the Marketing and Communications Department – PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo)
- Securities Ownership (Self and Related Persons):
  - Personal ownership: 0 shares, accounting for 0% of charter capital
  - Representative ownership of PVFCCo: 504,000 shares, accounting for 12% of charter capital
  - Related persons: PVFCCo holds 1,820,300 shares, accounting for 43.34% of charter capital

#### MR. NGUYEN HUU DUNG - MEMBER OF BOARD OF DIRECTORS

- Gender: Male
- Date of birth: 1968
- Place of birth : An Phu - Vu Quang - Ha Tinh
- Nationality: Vietnam
- Qualification: Bachelor
- Work process:

Period	Organization	Position
07/1998 – 07/2003	Vung Tau Hotel – Investment and Construction Development Company – Ministry of Construction	Head of Administration and Organization Department
08/2003 – 08/2019	DIC Tourism and Trading Joint Stock Company	Head of Administration and Organization Department

From 09/2019 – Present	Huong Phong Co., Ltd.	Chief of Office
From 04/2022 – Present	Dam Phu My Packaging Joint Stock Company	Concurrent Member of the Board of Directors

- Current position in other organizations: Chief of Office – Huong Phong Co., Ltd.
  - Shareholding ratio of the individual and related parties:
    - Personal ownership: 0 shares, accounting for 0% of charter capital.
    - Representative ownership: 252,000 shares (on behalf of Huong Phong Co., Ltd.), accounting for 6% of charter capital.
  - Related party: Huong Phong Co., Ltd. holds 1,680,000 shares, accounting for 40% of charter capital.
- b. Subcommittees under the Board of Directors:** None
- c. Activities of the Board of Directors:**

Official meetings and written consultations of the Board of Directors were conducted and issued through Board Resolutions during 2024 as follows:

No.	Resolution/ Decision No.	Date	Content	Approval Rate
1	01/QĐ - BOD	05/01/2024	Decision on Promulgating the Information Disclosure Regulations	100%
2	02/QĐ - BOD	05/01/2024	Decision on Promulgating the Internal Audit Regulations	100%
3	03/QĐ - BOD	05/01/2024	Decision on Promulgating the Online General Meeting of Shareholders Regulations	100%
4	04/BB - BOD	07/01/2024	Minutes of BOD Members' Written Opinions on the 2024 Business Plan Approval	100%
5	05/NQ - BOD	07/01/2024	Resolution Approving the 2024 Business Plan	100%
6	06/NQ - BOD	04/03/2024	Resolution on Finalizing the List of Shareholders for the Meeting	100%
7	07/BB - BOD	29/03/2024	Minutes of Q1/2024 Board of Directors Meeting	100%
8	08/NQ - BOD	29/03/2024	Resolution of Q1/2024 Board of Directors Meeting	100%
9	11/BB - BOD	29/04/2024	Minutes of BOD Meeting to Elect the Chairman	100%
10	12/NQ - BOD	29/04/2024	Resolution on Electing the Chairman of the Board	100%
11	13/QĐ - BOD	29/04/2024	Decision on Promulgating Internal Corporate Governance Regulations	100%
12	14/QĐ - BOD	29/04/2024	Decision on Appointing the General Director	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
13	15/BB - BOD	01/07/2024	Minutes Approving the 2024 Audit Contract	100%
14	16/NQ - BOD	01/07/2024	Resolution Approving the 2024 Audit Contract	100%
15	17/BB - BOD	01/07/2024	Minutes Approving the Re-appointment of Chief Accountant	100%
16	18/NQ - BOD	01/07/2024	Resolution Approving the Re-appointment of Chief Accountant	100%
17	19/BB - BOD	19/08/2024	Minutes Approving the 2023 Dividend Distribution	100%
18	20/NQ - BOD	19/08/2024	Resolution on 2023 Dividend Distribution	100%
19	21/BB - BOD	25/09/2024	Minutes of Q3/2024 Board of Directors Meeting	100%
20	22/NQ - BOD	25/09/2024	Resolution of Q3/2024 Board of Directors Meeting	100%
21	23/BB - BOD	07/11/2024	Minutes Approving Credit Limit Agreement Signing with Banks	100%
22	24/NQ - BOD	07/11/2024	Resolution on Credit Limit Agreement Signing with Banks	100%
23	25/BB - BOD	30/12/2024	Minutes of Q4/2024 Board of Directors Meeting	100%
24	26/NQ - BOD	30/12/2024	Resolution of Q4/2024 Board of Directors Meeting	100%

**d. Activities of the Independent Members of the Board of Directors:** None.

**e. Activities of the Committees under the Board of Directors:**

- As the highest governing body representing the interests of shareholders, in 2024, the Board of Directors (BOD), with four incumbent members, actively fulfilled its roles and responsibilities in strict compliance with corporate governance standards applicable to joint-stock companies. The BOD made collective decisions and assigned specific duties to its members based on their areas of expertise.
- The BOD members provided direction, oversight, and timely supervision of the Executive Board by monitoring the implementation of BOD resolutions and decisions, and by reviewing and evaluating reports and proposals submitted for approval. They stayed informed of the company's operations through reports and documents provided by the Executive Board, and directly guided and offered feedback on significant operational matters when necessary.
- The BOD conducted both regular and ad-hoc meetings, and collected written opinions from members through ballots to pass resolutions and decisions in accordance with its powers as defined in the Company Charter. In 2024, the Board

held official meetings and also sought opinions in writing. The following matters were approved:

- + Approval and assignment for implementation of the 2024 business plan.
- + Approval of the revised Information Disclosure Regulation.
- + Issuance of the Internal Audit Regulation.
- + Approval of the revised Regulation on Organizing Online General Meetings of Shareholders.
- + Instructed the Executive Board to develop the 2024 cash flow plan and strictly monitor its implementation.
- + Approval of the revised Internal Corporate Governance Regulation.
- + Approval of the 2024 Annual General Meeting preparation plan and related documents.
- + Approval of the election result for the Chairperson of the BOD and appointment of the General Director for the 2024–2029 term
- + Reappointment of the Chief Accountant.
- + Approval of contracts to be signed with Related Parties.
- + Approval of quarterly accounts receivable limits.
- + Approval of credit limits at various banks.
- + Approval of the selected auditing firm for the 2024 financial statements.
- + Approval of the 2023 cash dividend distribution.
- + Approval of the 2024 business performance results.
- + Directed the Executive Board to develop the 2025 business plan.
- + Directed the Executive Board to promote investment cooperation projects and enhance production capacity.
- + Approval of the year-end summary and celebration plan based on the General Director's report.

**f. Evaluation of the Activities of the Board of Directors**

- Over the past year, the resolutions of the General Meeting of Shareholders were fully implemented by the Board of Directors (BOD). The BOD members directed the execution of shareholders' proposals effectively.

- Meetings: The BOD held regular and ad-hoc meetings in accordance with regulations to discuss and decide on matters under its authority. Each meeting was documented with minutes and resolutions for implementation.
  - Written Opinions: The BOD promptly collected written opinions from its members to facilitate timely execution of procedures related to management, investment, and business operations in compliance with the law and the Company Charter.
  - Issuance of Legal Documents: The BOD promptly issued and/or revised all necessary internal regulations and policies to comply with changes in State laws.
  - Direction and Supervision of Operations: The BOD consistently supervised the activities of the Executive Board through regular quarterly and annual reports, as well as ad-hoc reports. Based on these, the BOD directed the Executive Board to implement resolutions and decisions of the General Meeting of Shareholders, the BOD, and other matters under its authority.
- g. List of Board Members with Corporate Governance Training Certificates and Participation in Corporate Governance Programs During the Year None.**
- Board members who hold corporate governance training certificates: Trần Thượng Tín, Trần Anh Tú, Nguyễn Hữu Dũng.
  - Board members who participated in corporate governance programs during the year: None.

## **2. Supervisory Board**

### **a. Members and Structure of the Supervisory Board**

#### **MR. CHU XUAN HAI - HEAD OF SUPERVISION BOARD**

- Year of birth: 1982
- Nationality: Vietnam
- Professional qualifications: Bachelor of Economics, Bachelor of Business Law
- Work process:

Period	Organization	Position	
08/2006 – 05/2007	DIO Implant Vietnam Representative Office	Sales Executive	
06/2007 – 06/2008	Nam Viet Commercial Joint Stock Bank	Customer Officer	Relationship
07/2008 – 05/2010	Lien Viet Commercial Joint Stock Bank – Tan Binh Branch	Customer Officer	Relationship

Period	Organization	Position
06/2010 – 06/2011	Lien Viet Post Commercial Joint Stock Bank – Tan Son Nhat Transaction Office	06/2010 – 06/2011
08/2011 – 10/2011	Techcombank – Gia Dinh Branch	Deputy Head of Department cum Corporate Client Team
10/2011 - 03/2015	PetroVietnam Fertilizer and Chemicals Corporation	Finance and Accounting Specialist maths
10/2011 – 03/2015	PetroVietnam Fertilizer and Chemicals Corporation	Officer – Finance and Accounting Department
04/2015 – Present	PetroVietnam Fertilizer and Chemicals Corporation	Officer – Internal Audit Department
11/2013 – Present	Dam Phu My Packaging Joint Stock Company	Head of Supervisory Board

- Current positions held at other organizations: Deputy Head of Internal Audit Department – PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo).
- **Securities ownership of the individual and related persons:**
  - Personal ownership: 0 shares, accounting for 0% of the charter capital.
  - Representative ownership: 0 shares, accounting for 0% of the charter capital.
  - Ownership by related persons: PetroVietnam Fertilizer and Chemicals Corporation holds 1,820,300 shares, accounting for 43.34% of the charter capital.

#### **MS. NGUYEN THI THU OANH – MEMBER OF SUPERVISORY BOARD**

- Date of birth: 1972
- Nationality: Vietnam
- Qualification: Bachelor of Business Administration
- Work process:

Period	Organization	Position
08/1996 – 05/2008	Cityview Joint Venture Company	Accounting Officer
05/2008 – 10/2009	Cityview Joint Venture Company	Deputy Head of Accounting Dept.
10/2009 – Present	PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo)	Member of the Supervisory Board
Since 2011 – Present	Dam Phu My Packaging Joint Stock Company	Member of the Supervisory Board

- Current positions held at other organizations: Member of the Supervisory Board – PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo)

- **Securities ownership of the individual and related persons:**
  - Personal ownership: 0 shares, accounting for 0% of the charter capital.
  - Representative ownership: 0 shares, accounting for 0% of the charter capital.
  - Ownership by related persons: PetroVietnam Fertilizer and Chemicals Corporation holds 1,820,300 shares, accounting for 43.34% of the charter capital.

**MR. TONG TRONG TUAN – MEMBER OF THE BOARD OF SUPERVISION**

- Date of birth: 1988
- Nationality: Vietnam
- Qualification: Bachelor's Degree in Finance and Banking
- Work process:

Period	Organization	Position
11/2013 – 05/2016	Huong Phong Co., Ltd.	Specialist – Planning and Investment Dept.
06/2016 – 08/2018	Huong Phong Co., Ltd.	Specialist – Finance and Accounting Dept.
09/2018 – 09/2022	Huong Phong Co., Ltd.	Deputy Head – Finance and Accounting Dept.
0/2022 – Present	Huong Phong Co., Ltd.	Chief Accountant
04/2024 – now	Dam Phu My Packaging Joint Stock Company	Board Member control

- **Current positions held in other organizations:** Chief Accountant at Huong Phong Co., Ltd.
- **Securities ownership of the individual and related persons:**
  - Personal ownership: 0 shares, accounting for 0% of charter capital
  - Representative ownership: 0 shares, accounting for 0% of charter capital
  - Ownership by related persons: Huong Phong Co., Ltd. holds 1,680,000 shares, accounting for 40% of charter capital

**b. Supervisory Board's Activities in 2024:**

- The Supervisory Board of Dam Phu My Packaging Joint Stock Company for the 2024–2029 term consists of 03 part-time members, including 02 reappointed members and 01 newly elected member replacing a member who did not continue in the new term. Authorized by the General Meeting of Shareholders (GMS), the Supervisory Board monitored the implementation of the 2024 GMS resolutions, the governance activities of the Board of Directors, and the executive management of the Management Board.
- In 2024, the Supervisory Board held 02 meetings to evaluate monitoring results and

discuss supervision plans for the following quarters. It also collected opinions via email on several matters including: Supervisory Board activity reports; the Supervisory Board's operational plan; and reviews of the semi-annual and annual financial statements.

- The Supervisory Board submitted quarterly supervision results to the Board of Directors and the General Director regarding the Company's operations and financial situation. The Board also made several recommendations, including: controlling outstanding debts and recovering overdue accounts, and closely monitoring fire safety compliance.
- The Supervisory Board participated in the meetings of the Board of Directors and provided opinions on matters such as organizing internal audits as per regulations, developing the business plan for 2025, and forming the Company's development strategy.
- In 2024, the Supervisory Board did not receive any complaints regarding the governance activities of the Board of Directors or the management of the General Director.

### 3. Transactions, Remuneration, and Benefits of the Board of Directors, Executive Board, and Supervisory Board

#### a. Salaries, Bonuses, Remuneration, and Other Benefits of the Board of Directors, Supervisory Board, and Executive Board

No.	Full Name	Position	Remuneration/ Salary (VND)	Bonus (VND)	Total (VND)
<b>Board of Directors</b>			<b>208,888,890</b>	<b>40,000,000</b>	<b>248,888,890</b>
1	Trần Thượng Tín	Chairman	53,333,333	15,000,000	68,333,333
2	Trần Anh Tú	Member	46,666,667	-	46,666,667
3	Lê Hồng Quân	Member	15,555,556	15,000,000	30,555,556
4	Vũ Thị	Member	31,111,111	-	31,111,111
5	Nguyễn Hữu Dũng	Member	46,666,667	10,000,000	56,666,667
6	Cao Vĩnh Hậu	Member	15,555,556	-	15,555,556
<b>Supervisory Board</b>			<b>93,333,333</b>	<b>35,000,000</b>	<b>128,333,333</b>
1	Chu Xuân Hải	Head of Supervisory Board	40,000,000	15,000,000	55,000,000
2	Phạm Văn Khánh	Member	8,888,889	10,000,000	18,888,889
3	Tổng Trọng Tuấn	Member	17,777,778	-	17,777,778
4	Nguyễn T. Thu Oanh	Member	26,666,667	10,000,000	36,666,667
<b>Executive Board</b>			<b>2,116,008,320</b>	<b>661,214,653</b>	<b>2,777,222,973</b>
1	Trần Anh Tú	General Director	685,142,010	217,262,733	902,404,743
2	Võ Thị Huệ	Deputy General Director	513,393,990	163,624,153	677,018,143
3	Cao Vĩnh Hậu	Chief Accountant	486,420,580	160,599,877	647,020,457
4	Vũ Nguyên Hòa	Deputy General Director	431,051,740	119,727,890	550,779,630

**Note:** The above income figures are before personal income tax (PIT) withholding at source.

#### b. Transactions in shares by insiders: None

#### c. Contracts or transactions with insiders or related parties

No.	Organization/Individual Name	Relationship with the Company	Transaction Period	Resolution No. of GMS/BOD	Description	Total Transaction Value (VND)
1	PetroVietnam Fertilizer Chemicals Corporation (PVFCCo) and	Major shareholder	2024	10/NQ – GMS 29/04/2024	Packaging sales in 2024	256,823,550,310
					Printing cylinders in 2024	949,000,000
2	Subsidiary of PVFCCo	Related party of major shareholder	2024		Packaging sales in 2024	444,818,700
3	Huong Phong Co., Ltd	Major shareholder	2024	06/NQ – BOD 23/03/2024	Land lease	1,879,708,924
					Plastic purchase	2,575,777,778
4	Logistic CEA Huong Phong Co., Ltd	Subsidiary of major shareholder	2024	06/NQ – BOD 23/03/2024	Vehicle rental service	381,805,000

**d. Evaluation of the Implementation of Corporate Governance Regulations:**

The Company has not yet fulfilled the requirement regarding the presence of an independent member on the Board of Directors, as a suitable candidate has not been identified for election. This matter has been reported to the shareholders, and the Company has proposed that shareholders work together with the Company to continue seeking a qualified candidate. A proposal for election will be submitted once a suitable candidate is found.

**VI. Financial Statements**

As attached. The details of the audited financial statements have been disclosed on the website: [www.dpmp.vn](http://www.dpmp.vn).

**Recipients:**

- As addressed
- Archives: Office, ...

**DIRECTOR**



**TRẦN ANH TÚ**



AUDITED FINANCIAL STATEMENTS  
For the fiscal year ended 31/12/2024  
**DAM PHU MY PACKAGING  
JOINT STOCK COMPANY**



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**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

1B Road, Phu My 1 Industrial Park, Phu My Ward, Phu My City, Ba Ria - Vung Tau Province

**GENERAL INFORMATION****BUSINESS HIGHLIGHTS**

Dam Phu My Packaging Joint Stock Company (referred to as "the Company") was established and operates under Business Registration Certificate No.4903000566 granted by the Department of Planning and Investment of Ba Ria - Vung Tau Province for the first time on 19 May 2008 with a charter capital of VND42.000.000.000.

During its operation, the Company has been granted amended Business Registration Certificates/Enterprise Registration Certificates by the Department of Planning and Investment of Ba Ria - Vung Tau Province as follows:

<b>Business Registration Certificates Enterprise Registration Certificates</b>	<b>Number of Certificate</b>	<b>Date of issuance</b>	<b>Charter capital (VND)</b>
The first amended Business Registration and Tax Registration Certificate	3500874315	15/12/2008	42.000.000.000
The second amended Enterprise Registration Certificate	3500874315	04/07/2012	42.000.000.000
The third amended Enterprise Registration Certificate	3500874315	15/12/2014	42.000.000.000
The fourth amended Enterprise Registration Certificate	3500874315	04/06/2018	42.000.000.000
The fifth amended Enterprise Registration Certificate	3500874315	17/08/2022	42.000.000.000
The sixth amended Enterprise Registration Certificate	3500874315	10/03/2025	42.000.000.000

Currently, the Company's shares are listed on the Hanoi Stock Exchange (HNX) with the stock code PMP.

The Company's headquarters is located at 1B Road, Phu My 1 Industrial Park, Phu My Ward, Phu My City, Ba Ria - Vung Tau Province.

Tel : (0254) 3.921999 - 3.922333

Fax : (0254) 3.921966

Website : [www.dpmp.vn](http://www.dpmp.vn)

Email : [hpplasticpmtt@vnn.vn](mailto:hpplasticpmtt@vnn.vn)

The Company's business activities include: Manufacturing PP, PK, PE packaging products; Trading PP, PK, PE packaging products; Trading fertilizers of all kinds; Trading raw materials for packaging production, PP, PE plastics; Trading construction materials; Trading electronic goods; Trading engine fuel; Transportation by car; Trading industrial equipment and materials; Trading paper, cardboard, stationery; Warehouse rental; Printing; Services related to printing.

The Company's main business include: Manufacturing PP, PK, PE packaging products; Trading PP, PK, PE packaging products; Trading raw materials for packaging production, PP, PE plastics; Warehouse rental.

**THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD AND THE BOARD OF MANAGEMENT**

The Board of Directors, the Supervisory Board and the Board of Management of the Company during the year and as of the date of this report include:

**The Board of Directors**

Mr	Tran Thuong Tin	Chairman	Reappointed from 29/04/2024
Mr	Tran Anh Tu	Member	Reappointed from 29/04/2024
Mr	Nguyen Huu Dung	Member	Reappointed from 29/04/2024
Ms	Vu Thi	Member	Appointed from 29/04/2024
Mr	Cao Vinh Hau	Member	Resigned from 29/04/2024
Mr	Le Hong Quan	Member	Resigned from 29/04/2024

**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

1B Road, Phu My 1 Industrial Park, Phu My Ward, Phu My City, Ba Ria - Vung Tau Province

**GENERAL INFORMATION (cont.)**

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**The Supervisory Board**

Mr	Chu Xuan Hai	Head of the Board	Reappointed from 29/04/2024
Ms	Nguyen Thi Thu Oanh	Member	Reappointed from 29/04/2024
Mr	Tong Trong Tuan	Member	Appointed from 29/04/2024
Mr	Pham Van Khanh	Member	Resigned from 29/04/2024

**The Board of Management and Chief Accountant**

Mr	Tran Anh Tu	Director	Reappointed from 29/04/2024
Ms	Vo Thi Hue	Deputy Director	
Mr	Vu Nguyen Hoa	Deputy Director	
Mr	Cao Vinh Hau	Chief Accountant	Reappointed from 29/04/2024

**LEGAL REPRESENTATIVE**

The legal representative of the Company during the year and up to the date of this report is Mr. Tran Anh Tu - Director.

**AUDITOR**

FAC Auditing Co., Ltd. has audited the financial statements of the Company for the fiscal year ended 31 December 2024.

## **REPORT OF THE BOARD OF MANAGEMENT**

The Board of Management of Dam Phu My Packaging Joint Stock Company (referred to as "the Company") presents its report together with the audited financial statements for the fiscal year ended 31 December 2024.

### **THE BOARD OF MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS**

The Board of Management of the Company is responsible for the preparation and the presentation of the financial statements to give a true and fair view on the financial position, the results of operations and the cash flows of the Company for each of fiscal year. In order to prepare and present these financial statements, the Board of Management must:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards the Company has been compliant or not and all material misstatement of considering this standards was presented and explained in the financial statements;
- Prepare and present the financial statements on a going concern basis unless it is inappropriate to assume that the Company will continue as a going concern;
- Design and perform the effective internal control system for the purpose of preparing and presenting reliable financial statements to mitigate the risks of material misstatements due to fraud or error.

The Board of Management is responsible for ensuring that the proper accounting books are maintained to reflect the financial position of the Company, with reasonable accuracy, at any time and to ensure that the accounting books comply with the applied accounting system. The Board of Management is also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of Management confirmed that the Company has complied with the requirements above in preparing and presenting the attached financial statements.

### **APPROVAL OF THE FINANCIAL STATEMENTS**

We, Board of Management of the Company, approve the financial statements attached. These financial statements have given a true and fair view of the financial position of the Company as at 31 December 2024, the results of operations and cash flows for the fiscal year then ended, in accordance with the prevailing Vietnamese accounting standards and enterprise accounting system and comply with the relevant statutory requirements to the preparation and presentation of financial statements.

On behalf the Board of Management,



**Tran Anh Tu**

Director

Ba Ria - Vung Tau, 20 March 2025

No. 022/2025/BCTC-FACNT

**INDEPENDENT AUDIT REPORT**

**Respectfully to:** Shareholders, The Board of Directors and The Board of Management  
Dam Phu My Packaging Joint Stock Company

We have audited the accompanying financial statements of Dam Phu My Packaging Joint Stock Company (referred to as "the Company"), which were prepared on 20 March 2025, from page 6 to page 32, including the balance sheet as of 31 December 2024, the income statement, the cash flow statement for the fiscal year then ended and the notes to the financial statements.

**Responsibility of the Board of Management**

The Board of Management of the Company is responsible for the preparation and fair presentation of the financial statements of the Company in accordance with Vietnamese accounting standards, enterprise accounting system and regulations related to the preparation and presentation of financial statements and for the internal control as the Board of Management determines is necessary to enable the preparation and presentation of financial statements that are free from material mistakes, whether due to fraud or error.

**Responsibility of Auditor**

Our responsibility is to express our opinion on the financial statements based on our audit. We conducted our audit in accordance with Vietnamese auditing standards. Those standards require us that we comply with the standards and ethical requirements, plan and perform the audit to obtain a reasonable assurance about whether the financial statements of the Company are free from material misstatements.

The audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The audit procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatements of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation of the financial statements in order to design audit procedures that are appropriate in the Company's circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. The audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, as well as evaluating the presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Auditor's opinion**

In our opinion, the financial statements give a true and fair view, in all material respects, of the financial position of the Dam Phu My Packaging Joint Stock Company as of 31 December 2024, the results of operations and the cash flows for the fiscal year then ended, in accordance with Vietnamese accounting standards, enterprise accounting system and regulations related to the preparation and presentation of financial statements.

**FAC AUDITING CO., LTD.****Nguyen Trong Huy****General Director**

Certificate of registration of audit practice

No. 3563-2021-099-1

Ho Chi Minh City, 20 March 2025

**Dang Thanh Lam****Auditor**

Certificate of registration of audit practice

No. 4265-2023-099-1

**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

1B Road, Phu My 1 Industrial Park, Phu My Ward,  
Phu My City, Ba Ria - Vung Tau Province

**FINANCIAL STATEMENTS**

For the fiscal year ended 31/12/2024

Form B 01-DN

**BALANCE SHEET**  
As of 31 December 2024

Unit: VND

ITEMS	Code	Note	31/12/2024	01/01/2024
<b>A - SHORT-TERM ASSETS</b>	<b>100</b>		<b>180.935.151.584</b>	<b>175.102.436.132</b>
<b>I. Cash and cash equivalents</b>	<b>110</b>	<b>5</b>	<b>10.203.265.909</b>	<b>14.573.055.252</b>
1. Cash	111		10.203.265.909	14.573.055.252
2. Cash equivalents	112		-	-
<b>II. Short-term financial investments</b>	<b>120</b>		<b>-</b>	<b>-</b>
1. Trading securities	121		-	-
2. Provision for impairment of trading securities	122		-	-
3. Held-to-maturity investments	123		-	-
<b>III. Short-term receivables</b>	<b>130</b>		<b>78.001.950.187</b>	<b>75.843.628.904</b>
1. Short-term trade receivables	131	6	70.573.008.415	64.234.232.397
2. Short-term prepayments to suppliers	132	7	3.854.853.960	6.887.533.742
3. Short-term inter-company receivables	133		-	-
4. Receivables from construction contracts under percentage of completion method	134		-	-
5. Short-term loan receivables	135		-	-
6. Other short-term receivables	136	8.1	3.624.087.812	4.721.862.765
7. Provision for short-term doubtful debts	137		(50.000.000)	-
8. Deficits in assets awaiting solution	139		-	-
<b>IV. Inventories</b>	<b>140</b>		<b>82.240.486.815</b>	<b>79.299.681.810</b>
1. Inventories	141	9	82.240.486.815	79.299.681.810
2. Provision for devaluation of inventories	149		-	-
<b>V. Other current assets</b>	<b>150</b>		<b>10.489.448.673</b>	<b>5.386.070.166</b>
1. Short-term prepaid expenses	151	10.1	1.518.884.487	989.527.805
2. Value added tax deductibles	152		8.970.564.186	4.396.542.361
Taxes and other receivables from the State budget	153		-	-
4. Trading Government bonds	154		-	-
5. Other current assets	155		-	-

**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

1B Road, Phu My 1 Industrial Park, Phu My Ward,  
Phu My City, Ba Ria - Vung Tau Province

**FINANCIAL STATEMENTS**

For the fiscal year ended 31/12/2024

**Balance sheet (cont.)**

Form B 01-DN

ITEMS	Code	Note	31/12/2024	01/01/2024
<b>B - LONG-TERM ASSETS</b>	<b>200</b>		<b>61.263.625.622</b>	<b>63.190.134.712</b>
<b>I. Long-term receivables</b>	<b>210</b>		<b>747.709.880</b>	<b>1.828.070.280</b>
1. Long-term trade receivables	211		-	-
2. Long-term prepayments to suppliers	212		-	-
3. Operating capital in affiliates	213		-	-
4. Long-term inter-company receivables	214		-	-
5. Long-term loans receivable	215		-	-
6. Other long-term receivables	216	8.2	747.709.880	1.828.070.280
7. Provision for long-term doubtful debts	219		-	-
<b>II. Fixed assets</b>	<b>220</b>		<b>56.774.584.159</b>	<b>58.190.559.096</b>
1. Tangible assets	221	11	53.250.438.042	50.363.241.360
<i>Historical costs</i>	222		176.539.023.728	157.658.460.492
<i>Accumulated depreciation</i>	223		(123.288.585.686)	(107.295.219.132)
2. Financial lease assets	224	12	3.140.924.943	7.659.616.229
<i>Historical costs</i>	225		6.776.136.920	17.836.217.794
<i>Accumulated depreciation</i>	226		(3.635.211.977)	(10.176.601.565)
3. Intangible assets	227	13	383.221.174	167.701.507
<i>Historical costs</i>	228		817.426.630	550.697.000
<i>Accumulated depreciation</i>	229		(434.205.456)	(382.995.493)
<b>III. Investment property</b>	<b>230</b>		-	-
Historical costs	231		-	-
Accumulated depreciation	232		-	-
<b>IV. Long-term assets in progress</b>	<b>240</b>		<b>205.540.740</b>	<b>974.815.894</b>
1. Long-term work in progress	241		-	-
2. Construction in progress	242	14	205.540.740	974.815.894
<b>V. Long-term financial investments</b>	<b>250</b>		-	-
1. Investments in subsidiaries	251		-	-
2. Investments in joint-ventures, associates	252		-	-
3. Equity investments in other entities	253		-	-
Provision for impairment of long-term financial				
4. investment	254		-	-
5. Held-to-maturity investments	255		-	-
<b>VI. Other long-term assets</b>	<b>260</b>		<b>3.535.790.843</b>	<b>2.196.689.442</b>
1. Long-term prepaid expenses	261	10.2	3.535.790.843	2.196.689.442
2. Deferred tax assets	262		-	-
3. Long-term reserved spare parts	263		-	-
4. Other long-term assets	268		-	-
<b>TOTAL ASSETS</b>	<b>270</b>		<b>242.198.777.206</b>	<b>238.292.570.844</b>

**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

1B Road, Phu My 1 Industrial Park, Phu My Ward,  
Phu My City, Ba Ria - Vung Tau Province

**FINANCIAL STATEMENTS**

For the fiscal year ended 31/12/2024

**Balance sheet (cont.)**

Form B 01-DN

ITEMS	Code	Note	31/12/2024	01/01/2024
<b>C - LIABILITIES</b>	<b>300</b>		<b>171.600.510.290</b>	<b>169.559.092.932</b>
<b>I. Current liabilities</b>	<b>310</b>		<b>170.535.572.178</b>	<b>167.248.912.432</b>
1. Short-term trade payables	311	15	34.424.312.555	32.904.099.252
2. Short-term prepayments from customers	312	16	6.167.532.813	3.442.610.945
3. Taxes and other payables to State Budget	313	17	1.918.334.351	1.990.304.848
4. Payables to employees	314		14.446.849.419	14.694.813.054
5. Short-term accrued expenses	315	18	1.791.736.423	1.661.675.469
6. Short-term inter-company payables	316		-	-
7. Payables relating to construction contracts under percentage of completion method	317		-	-
8. Short-term unearned revenue	318		-	-
9. Other current payables	319	19	655.088.265	850.610.491
Short-term loans and obligations under financial				
10. leases	320	20.1	110.269.586.784	110.276.839.312
11. Provisions for short-term payables	321		-	-
12. Bonus and welfare funds	322	21	862.131.568	1.427.959.061
13. Price stabilization fund	323		-	-
14. Trading Government bonds	324		-	-
<b>II. Long-term liabilities</b>	<b>330</b>		<b>1.064.938.112</b>	<b>2.310.180.500</b>
1. Long-term trade payables	331		-	-
2. Long-term advances from customers	332		-	-
3. Long-term accrued expenses	333		-	-
4. Inter-company payables for operating capital	334		-	-
5. Long-term inter-company payables	335		-	-
6. Long-term unearned revenue	336		-	-
7. Other long-term payables	337		-	-
Long-term loans and obligations under financial				
8. leases	338	20.2	1.064.938.112	2.310.180.500
9. Convertible bonds	339		-	-
10. Preferred shares	340		-	-
11. Deferred tax liabilities	341		-	-
12. Provisions for long-term payables	342		-	-
13. Scientific and technological development fund	343		-	-

**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

1B Road, Phu My 1 Industrial Park, Phu My Ward,  
Phu My City, Ba Ria - Vung Tau Province

**FINANCIAL STATEMENTS**

For the fiscal year ended 31/12/2024

**Balance sheet (cont.)**

Form B 01-DN

ITEMS	Code	Note	31/12/2024	01/01/2024
<b>D - OWNER'S EQUITY</b>	<b>400</b>		<b>70.598.266.916</b>	<b>68.733.477.912</b>
<b>I. Owner's equity</b>	<b>410</b>		<b>70.598.266.916</b>	<b>68.733.477.912</b>
1. Owner's contributed capital	411	22	42.000.000.000	42.000.000.000
- Ordinary shares carrying voting right	411a		42.000.000.000	42.000.000.000
- Preferred shares	411b		-	-
2. Share premium	412		-	-
3. Convertible options	413		-	-
4. Other owner's capital	414	22	4.702.789.696	4.702.789.696
5. Treasury shares	415		-	-
6. Assets revaluation reserve	416		-	-
7. Foreign exchange reserve	417		-	-
8. Investment and development fund	418	22	15.779.745.347	14.684.897.840
9. Enterprise reorganisation support fund	419		-	-
10. Other funds	420		-	-
11. Retained earnings	421	22	8.115.731.873	7.345.790.376
- Retained earnings/(losses) accumulated to the prior year end	421a		698.095.362	46.806.996
- Retained earnings/(losses) of the current year	421b		7.417.636.511	7.298.983.380
12. Construction investment fund	422		-	-
<b>II. Other resources and funds</b>	<b>430</b>		-	-
1. Subsidised funds	431		-	-
2. Funds for fixed assets acquisition	432		-	-
<b>TOTAL RESOURCES</b>	<b>440</b>		<b>242.198.777.206</b>	<b>238.292.570.844</b>

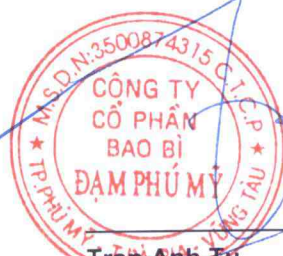
Ba Ria - Vung Tau, 20 March 2025



Van Thi Hoai Huong  
Preparer



Cao Vinh Hau  
Chief Accountant



Trần Anh Tú  
Director

**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

1B Road, Phu My 1 Industrial Park, Phu My Ward,  
Phu My City, Ba Ria - Vung Tau Province

**FINANCIAL STATEMENTS**

For the fiscal year ended 31/12/2024

Form B 02-DN

**INCOME STATEMENT**  
For the fiscal year ended 31/12/2024

Unit: VND

ITEMS	Code	Note	Year 2024	Year 2023
1. Revenues from sales and services rendered	01	24	613.868.831.563	538.048.603.646
2. Revenue deductions	02		-	-
3. Net revenues from sales and services rendered	10	24	613.868.831.563	538.048.603.646
4. Cost of goods sold	11	25	545.963.231.140	476.662.694.767
5. Gross profit from sales and services rendered	20		67.905.600.423	61.385.908.879
6. Financial income	21	26	1.082.390.130	990.667.458
7. Financial expenses	22	27	6.538.834.242	8.633.318.211
In which: Loan interest expense	23		6.127.345.154	8.109.408.392
8. Selling expenses	25	28	14.291.296.464	12.732.407.289
9. General and administration expenses	26	29	39.498.334.979	31.569.639.769
10. Net profit from operating activities	30		8.659.524.868	9.441.211.068
11. Other income	31	30	1.153.790.416	106.329.755
12. Other expenses	32		276.723.684	231.780.150
13. Profit from other activities	40		877.066.732	(125.450.395)
14. Total accounting profit before tax	50		9.536.591.600	9.315.760.673
15. Current corporate income tax expenses	51	31	2.118.955.089	2.016.777.293
16. Deferred corporate income tax expenses	52		-	-
17. Profit after corporate income tax	60		7.417.636.511	7.298.983.380
18. Basic earnings per share	70	32	1.501	1.416
19. Diluted earnings per share	71	32	1.501	1.416

Ba Ria - Vung Tau, 20 March 2025



Van Thi Hoai Huong  
Preparer



Cao Vinh Hau  
Chief Accountant



Trần Anh Tú  
Director

**CASH FLOW STATEMENT**  
(Indirect method)  
For the fiscal year ended 31/12/2024

Unit: VND

ITEMS	Code	Note	Year 2024	Year 2023
<b>I. Cash flows from operating activities</b>				
1. Profit before tax	01		9.536.591.600	9.315.760.673
2. Adjustments for:				
- Depreciation of fixed assets and investment properties	02	11, 12	12.278.701.231	11.962.202.384
- Provisions	03		50.000.000	-
- Gain/loss from exchange differences due to revaluation of money items in foreign currencies	04		41.930.029	(31.290.775)
- Gain/loss from investing activities	05		(972.219.232)	(51.546.179)
- Interest expenses	06	27	6.127.345.154	8.109.408.392
- Other adjustments	07		-	-
3. Operating profit before changes of working capital	08		27.062.348.782	29.304.534.495
- Increase/Decrease in receivables	09		(6.254.536.710)	60.781.435
- Increase/Decrease in inventories	10		(2.940.805.005)	(2.973.671.134)
- Increase/Decrease in payables (not loan interest pay, corporate income tax payable)	11		3.657.385.980	15.928.510.929
- Increase/Decrease in prepaid expenses	12		(1.868.458.083)	(99.517.301)
- Increase/Decrease in trading securities	13		-	-
- Interest paid	14		(6.155.620.489)	(8.174.759.108)
- Corporate income tax paid	15	17	(2.139.250.403)	(1.384.371.400)
- Other cash inflows	16	21	100.000.000	-
- Other cash outflows	17	21	(2.018.675.000)	(693.308.000)
<b>Net cash flows from operating activities</b>	20		<b>9.442.389.072</b>	<b>31.968.199.916</b>
<b>II. Cash flows from investing activities</b>				
1. Acquisition and construction of fixed assets and other longterm assets	21		(10.117.187.753)	(7.163.441.641)
2. Proceeds from sale, disposal of fixed assets and other long-term assets	22		1.748.816.728	45.454.545
3. Cash outflows for lending, buying debt intrusments of other entities	23		-	-
4. Cash recovered from lending, selling debt instruments of other entities	24		-	-
5. Equity investments in other entities	25		-	-
6. Cash recovered from investments in other entities	26		-	-
7. Interest earned, dividends and profits received	27		4.406.803	6.091.634
<b>Net cash flows from investing activities</b>	30		<b>(8.363.964.222)</b>	<b>(7.111.895.462)</b>

**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

1B Road, Phu My 1 Industrial Park, Phu My Ward,  
Phu My City, Ba Ria - Vung Tau Province

**FINANCIAL STATEMENTS**

For the fiscal year ended 31/12/2024

**Cash flow statement (cont.)**

Form B 03-DN

ITEMS	Code	Note	Year 2024	Year 2023
<b>III. Cash flows from financing activities</b>				
1. Proceeds from share issue and capital contributions from owners	31		-	-
2. Capital withdrawals, buy-back of issued shares	32		-	-
3. Proceeds from borrowings	33		455.288.143.553	392.037.345.568
4. Repayment of borrowings	34		(453.774.021.921)	(407.320.788.598)
5. Repayment of obligations under finance leases	35		(2.766.616.548)	(3.333.280.476)
6. Dividends and profits paid	36		(4.206.296.600)	(5.025.988.830)
<b>Net cash flows from financing activities</b>	<b>40</b>		<b>(5.458.791.516)</b>	<b>(23.642.712.336)</b>
<b>Net cash flows during the year</b>	<b>50</b>		<b>(4.380.366.666)</b>	<b>1.213.592.118</b>
<b>Beginning cash and cash equivalents</b>	<b>60</b>	<b>5</b>	<b>14.573.055.252</b>	<b>13.319.099.295</b>
Effects of fluctuations in foreign exchange rates	61		10.577.323	40.363.839
<b>Ending cash and cash equivalents</b>	<b>70</b>	<b>5</b>	<b>10.203.265.909</b>	<b>14.573.055.252</b>

Ba Ria - Vung Tau, 20 March 2025



**Van Thi Hoai Huong**  
Preparer



**Cao Vinh Hau**  
Chief Accountant



**Tran Anh Tu**  
Director

**NOTES TO THE FINANCIAL STATEMENTS**

For the fiscal year ended 31/12/2024

**1. CHARACTERISTICS OF THE COMPANY'S OPERATIONS****1.1 Corporation information**

Dam Phu My Packaging Joint Stock Company (referred to as "the Company") is a joint stock company was established and operates under Business Registration Certificate No.4903000566 granted by the Department of Planning and Investment of Ba Ria - Vung Tau Province for the first time on 19 May 2008. The Company is currently operating under Enterprise Registration Certificate No.3500874315 granted by the Department of Planning and Investment of Ba Ria - Vung Tau Province for the sixth amendment dated 10/03/2025, with a charter capital of VND42.000.000.000.

Currently, the Company's shares are listed on the Hanoi Stock Exchange (HNX) with the stock code PMP.

The Company's headquarters is located at 1B Road, Phu My 1 Industrial Park, Phu My Ward, Phu My City, Ba Ria - Vung Tau Province.

The Company's business field is manufacturing.

The Company's business activities include: Manufacturing PP, PK, PE packaging products; Trading PP, PK, PE packaging products; Trading fertilizers of all kinds; Trading raw materials for packaging production, PP, PE plastics; Trading construction materials; Trading electronic goods; Trading engine fuel; Transportation by car; Trading industrial equipment and materials; Trading paper, cardboard, stationery; Warehouse rental; Printing; Services related to printing.

The Company's main business include: Manufacturing PP, PK, PE packaging products; Trading PP, PK, PE packaging products; Trading raw materials for packaging production, PP, PE plastics; Warehouse rental.

**1.2 Normal production and business cycle**

Normal production and business cycle of the Company is not exceed 12 months.-

**1.3 The Company's structure**

During the year and up to the date of this report, the Company has one affiliated unit, which is Jumbo Packaging Factory - Branch of Dam Phu My Packaging Joint Stock Company, located at 1B street, Phu My 1 industrial park, Phu My ward, Ba Ria - Vung Tau province, VietNam.

**1.4 Declaration of comparability of information on Financial Statements**

Corresponding figures for the previous year are comparable to this year's figures.

**1.5 Employees**

The number of officers and employees of the Company at 31/12/2024 was 497 people (at 31/12/2023 was 530 people).

**2. FISCAL YEAR, ACCOUNTING CURRENCY****2.1 Fiscal year**

The Company's fiscal year is from 1 January to 31 December annually.

**2.2 Accounting currency**

The accounting currency unit used, prepared and presented in the financial statements is Vietnam Dong ("VND").

**3. ACCOUNTING STANDARDS AND ACCOUNTING SYSTEM****3.1 Applied Accounting Standards and Accounting System**

The Company has applied Vietnamese Enterprise Accounting System issued with the Circular No. 200/2014/TT-BTC dated 22 December 2014, the Circular No.53/2016/TT-BTC dated 21 March 2016 on amendments to some articles of the Circular No.200/2014/TT-BTC, the system of Vietnamese Accounting Standards and circulars guiding the implementation of Accounting Standards of the Ministry of Finance in the preparation and presentation of financial statements.

The attached financial statements are not intended to reflect the financial position, income statements and cash flows in accordance with accounting principles and practices generally accepted in the other countries outside Vietnam.

**3.2 Declaration on compliance with accounting standards and accounting system**

The Board of Management has complied assurance requirements by Vietnamese accounting standards, enterprise accounting system, as well as circulars guiding the implementation of Accounting Standards of the Ministry of Finance in preparing and presenting of the financial statements.

**4. MAJOR ACCOUNTING POLICIES****4.1 Basis of preparation and presentation of financial statements**

The financial statements are prepared on the accrual basis accounting according to the historical costs (except for information relating to cash flows).

**4.2 Cash and cash equivalents**

Cash include cash on hand and demand deposits. Cash equivalents are short-term investments of which the due dates cannot exceed 03 months from the dates of the investments and the convertibility into cash is easy, and which do not have a lot of risks in the conversion into cash.

**4.3 Receivables**

Receivables are presented according to the book value minus the provision for bad debts.

The classification of receivables are trade receivables and other receivables shall comply with the following principles:

- Trade receivables reflects the nature of the receivables arising from commercial transactions with property purchase - sale between the buyer's Company and independent unit with Company.
- Other receivables reflects receivables is the non-commercial, not related to the buy-sell transactions.

Provision for doubtful debts is made for each doubtful debt based on the estimated possible losses. Increase and decrease in the provision balance that need to be made at the end of the fiscal year is recorded as general and administrative expenses.

**4.4 Inventories**

Inventories are recorded at the lower of book value and net realisable value. Cost of inventories includes direct costs of acquiring inventory at its present location and condition. Net realisable value represents the estimated selling price in the ordinary course of business less the estimated costs to complete and the estimated costs necessary to make the sale.

The perpetual method is used to record inventories, which are valued on a weighted average basis.

Provision for devaluation of inventories is made for each inventory item whose cost is greater than its net realizable value. Increase and decrease in the devaluation of inventories that need to be made at the end of the fiscal year is recorded in cost of goods sold.

**4.5 Prepaid expenses**

Prepaid expenses are actual expenses that have arisen but are related to the results of operations for many accounting periods. Prepaid expenses are classified as short-term and long-term prepaid expenses according to the original term. Prepaid expenses are amortised over the period for which the amounts are paid or the period in which economic benefits are generated in relation to these expenses.

**4.6 Operating lease assets**

A lease of asset is classified as operating lease in case most of the risks and benefits associated with the ownership of that asset belong to the lessee. Leasing expenses are depreciated in accordance with the straight-line method during the period of assets lease, and not dependent on the method of payment for rental.

**4.7 Tangible fixed assets**

Tangible fixed assets are stated at cost less accumulated depreciation.

The cost of a tangible fixed asset comprises of its purchase price and any directly attributable costs of bringing the tangible fixed asset to working condition for its intended use. Expenditures for additions, improvements and renewals are added to the carrying amount of the assets and expenditures for maintenance and repairs are charged to the results of operations as incurred. When tangible fixed assets are disposed or liquidated, their costs and accumulated depreciation are removed from the balance sheet and any gain or loss resulting from their disposal should be recognized in the income statement.

Tangible fixed assets are depreciated in accordance with the straight-line method over their estimated useful life. The depreciation years applied are as follows:

- Buildings and structures	06 - 30 years
- Machinery and equipment	03 - 15 years
- Means of transportation and transmitters	06 - 10 years
- Office equipment and furniture	03 - 10 years

**4.8 Financial lease fixed assets**

Lease is classified as financial lease if the majority of the risks and rewards associated with ownership of the asset belong to the lessee. Financial lease fixed assets are stated at cost less accumulated depreciation.

Historical cost of a financial lease fixed asset is the lower of the fair value of the lease at the inception of the lease or the present value of the minimum lease payments amounts. The discount rate used to calculate the present value of the minimum lease payments amounts for the lease of the asset is the interest rate implicit in the lease agreement or the interest rate stated in the agreement. In case the interest rate implicit in the lease agreement cannot be determined, the loan interest rate at the inception of the lease is used.

Financial lease fixed assets are depreciated in accordance with the straight-line method over their estimated useful life. If it is not sure that the Company will have ownership of the asset at the end of the lease term, the leased asset will be depreciated over the shorter of the lease term and the estimated useful time. The depreciation years for machinery and equipment is from 04 to 06 years.

**4.9 Intangible fixed assets**

Intangible fixed assets are stated at cost less accumulated depreciation.

The cost of a intangible fixed asset comprises of its purchase price and any directly attributable costs of bringing the intangible fixed asset to working condition for its intended use. Expenditures for additions, improvements and renewals are added to the carrying amount of the assets and expenditures for maintenance and repairs are charged to the results of operations as incurred. When intangible fixed assets are disposed or liquidated, their costs and accumulated depreciation are removed from the balance sheet and any gain or loss resulting from their disposal should be recognized in the income statement.

Intangible fixed assets are depreciated in accordance with the straight-line method over their estimated useful life. The depreciation years for application software is 05 years.

**4.10 Borrowing costs**

Borrowing costs include loan interest and other costs incurred directly related to the loans. Borrowing costs are recorded in financial expenses when incurred.

**4.11 Construction in progress**

Construction in progress reflects the costs directly related (including related interest costs in accordance with the Company's accounting policies) to assets under construction, machinery and equipment being installed for production, leasing and management purposes as well as the costs related to the repair of fixed assets in progress. These assets are recorded at costs and are not depreciated.

**4.12 Accounts payables and accrued expenses**

Accounts payables and accrued expenses is recognised for amount payable in the future related to goods and services received. Accrued expenses are recorded based on reasonable estimates on the amount payable.

The classification of payables are trade payables, accrued expenses and other payables shall comply with the following principles:

- Trade payables reflects the nature of the payables arising from commercial transactions with purchase of goods, services, assets and the seller is an independent unit of the Company.
- Accrued expenses reflect payables for goods or services received from seller or provided to a buyer but not paid due to lack of invoices or insufficient accounting documents, and other production and business expenses must be accrued.
- Other payables reflects payables is the non-commercial, not related to the buy-sell transactions, goods and services rendered.

**4.13 Foreign currency transactions**

Transactions in currencies other than the Company's reporting currency of VND are recorded at the actual transaction exchange rates at transaction dates which are determined as follows:

- Transactions resulting in liabilities are recorded at the selling exchange rates of the transaction of the Company's commercial bank designated for payment;
- Transaction resulting in receivables are recorded at the buying exchange rates of the Company's commercial banks designated for collection;
- Transaction of purchasing assets or expenses to be paid immediately in foreign currency (not through the accounts payables) are recorded at the buying exchange rates of the Company's commercial banks designated for collection.

At the end of the fiscal year, monetary balances denominated in foreign currencies are translated at the actual transaction exchange rates at the balance sheet dates which are determined as follows:

- Accounts derived from foreign currencies are classified as assets are recorded at the buying rate of the commercial banks where the Company regularly traded;
- Accounts derived from foreign currencies are classified as liabilities are recorded at the selling rate of the commercial banks where the Company regularly traded.

All exchange rate differences arising are recognised in the income statement.

**4.14 Owner's equity**

- Owner's contributed capital are recorded according to the actual amount contributed by shareholders.
- Other capital is formed by additions from business operations, the value of donated assets, sponsorship and revaluation of assets.
- Equity funds are set aside and used according to the Company's Charter or the Resolution of the General Meeting of Shareholders.

- Net profit after corporate income tax can be distributed to shareholders after being approved by the General Meeting of Shareholders and after making provisions for reserve funds in accordance with the Company's Charter and the provisions of Vietnamese law.
- Dividends are recognized as liabilities when approved by the General Meeting of Shareholders and a payment decision has been made.

#### 4.15 Revenue and income recognition

Revenue is recognized to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured at the fair value of the consideration received or receivable, excluding trade discount, rebate and sales return. The following specific recognition criteria must also be met before revenue is recognized:

- Revenue from sale of goods is recognised when the significant risks and the ownership of the goods have passed to the buyer, usually upon the delivery of the goods.
- Revenue from providing services is recognised when there are no uncertain factors related to payments or additional costs. In case that the services are to be provided in many accounting periods, the determination of sales in each period is done on the basis of the service completion rate at the end of period.

Interests are recognized when the Company is able to gain economic benefits from the transactions and the revenue is determined rather reliably. Interests are recorded based on the term and the interest rates applied for each period.

#### 4.16 Cost of goods sold

Cost of goods sold are cost of finished goods, merchandises, materials sold during the period, and recorded on the basis of matching with revenue and on prudent concept.

#### 4.17 Selling expenses and General and administration expenses

Selling expenses reflect actual expenses incurred in the process of selling products, goods, providing services of the Company.

General and administration expenses reflect actual expenses incurred in the general management of the Company.

#### 4.18 Corporate income tax

Corporate income tax during the year includes current income tax and deferred income tax.

##### *Current income tax*

Current income tax is the tax amount computed based on the taxable income during the period at the tax rates applied at the end of year.

Current income tax is charged or credited to the results of operations, except when it relates to items recognised directly to equity, in which case the current income tax is also dealt with in equity.

##### *Deferred income tax*

Deferred income tax is the amount of corporate income tax payable or refundable due to temporary differences between book values of assets and liabilities serving the preparation of the financial statements and the values for tax purposes. Deferred income tax liabilities are recognized for all the temporary taxable differences. Deferred income tax assets are recorded only when there is an assurance on the availability of taxable income in the future against which the temporarily deductible differences can be used.

Book values of deferred corporate income tax assets are considered at the end of the fiscal year and will be reduced to the rates that ensure enough taxable income against which the benefits from a part of or all of the deferred income tax can be used.

Deferred income tax assets and deferred income tax liabilities are determined at the estimated rates to be applied in the year when the assets are recovered or the liabilities are settled based on the effective tax rates at the end of the fiscal year.

Deferred income tax is charged or credited to the results of operations, except when it relates to items recognised directly to equity, in which case the deferred tax is also dealt with in the equity account.

The Company can only offset the deferred tax assets and deferred income tax payable when the Company have a legal right is offset income tax assets and current income tax payable and other current deferred tax assets and deferred income taxes payable related to the enterprise income tax shall be managed by the same tax authority for the same taxable unit; or different taxable unit plants to pay current corporate income tax payable and current income tax assets on a net basis or withdrawal assets along with payment for debts payable in each future period when the important accounts of deferred income tax payable or deferred income tax assets are paid or withdrawn.

#### 4.19 Basic earnings / Diluted earnings per share

Basic earnings per share amounts are calculated by dividing net profit/(loss) after tax for the year attributable to ordinary shareholders of the Group (after adjusting for the bonus and welfare fund) by the weighted average number of ordinary shares outstanding during the year.

Diluted earnings per share amounts are calculated by dividing the net profit after tax attributable to ordinary equity holders of the Group (after adjusting for interest on the convertible preference shares) by the weighted average number of ordinary shares outstanding during the year plus the weighted average number of ordinary shares that would be issued on conversion of all the dilutive potential ordinary shares into ordinary shares.

#### 4.20 Related parties

A party is considered a related party of the Company in case that party is able to control the Company or to cause material effects on the financial decisions as well as the operations of the Company. Parties are also considered to be related if they are subject to control or significant influence together. Related parties can be companies or individuals, including close family members of individuals considered to be related.

In considering the relationship of related parties, the nature of the relationship is focused more than the legal form.

### 5. CASH AND CASH EQUIVALENTS

	31/12/2024	01/01/2024
Cash on hand	241.811.156	275.150.329
Demand deposits	9.961.454.753	14.297.904.923
<b>Total</b>	<b>10.203.265.909</b>	<b>14.573.055.252</b>

### 6. SHORT-TERM TRADE RECEIVABLES

	31/12/2024	01/01/2024
<b>Related parties (Note 34)</b>	<b>14.395.417.872</b>	<b>29.363.655.671</b>
- PetroVietNam Fertilizer and Chemicals Corporation	14.395.417.872	28.850.485.128
- Huong Phong Co., Ltd.	-	513.170.543
<b>Other customers</b>	<b>56.177.590.543</b>	<b>34.870.576.726</b>
- Platinum Export Import Joint Stock Company	6.935.113.598	-
- Hyosung Vina Chemicals Co., Ltd.	9.099.590.760	8.597.772.000
- OMNI Invest Corporation	13.418.796.048	2.122.053.012
- Fukunaga Engineering Co., Ltd	2.353.142.484	1.927.225.764
- Rafia Industrial, S.A.	3.600.672.667	1.675.053.949
- Minh Khiem Nghi Import Export Co., Ltd.	675.060.858	2.849.526.875
- Other customers	20.095.214.128	17.698.945.126
<b>Total</b>	<b>70.573.008.415</b>	<b>64.234.232.397</b>

**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

1B Road, Phu My 1 Industrial Park, Phu My Ward,  
Phu My City, Ba Ria - Vung Tau Province

**FINANCIAL STATEMENTS**

For the fiscal year ended 31/12/2024

**Notes to the financial statements (cont.)**

Form B 09-DN

**7. SHORT-TERM PREPAYMENT TO SUPPLIERS**

	<b>31/12/2024</b>	<b>01/01/2024</b>
<b>Related parties</b>	-	-
<b>Other suppliers</b>	<b>3.854.853.960</b>	<b>6.887.533.742</b>
- Jumbo Minh Tan Packaging Joint Stock Company	1.472.800.000	-
- Platinum Export Import Joint Stock Company	-	2.631.200.000
- Tam Anh Phat Construction - Services - Trading Co., Ltd	44.938.935	1.548.286.812
- Other suppliers	2.337.115.025	2.708.046.930
<b>Total</b>	<b>3.854.853.960</b>	<b>6.887.533.742</b>

**8. OTHER RECEIVABLES**

	<b>31/12/2024</b>	<b>01/01/2024</b>
<b>8.1 Other short-term receivables</b>	<b>3.624.087.812</b>	<b>4.721.862.765</b>
Advances from the Management	2.753.771.866	4.178.616.327
Advances from employees	220.373.800	133.718.300
Other receivables	649.942.146	409.528.138
<b>8.2 Other long-term receivables</b>	<b>747.709.880</b>	<b>1.828.070.280</b>
Long-term deposits (*)	747.709.880	1.828.070.280
<b>Total</b>	<b>4.371.797.692</b>	<b>6.549.933.045</b>

(\*) In which, the main amount is a long-term deposit at Chailease International Leasing Co., Ltd. with an amount of VND699.709.880 to fulfill long-term financial lease obligations, this deposit is frozen and does not receive interest.

**9. INVENTORIES**

	<b>31/12/2024</b>		<b>01/01/2024</b>	
	<b>Historical cost</b>	<b>Provision</b>	<b>Historical cost</b>	<b>Provision</b>
Raw materials	24.519.285.796	-	26.568.780.288	-
Tools and supplies	551.470.819	-	425.864.275	-
Work in progress	30.530.969.166	-	22.838.857.792	-
Finished products	25.007.719.539	-	28.483.118.473	-
Goods	1.631.041.495	-	983.060.982	-
<b>Total</b>	<b>82.240.486.815</b>	<b>-</b>	<b>79.299.681.810</b>	<b>-</b>

**10. PREPAID EXPENSES**

	<b>31/12/2024</b>	<b>01/01/2024</b>
<b>10.1 Short-term prepaid expenses</b>	<b>1.518.884.487</b>	<b>989.527.805</b>
Tools and supplies expenses	459.637.933	166.557.148
Insurance expenses	37.811.555	151.669.621
Repair expenses	108.817.489	68.120.418
Other expenses	912.617.510	603.180.618

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	31/12/2024	01/01/2024
<b>10.2 Long-term prepaid expenses</b>	<b>3.535.790.843</b>	<b>2.196.689.442</b>
Tools and supplies expenses	2.437.976.426	1.759.741.570
Repair expenses	997.499.800	359.566.653
Other expenses	100.314.617	77.381.219
<b>Total</b>	<b>5.054.675.330</b>	<b>3.186.217.247</b>

**11. INCREASES, DECREASES OF TANGIBLE FIXED ASSETS**

	Buildings, Structures	Machinery and equipment	Means of transportation and transmitters	Office equipment and furniture	Total
<b>Historical costs</b>					
As at 01/01/2024	43.380.421.182	102.942.204.953	4.175.707.101	7.160.127.256	157.658.460.492
Finalized investment	5.327.921.460	3.166.380.967	2.576.495.919	62.530.000	11.133.328.346
Repurchase of financial lease asset	-	11.303.753.491	-	-	11.303.753.491
Liquidation	-	(3.168.518.601)	(388.000.000)	-	(3.556.518.601)
<b>As at 31/12/2024</b>	<b>48.708.342.642</b>	<b>114.243.820.810</b>	<b>6.364.203.020</b>	<b>7.222.657.256</b>	<b>176.539.023.728</b>
<b>Accumulated depreciation</b>					
As at 01/01/2024	23.086.717.384	77.045.211.577	2.338.794.800	4.824.495.371	107.295.219.132
Depreciation	1.887.689.656	6.246.150.875	414.695.720	670.241.408	9.218.777.659
Repurchase of financial lease asset	-	9.550.103.197	-	-	9.550.103.197
Liquidation	-	(2.396.922.775)	(378.591.527)	-	(2.775.514.302)
<b>As at 31/12/2024</b>	<b>24.974.407.040</b>	<b>90.444.542.874</b>	<b>2.374.898.993</b>	<b>5.494.736.779</b>	<b>123.288.585.686</b>
<b>Remaining value</b>					
As at 01/01/2024	20.293.703.798	25.896.993.376	1.836.912.301	2.335.631.885	50.363.241.360
<b>As at 31/12/2024</b>	<b>23.733.935.602</b>	<b>23.799.277.936</b>	<b>3.989.304.027</b>	<b>1.727.920.477</b>	<b>53.250.438.042</b>

As at 31/12/2024, the historical cost of tangible fixed assets that have been fully depreciated but still in use are VND65.096.046.875.

As at 31/12/2024, the remaining value of tangible fixed assets pledged as collateral for loans (Note 20) is VND28.034.474.244.

**12. INCREASES, DECREASES OF FINANCIAL LEASE FIXED ASSETS**

Financial lease fixed assets are machinery and equipment.

	Historical costs	Accumulated depreciation	Remaining value
As at 01/01/2024	17.836.217.794	10.176.601.565	7.659.616.229
Depreciation	-	3.008.713.609	(3.008.713.609)
Repurchase of financial lease asset	(11.060.080.874)	(9.550.103.197)	(1.509.977.677)
<b>As at 31/12/2024</b>	<b>6.776.136.920</b>	<b>3.635.211.977</b>	<b>3.140.924.943</b>

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**13. INCREASES, DECREASES OF INTANGIBLE FIXED ASSETS**

Intangible fixed assets are application software.

	<u>Historical costs</u>	<u>Accumulated depreciation</u>	<u>Remaining value</u>
As at 01/01/2024	550.697.000	382.995.493	167.701.507
Depreciation	266.729.630	51.209.963	215.519.667
<b>As at 31/12/2024</b>	<b>817.426.630</b>	<b>434.205.456</b>	<b>383.221.174</b>

As at 31/12/2024, the historical cost of intangible fixed assets that have been fully depreciated but still in use are VND353.242.000.

**14. CONSTRUCTION IN PROGRESS EXPENSES**

	<u>31/12/2024</u>	<u>01/01/2024</u>
Expenses of fixed assets acquisition	205.540.740	974.815.894
<b>Total</b>	<b>205.540.740</b>	<b>974.815.894</b>

**15. SHORT-TERM TRADE PAYABLES**

	<u>31/12/2024</u>	<u>01/01/2024</u>
<b>Related parties (Note 34)</b>	<b>50.630.400</b>	<b>3.643.795.400</b>
- Huong Phong Co., Ltd.	-	3.542.000.000
- CEA Huong Phong Logistics Co., Ltd.	50.630.400	101.795.400
<b>Other suppliers</b>	<b>34.373.682.155</b>	<b>29.260.303.852</b>
- Platinum Export Import Joint Stock Company	-	6.791.692.907
- Nghe An European Plastic One Member Limited Liability Company	3.624.622.100	3.834.490.000
- Lo Duc Manufacturing and Trading Co., Ltd.	2.357.011.042	1.682.560.723
- Vuong Minh Wooden Pallet Co., Ltd.	2.550.528.000	1.919.748.600
- Khang Viet Manufacturing and Trading Joint Stock Company	1.965.986.000	2.177.373.000
- Hyosung Vina Chemicals Co., Ltd.	11.520.932.500	914.760.000
- Other suppliers	12.354.602.513	11.939.678.622
<b>Total</b>	<b>34.424.312.555</b>	<b>32.904.099.252</b>

Debt repayment ability: The Company has the ability to pay all debts to suppliers.

**16. SHORT-TERM PREPAYMENTS FROM THE CUSTOMERS**

	<u>31/12/2024</u>	<u>01/01/2024</u>
<b>Related parties (Note 34)</b>	<b>3.801.388.973</b>	<b>339.821.497</b>
- PetroVietNam Fertilizer and Chemicals Corporation	3.801.388.973	339.821.497
<b>Other customers</b>	<b>2.366.143.840</b>	<b>3.102.789.448</b>
- Global Packaging Systems & Materials Corporation	1.156.268.148	908.519.198
- Other customers	1.209.875.692	2.194.270.250
<b>Total</b>	<b>6.167.532.813</b>	<b>3.442.610.945</b>

**17. TAXES AND OTHER PAYABLES TO STATE BUDGET**

The situation of taxes and other payables to the State Budget at the Company during the year is as follows:

	01/01/2024	Payables	Paid	31/12/2024
Output VAT	2.927.000	(2.927.000)	-	-
VAT on imported goods	-	723.255.961	723.255.961	-
Export - import duty	-	255.497.585	255.497.585	-
Corporatate income tax	1.790.294.936	2.118.955.089	2.139.250.403	1.769.999.622
Personal income tax	197.082.912	1.115.103.905	1.163.852.088	148.334.729
Foreign contractors tax	-	68.110.562	68.110.562	-
Other payables	-	4.000.000	4.000.000	-
<b>Total</b>	<b>1.990.304.848</b>	<b>4.281.996.102</b>	<b>4.353.966.599</b>	<b>1.918.334.351</b>

**Value added tax ("VAT")**

The Company has paid VAT in accordance with the deduction method with tax rate are as follows:

- Export 0%
- Other products and services 8% - 10%

**Corporate income tax**

See Note 4.18 and Note 31.

**Other taxes and other payables**

The Company has declared and paid in line with the regulations.

Amount payable of the Company is determined on the basis of the prevailing regulation on taxes. However, these regulations change from time to time, and tax regulations for many different types of transaction can be explained in different ways. Therefore, amount payable presented on the financial statements can be changed in line with the final decision of authority agency.

**18. SHORT-TERM ACCURED EXPENSES**

	31/12/2024	01/01/2024
Meal expenses	448.521.667	459.244.853
Interest expenses	76.808.545	105.083.880
Other accrued expenses	1.266.406.211	1.097.346.736
<b>Total</b>	<b>1.791.736.423</b>	<b>1.661.675.469</b>

**19. OTHER SHORT-TERM PAYABLES**

	31/12/2024	01/01/2024
Trade union fees	584.425.060	782.133.081
Social insurance and unemployment insurance	4.941.630	1.439.235
Dividends payable	60.561.575	66.858.175
Others	5.160.000	180.000
<b>Total</b>	<b>655.088.265</b>	<b>850.610.491</b>

## 20. LOANS AND OBLIGATIONS UNDER FINANCIAL LEASES

	01/01/2024	Loan amount during the year/ Debt due	Loan amount paid during the year / Transfer of debt due for payment	31/12/2024
<b>20.1 Short-term loans and liabilities</b>	<b>110.276.839.312</b>	<b>456.533.385.941</b>	<b>(456.540.638.469)</b>	<b>110.269.586.784</b>
<b>Short-term loans</b>	<b>107.528.696.886</b>	<b>455.288.143.553</b>	<b>(453.774.021.921)</b>	<b>109.042.818.518</b>
MB Ba Ria (a)	11.117.468.588	63.276.905.180	(55.437.761.670)	18.956.612.098
VCB Vung Tau (b)	96.411.228.298	392.011.238.373	(398.336.260.251)	90.086.206.420
<b>Financial lease liabilities due</b>	<b>2.748.142.426</b>	<b>1.245.242.388</b>	<b>(2.766.616.548)</b>	<b>1.226.768.266</b>
Chailease International Leasing Co., Ltd. (c)	2.748.142.426	1.245.242.388	(2.766.616.548)	1.226.768.266
<b>20.2 Long-term loans and liabilities</b>	<b>2.310.180.500</b>	<b>-</b>	<b>(1.245.242.388)</b>	<b>1.064.938.112</b>
<b>Long-term financial lease liabilities</b>	<b>2.310.180.500</b>	<b>-</b>	<b>(1.245.242.388)</b>	<b>1.064.938.112</b>
Chailease International Leasing Co., Ltd. (c)	2.310.180.500	-	(1.245.242.388)	1.064.938.112
<b>Total</b>	<b>112.587.019.812</b>	<b>456.533.385.941</b>	<b>(457.785.880.857)</b>	<b>111.334.524.896</b>

Debt repayment ability: The company has the ability to pay all loan and debts due to lenders.

Information on loans and liabilities is as follows:

- (a) Short-term loan from Military Commercial Joint Stock Bank - Ba Ria Branch - Tan Thanh Transaction Office ("MB Ba Ria") with a credit limit of VND30.000.000.000, to supplement working capital for business operations. The loan term depends on each debt receipt, not exceeding 06 months from the date of disbursement. The loan interest rate as of 31/12/2024 ranges from 5,3% - 5,7%/year. The loan is secured by receivables generated from the credit plans provided by MB Ba Ria.
- (b) Short-term from Joint Stock Commercial Bank for Foreign Trade of VietNam - Vung Tau Branch ("VCB Vung Tau") with a credit limit equivalent to VND110.000.000.000, to supplement working capital for business operations. The loan term depends on each debt receipt, not exceeding 05 months from the date of disbursement. The loan interest rate as of 31/12/2024 ranges is 5% / year. The loan is secured by mortgaging a portion of the Company's machinery, equipment, factories and structures.
- (c) Financial leases with Chailease International Leasing Co., Ltd. under the following financial lease agreements:
  - Financial lease agreement No.A190800202 dated 30/08/2019 with a lease value of VND3.891.846.000. The financial leased asset is a BDC-ES75-1000C film laminating machine used for production. The lease term is 54 months from 10/12/2019. The lease agreement was liquidated during the year.
  - Financial lease agreement No.C200335502 dated 28/04/2020 with a lease value of VND1.038.747.600. The financial leased asset is a QTF-750 automatic bagging machine used for production. The lease term is 54 months from 13/05/2020. The lease agreement was liquidated during the year.
  - Financial lease agreement No.A200338702 dated 11/05/2020 with a lease value of VND1.047.125.788. The financial leased asset is a QTF-750 automatic bagging machine used for production. The lease term is 54 months from 29/07/2020. The lease agreement was liquidated during the year.
  - Financial lease agreement No.A200606202 dated 10/06/2020 with a lease value of VND3.031.424.800. The financial leased asset is a PSZ800-RW 1266 flexco roll printer used for production. The lease term is 48 months from 22/10/2020. The lease agreement was liquidated during the year.

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- Financial lease agreement No.A210562502 dated 04/06/2021 with a lease value of VND2.155.266.200. The financial leased asset is a QTF-750 automatic bagging machine used for production. The lease term is 54 months from 14/10/2021. The floating lease interest rate, the lease interest rate as of 31/12/2024 is 8,07%/year.
- Financial lease agreement No.A2201015N2 dated 13/01/2022 with a lease value of VND3.441.544.290. The financial leased asset is a GQTF-750 automatic bagging machine used for production. The lease term is 54 months from 19/08/2022. The floating lease interest rate, the lease interest rate as of 31/12/2024 is 8,58%/year.

The financial leases are secured by the Company's deposits at Chailease International Leasing Co., Ltd., with a total amount of VND699.709.880.

**21. BONUS AND WELFARE FUNDS**

	Bonus fund	Welfare fund	Executive bonus fund	Total
As at 01/01/2024	757.130.459	615.259.340	55.569.262	1.427.959.061
Appropriated form profits	766.393.255	328.454.252	258.000.000	1.352.847.507
Other increases	100.000.000	-	-	100.000.000
Expenditures from funds	(1.334.350.000)	(684.325.000)	-	(2.018.675.000)
<b>As at 31/12/2024</b>	<b>289.173.714</b>	<b>259.388.592</b>	<b>313.569.262</b>	<b>862.131.568</b>

**22. OWNER'S EQUITY****22.1 Increase and decrease in owners' equity**

	Owner's contributed capital	Other owner's capital	Investment and development fund	Retained earnings	Total
As at 01/01/2023	42.000.000.000	4.702.789.696	13.613.614.087	7.229.374.502	67.545.778.285
Appropriation of funds	-	-	1.071.283.753	(2.142.567.506)	(1.071.283.753)
Dividend distribution	-	-	-	(5.040.000.000)	(5.040.000.000)
Profit after tax in 2023	-	-	-	7.298.983.380	7.298.983.380
<b>As at 31/12/2023</b>	<b>42.000.000.000</b>	<b>4.702.789.696</b>	<b>14.684.897.840</b>	<b>7.345.790.376</b>	<b>68.733.477.912</b>
Tại 01/01/2024	42.000.000.000	4.702.789.696	14.684.897.840	7.345.790.376	68.733.477.912
Appropriation of funds	-	-	1.094.847.507	(2.447.695.014)	(1.352.847.507)
Dividend distribution	-	-	-	(4.200.000.000)	(4.200.000.000)
Profit after tax in 2024	-	-	-	7.417.636.511	7.417.636.511
<b>As at 31/12/2024</b>	<b>42.000.000.000</b>	<b>4.702.789.696</b>	<b>15.779.745.347</b>	<b>8.115.731.873</b>	<b>70.598.266.916</b>

**22.2 Details of owners' equity**

The shareholders	31/12/2024		01/01/2024	
	Amount	Rate (%)	Amount	Rate (%)
PetroVietNam Fertilizer and Chemicals Corporation	18.203.000.000	43,34	18.203.000.000	43,34
Huong Phong Co., Ltd.	16.800.000.000	40,00	16.800.000.000	40,00
Other shareholders	6.997.000.000	16,66	6.997.000.000	16,66
<b>Total</b>	<b>42.000.000.000</b>	<b>100,00</b>	<b>42.000.000.000</b>	<b>100,00</b>

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**22.3 Shares**

	<b>31/12/2024</b>	<b>01/01/2024</b>
Number of shares allowed to be issued	4.200.000	4.200.000
Number of shares issued to the public	4.200.000	4.200.000
Number of shares re-purchased	-	-
Number of outstanding shares	4.200.000	4.200.000

All outstanding shares are common shares with par value shares of VND10.000/share.

**22.4 Profit distribution**

In the year, the Company distributed profits according to the Resolution of the Annual General Meeting of Shareholders in 2023, No.10/NQ-DHDCD dated 29/04/2024, as follows:

	<b>Amount</b>
Dividend distribution to shareholders at a rate of 10% of the charter capital.	4.200.000.000
Appropriation to the investment and development fund	1.094.847.507
Appropriation to the bonus fund	1.024.393.255
Appropriation to the welfare fund	328.454.252
<b>Total</b>	<b>6.647.695.014</b>

**23. OFF BALANCE SHEET ITEMS**

<b>Foreign currency</b>	<b>31/12/2024</b>	<b>01/01/2024</b>
USD	1.695,72	12.936,93
GBP	302,44	301,13
EUR	317,93	327,89

**24. REVENUE FROM SALES AND SERVICES RENDERED****24.1 Total revenues**

	<b>Year 2024</b>	<b>Year 2023</b>
<b>Total revenues</b>	<b>613.868.831.563</b>	<b>538.048.603.646</b>
Revenue deductions	-	-
<b>Net revenues</b>	<b>613.868.831.563</b>	<b>538.048.603.646</b>
<i>In which:</i>		
Net revenues from the sale of finished products	531.051.133.346	488.516.102.635
Net revenues from the sale of goods	77.516.271.285	47.460.859.360
Net revenues from other activities	5.301.426.932	2.071.641.651

**24.2 Revenues from sales and services to related parties**

	<b>Year 2024</b>	<b>Year 2023</b>
PetroVietNam Fertilizer and Chemicals Corporation	257.772.550.310	251.086.068.120
Branch of PetroVietNam Fertilizer and Chemicals Corporaton - Phu My Fertilizer Plant	-	6.160.000.000
Huong Phong Co., Ltd.	1.879.708.924	1.891.045.346
North PetroVietNam Fertilizer and Chemicals Joint Stock Company	260.097.077.934	94.909.000
<b>Total</b>	<b>519.749.337.168</b>	<b>259.232.022.466</b>

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**25. COST OF GOODS SOLD**

	<b>Year 2024</b>	<b>Year 2023</b>
Cost of finised products	467.388.853.401	429.350.783.608
Cost of goods	74.679.502.843	46.562.999.995
Cost of other activities	3.894.874.896	748.911.164
<b>Total</b>	<b>545.963.231.140</b>	<b>476.662.694.767</b>

**26. FINANCIAL INCOME**

	<b>Year 2024</b>	<b>Year 2023</b>
Bank interests	4.406.803	6.091.634
Gain from foreign exchange difference	1.077.983.327	984.575.824
<b>Total</b>	<b>1.082.390.130</b>	<b>990.667.458</b>

**27. FINANCIAL EXPENSES**

	<b>Year 2024</b>	<b>Year 2023</b>
Loan interest expense	6.127.345.154	8.109.408.392
Loss from foreign exchange difference	411.489.088	523.909.819
<b>Total</b>	<b>6.538.834.242</b>	<b>8.633.318.211</b>

**28. SELLING EXPENSES**

	<b>Year 2024</b>	<b>Year 2023</b>
Depreciation expenses of fixed assets	9.537.543	-
Expenses of outsourced services	12.186.533.997	11.017.837.252
Other expenses	2.095.224.924	1.714.570.037
<b>Total</b>	<b>14.291.296.464</b>	<b>12.732.407.289</b>

**29. GENERAL AND ADMINISTRATION EXPENSES**

	<b>Year 2024</b>	<b>Year 2023</b>
Expenses of administravie staffs	25.076.010.424	19.520.165.696
Expenses of materials and tools	720.319.202	424.156.144
Depreciation expenses of fixed assets	421.987.111	294.077.105
Provision expenses	50.000.000	-
Expenses of outsourced services	11.870.181.776	9.936.236.484
Other expenses	1.359.836.466	1.395.004.340
<b>Total</b>	<b>39.498.334.979</b>	<b>31.569.639.769</b>

**30. OTHER INCOME**

	<b>Năm 2024</b>	<b>Năm 2023</b>
Income from asset liquidation	967.812.429	45.454.545
Other income	185.977.987	60.875.210
<b>Total</b>	<b>1.153.790.416</b>	<b>106.329.755</b>

## 31. CURRENT CORPORATE INCOME TAX EXPENSES

	Year 2024	Year 2023
<b>Accounting profit before tax</b>	<b>9.536.591.600</b>	<b>9.315.760.673</b>
Increase/(decrease) of accounting profit to determine profit or loss attributable to holders of ordinary equity		
Adjustments to increase	631.587.587	478.980.150
Adjustments to decrease	-	(509.776.556)
<b>Total income subject to corporate income tax</b>	<b>10.168.179.187</b>	<b>9.284.964.267</b>
Corporate income tax calculated at the standard tax rate (20%)	2.033.635.837	1.856.992.853
Adjustments corporate income tax for previous years	85.319.252	159.784.440
<b>Current corporate income tax expenses</b>	<b>2.118.955.089</b>	<b>2.016.777.293</b>

## 32. BASIC EARNINGS / DILUTED EARNINGS PER SHARE

	Year 2024	Year 2023
Accounting profit after corporate income tax	7.417.636.511	7.298.983.380
Appropriation to the bonus and welfare fund (*)	(1.112.645.477)	(1.352.847.507)
Profit or loss attributable to holders of ordinary equity	6.304.991.034	5.946.135.873
Average common shares outstanding during the year	4.200.000	4.200.000
<b>Basic earnings / Diluted earnings per share</b>	<b>1.501</b>	<b>1.416</b>

(\*) The profit used to calculate basic earnings per share for the fiscal year ended 31/12/2023 has been restated from the previously presented figures to reflect the actual appropriation of the bonus and welfare fund from the retained earnings of 2023, in accordance with Resolution No. 10/NQ-ĐHĐCĐ dated 29/04/2024, of the Annual General Meeting of Shareholders. Therefore, the basic earnings per share in 2023 have been adjusted from VND1.477 per share to VND1.416 per share.

The profit used to calculate basic earnings per share for the fiscal year ended 31/12/2024, has been adjusted downward by deducting 15% of after-tax profit for appropriations to the bonus and welfare fund and the Management Fund, in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders.

## 33. PRODUCTION AND BUSINESS EXPENSES BY FACTOR

	Year 2024	Year 2023
Material expenses	366.117.414.925	342.873.304.287
Labor expenses	88.634.022.523	75.803.749.755
Depreciation expenses of fixed assets	12.278.701.231	11.962.202.384
Expenses of outsourced services	55.607.515.311	47.887.630.763
Other cash expenses	3.505.061.390	1.395.004.340
<b>Total</b>	<b>526.142.715.380</b>	<b>479.921.891.529</b>

**34. TRANSACTIONS WITH THE RELATED PARTIES**

Related parties of the company include:

<b>Related parties</b>	<b>Relationship</b>
PetroVietNam Fertilizer and Chemicals Corporation (including branches)	Major shareholder, owning 43,34% of the charter capital
Subsidiaries and affiliated companies of PetroVietNam Fertilizer and Chemicals Corporation	Same major shareholder
Huong Phong Co., Ltd.	Major shareholder, owning 40,00% of the charter capital
Subsidiaries and affiliated companies of Huong Phong Co., Ltd.	Same major shareholder
The Board of Directors, Supervisory Board, Board of Management and Chief Accountant	Key management personnel
Family members of the Board of Directors, Supervisory Board, Board of Management and Chief Accountant	Family members of key management personnel

Significant transactions of the Company with related parties in year are as follows:

**Sales and services rendered**

See details in Note 24.

**Purchase of goods and services**

	<b>Year 2024</b>	<b>Year 2023</b>
Huong Phong Co., Ltd.	2.575.777.778	7.371.795.455
CEA Huong Phong Logistics Co., Ltd.	381.805.000	470.801.500
<b>Total</b>	<b>2.957.582.778</b>	<b>7.842.596.955</b>

**Cash dividend payment**

	<b>Year 2024</b>	<b>Year 2023</b>
PetroVietNam Fertilizer and Chemicals Corporation	1.820.300.000	2.184.360.000
Huong Phong Co., Ltd.	1.680.000.000	2.016.000.000
<b>Total</b>	<b>3.500.300.000</b>	<b>4.200.360.000</b>

As of the end of the fiscal year, the outstanding balances between the Company and related parties are presented in Note 6, Note 15 and Note 16.

The income of the Board of Directors, Supervisory Board, Board of Management and Chief Accountant during the year is as follows:

	<b>Year 2024</b>	<b>Year 2023</b>
<b>The remuneration of the Board of Directors</b>	<b>208.888.889</b>	<b>240.000.001</b>
Mr. Tran Thuong Tin	53.333.333	53.333.333
Mr. Tran Anh Tu	46.666.667	46.666.667
Mr. Le Hong Quan	15.555.556	46.666.667
Ms. Vu Thi	31.111.111	-
Mr. Cao Vinh Hau	15.555.556	46.666.667
Mr. Nguyen Huu Dung	46.666.667	46.666.667
<b>The remuneration of the Supervisory Board</b>	<b>93.333.333</b>	<b>93.333.334</b>
Mr. Chu Xuan Hai	40.000.000	40.000.000
Mr. Tong Trong Tuan	17.777.778	-
Mr. Pham Van Khanh	8.888.889	26.666.667
Ms. Nguyen Thi Thu Oanh	26.666.667	26.666.667

	Year 2024	Year 2023
<b>Salaries and bonuses of the Board of Management and Chief Accountant</b>	<b>2.777.222.973</b>	<b>2.144.565.580</b>
Mr. Tran Anh Tu	902.404.743	802.416.755
Ms. Vo Thi Hue	677.018.143	595.094.329
Mr. Vu Nguyen Hoa	550.779.630	171.760.060
Mr. Cao Vinh Hau	647.020.457	575.294.436
<b>Total</b>	<b>3.079.445.195</b>	<b>2.477.898.915</b>

**35. OPERATING LEASE COMMITMENT**

As of the end of the fiscal year, the Company has non-cancellable operating lease commitments with the payment schedule as follows:

	31/12/2024	01/01/2024
Up to 1 year	1.984.065.098	1.984.065.098
Over 1 year to 5 years	7.936.260.394	7.936.260.394
Over 5 years	36.506.797.811	38.490.862.909
<b>Total</b>	<b>46.427.123.303</b>	<b>48.411.188.401</b>

The operating lease expenses represent the total rental amount the Company must pay for the lease of 49.936,2m<sup>2</sup> of land at Phu My 1 Industrial Park, Tan Thanh District, Ba Ria - Vung Tau Province, with an annual rental price of USD82.394,73 from 20/03/2020. The lease agreement has a term of 40 years from 20/05/2008.

**36. SEGMENT REPORTING**

The Company's main activity is the production and trading of packaging products, other business operations account for an insignificant proportion. Additionally, the Company's revenue and cost of goods sold mainly arise from the production and trading of packaging products in Phu My town, Ba Ria - Vung Tau province. Therefore, the Company's risks and profitability are not significantly affected by differences in the products provided by the Company or by the Company's operations in many different geographical areas. Accordingly, the Board of Management assesses that the Company is not required to present segment information.

**37. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES**

Financial instruments of the Company mainly comprise cash, demand deposits, trade receivables, other receivables, trade payables, accrued expenses, other payables, loans and debts. The main purpose of these financial instruments is to mobilize financial resources for operations of the Company.

Significant risks arising from financial instruments of the company is market risk, credit risk and liquidity risk.

Risk management is integral to the whole business of the Company. The Company has a system of controls in place to create an acceptable balance between the cost of risks occurring and the cost of managing the risks. The Board of Management continually monitors the Company's risk management process to ensure that an appropriate balance between risk and control are achieved.

The Board of Management reviews and agrees policies for managing each of these risks which are summarized below:

**Market risk**

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market prices comprise four types of risk: interest rate risk, currency risk (foreign exchange risk), commodity price risk and other price risk. Financial instruments affected by market risk include bank deposits, borrowings and liabilities.

*Interest rate risk*

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Market risk due to changes in the Company's interest mainly related to bank deposits, loans and liabilities with floating.

The Company manages this risk by closely monitoring the relevant market, analysing the competition situation. This will be a basis for the Company to estimate and adjust its financial leverage as well as financial strategy as per the current situation in order to get the best interest rate which most benefits the Company and still within its risk management limit.

*Foreign exchange risk*

Foreign exchange risk is the risk that fair value or future cash flows of a financial instrument will fluctuate according to changes in exchange rates.

The Company faces the risk of exchange rate fluctuation directly related to the Company's operations (when revenue and expense are generated in other currencies than the Company's standard currency unit).

The Company has not used derivatives to hedge the currency risk.

The Company manages foreign currencies by monitoring the current market situation and anticipated market situation when the Company buys, sells goods and services originated in foreign currencies in the future.

*Commodity price risk*

The Company exposes to commodity price risk in relation to purchase of certain commodities. The Company manages its commodity price risk by keeping close watch on relevant information and situation of commodity market in order to properly manage timing of purchases, organize bidding for contractors or suppliers with high-value contracts on the basis of fixed or package price.

**Credit risk**

Credit risk is the risk that counterparty will not meet its obligations under a financial instrument or customer contract, leading to a financial loss. The Company is exposed to credit risk from its operating activities (primarily for trade receivables) and from its financing activities (primarily for bank deposits).

*Trade receivables*

Customer credit risk is managed by the Company based on its established policy, procedures and control relating to customer credit risk management.

Outstanding customer receivables are regularly monitored and the Company seeks to maintain strict control over its outstanding receivables. The requirement for impairment is analyzed at each reporting date on an individual basis for major clients. In view of the aforementioned and the fact that the Company's trade receivables relate to a few number of diversified customers, there is significant concentration of credit risk on these customers.

*Bank deposits*

The Company's bank balances are mainly maintained with well-known banks in Vietnam. Credit risk from balances with banks is managed by the Company's treasury department in accordance with the Company's policy. The company found that concentrations of credit risk on bank deposits is low.

**Liquidity risk**

The liquidity risk is the risk that the Company will encounter difficulty in meeting financial obligation due to shortage of funds. The Company's exposure to liquidity risk arises primarily from mismatches of maturities of financial assets and liabilities.

The Company monitors its liquidity risk by maintain a level of cash and cash equivalents and loans deemed adequate by management to finance the Company's operations and to mitigate the effects of fluctuations in cash flows.

The table below summarizes the maturity profile of the Company's financial liabilities based on contractual undiscounted payments:

	Up to 1 year	Over 1 year	Total
<b>As at 01/01/2024</b>			
Trade payables	32.904.099.252	-	32.904.099.252
Accrued expenses	1.661.675.469	-	1.661.675.469
Other payables	850.610.491	-	850.610.491
Loans and obligations under financial leases	110.276.839.312	2.310.180.500	112.587.019.812
<b>Total</b>	<b>145.693.224.524</b>	<b>2.310.180.500</b>	<b>148.003.405.024</b>

<b>As at 31/12/2024</b>			
Trade payables	34.424.312.555	-	34.424.312.555
Accrued expenses	1.791.736.423	-	1.791.736.423
Other payables	655.088.265	-	655.088.265
Loans and obligations under financial leases	110.269.586.784	1.064.938.112	111.334.524.896
<b>Total</b>	<b>147.140.724.027</b>	<b>1.064.938.112</b>	<b>148.205.662.139</b>

The Board of Management assumes that the level of liquidity risk concentration is high but the Company can still control it. The Board of Management believes that the Company has sufficient capacity to pay its debts when due from cash flows generated by business operations, proceed from the recovery of financial assets at maturity and from other mobilized capital sources.

### 38. PURPOSE AND POLICY FOR FINANCIAL RISK MANAGEMENT

The following table presented books value and fair value of financial instruments in the Company's financial statements:

Financial assets	Books value				Fair value	
	31/12/2024		01/01/2024		31/12/2024	01/01/2024
	Historical cost	Provision	Historical cost	Provision		
Cash on hand, demand deposit	10.203.265.909	-	14.573.055.252	-	10.203.265.909	14.573.055.252
Trade receivables	70.573.008.415	(50.000.000)	64.234.232.397	-	70.523.008.415	64.234.232.397
Other receivables	4.371.797.692	-	6.549.933.045	-	4.371.797.692	6.549.933.045
<b>Total</b>	<b>85.148.072.016</b>	<b>(50.000.000)</b>	<b>85.357.220.694</b>	<b>-</b>	<b>85.098.072.016</b>	<b>85.357.220.694</b>

Financial liabilities	Books value		Fair value	
	31/12/2024	01/01/2024	31/12/2024	01/01/2024
Trade payables	34.424.312.555	32.904.099.252	34.424.312.555	32.904.099.252
Accrued expenses	1.791.736.423	1.661.675.469	1.791.736.423	1.661.675.469
Other payables	655.088.265	850.610.491	655.088.265	850.610.491
Loans and obligations under financial leases	111.334.524.896	112.587.019.812	111.334.524.896	112.587.019.812
<b>Total</b>	<b>148.205.662.139</b>	<b>148.003.405.024</b>	<b>148.205.662.139</b>	<b>148.003.405.024</b>

The fair value of the financial assets and liabilities are included at the amount at which the instrument could be exchanged in a current transaction between willing parties, other than in a forced or liquidation sale.

The following method and assumption were used to estimate the fair values.

- The fair value of cash on hand, demand deposits, other receivables, trade payables, accrued expenses and other payables equivalent to the books value of these items because these tools have short terms.
- The fair value of trade receivables is assessed by the Company based on the debt repayment ability of each counterparty. Based on this assessment, the Company estimates a provision for the unrecoverable portion of these receivables. At the end of the financial year, the Company evaluates the carrying amount of receivables after deducting the provision and determines that it does not differ significantly from the fair value.
- Bank loans and financial lease liabilities that the fair value cannot be determined with certainty because there is no liquid market for bank loans and financial lease liabilities are presented in the book value.
- Other financial assets and other financial liabilities that the fair value cannot be determined with certainty because there is no liquid market for other financial assets and other financial liabilities are presented in the book value.

### 39. SUBSEQUENT EVENTS

In addition to the event that the Company was granted the 6th amended Enterprise Registration Certificate No.3500874315 dated 10 March 2025 by the Department of Finance of Ba Ria - Vung Tau Province, regarding the change of the Company's head office address, The Board of Management hereby ensures that there are no more important events from 31 December 2024 to the date of this report which has not been considered for adjustments on the figures the disclosures in the financial statements.

Ba Ria - Vung Tau, 20 March 2025



Van Thi Hoai Huong  
Preparer



Cao Vinh Hau  
Chief Accountant



Tran Anh Tu  
Director