
No.: 31.25/TTr-NVN-HDQT

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Ho Chi Minh City, May 14th, 2025

PROPOSAL OF THE BOARD OF DIRECTORS

Matters for Approval at the 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;
- Pursuant to the Charter on organization and operation of Vietnam Plastic Corporation

The Board of Directors of Vietnam Plastic Corporation respectfully submits to the General Meeting of Shareholders (GMS) for review and approval of the following matters:

1. Matter 1: Approval of the General Director's Report on business performance in 2024 with the following key indicators:

- Total separate revenue: VND 84.87 billion
- Net separate revenue: VND 71.07 billion
- Separate profit before tax: VND 11.54 billion
- Separate net profit after tax: VND 11.54 billion

2. Matter 2: Approval of the BOD's Report on corporate governance, the performance of the BOD in 2024, and the orientation for 2025.

3. Matter 3: Approval of the 2024 Board of Supervisors' Report.

4. Matter 4: Approval of the audited 2024 Financial Statements.

5. Matter 5: Approval of the 2024 profit distribution and fund appropriation plan:

Separate profit before tax	: VND 11,548,045,776
Separate profit after tax	: VND 11,548,045,776
Accumulated undistributed profit after tax	: VND 65,709,720,825
Cash dividend payment	: VND 38,857,826,000
Dividend payout ratio for 2024	: 20%

(equivalent to VND 2,000 per share)

Allocation to the Employee Reward and Welfare Fund	: VND 718,500,000
Allocation to the Management Bonus Fund	: VND 155,000,000
Undistributed post-tax profit	: VND 25,978,394,825

The Board of Directors submits to the General Meeting of Shareholders the proposal to authorize the Board of Directors to determine the time and procedures for the 2024 dividend payment in accordance with legal regulations.



6. Matter 6: Approval of the 2024 remuneration settlement for the BOD and the salaries and remuneration of the Board of Supervisors:

- Total remuneration for non-executive Board of Directors members: VND 270,000,000.
- Total remuneration for non-executive members of the Board of Supervisors and salary for the full-time Chief of the Board of Supervisors: VND 310,400,000.

7. Matter 7: Approval of the estimated business and production plan for 2025, and the estimated after-tax profit distribution plan for 2025:

- Total separate revenue : VND 56.01 billion
- Net separate revenue : VND 38.99 billion
- Separate profit before tax : VND 9.60 billion
- Separate profit after tax: : VND 9.60 billion

Based on the business performance results for 2025, the Board of Directors submits to the General Meeting of Shareholders the proposal regarding the appropriation of funds for 2025 (if any).

The Board of Directors proposes that the General Meeting of Shareholders authorize the Board to decide on the interim dividend payments at appropriate times, based on actual business performance, ensuring that such payments do not affect the Company's business operations.

The final dividend for the entire year 2025 will be decided by the General Meeting of Shareholders in 2026.

8. Matter 8: Approval of the estimated remuneration for the Board of Directors and the Board of Supervisors for 2025 as follows:

- Total remuneration for non-executive BOD members: VND 210,000,000.
- Total remuneration for non-executive BS members and salary of the Head of BS (executive) for Q1/2025 (3 months): VND 130,500,000.

The remuneration of the company's manager and the salary of the full-time manager who is also the Head of the Supervisory Board will be settled at the 2026 General Meeting of Shareholders based on the company's business performance.

Respectfully submitted to the General Meeting of Shareholders of Vietnam Plastic Corporation for consideration and approval by voting.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN OF THE BOARD**


Le Ngoc Diep

**VIETNAM PLASTIC CORPORATION
THE BOARD OF SUPERVISORS**

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Ho Chi Minh City, May 14th, 2025

PROPOSAL OF THE BOARD OF SUPERVISORS
Regarding the Selection of the Auditing Firm for the 2025 Financial Statements

- Pursuant to Article 139 of the Enterprise Law No. 59/2020/QH14 dated June 17th, 2020, effective from January 1st, 2021, and its guiding documents;
- Pursuant to the regulations on the organization and operation of the Supervisory Board of Vietnam Plastic Corporation.

The Board of Supervisors of Vietnam Plastic Corporation hereby submits to the Annual General Meeting of Shareholders 2025 for consideration and approval of the list of auditing firms and authorization for the Board of Directors to select the auditing firm for the Company's 2025 financial statements from the following list:

1. VACO AUDIT COMPANY LIMITED (VACO);
2. RSM Vietnam Auditing & Consulting Limited (RSM);
3. A&C Auditing and Consulting Company Limited (A&C);
4. Grant Thornton (Vietnam) Limited (Viet Nam);
5. Auditing & Informatic Services Company Limited (AISC).

**ON BEHALF OF THE BOARD
SUPERVISORS
HEAD OF THE BOARD**

Vo Hoang Anh Tuan

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Should there be any inconsistency between the translation and the original
Vietnamese text, the latter shall prevail.**

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**VIETNAM PLASTIC CORPORATION
BOARD OF DIRECTORS**

No.: 33.25/TTr-NVN-HĐQT

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Ho Chi Minh City, May 14th, 2025

PROPOSAL OF THE BOARD OF DIRECTORS

Regarding the Amendment of the Internal Corporate Governance Regulations

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;
- Pursuant to the Charter on organization and operation of Vietnam Plastic Corporation;
- Pursuant to Document No. 40.21/QC-NVN-HĐQT dated June 29, 2021 on the Internal Corporate Governance Regulations,

The Board of Directors of Vietnam Plastic Corporation respectfully submits to the General Meeting of Shareholders (GMS) for review and approval amendment to the **Internal Corporate Governance Regulations** as follows:

Amend Point b, Clause 1, Article 7 to:

“The Board of Directors of the Company shall consist of 03 to 07 members. The General Meeting of Shareholders shall decide on the specific number of Board members for each term.”

Reason for amendment: To align with the Proposal to amend the Company’s Charter on organization and operations submitted to the General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders of Vietnam Plastic Corporation for consideration and approval by voting.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN OF THE BOARD



Le Ngoc Diep

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No.: 34.25/TTr-NVN-HĐQT

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Ho Chi Minh City, May 14th, 2025

PROPOSAL OF THE BOARD OF DIRECTORS

Regarding the Amendment of the Board of Directors' Operating Regulations

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;
- Pursuant to the Charter on organization and operation of Vietnam Plastic Corporation;
- Pursuant to Document No. 41.21/QC-NVN-HĐQT dated June 29, 2021 on the Board of Directors' Operating Regulations,

The Board of Directors of Vietnam Plastic Corporation respectfully submits to the General Meeting of Shareholders (GMS) for review and approval amendment to the **Board of Directors' Operating Regulations** as follows:

Amend Clause 1, Article 5 to:

"The Board of Directors of the Company shall consist of 03 to 07 members. The General Meeting of Shareholders shall decide on any change in the number of Board members in accordance with legal regulations.

The term of office of a member of the Board of Directors shall not exceed 05 years and members may be re-elected for an unlimited number of terms."

Reason for amendment: To align with the Proposal to amend the Company's Charter on organization and operations submitted to the General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders of Vietnam Plastic Corporation for consideration and approval by voting.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN OF THE BOARD**



Le Ngoc Diep

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**VIETNAM PLASTIC CORPORATION
BOARD OF DIRECTORS**

No.: 35.25/TTr-NVN-HĐQT

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Ho Chi Minh City, May 14th 2025

PROPOSAL OF THE BOARD OF DIRECTORS

**Re: Dismissal and approval of the number of members of the Board of Directors
for the 2023–2028 term**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities 2019 and its guiding documents;
- Pursuant to the Charter on the Organization and Operation of Vietnam Plastic Corporation;
- Pursuant to the Resignation Letter of Mr. Phan Trung Nam,

The Board of Directors of Vietnam Plastic Corporation respectfully submits to the General Meeting of Shareholders for consideration and approval of the following matters:

1. Approval of the dismissal of Mr. Phan Trung Nam from the Board of Directors for the 2023–2028 term.
Reason: Mr. Phan Trung Nam submitted a resignation letter due to personal reasons.
2. Approval of the number of members of the Board of Directors for the 2023–2028 term.
Number of members: 04 persons.

Respectfully submitted to the General Meeting of Shareholders of Vietnam Plastic Corporation for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Le Ngoc Diep

PROPOSAL OF THE BOARD OF DIRECTORS

**Re: Dismissal and Election of Additional Member(s) of the Board of Supervisors
(Term 2023-2028)**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;*
- Pursuant to the Law on Securities 2019 and its guiding documents;*
- Pursuant to the Charter on Organization and Operation of Vietnam Plastic Corporation;*
- Pursuant to the resignation letter submitted by Mr. Vo Hoang Anh Tuan*

The Board of Directors of Vietnam Plastic Corporation respectfully submits to the General Meeting of Shareholders for consideration and approval of the following matters:

1. Approval of the dismissal of Mr. Vo Hoang Anh Tuan from the Board of Supervisors for the 2023–2028 term

Reason: Mr. Vo Hoang Anh Tuan submitted a resignation letter dated February 13rd 2025, due to personal reasons.

2. Approval of the election of an additional member to the Board of Supervisors for the 2023–2028 term


Number of members to be elected: 01 person

3. Approval of the list of candidates for the election of the Board of Supervisors member for the 2023–2028 term at the 2025 Annual General Meeting of Shareholders, as follows:

No.	Full Name	Year of Birth	Address	Educational Qualification	Employer/Position
1	Pham Huy Quan	1985	62/53/7A Lam Van Ben Street, Quarter 4, Group 14, Tan Kieng Ward, District 7, Ho Chi Minh City.	Intermediate-level Degree in Accounting	Professional Staff, Planning and Investment Department – Vietnam Plastic Corporation

We respectfully submit to the General Meeting of Shareholders of Vietnam Plastic Corporation for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**


Le Ngoc Diep



VIETNAM PLASTIC CORPORATION – VINAPLAST

Address: 300B Nguyen Tat Thanh Street, Ward 13, District 4, Ho Chi Minh City

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E-mail: vinaplast@vinaplast.com.vn/ website: vinaplast.com.vn

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ELECTION REGULATIONS

(Re: Election of Board of Supervisors Members for the 2023-2028 Term)

- Pursuant to Article 139 of the Enterprise Law No. 59/2020/QH14, dated June 17, 2020, effective from January 1, 2021.
- Pursuant to the Charter on the organization and operation of Vietnam Plastic Corporation.

The Vote Counting and Election Committee respectfully submits to the General Shareholders' Meeting for approval of the Election Regulations for the Board of Supervisors Member for the 2023-2028 term at the 2025 General Shareholders' Meeting held on May 14th, 2025, as follows:

1. Number of Board of Supervisors Members to be Elected:

- The number of Board of Supervisors members to be elected: 01 member.

2. Election Principles:

- Before the election process, the General Shareholders' Meeting must approve:
- + List of candidates for the position of Member of the Board of Supervisors
- The election of members of the Board of Supervisors shall be conducted by cumulative voting. Accordingly, each shareholder shall have a total number of votes equal to the total number of shares owned and represented multiplied by the number of Board of Supervisors members to be elected. The shareholder may either cast all of their votes for a single candidate or allocate them among multiple candidates.
- The vote counting and verification process will follow the cumulative voting instructions specified on the voting ballot.
- Elected members of the Board of Supervisors shall be determined based on the number of votes received, ranked from highest to lowest, selecting candidates with the highest vote counts. In the event that two or more candidates receive an equal number of votes, the candidate who owns or represents more shares of the Company shall be selected. If the number of shares owned or represented is also equal, the General Meeting of Shareholders shall conduct a direct vote to select one among these candidates, based on the highest approval voting rate.

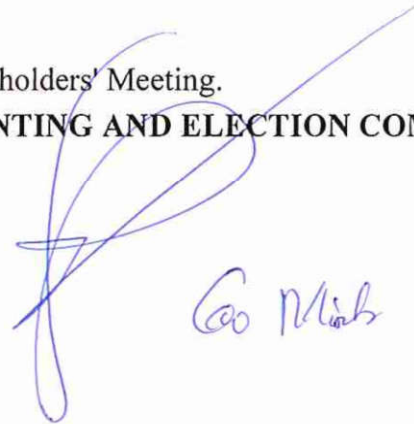
3. Valid and Invalid Voting Ballots:



- Valid voting ballots are those that comply with the cumulative voting instructions stated on the ballot, except for cases considered invalid as listed below.
- Invalid ballots include:
 - + Ballots that do not bear the company's official stamp.
 - + Ballots that have been altered, contain additional names outside the list of candidates approved by the General Shareholders' Meeting.
 - + Ballots in which the total number of votes allocated to all candidates exceeds the total number of votes available to the shareholder.

Respectfully submitted to the General Shareholders' Meeting.

VOTE COUNTING AND ELECTION COMMITTEE



Go Minh Tân



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