

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness fortune

Number : 01/2026/BCTN-
PGN

Phu Tho , April 13th 2026

ANNUAL REPORT 2025

Glasses send : Certification Committee contract Home water

Stock Exchange proof Hanoi contract system

I. GENERAL INFORMATION

1. General information

- Name deliver : Joint Stock Company part Plastic Additives pandemic
- Paper proof receive : 2500287403 issued by the Department Plan and Investment of post sign rack Vinh Phuc Province, first issued on July 12, 2007, amended for profession number the 10th time on March 11 , 2024 .
- Capital thing rules : 94,648,590,000 VND (Nine) twenty private catfish six hundred four twenty eight million year hundred ripe twenty thousand copper)
- Capital head private : 94,648,590,000 VND (Nine) twenty private catfish six hundred belong to owner team four twenty eight million year hundred ripe twenty thousand day copper)
- Land only : Minh Quyet Village, Vinh Phuc Ward, Phuc Tho Province, Vietnam
- Number electricity : 02113 717 108 letter
- team : <http://pgn.com.vn/>
- Code neck ticket : PGN
- Too presentation image success , development development :

With thirsty hope product export the product product extra family , chemicals matter labour profession in Vietnam instead position give row import mouth , Joint Stock Company part Plastic Additives Satisfied Okay wall establish July 12 , 2007 Paper proof receive post sign terrible rack

Number 1903000318 issued by the Department Bell plan and Head private Conscious Vinh Phuc province allocated the capital . thing rules post sign is 20,000,000,000 (Twenty) (billion) VND . Activity movement main of the Company when new wall establish To be research rescue , production export chemistry substance . By possibility power do owner labour turmeric product export , the company always answer application Okay the Love bridge belong to guest items , from matter quantity pepper standard arrive children Love bridge fish residential about matter quantity and price chief .

In 2010, the house keep love image real cell and possibility power contribute capital belong to the neck east (Mr.) Tran Dang Cong; Mr. Le Nguyen Thanh Hai; Ms. Ngo Hoai Thanh and Hoa Company Limited (Hong Phat material), the company has post sign reduce capital thing rules down There is still 16,000,000,000 VND (Ten) six billion VND according to Paper spell post sign terrible rack number 2500287403 by Department Bell plan and Head private Conscious Vinh Phuc Province enter December 8, 2010.

One number column milestone mandarin weight in too presentation active movement of the Company:

- + In 2015 , Plastic Additives fit author with Sanyo Trading Company (Japan) and Taisei Plastics Company (Japan) establish Home machine plastic , catch head product export seed create color black , compound particles and seed plastic re birth . In which , PGN is single taste direct next product export below the support assistance labour art , technique technique from the specialist family of Taisei Plastic Company , through Sanyo Trading Co. , Ltd. opposite to author love sales to export mouth and pepper recipient product products , fertilizers combination to Taisei Plastic Company and the other companies . From That's when the company started . head export mouth seed create color black to market Japanese school .
- + In 2016, the company started private open wide home machine foam , product export more product product EVA/ PE foam form scroll .
- + In 2017, after When increase capital wall The company has replace change post sign terrible rack Third time by the Department Bell plan and Head private Conscious Vinh Phuc Province December 27, 2017 number capital thing rules is 33,000,000,000 (Thirty) three billion VND and add more one number branch profession terrible rack New . Currently At , the company is product export the product product Main ingredients : Zinc stearate, calcium stearate, PE wax, foam. eva sheets , EVA foam rolls , compound granules , beads create color Black MBV, granular plastic re birth , the matter extra family give branch plastic ...
- + On October 19, 2018, the Joint Stock Company part Plastic Additives Okay accept convenient return wall large company them (According to Decision) predetermined Decision No. 7146/UBCK-GSDC dated October 19, 2018 of Certification Committee contract Home water).
- + In 2019, the main company awake deliver pandemic above Exchange Proof Hanoi Stock Exchange (HNX) with code proof contract deliver pandemic is PGN. Dong time in In the year , the company has build erect home machine new , first private design bag lift labour Metallic stearate production capacity up to 4,000 tons / year and labour Masterbatch production capacity reaches 3,500 tons / year . With labour rate This company continues custom hold taste intelligence To be home product Export metallic

- stearate Vietnam's head .
- + In 2020, the company continued custom du maintain product export the product product and extra family give branch plastic copper time open wide rules tissue , lifting High matter quantity product products , each step create the power trust opposite to with guest row in water and above whole position gender .
 - + In 2021, the company actually presently increase capital thing rules up to 75,456,470,000 VND aiming clothing service give job additional capital save movement , increase rules tissue product export , upgrade High matter quantity product product aiming answer application soft bridge day the more High belong to market school .
 - + In 2022, the company had real presently increase capital thing rules up to 84,509,400,000 VND through payment neck that equal neck ticket give the neck winter to additional capital save Company activities .
 - + In 2024, the company had real presently increase capital thing rules up to 94,648,590,000 VND through payment neck that equal neck ticket give the neck winter to additional capital save Company

Nineteen years have passed . image wall and broadcast development , Joint Stock Company part Plastic Additives Satisfied each step vomit predetermined Okay taste intelligence and shoulder game belong to me in territory abyss product export chemistry matter and the extra family branch plastic . With team sleep leader religion Have presentation degree tall , rich terrible experiment together much cadre set young power movement and bright create in labour the matter , the product products , services The case was handled by the company . grant always Okay guest trusted goods and fight price high . The big strong of the Joint Stock Company part Plastic Additives main To be conclude fruit belong to one too presentation chalk fight Are not tired tired . The company itself moat Are not only bow grant give guest row children pandemic service Have matter quantity Good most , with one Thai degree do job Have blame task and specialist profession most , which still each step vomit predetermined Okay taste position belong to me in territory area .

2. Industry and geographical area of business

- Branch profession terrible business :

Apartment keep Paper proof receive post sign terrible rack Number : 2500287403 issued by the Department Bell plan and Head private conscious Vinh Phuc Province time head July 12 , 2007 , replacement change time October 11 , 2024 , industry profession terrible rack main of the Company such as after :

No.	Name branch profession terrible rack	Code branch profession , business rack
1	Product export product product from plastic	2220
2	Wholesale total fit	4690
3	Product export product product other from High su Details : - Product export product product other from High su	2219
4	Warehouse and save hold row chemistry Details : - Translation service save hold row chemistry	5210

5	Product export America product , snake room , material eraser wash , clean ball and craft product guard born	2023
6	Escape water and handle reason water waste	3700
7	Wholesale sell machine hook , hook bag and extra pine machine other	4659
8	Transport load row chemistry equal road set Details : Transportation load row chemistry road set by car	4933
9	Active movement pandemic service support assistance direct next give transport load road iron and road set	5221
10	Active movement pandemic service support assistance direct next give transport load road set	5225
11	Active movement support assistance pandemic service talent main Not yet Okay fertilizer enter where Details : Activity movement private problem head private	6619
12	Product export product product chemistry matter other Not yet Okay fertilizer enter where Details : Product export the product product chemistry matter other	2029 (Main)

- Land table terrible Business : Activity movement terrible rack of the company central owner weak in Phu Tho, Hanoi and the conscious wall area abyss north .

3. Information about the governance model, business organization, and management structure.

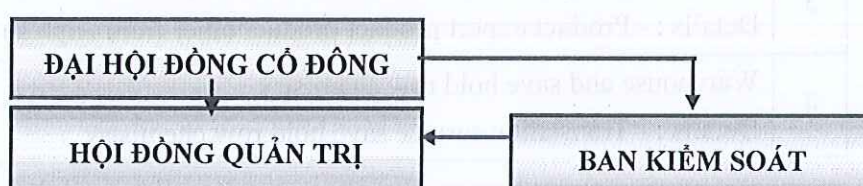
- Tissue image chest treatment :

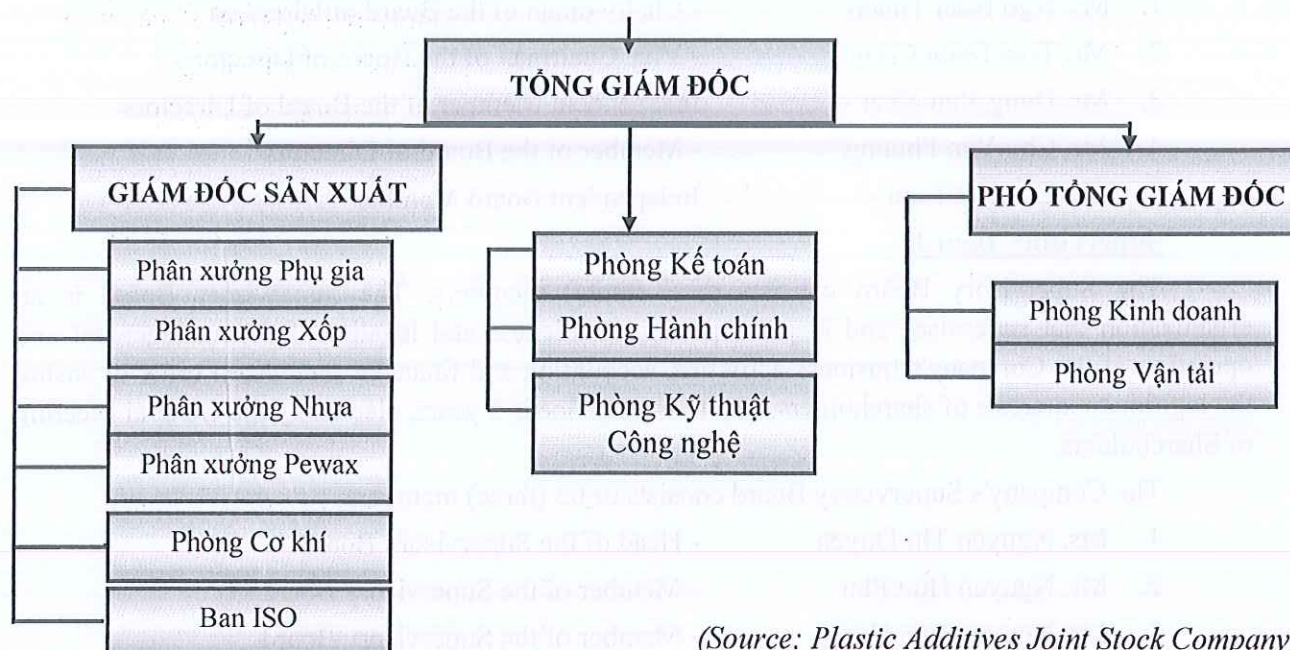
Joint Stock Company part Plastic Additives Okay organization according to tissue Image of a Joint Stock Company including Grand festival copper Shareholders ; Association copper administration ; Audit Committee check and the Board of Directors union stand The first is the General Supervisor director and the Supervisor director support assistance .

- Muscle structure set machine chest Physics :

The Plastic Additives Joint Stock Company comprises four production workshops and departments established to operate and manage the water treatment plant, as well as conduct other commercial activities. The basis of the Company's governance and operation is its Articles of Organization and Operation.

The detailed organizational structure of the company's management is as follows:





(Source: Plastic Additives Joint Stock Company)

The Plastic Additives Joint Stock Company is organized and operates in accordance with the Enterprise Law, the Company's Charter of Organization and Operation, and other relevant regulations. The Company's current management structure comprises 4 workshops and 7 departments established to operate and manage production and business activities, as well as conduct other commercial activities. The basis of the Company's governance and operation is the Company's Charter of Organization and Operation, issued in 2007 and amended on May 21, 2022, by resolution of the Company's Board of Directors.

Explain the functions and roles of the management structure and departments:

General Shareholders' Meeting (GSM) :

Comprising all shareholders with voting rights, the General Meeting of Shareholders is the highest authority of the Company, deciding on matters stipulated by law and the Company's Articles of Association. In particular, shareholders approve the Company's annual financial statements and the financial budget for the following year. The General Meeting of Shareholders also elects the Company's Board of Directors and Supervisory Board.

Board of Directors (BOD) :

The Board of Directors is the Company's management body elected by the General Meeting of Shareholders, consisting of 01 (one) Chairman of the Board of Directors, 04 (five) members of the Board of Directors, including 01 (one) independent member, with a term of 05 (five) years. The Board of Directors, on behalf of the Company, decides on all matters related to the purpose and interests of the Company, except for matters within the authority of the General Meeting of Shareholders. The Board of Directors is responsible for supervising the activities of the Director and other management personnel in the Company. The rights and obligations of the Board of Directors are stipulated by law, the Company's charter, the Company's internal regulations, and resolutions of the General Meeting of Shareholders.

The Company's Board of Directors consists of 05 (five) members:

- | | |
|------------------------|--|
| 1. Ms. Ngo Hoai Thanh | - Chairwoman of the Board of Directors |
| 2. Mr. Tran Dang Cong | - Vice Chairman of the Board of Directors |
| 3. Mr. Dong Van Nhat - | Independent Member of the Board of Directors |
| 4. Mr. Chu Van Phuong | - Member of the Board of Directors |
| 5. Mr. Do Huy Tuan - | Independent Board Member |

Supervisory Board:

The Supervisory Board consists of 3 (three) members. The Supervisory Board is an organization that supervises and inspects the reasonableness and legality of the management and operation of the Company's business activities, accounting and financial records, in order to ensure the legitimate interests of shareholders. The term of office is 5 years, elected by the General Meeting of Shareholders.

The Company's Supervisory Board consists of 03 (three) members

- | | |
|-------------------------|-----------------------------------|
| 1. Ms. Nguyen Thi Duyen | - Head of the Supervisory Board |
| 2. Mr. Nguyen Huu Phu | - Member of the Supervisory Board |
| 3. Mr. Nguyen Van Hung | - Member of the Supervisory Board |

General Director:

The General Director of the Company is appointed by the Board of Directors, is supervised by the Board of Directors, and is accountable to the General Meeting of Shareholders, the Board of Directors, and the law for the exercise of assigned rights and duties.

The General Director is responsible for organizing and managing the Company's daily production and business activities in accordance with the resolutions of the Board of Directors and the General Meeting of Shareholders. They decide and carry out all tasks not within the authority of the General Meeting of Shareholders and the Board of Directors to achieve production and business plan targets, and are accountable to the Board of Directors and to the law for the exercise of assigned rights and obligations. Simultaneously, they are responsible for managing and directing the operations of the Accounting Department, the Administrative Department, and the Technical and Technology Department to ensure the completion of plans set by the Board of Directors and the General Meeting of Shareholders.

Deputy General Manager:

The Deputy General Director of the Company is appointed by the Board of Directors and is responsible for the company's business and sales operations. The Deputy General Director is in charge of managing the company's sales and transportation departments.

Production Director:

The Company's Production Director, appointed by the Board of Directors, is responsible for managing four production workshops and production departments, developing production plans, and organizing work according to technological processes, orders, and assigned plans. In addition, the Production Director must ensure product quality, maintain and improve the quality management system to reduce product defect rates and increase the efficiency of the Company's use of materials, machinery, and human resources.

This includes the functions of the departments/divisions/units.

- The houses machine :

The company has 4 divisions . workshop is : Fertilizer Plastic factory , fertilizer Foam factory , fertilizer workshop Extra family and fertilizer workshop Pewax bear blame task product export 3 groups product product main belong to company time turn To be the Type : Seeds plastic , foam , chemicals matter extra family branch plastic .

- Departments :

The company has 7 departments responsible for blame task chest reason by Total Supervisor Director , Deputy Total supervisor director and Supervisor director Product export with the function power active movement main like after :

a) Room Muscle gas :

- + Establish and according to follow job real presently plan plan product export terrible business , plan plan build install , plan plan build erect muscle version , edit cure big talent product try define .
- + Direction lead , check search job real presently the predetermined level terrible cell skill techniques , the craft degree .
- + Establish direction case and check check real presently task service check search , edit cure , protect nutrition machine hook in the home machine one way Have effect fruit .
- + Manage skill technique and the rules presentation product export transport onion machine hook design bag border mandarin arrive too presentation product export , pressure use the advance Ministry of Science and Technology technique .

b) ISO Committee

- + Huong assistance Supervisor director Product export build build , manage reason and broadcast development system system chest reason matter quantity .
- + Proceed fight price product export try experiment standard bag give product product new ;
- + Matching fit with the room Muscle gas and the Houses machine to :
 - Check check , improve advance and get high review the labour paragraph product export .
 - When needed design , organization function the attend case to handle reason the problem topic broadcast born in product export .
 - Proceed check search again labour paragraph product export , become product .
 - Check search take Sample : Check search row wall product .
 - Check search labour Section : Check search use Grandpa , Thao author , talent fabric and lake initial above wire pass product export .
 - Check search direct Next : Check check 100% of product product above wire pass before When close package .
 - Orientation the active movements in the department to flush fit with content of the certificate receive pepper standard matter quantity belong to company .
 - Nest function the active movement aiming cabbage advance matter quantity .

c) Room History Technology

- + Manage skill technique and the rules presentation product export , transport onion machine hook design bag border mandarin arrive too presentation product export , pressure use the advance Ministry of Science and Technology technique .
- + Bear blame task chest reason whole set the rules presentation labour turmeric product export , work scientific and technical work technique , application use the advance Ministry of Science skill technique enter product export of the Company.
- + Research rescue market school , division accumulation product products , industries row to clothing service build erect war outline , define direction terrible business , development development product product according to branch and bow grant the additional information assistance give active movement terrible rack of the Company.
- + Topic export predetermined direction plan plan broadcast development product product flush fit with each stage section . Development declare labour author research rescue broadcast development product product new , opposite author new .
- + Topic export about cabbage advance matter quantity , improvement money the product product in progress product export of the Company according to predetermined direction Satisfied Okay Browse .
- + Topic export the patient France lift High matter quantity product product save onion and the problem topic border mandarin arrive post sign product product .
- d) Sales Department
 - + Establish item goal , plan plan sell row presentation Total supervisor director get high review predetermined week and real presently nest function development declare sell the product product and pandemic service home function power aiming obtain item pepper Satisfied Okay get high Browse .
 - + Follow the rules predetermined of the Company in labour author topic export the main book give guest row When bow grant the product product and pandemic service home function power task case .
 - + Find sword and broadcast development guest row new home group guest row item pepper of the Company.
 - + Find sword guest row real presently head investment , contribution capital border business , joint conclude according to plan plan and war comb broadcast development of the Company.
 - + Find sword , only maintain and broadcast development termite mandarin system with guest Goods . Care . squirrel guest row according to main book of the Company.
 - + Staff build erect main book sell goods , including main book about price , promotion forever , cut deduction and the chapter presentation chopsticks Uncle , next nearsighted arrive guest row to presentation Total Supervisor director get high Browse .
- e) Room Transport load
 - + Nest function chest reason real presently labour job transport load belong to muscle mandarin equal the direction convenient transport Load : Road water , road set ...

- + Establish plan travel plans , transportation load row chemistry , original object fabric belong to company from place product export give arrive home machine guarantee ensure safety , effectiveness fruit , blood thrifty .
- + Discard tell job tell management , quality quantity deliver row and receive original object fabric according to correct time space and advance degree labour job ;
- + Manage car and the direction convenient transport load of the Company.
- f) Room Onion main
 - + Construction erect the rules regulations craft about nest function core action government , regime degree main books , ... presentations Supervisor The company director approved Browse .
 - + Next receive , protect honey and transfer deliver labour document , paper sheet send arrive and go ; manage reason literature copy , save storage labour literature Go and arrive Total Supervisor director Signed .
 - + Next and direction guide guest to the related company system labour job .
 - + Direction guide the single taste real presently rules procedure , technique custom lake initial about recruitment use , combine copper tuberculosis movement according to rules predetermined of the Company.
 - + Nest function chest reason , flow store , update Japan lake basic , theory calendar belong to cadre department , company core pill ; corpse receive reason calendar cadre department , company core pill .
 - + Real presently build erect war strategy plan echo book row year , next plan labour job belong to Room each month to presentation Total Supervisor director get high Browse .
 - + Nest function set machine core division labour labour job in Room to complete wall echo book year , next plan labour job belong to department / office Okay get high review each time period .
 - + Real presently the newspaper urine internal set according to the Regulations of the Company and the newspaper urine other according to Love bridge of the Steering Committee onion .
 - + Construction erect the rules process , procedure predetermined profession service home territory abyss of the Department; hit price effect fruit the rules process , procedure predetermined This in real cell to border custom cabbage advance , help lift High active Company activities .
- g) Room Bell maths
 - + Total combine , record copy again the number whether , situation image talent main of the Company; newspaper urine direct next go up Supervisor director talent main ; through love image talent main help Total Supervisor director only religion active movement product export terrible rack of the Company.
 - + Real presently craft degree newspaper urine according to predetermined period , actual presently Good the Love bridge check math , payment search talent main belong to the grant Have examination rights .

- + Counter candidate main corpse , center real , full enough , in time time , clearly what and easy understand whole area the face active movement product export terrible rack of the above company original blockage plan maths toxic establish about profession case . Proposal export children patient France thing adjust , process reason in time time children wrong deviated in active movement terrible rack and chest reason talent main .
- + Above muscle team plan plan product export terrible rack and plan plan head owner movement Submitted to the Board of Directors for approval plan plan Huy movement capital central limited , long deadline , plan plan trust use capital save movement below the image awake Okay France law give spell to Huy movement capital clothing service soft bridge product export terrible business .
- + Construction erect level interest rate Huy movement and give get a loan capital in internal Company and outside the company's submission to the Board of Directors for approval. Browse .
- + Matching fit with room terrible rack total fit real presently phlegm judgment , prediction herb the fit copper trust use , economy cell of the Company.
- + Direct next do job with the group bar check , inspect search , base mandarin tax arrive do job at the Company according to decision predetermined belong to the muscle mandarin function power and only market belong to Total Supervisor director .

With the organizational and management model described above, the company has been effectively managing its operations. Departments and divisions are interconnected and support each other, creating a unified and efficient operational system within the company.

- Subsidiaries , affiliated companies Conclusion : No Have

4. Development orientation

Using production and business efficiency as a measure of sustainable growth, the company will continuously improve its production and business efficiency to ensure annual profits, create surplus value for investors, protect the interests of partners, and improve the lives of its employees.

- The company's main objectives are:

- + To enhance the production capacity of the Company's factories, expand the scale of production and business operations, broaden the product distribution market; invest in additional workshops and production lines by issuing shares to increase equity capital;
- + Focus and invest appropriately in research and development of new products;
- + Strengthening governance models, continuing research and proposing solutions, organizing and implementing restructuring, streamlining, and improving the organizational structure and system to enhance business performance.
- + Strengthen and build relationships with partners and suppliers;
- + Strictly control costs, implement cost-saving measures, and cut unreasonable expenses, especially those not directly related to business operations;
- + Implement and promote the import and distribution of chemical additives for the rubber and plastics industries (commercial sector).

- Medium and long-term development strategies:

- + To build and gradually develop the Plastic Additives Joint Stock Company into a stable and sustainable enterprise, one of the companies with high competitiveness in the domestic market.
- + The establishment of the Plastic Additives Joint Stock Company as a manufacturing and trading company will provide the market with high-quality, reliable, and standardized products and services.
- + Maintain the distribution of traditional products to existing customers and gradually expand to potential customers in the northern provinces and throughout the country.
- The Company's short-term and medium-term sustainable development goals (environmental, social, and community) and key programs are as follows:
 - + The company's brand is associated with the brand of a manufacturer of plastic and industrial additives, ensuring quality, sufficient and timely supply. The company has been implementing and laying the foundation for building trust with individual and organizational customers, with the goal of expanding and developing the market to seek new valuable contracts and develop business activities.
 - + The company regularly improves working conditions for its employees, actively participates in charitable activities, educational programs, and donates to social welfare funds, affirming its responsibility to the community and contributing to the long-term and sustainable development of society.

5. Risks

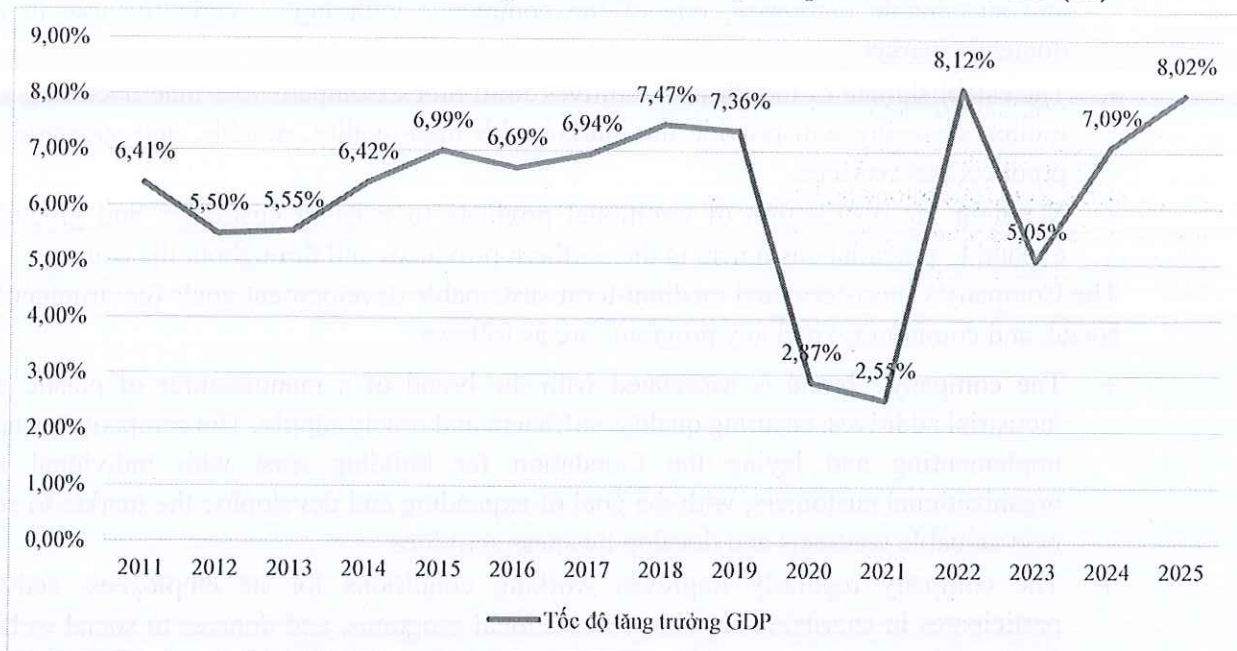
- Risk ro about terrible cell :

The main business activities of Plastic Additives Joint Stock Company are in the fields of chemicals, plastic additives, and foam production. Fluctuations in macroeconomic variables such as growth rate, inflation, interest rates, exchange rates, government policies adjusting macroeconomic variables, or any industry development policies will impact the economy in general and the plastics industry in particular. This can directly or indirectly affect the business operations of Plastic Additives Joint Stock Company.

+ Risk ro speed increase leader terrible Te :

The broadcast development belong to background terrible cell often Okay fight price through speed degree increase leader terrible ceremony variable movement about over profit , interest rate or ratio price regret consider ... The elements accuse This author movement carry calculate system system next background terrible cell . The variable movement no often belong to the weak accuse This Have body cause go out risk ro The company said private and fish owner body virus family terrible cell speak shared .

Figure 1: Vietnam's GDP growth rate during the period 2011 – 2025 (%)



(Source: General Statistics Office)

According to number fabric new best belong to Total Department system Statistics show that GDP will increase in 2025. leader rather with level increase wish reached 8.02 % with year before , only short than speed degree increase belong to in 2022 stage period 2011-2025. Within the range increase total price treatment increase more whole background terrible health , area abyss agriculture , forestry profession and water product up 3.78%, closed Contributing 5.30 %; area abyss labour profession and build erect up 8.95%, closed contributed 43.62 %. area abyss pandemic service up 8.62%, closed contributed 51.08%.

In 2025, the terrible Vietnam continues custom clothing return and du maintain momentum increase leader accumulation pole in back scene terrible cell position gender still potential hidden much difficult towel and challenge Competition . war comb , location main treatment between the water large , pulse sudden army disaster , epidemic disease , change change gas after , rain storms , droughts Han ... has do family increase risk market school talent main , money bad , security power quantity , security wage real whole bridge . However , with the main book thing onion sacred active belong to Main palace together the clothing return active movement product export , trade sales and pandemic case , foundation terrible cell Satisfied du maintain Okay speed degree increase leader possibility mandarin .

Vietnam's economy is highly open, with production heavily dependent on imported raw materials and fuels, resulting in limited resilience and competitiveness. Even small global fluctuations can have a significant impact on the country's socio-economic situation .

Receive awake Okay children risks image enjoy from increase leader terrible cell in general , the company multiple owners movement standard bag the direction case active movement terrible rack and direction case talent main , also like source force need design flush fit according to children dramatic copy other each other belong to background terrible cell .

+ **Interest rate risk :**

For a business, interest rate risk is the risk that the cost of paying interest on loans is higher than the business's ability to generate profits, and the level of interest rate risk also varies between industries depending on their debt structure. Low inflation provides a basis for the State Bank to reduce lending interest rates, loosen monetary policy, encourage people and businesses to borrow from banks, meet needs in almost all sectors, and stimulate consumption.

In 2025, the Bank Home water next The goal is to continue managing monetary policy in a flexible and prudent manner to support economic recovery and growth, while controlling inflation and stabilizing the macroeconomic environment. pepper main in job hold original interest rate thing onion To be create thing lawsuit convenient profit give the nest function trust use Have body next nearsighted source capital from the Bank Home water at cost low. The condition This Are not only help the echo row Have more possibility power support assistance background terrible cell but still create muscle festival to reduce interest rate give get a loan opposite to with People people and rack profession. Face equal interest rate give get a loan Satisfied reduce approximately 0.5% per year so with last in 2023, with interest rate give get a loan jar army belong to the echo row love sales in water opposite to with the amount get a loan new and old still residual in debt presently Interest rates are currently at 6.7 - 9.0% per year, which is low. best tell from In 2021, lending interest rates in VND for priority sectors continued to be maintained at approximately 4% per year, as stipulated by the State Bank of Vietnam.

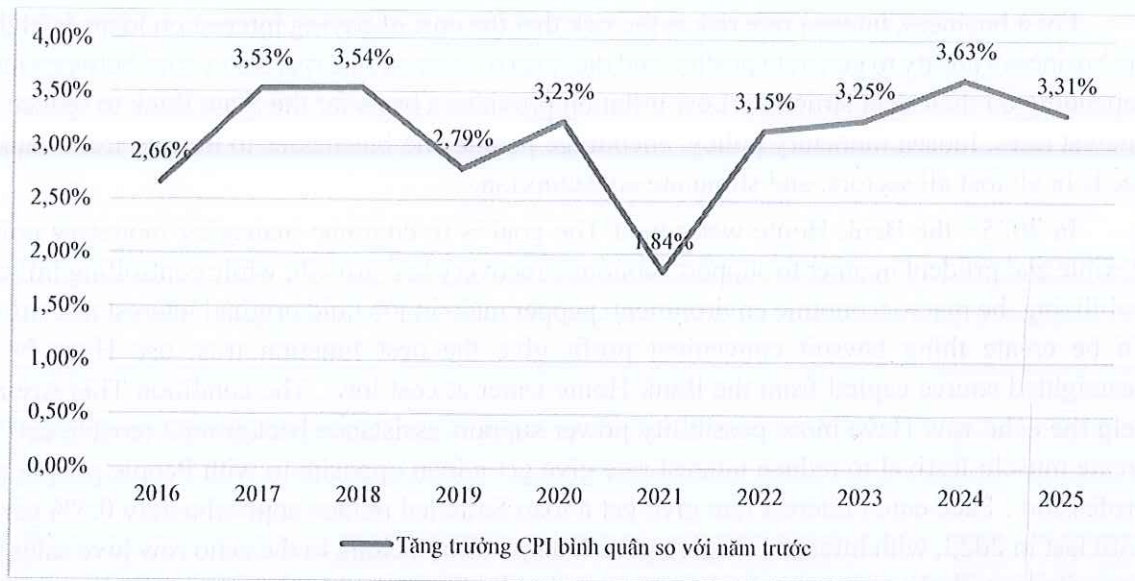
In 2025, deposit interest rates at Vietnamese commercial banks are expected to fluctuate slightly, generally ranging from 5.0% to 6.5% per year, depending on the term and specific time. Interest rate movements are influenced by the credit demand of the economy, monetary policy, and fluctuations in domestic and international financial markets.

Against this backdrop, the company's leadership proactively developed scenarios and solutions to address interest rate risk, including diversifying funding sources, seeking cost-effective funding options, and considering raising capital through share issuance or attracting strategic investors when necessary.

+ **Inflation risk :**

In Vietnam, the government has done a good job of controlling inflation through price management of many essential goods and services; at the same time, ministries, sectors, and localities have also implemented many synchronized solutions to stabilize prices and limit negative impacts on socio-economic development.

Figure 2: Vietnam's CPI growth rate from 2016 to 2025 (%)



(Source: General Statistics Office)

Stable inflation will not put pressure on interest rates and exchange rates, thereby giving monetary policy more room to support economic growth in the coming years. According to data from the General Statistics Office of Vietnam, the consumer price index (CPI) in December 2025 increased by 0.19% compared to the previous month due to increases in food prices and dining out. Compared to the same period last year, the CPI in December 2025 increased by 3.48%. The average CPI for the fourth quarter of 2025 increased by 3.44% compared to the fourth quarter of 2024. For the whole year 2025, the CPI increased by 3.31% compared to the previous year, achieving the target set by the National Assembly, reflecting the synchronization in monetary and fiscal policies, along with the cautious management of prices of state-controlled goods such as healthcare, education, and electricity. The consumer price index (CPI) fluctuated slightly throughout the year, mainly due to the impact of energy prices, food, and some essential services. This positive outcome was achieved thanks to the proactive implementation of various measures, including: reducing lending interest rates, stabilizing the foreign exchange market; promoting the disbursement of public investment capital; implementing credit packages to support various industries and sectors; reducing value-added tax on certain goods and services from 10% to 8%; corporate bonds and real estate; focusing on social welfare; reducing environmental tax on aviation fuel; exempting, reducing, and extending taxes, fees, and land use fees; supporting businesses; extending visas for tourists; and resolving market difficulties and obstacles. Consequently, the market for essential goods remained stable, and supply was ensured.

For businesses operating in the economy in general, and the chemical and plastic additive manufacturing industry in particular, high inflation can increase input costs, especially raw material costs and interest expenses, negatively impacting operations, business results, and growth potential. To minimize the risks of price increases and cost hikes, the company continues to maintain long-term partnerships with established suppliers to ensure reasonable price adjustments. In addition, the company seeks to explore and diversify sources of raw materials, labor, and other production costs to access the lowest possible costs, while simultaneously researching and implementing optimal production methods to reduce expenses.

+ **Risk ro catfish price :**

To be type risk ro happen go out When the deliver pandemic terrible cell Okay real presently equal foreign bad and catfish price regret mushrooms variable movement according to direction no profit give rack profession .

In 2025 , the rate price between Vietnamese Dong and The US dollar tends to increase lighter compared to year before . According to the company dad of the Bank Home Vietnam , billion price central heart in many in 2025 time oscillation point around 24,800 – 25,000 VND/USD, in there Have time point time head over The 25,000 VND/USD mark . Above market school echo row love sales , billions price deliver pandemic spectrum variable in Approximately 25,600 – 26,200 VND/USD, reflecting candidate pressure force lost price slightly (~2–3% against the USD) year) of VND against USD in back scene USD only maintain strength strong above market school country cell .

However , still Have children weak accuse accumulation pole support assistance give VND currency such as : Surplus residual love sales accumulation extreme (~21.2 billion USD in) year 2025), line FDI capital (US\$27.62 billion , high) best within 5 years) and tourism clothing return strong strong up 21% compared to together week (2024). The fine predetermined belong to lip school tail tissue much possibility power will Okay du maintain and cabbage u than again will To be muscle team to fine predetermined catfish price in 2025 .

- Risk ro about law France :

System system literature copy France law thing adjust active movement product export terrible rack belong to rack profession To be legal corridor reason give the rack profession in all active movement belong to My company . Joint Stock Company part Plastic Additives active movement according to tissue Company image part , every active movement all of the Company bear image enjoy belong to by the rules predetermined belong to France law such as : Enterprise Law , Commercial Law , Law Proof contracts , the law about taxes ... and the literature copy direction guide Have border official . Marquis run out of the Law and literature copy below law direction guide the Law This even Okay fix change , supplement , replace position in children last year .

System system France Vietnamese law still in progress in too presentation complete u to flush fit with background terrible cell always Are not stop broadcast development , because So , the law and literature copy direction guide will always Okay thing adjust give flush fit with love image real cell and predetermined direction broadcast development belong to land water . The changes change belong to system system France law , government book in water Have body image enjoy arrive plan plan and active movement terrible rack of the Company. Among them over the past year , the Law and the literature copy below law even Okay fix change , supplement and replace So ... Special separate , Law Proof Contracting , Enterprise Law new approved by the National Assembly through and Have effect force tell from head 2021 , therefore , will Have one number image enjoy direct next arrive active movement terrible rack of the Company. Party edge that , the system system France Vietnamese law still in progress in too presentation complete u to flush fit with background terrible cell always Are not stop broadcast development , therefore , the replace change about system system France Vietnamese law is problem topic socks weak and little much cause go out image enjoy arrive plan plan and active movement terrible rack of the Company. Face different , due to special enemy of the Company is product export and terrible rack love sales should job replace change the main book France law about tax will always image enjoy very big arrive active movement terrible rack of the Company.

Management company treatment and reduce minority risk to extra home enter the replace change law France equal way often through according to close job attend report , forecast herb the law new , thing adjust law old , to from The company was able to do that in time. time give go out the prize France flush fit also like Have the standard bag Good best opposite to with children replace change in main book about law .

- **Risk to special enemy (industry , company , sector) abyss active movement) :**

+ **Branch plastic in Vietnam :**

Branch labour profession Plastic day the more Have shoulder game mandarin weight in life living also like product export belong to the country family . On position gender also like In Vietnam, the industry labour profession Plastic umbrella still young compared to the branch labour profession long life other like muscle gas , electricity death , transformation materials , textiles , ... but Satisfied Have the broadcast development strong strong in children year near the This .

Joint Stock Company part Plastic Additives with territory abyss active movement main To be product export chemistry matter extra family branch plastic with children product product like Zinc Stearate, Calcium Stearate, etc. type extra family branch plastic , granules create color , seeds plastic original birth , compound and EVA foam ... together labour turmeric High and terrible experiment active winter in territory abyss branch plastic give see muscle festival next nearsighted market school wide big in branch plastics in Vietnam. In the near future , the company will To be source bow grant big about extra family branch plastic also like the product product do from plastic clothing service give market school .

+ **Risk to variable movement price and original object fabric head enter :**

According to number fabric system list belong to Hiep festival Vietnam Plastics (VAP), especially enemy float turn belong to branch Vietnamese plastics are original fabric product export in water only answer application 20 % of the demand demand . Market import mouth main Vietnam 's countries include : Arab Xe Australia , South Korea, Taiwan , Thailand, Indonesia, India Degree ... While That's the price. import mouth the strain type original fabric Plastic always Have the variable movement according to the variable movement belong to price oil above position gender , create strength squeeze big arrive active movement product export belong to the rack profession Vietnamese plastics , made reduce strength edge painting belong to the product product Vietnamese plastics on market school internal land also like above market school export mouth , due to price original fabric often accounts for 75-80% of the price. wall belong to product product . No owner movement Okay original fabric head enter To be one limit craft big opposite to with branch Vietnamese plastics . Condition This Satisfied cause Are not little difficult towel give the rack profession in water When job import mouth original fabric in progress To be original core main cause price wall product product plastic Our country is facing difficulties. heart edge painting with the water in together area area . Main because So , the House Water need give go out children main book support assistance equal way reduce level tax import mouth original fabric give the rack profession product export internal land .

Product product terrible rack main of the Company is product export porous , chemical substance , accessory family branch plastic and compound particles type should price import original object fabric from the home bow grant Have image enjoy direct next arrive rack collect and profit profit of the Company. In addition the original fabric head into , the matter price electricity increase

High also Have children author movement best predetermined arrive conclude fruit terrible rack of the Company. The Company has owner movement notch clothing children image enjoy of costs declare waterfall and price import row chemistry equal way establish rules presentation product export clear obviously , there is plan plan import object fabric and row chemistry flush suitable , guaranteed tell the fine predetermined belong to the source bow .

The company uses use source original fabric guarantee tell import mouth from the home bow grant power trust from South Korea , Japan , Germany... Besides out , with children type original object fabric subsidiary , company selection select buy belong to one number company in water to season cost saving in When price chief fit reason than but matter quantity product product still similar on one's own like row import mouth . When using use row chemistry in water , Company receives Okay much profit position more due to the main book of Vietnam regarding history use and pepper use row internal location . Side edge Therefore , the company has Have the fit author and do eat long long with the opposite to author To be the home bow grant original object Therefore , the company accepts Okay much the advantages treat in the main book about labour debt , the guarantee tell source bow and price All. But with the trend collect the amount fee tell guard lip school , fees water waste labour career , money rent land declare waterfall mineral production , taxes talent original day the more High also will image enjoy next price original object fabric head into , therefore image enjoy arrive price wall product product of the Company.

- **Risk ro about market school pepper recipient :**

Wear umbrella Have much difficult towel in active movement But branch Vietnamese plastics still in progress each step vomit predetermined taste intelligence belong to me in background terrible cell . Product product plastic of Vietnam only Okay pepper recipient wide scattered in the market school internal land but still Okay export mouth and each step occupy territory market school belong to much water . The increase strong belong to needle rank export mouth give see the product product plastic of Vietnam is Okay much water above position gender history use and each step vomit predetermined taste intelligence mandarin weight belong to branch Plastic in the broadcast development shared belong to whole branch labour profession .

In market school water outside , product product plastic of Vietnam fight price To be Have possibility power edge painting high due to work turmeric product export Satisfied next nearsighted with labour turmeric presently grand belong to position gender and Okay market school accept Received . Product product plastic of Vietnam currently in progress Have face in over 150 countries family and region leader soil above position countries such as Japan, Cambodia , Laos , Thailand, China, and India. India , the Middle East, Africa , the EU, the US , Among them the market school export mouth , has market school product product plastic of Vietnam has Have Okay taste intelligence rather sure block like Japan; has children market school new much potential power like China, India India , Russia, Eastern Europe , Africa soft bridge High opposite to with product product plastic packaging , products product plastic pepper use and clothing service build build .

Technology product export still short should guide arrive matter quantity product product Are not copper all , potential force talent main still limit craft should the rack profession product export plastic rather flat side compared to the opposite to head edge painting foreign input . So so , the article maths current of the rack profession Plastic internal land main To be Right cabbage advance labour turmeric product export to lift High matter quantity product product , copper time , translation service

chopsticks urine also Right Okay lift High to product product in water enough strength edge painting with the product product outside .

Currently , the entire set product products manufactured by Joint Stock Company part Plastic Additives product export even Satisfied Okay the opposite to author in , water outside put row and buy whole set , product quantity product export in progress Not yet enough answer application soft bridge pepper use and export mouth . Years next According to , the company will head private more machine hook , open wide product export to increase product quantity , aiming answer application enough soft bridge export mouth and advance next sell row give the rack profession internal land to support assistance the broadcast development shared belong to branch plastic in Vietnam.

- **Risk ro about variable movement price neck ballot :**

Neck Company stock certificate part Plastic Adhesive Sealants (PGNs) ghost above Department deliver pandemic Proof Hanoi Stock Exchange (HNX) helps advertising company heart love effect , aiming lift High image photo , increase calculate bar amount give neck ticket , create thing lawsuit give the neck winter Have body transfer yield capital easy easy ; create muscle festival next nearsighted with much source talent main other each other in water and country medicine , make increase source capital give head private broadcast development and standard squid chemistry chest company value , increase calculate bright white .

However , the risk ro about variable movement price neck Company stock certificate part Plastic Additives after When seal ghost To be thing difficult avoid from . Price neck ticket above market school Okay corpse predetermined by mandarin system bow bridge belong to market school . Termite mandarin system bow bridge This extra home enter much weak accuse such as : love image active movement of the Company; situation image main government , commune association ; love image terrible cell in water and country cell , also like the replace change in law and children rules predetermined above market school proof Contract . In addition . out , price neck ticket still extra home enter heart reason belong to home head private above market school . Main because so , the increase reduce price neck ticket of the Company will To be one weak accuse risk ro difficult measure before .

- **Risk ro other :**

Outside children core accuse risk ro on , one number core accuse risk ro other carry calculate no possibility resistance such as : animals land , natural disasters, storms flood , fire calamity , war painting , translation disease , horror Dad ,... The risks ro This rare When happen go out But If happen go out will to again children after fruit real the serious important , work movement direct next arrive active movement terrible rack and broadcast development of the Company. Party edge that , the replace change belong to main book money bad , mechanical craft bar math , interest loan , fees and the thing lawsuit what forced belong to echo goods , warehouse silver Home water also create should the risk ro no possibility resistance give rack profession .

To limit craft dark Multi risk ro loss harm , the company usually through nest function practice training labour author guarantee tell whole guard birth , room power on fire explode ...

II. OPERATIONAL SITUATION DURING THE YEAR

1. Business and production performance

- Conclude fruit active movement product export terrible rack in year :

In 2025, the Company will continue to maintain and expand its core business activities, including the production and trading of chemicals and additives for the plastics industry, and the provision of warehousing and transportation services, as detailed below:

Single position : copper

No.	Only pepper	Bell plan 2025	Real presently 2025	Billion rules real currently compared to Bell plan (%)
1	Total rack collect pure	250,000,000,000	126,408,647,638	50.56%
2	Capital thing rules	94,648,590,000	94,648,590,000	100.00%
3	Profit after tax	12,000,000,000	1,886,273,838	15.72%
4	Neck that	12%	0%	0.00%

(Source : Report) talent main check maths (2025)

- Love image real currently compared to plan plan :

Compared to the plan set forth by the Company's leadership at the 2025 Annual General Meeting, the revenue and profit achieved in the past year are as follows:

Total revenue in 2025 was VND 126.408 billion, reaching 50.56% of the plan, and after-tax profit reached VND 1,886 million, achieving 15.72% of the set plan.

2. Organization and personnel

- List of Executive Board members onion

List of executive committees onion

TT	Surname and name	Function service
I	Board of Directors director	
1	Tran Dang Cong	Total Supervisor director
2	Duong Thi Hai Ha	Supervisor director product export
II	Bell maths leader	
1	Nguyen Thi Nga	Inheritance Rights maths leader

2.1. Board of Directors

2.1.1. Mr. Tran Dang Cong - General Director

- Full name: Tran Dang Cong
- Sex: Male
- Date of birth: June 11, 1972
- Place of birth: Hanoi
- Nationality: Vietnam

- Current place of permanent residence registration: No. 14, Ngo Quyen Street , Hoan Kiem Ward , Hanoi City
- Citizen ID number: 001072020267
- Issuing authority: Department scene close chest reason onion main about sprain on one's own commune festival
- Date issued: April 29, 2021
- Contact phone number: 0913202082
- Qualifications: Bachelor of Laws – Master of Business Administration
- Current position held by the listed organization: Vice Chairman of the Board of Directors and General Director
- Current position held at another organization:
 - Sales Director, Hong Phat Chemical Company Limited
 - Chairman of the Board of Directors of Thang Long Chemical Joint Stock Company
 - Member of the Board of Directors of Investment Joint Stock Company Trade and Pandemic service Ten thousands Luck Broadcast
- Work experience:

Time space	Single taste labour author	Function service
November 1994 - December 2000	Representative Office of Sanyo Trading Company (Japan)	Core pill terrible Business - Head of Hanoi Office
December 2000 - December 2017	Chemical Company Limited Hong Phat Quality	Owner ticket Festival copper wall Supervisor director thing onion
7/2007 - 6/2021	Joint Stock Company part Plastic Additives	Owner ticket Festival co-administrator
July 2011 to present	Joint Stock Company part Chemistry Matter Thang Long	Owner ticket Festival co-administrator
December 2011 to present	Investment Joint Stock Company Trade and Pandemic service Ten thousands Luck Broadcast	Board Member
December 2017 to present	Joint Stock Company part Plastic Additives	Total Supervisor Governor

December 2017 to present	Chemical Company Limited Hong Phat Quality	Supervisor director terrible rack
July 2021 to present	Joint Stock Company part Plastic Additives	Deputy Owner ticket Festival copper chest treatment

- Illegal behavior: Are not
- Ownership of securities by individuals and related parties in a listed organization:
 - Individual ownership: 141,484 shares – Percentage: 1.49%
 - Owns a representative: No
 - Ownership by related parties:
 - + Full name: Ngo Hoai Thanh
 - + Relationship: Wife
 - + Number of shares: 197,538 – Percentage: 2.09 %
- Debts to listed companies: Are not
- Remuneration and other benefits received from the listed organization: According to the company's salary and bonus regulations.
- Related benefits for the listing applicant: Are not

2.1.2. Ms. Duong Thi Hai Ha – Production Director

- Full name: Duong Thi Hai Ha
- Sex: Female
- Date of birth: November 5, 1985
- Place of birth: Vinh Phuc
- Nationality: Vietnam
- Current place of permanent residence registration: TDP Minh Quyet, Vinh Phuc Ward, Province Phu Longevity
- Citizen ID number: 026185001847
- Issuing authority: Department scene close chest reason onion main about sprain on one's own commune festival
- Date issued: 03/04/2021
- Contact phone number: 0978158796
- Qualifications: Intermediate level plan maths
- Current position held by the listed organization: Production Director

- Current position held at another organization: Are not

- Work experience:

Time space	Single taste labour author	Function service
From 2006 to 2009	Joint Stock Company part Pharmacy product Vinh Phuc	Worker
From 2010 to 2016	Joint Stock Company part Plastic Additives	Bell maths pill
From 2017 to 2020	Joint Stock Company part Plastic Additives	Foreman fertilizer workshop
From February 2021 to present	Joint Stock Company part Plastic Additives	Supervisor director product export

- Illegal behavior: Are not
- Ownership of securities by individuals and related parties in a listed organization:
 - Private ownership: No
 - Owns a representative: No
 - Ownership by related parties: None
- Debts owed to the listed entity: Are not
- Remuneration and other benefits received from the listing registration organization: According to the company's salary and bonus regulations.
- Related benefits for the listing applicant: Are not

2.2. Chief Accountant

Ms. Nguyen Thi Nga – Acting Chief Accountant

- Full name: Nguyen Thi Nga
- Sex: Female
- Date of birth: October 30, 1988
- Place of birth: Phu Longevity
- Nationality: Vietnam
- Current place of permanent residence registration: Village Dong Luc, Hoang An commune , Phu Longevity
- Citizen ID number: 026188007162
- Issuing authority: Department scene close chest reason onion main about sprain on one's own commune festival .
- Date issued: April 24, 2021

- Contact phone number: 0962283689
- Qualifications: College of Accounting
- Current position held by the listed organization: Inheritance Rights maths leader
- Current position held at another organization: Are not
- Work experience :

Time space	Single taste labour author	Function service
03/2012-02/2016	Joint Stock Company part object private Phu Tho	Core pill plan maths
01/2018-01/2025	Joint Stock Company part Plastic Additives	Core pill plan maths
June 2025 - Present	Joint Stock Company part Plastic Additives	Inheritance rights maths leader

- Illegal behavior: Are not
- Ownership of securities by individuals and related parties in a listed organization: Personal ownership: 0 shares – Percentage: 0%
 - Owns a representative: No
 - Ownership by related parties: None
- Debts owed to the listed entity: Are not
- Remuneration and other benefits received from the listing registration organization: According to the company's salary and bonus regulations.
- Related benefits for the listing applicant: Are not

2.3. The replacements change in the Steering Committee union :

In 2025 , the Steering Committee The company has the replace change about core the like after :

Apartment keep according to Resolution Board of Directors Resolution No. 2306/2025/NQ-HĐQT-PGN dated June 23, 2025, concerning job immune task plan maths leader opposite to with Ms. Tran Thi Viet Oanh, deputy Successor maths leader opposite to with Ms. Nguyen Thi Nga.

Day catch head Have effect Force : June 23, 2025.

2.4. Number quantity cadre set , person pill . Summary turn off main book and replace change main book opposite to with People tuberculosis movement

- Number quantity cadre set , person pill :

Total number quantity tuberculosis movement the company arrived time Points as of December 31, 2025: 10 people .

Unit : Person

Criteria	Quantity	Percentage (%)
<i>Fertilizer according to presentation academic problem</i>	10	100%
1. On Grand learn and Great learn	2	20%
2. College , secondary school grant	2	20%
3. Labor general	6	60%
<i>Fertilizer according to gender calculate</i>	10	100%
1. Labor male	7	70%
2. Labor female	3	30%

(Source : Joint Stock Company) part Plastic Additives)

- Main book and replace change in main book opposite to with People tuberculosis movement :
Source core force To be weak accuse mandarin weight give the exist in and broadcast Company development , therefore the Company has much main book fit reason to People tuberculosis movement attach bundle do job with blame task and effect fruit High best .

➤ Recycle degree do job

+ Time space do job :

- Block literature Room : Monday to Friday Saturday : Morning from 7:30 AM - 11:30 AM; Afternoon From 1 PM to 5 PM.
- Block transport action : To do job 8- hour shifts , rotating shift change week .

When available Love bridge about advance degree product export , the company has body Love bridge cadre set core pill do more hour and real presently the craft degree treat enlightenment agree worth give People tuberculosis movement .

Thing lawsuit do The company always try try create thing lawsuit Good best give core pill do work . Besides out , original safety lock tuberculosis movement always Okay hour head serious difficult .

➤ Main book money salary , bonus and fortune benefits :

- Main book Salary and bonuses :

Main book money salary , money rewards , subsidies of the Company build erect above muscle initial calculation matter labour job real that person tuberculosis movement real presently .

Principle fertilizer combination fund wage power yield : Distribution combination according to tuberculosis movement , attachment money wage with blame task labour action , ability rate tuberculosis labor , labor efficiency movement belong to each people , recommend Tuong expert subject and techniques High .

Praise reward give core pill of the attached company border with results of the operation movement terrible rack and substance quantity labour Regarding the matter . predetermined In general , the company has the following: mechanical mode copy like after :

- + Awards predetermined next quarter , year or according to wind surge broadcast movement ;

- + tendons wage according to power rate and level complete wall labour the job ;
- + Reward give the units , individuals pepper chart in year , bonus bright ants ;
- + Reward in the occasion Tet holiday belong to country family and memories day wall Establish a company.

The company always real presently Good main regime book opposite to with People tuberculosis movement about money salary , money reward , protection health insurance social insurance , pension scheme tru , the labour social work , charity and actually presently full fulfill obligations with the State Budget .

- Recycle degree fortune benefits :

Real company presently the craft degree tell danger commune festival give People tuberculosis movement according to Law tuberculosis movement , interior rules tuberculosis movement and Satisfaction wish tuberculosis movement practice The company always ... mandarin heart arrive life living and cabbage u thing lawsuit give cadre set , person officer ; official heart arrive People tuberculosis movement in the day ceremony Tet . Besides children rights profit Okay rules predetermined in Labor Law , people tuberculosis movement within the company Okay enjoy treat enlightenment below the image awake such as travel , vacation cool , assist grant When pregnancy product and sick pain , relief grant difficult towel , protect danger core longevity

➤ Main book recruitment use and peach create :

- + Recruitment Use : Purpose pepper recruitment use The company 's revenue is suck People tuberculosis programmed motion degree , advantage fairy tuberculosis menstruation solution , answer application Okay Love bridge labour job and have the ability force . During the time space The next step will be prioritized . fairy recruitment use and has book treat corn satisfied worth opposite to with children cadre has menstruation experiment chest project serving the purpose pepper head private and broadcast Company development .
- + Dig Create : The company focuses on push strong the active movement dig create , build nutrition skill management opposite with cadre management logic , skills professional subject , professional skills with the cadre other set .
 - Dig create core pill new : After Okay recruitment use , person pill The new will be organized by the Company . dig create to grasp return to the interior rules tuberculosis action , responsibility task rights limit Okay delivery , method France and skills real presently labour job .
 - Dig create in place do Task : Depends home enter terrible solution , procedure degree , energy force belong to People core The company will distribute the employees. labour labour job Fit single simple arrive complex miscellaneous self - level short arrive grant High more . Those core pill home parts which one will be responsible parts direct next direction lead , dig create and fertilizer labour .
 - Dig create often xuyên : Company promotion Tuong and create thing lawsuit convenient profit about time space and funding for People tuberculosis movement lift High presentation professionalism subject , knowledge awake to do job To make the company more efficient .

- Planning , excavation create , build nutrition cadre nearsighted set , answer application Love bridge The company 's production and business objectives .

➤ Main book other :

Organizing company predetermined week the wind surge literature Chemistry , Sports and the picnic to lift High pure god practice and reduce tension straight public job .

3. Investment situation, project implementation status

a) Projects and investments the company will undertake in 2025:

- Short-term investments: A time deposit at Ho Chi Minh City Development Commercial Bank with a total value of VND 6,100,000,000 as of December 31, 2025, is used as collateral under Credit Limit Agreement No. 27631/24/MB/HĐTD dated October 10, 2024, with Ho Chi Minh City Development Commercial Bank. A deposit at Shinhan Bank Vietnam Co., Ltd. with a total value of VND 4 billion as of December 31, 2025, is used as collateral under Credit Agreement No. SHBHN/HĐTD/790500037395 dated December 13, 2023, with Shinhan Bank Vietnam Co., Ltd. – Pham Hung Branch. The deposit at Vietnam Prosperity Commercial Bank, with a total value of VND 2,079,992,433 as of December 31, 2025, is used as collateral under Credit Limit Loan Agreement No. CLC-28602-01 dated October 15, 2024, with Vietnam Prosperity Commercial Bank – Vinh Phuc Branch.
- On September 29, 2025, the Company completed the transaction to acquire 49% of the shares of Vinh Phuc Plastic Additives Joint Stock Company for a value of VND 39,683,000,000.

b) Subsidiaries: None.

c) Affiliated company:

No.	Affiliated company	Business registration	Address	Business Sector	Registered capital	PGN's ownership stake
1	Vinh Phuc Plastic Additives Joint Stock Company	2500727132	TDP Minh Quyet, Vinh Phuc Ward, Phu Tho Province	Manufacture of other chemical products	80,274,310,000	49%

- The main financial situation of Vinh Phuc Plastic Additives Joint Stock Company:

	Only pepper	2024	2025	% increase reduce
1	Total price treatment talent product	46,255,191,205	93,564,065,797	102.28%
2	Capital owner team day	544,531,789	81,501,778,142	14867.31%
3	Revenue pure	46,611,737,230	124,547,372,697	167.20%
4	Profit pure from business contract	590,664,736	921,994,031	56.09%
5	Profit other		(24,260,027)	
6	Profit before tax	590,664,736	897,734,004	51.99%

7	Profit after tax	472,531,789	654,936,353	38.60%
8	Billion rules profit profit pay neck that	0%	0%	

4. Financial situation

a) Financial situation

Unit: VND

TT	Only pepper	2024	2025	% increase reduce
1	Total price treatment talent product	192,238,562,252	172,952,266,917	-10.03%
2	Revenue pure	221,001,048,262	126,408,647,638	-42.80%
3	Profit pure from business contract	2,304,157,458	548,987,928	-76.17%
4	Profit other	(444,334,488)	1,986,030,987	546.97%
5	Profit before tax	1,859,822,970	2,535,018,915	36.30%
6	Profit after tax	755,383,954	1,886,273,838	149.71%
7	Billion rules profit profit pay neck that	0%	Attend Ants 12% (*)	But

(*) Plan plan neck that The figure for 2025 is 12% . keep according to Resolution resolutions of the General Meeting of Shareholders year Resolution No. 1406 /2025/PGN/NQ-DHĐCĐ dated June 14, 2025, 2025. The company has not yet... real presently pay neck that 2025 .

(Source : Report) talent main check maths (2025)

Revenue pure The company 's revenue in 2025 is expected to reach 126.41 billion . VND , down 42.80% compared to 2024. Profit before tax The figure is expected to reach 2.54 billion by 2025. VND , up 36.30% compared to 2024. Profit after tax In 2025, the company will reach 1.89 billion . VND , an increase of 149.71% compared to 2024. The family increase belong to the only pepper profit profit owner weak arrive from predetermined direction thing onion and war comb chest treatment of the Board of Directors Company's leadership , group central enter job dark cost advantage , mechanism structure again active movement terrible rack and lift High effect fruit chest reason . Thanks . that , wearing umbrella 2025 custom To be one year much difficult towel opposite to with the rack profession in branch plastic , when branch Right opposite to face with the challenge awake border mandarin arrive problem pollution plastic , trend reduce history use plastic original born and family increase history use plastic re craft above whole The company still has the demand . du maintain Okay effect fruit active movement and cabbage u conclude fruit terrible rack in period .

Price the face row original fabric Have the difference deviated large compared to together week 2025 .

Year	Revenue	Price capital row sell	Profit combine	Billion LNG output
2024	221,001,048,262	208,496,776,977	12,504,271,285	5.66%
2025	126,408,647,638	121,885,235,178	4,523,412,460	3.58%

(Source : Report) talent main check maths (2025)

b) Key financial indicators

TARGETS	Unit	2024	2025
1. Only pepper about possibility power bar maths :			
- System number bar maths presently Action : (Standard Assets / Debt) short limit	Time	1.96	1.78
- System number bar maths fast : [(TSLD – Goods] exist warehouse)/ Debt short limit]	Time	1.03	1.60
2. Only pepper about muscle structure capital :			
- In debt Right Pay / Total talent product	%	43.93	36.59
- In debt Right Repayment / Equity	%	78.35	57.70
3. Only pepper about power force active movement :			
- Cargo turnover exist warehouse (GVHB/ Goods) exist BQ warehouse	Ring	5.89	2.73
- Total Asset Turnover Ratio (Net Revenue / Average Total Assets)	Time	1.10	0.69
4. Profitability indicators:			
- Net profit after tax / Net revenue ratio	%	0.34	1.49
- Net profit after tax / Equity ratio	%	0.70	1.72
- Net profit after tax / Total assets ratio	%	0.38	1.09
- Operating profit/Net revenue ratio	%	1.04	0.43

(Source: Audited financial statements for 2025)

5. Shareholder structure, changes in owner's investment capital

a) Share:

No.	Content	Quantity
1	Number of outstanding shares	9,464,859 shares part
2	Number of freely transferable shares	9,464,859 shares part
Total		9,464,859 neck part

b) Shareholder structure

Company shareholder structure (as of December 24, 2025) according to the shareholder list provided by VSDC.

No.	Muscle structure neck winter	Number quantity neck winter	Neck part similar application	Price treatment (VND)	Ratio / Actual Value contribute
1	Neck winter in water	708	9,184,475	91,844,750,000	97.04%
	Neck winter To be nest function	2	1,204	12,040,000	0.01%
	Neck winter To be fish core	706	9,183,271	91,832,710,000	97.02%
2	Neck winter water outside	19	280,384	2,803,840.00	3%
	Neck winter To be nest function	4	11,731	117,310,000	0.12%
	Neck winter To be fish core	15	268,653	2,686,530,000	2.84%
Total Add					

List of shareholders holding more than 5% of the charter capital as of December 24, 2025

No.	Shareholder Name	Address	Number of shares held (CP)	Proportion
1	Huynh Van Quang	158 Tran Vu Street, Ba Dinh Ward , Hanoi	2,342,610	24.75%
2	Pham Van Lai	778 Bucks Write Nghe Tinh, Binh Thanh District , City Ho Chi Minh	620,447	6.56%
3	Chu Van Phuong	450 Palaces Thuong Doan ward Dang Giang, Ngo Quyen district , city Hai Phong street	657,049	6.94%

Maximum foreign ownership ratio: 50%

c) Changes in owner's investment capital

Time point contribute capital / increase capital	Capital thing rules before When broadcast onion (Ty) copper)	Price treatment capital increase / decrease more (Ty) copper)	Capital thing rules after When broadcast onion (Ty) copper)	Image awake contribute capital	Single taste grant
July 12, 2007	0	20	20	Contribution capital wall establish	Business Registration Certificate No. 1903000318 (now number License number 2500287403) issued by the Department of Science and Technology of Vinh Phuc province on July 12, 2007.
August 30, 2013	20	(4)	16	Contributing capital to establish	Business Registration Certificate No. 2500287403 issued by the Department of Planning and Investment of Vinh Phuc province, amended for the first time on December 8, 2010.
December 27, 2017	16	17	33	Private placement of shares	- Notice No. 42/2017/TB-CP dated December 14, 2017, from the Department of Planning and Investment of Vinh Phuc province; - Business Registration Certificate No. 2500287403 issued by the Department of Planning and

					Investment of Vinh Phuc province, amended for the third time on December 27, 2017.
March 6, 2021	33	1.9	34.9	Broadcast onion increase capital pay neck that equal neck ticket	Official Letter No. 895/UBCK-QLCB dated March 17, 2021, from the State Securities Commission regarding the report on the issuance of shares to pay dividends by PGN.
March 30, 2021	34.9	32.99	67.9	Greet sell give neck winter presently day and Home head private war comb	<ul style="list-style-type: none"> - Official document No. 1200/UBCK-QLCB dated April 1, 2021, from the State Securities Commission regarding the report on the public offering of PGN shares. - Business Registration Certificate No. 2500287403 issued by the Department of Planning and Investment of Vinh Phuc province, amended for the 6th time on April 22, 2021.
November 25, 2021	67.9	7.47	75.4	Broadcast onion increase capital pay neck that equal neck ticket	<ul style="list-style-type: none"> - Official document No. 8204/UBCK-QLCB dated December 7, 2021, from the State Securities

					Commission regarding the report on the issuance of shares to pay dividends by PGN. - Business Registration Certificate No. 2500287403 issued by the Department of Planning and Investment of Vinh Phuc province, amended for the 8th time on December 21, 2021.
June 30, 2022	75.4	84.5	84.5	Broadcast onion increase capital pay neck that equal neck ticket	- Official document No. 4272 UBCK-QLCB dated July 6, 2022, from the State Securities Commission regarding the report on the issuance of shares to pay dividends. - Business Registration Certificate No. 2500287403 issued by the Department of Planning and Investment of Vinh Phuc province, amended for the 9th time on August 5, 2022.
February 5, 2024	84.5	94.6	94.6	Broadcast onion increase capital pay neck that equal neck ticket	- Official document No. 1010/UBCK-QLCB dated February 7, 2024, from the State

					Securities Commission regarding the report on the issuance of shares to pay dividends.
					- Business Registration Certificate No. 2500287403 issued by the Department of Planning and Investment of Vinh Phuc province, amended for the 10th time on March 11, 2024.

d) Treasury stock transactions: None.

e) Other securities: None.

6. Report author movement border mandarin arrive lip school and commune festival of the Company

6.1 Author movement go up lip school

The company always uncle weight job training training , declaration transmission about way awake tell guard lip school from children job like fertilizer type garbage waste to re manufacture , use use season savings power quantity Electricity , water , turn off. When Are not history use , limit craft history use bag nylon , select select history use the product product close u with lip school to replace like that ... From children onion movement , action do small will contribute part image wall way living accumulation pole in add The company 's employees said : private and commune festival speak shared .

6.2 Manage source original object fabric

The company has and in progress increase strong labour author chest reason aiming check check the author movement image enjoy arrive lip leader , responsible tell history use and chest reason effect fruit the source original object materials , pressure use labour turmeric new in active movement product export terrible business .

6.3 Pepper recipient power quantity

Special company residential uncle weight arrive job season savings power quantity in too presentation active movement product export terrible business . The company is always mindful . in job declaration transmission in system collective awareness of employees history use season savings Electricity , turn off. the design bag electricity Are not history use , use use the source power quantity clean , thorough use the source power quantity on one's own natural and power quantity re process .

6.4 Pepper recipient water

Season savings pepper recipient water also always To be one in children problem topic always by Uncle Company important . The company 's employees also always conscious in job history use and re craft quantity water Satisfied history use one way effect fruit .

6.5 Follow France law about tell guard lip school :

Number time bag handle Penalties for violations due to failure to comply. hour head law France and the rules predetermined about lip School : No

Total number money lost handle Penalties for violations due to failure to comply. hour head law France and the rules predetermined about lip School : No

6.6 Main book border mandarin arrive People tuberculosis movement

a) Number quantity tuberculosis movement , level wage central jar opposite to with People tuberculosis movement :

- Number quantity tuberculosis movement : At time The score as of December 31, 2025 is : 10 people .

- Level collect import jar army The year 2025 is : 11.4 million VND / person / month

b) Main book tuberculosis movement aiming guarantee tell strength healthy , safe whole and fortune profit belong to People tuberculosis movement :

The company has implemented a policy of strengthening discipline and improving labor productivity. At the same time, it always ensures that employees receive fair wages commensurate with their efforts and contributions. In addition, the company guarantees... tell People tuberculosis movement real presently serious tight craft degree tell household tuberculosis movement and safe guard born tuberculosis Activities include : Organizing on-the-job training or sending employees for training to improve their professional skills, increase their salaries, and promote them to higher ranks. Ensuring full and timely processing of sick leave, maternity leave, holidays, annual leave, hardship allowances, and organizing comprehensive and regular health check-ups for company employees.

c) Active movement dig create People tuberculosis movement :

- Number hour dig create central jar each year , according to core pill and according to fertilizer type core supplement home enter each chapter presentation dig create old man body belong to each single the company that hired dig create or nest function dig create set give the opposite to statue .

- Chapters presentation broadcast development skill power and learn practice border custom to support assistance People tuberculosis movement guarantee tell Have job do and broadcast development the Occupation : Training lift High hand profession , specialization subject profession case , technique power nest function , management theory , marketing...

6.7 Report border mandarin arrive blame task opposite to with add copper land direction

The company integrates pole virus family the active movement , wind surge about support support , development development add copper above the face terrible health , commune festival and teacher lust ; greed family the the transport movements , the room surge similar body , relative love , build erect home love meaning , support household People poor ... contribute part hold preserve sprain on one's own public security , safety whole commune festival aiming push strong broadcast development commune festival literature bright and durable stable .

6.8 Report border mandarin arrive active movement market school capital green according to direction guide of the State Securities Commission

III. REPORT AND EVALUATION BY THE BOARD OF DIRECTORS

1. Evaluating business performance results

With over 18 years of experience in manufacturing and trading chemicals and additives for the plastics industry, the company is a reputable supplier of raw materials and additives for the plastics industry in the market. The company's net revenue in 2025 is projected to reach VND 126.41 billion, a decrease of 42.80% compared to 2024. Pre-tax profit in 2025 is projected to reach VND 2.54 billion, an increase of 36.30% compared to 2024. After- tax profit in 2025 is projected to reach VND 1.89 billion, an increase of 149.71% compared to 2024.

The company has made the following progress:

- + The research focuses on applying new technologies in production lines to improve labor productivity and reduce costs, with an emphasis on sustainable development solutions, including the use of recycled materials and minimizing environmental impact.
- + The Plastic Additives Joint Stock Company identifies ensuring the quality of products supplied to customers according to prescribed standards as its top priority and a prerequisite for the company's survival and development. Therefore, the company has perfected its quality policy through the following specific programs:

2. Financial situation

a) Asset situation

Changes in the Company's Assets

Single position : copper

Asset	2024	2025	% Increase/Decrease
Current assets	164,583,126,116	112,387,653,100	-31.71%
Long-term assets	27,655,436,136	60,564,613,817	119.00%
Total assets	192,238,562,252	172,952,266,917	-10.03%

(Source : Report) talent main check maths (2025)

The company's total assets decreased from VND 192.24 billion in 2024 to VND 172.95 billion in 2025, a decrease of 10.03%. Of this, short-term assets decreased from VND 164.58 billion in 2024 to VND 112.39 billion in 2025, a decrease of 31.71%, mainly due to the company reducing short-term accounts receivable from customers.

The company's long-term assets increased from VND 27.66 billion in 2024 to VND 60.56 billion in 2025, representing a 119% increase.

b) Debt situation

Unit: VND

No	Content	December 31, 2024	December 31, 2025	% increase / decrease
I	The amounts in debt Right pay	84,451,618,305	63,279,049,132	- 25.07%
1	In debt short limit	84,016,298,997	63,224,912,332	- 24.75%
	- Right pay People sell short limit	19,546,583,037	12,038,530,671	-38.41%
	- People buy pay money before short limit	110,745,591	110,745,591	But
	- Tax and the amount Right pay to the State	1,232,912,398	735,993,057	-40.30%
	- Right pay People tuberculosis movement	281,662,458	193,802,372	-31.19%
	- Expense Right pay short limit	932,955,389	137,301,116	-85.28%
	- Revenue Not yet real presently short limit	1,600,000	0	But
	- Right pay short limit other	46,240,740	0	But
	- Borrow and in debt rent talent main short limit	61,219,623,497	49,364,563,638	-19.36%
	- Fund praise reward , blessing profit	643,975,887	643,975,887	But
2	In debt long limit	435,319,308	54,136,800	- 87.56%
	- Revenue Not yet real presently long limit	93,313	0	But
	- Loans and in debt rent talent main long limit	435,225,995	54,136,800	-87.56%

(Source : Report) talent main check maths (2025)

The amounts in debt Right pay of the Company decreased from 84.45 billion VND (in 2024) decreased to 63.28 billion . copper (in 2025), equivalent application level decreased by 25.07%. Of which , debt short limit reduce from 84.02 billion VND (in 2024) decreased to 63.22 billion . copper (year 2025), original core precisely because of within The company has been operating for five years. reduce amount Right pay People sell short limit , and the amount get a loan and in debt rent talent main short limit to real presently give active movement product export terrible rack in period . Meanwhile , debt long limit reduce strong from 435.32 million VND (in 2024) will fall to 54.14 million . copper (in 2025) thanks the company has real current payment the amount in debt long limit get a loan the nest function , individual core in period .

- Fertilizer accumulation in debt Right pay too limit , photo enjoy difference deviated belong to billion rules price regret mushrooms arrive conclude fruit active movement product export

terrible rack belong to company , photo enjoy difference deviated interest Loan : During the year, the company actually... presently bar maths full enough the amount get a loan belong to me with echo row and the nest function trust use , therefore , not broadcast born in debt Right pay too limit . Face other , guest row of the Princess weak To be guest row in water should When catfish price regret mushrooms increase reduce no often also Are not cause loss harm too pepper pole opposite to with active movement product export terrible rack of the Company.

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

Over the past year , the company has real presently lawsuit whole Okay nest function set machine thing action , construction erect and complete u rules process , procedure craft do The matter . Specifically residential is the company that build erect and system system again one scientific way about notebook book and craft degree lymph nodes math , accounting mathematics through that reaction candidate in time time and main corpse love image talent main The company assists the management board . religion give go out children decision book in time time , exactly corpse .

Code proof The PGN contract is assigned by the Company . pandemic in Department deliver pandemic proof Hanoi Stock Exchange (HNX), therefore , the Company has Right real presently pressure use craft degree newspaper urine according to rules predetermined and do increase calculate bright white in active movement of the Company.

4. Future development plan

Based on the development prospects of the plastics industry in general and the plastics chemical and additive manufacturing industry in particular, the development orientation is to build the Plastics Additives Joint Stock Company into a comprehensive and sustainable enterprise with the goal of becoming a leading chemical additive manufacturing group in the region by 2030, possessing high competitiveness in both domestic and international markets. The goal is to build the Plastics Additives Joint Stock Company into a manufacturing and trading company that will supply the market with high-quality, reliable, and standardized products and services.

- Specific objectives:

- + To enhance the production capacity of the Company's factories, expand the scale of production and business operations, broaden the product distribution market; and invest in additional workshops and production lines by issuing shares to increase equity capital.
- + Focus and invest appropriately in research and development of new products.
- + Strengthening governance models, continuing research and proposing solutions, organizing and implementing restructuring, streamlining, and improving the organizational structure and system to enhance business performance.
- + Strengthen and build relationships with partners and suppliers.
- + Strictly control costs, implement cost-saving measures, and cut unreasonable expenses, especially those not directly related to business operations.
- + Implement and promote the import and distribution of chemical additives for the rubber and plastics industries (commercial sector).

5. The report assesses the company's environmental and social responsibility:

- a) Assessment related to environmental indicators

The company always pays attention to and fully complies with all legal regulations regarding environmental protection during its operation and production processes.

b) Assessment related to employee issues

Throughout the year, the company implemented policies to strengthen discipline and improve labor productivity. At the same time, it consistently ensured that employees received fair and equitable wages commensurate with their efforts and contributions. Furthermore, the company, in collaboration with the Trade Union, paid attention to and prioritized the mental well-being and health of its employees, ensuring regular health check-ups as per company regulations.

c) Assessment related to corporate responsibility towards the local community.

In 2025, the company actively participated in social activities, donating to disadvantaged families and supporting flood-affected areas, border regions, and islands. Simultaneously, it participated in training programs, educational support initiatives, and supported the construction of charitable housing to improve people's lives and contribute to the development of a civilized and sustainable society.

IV. Board of Directors' assessment of the Company's performance.

1. The Board of Directors' assessment of the Company's performance in various aspects.

Faced with difficulties stemming from the global and domestic economic impacts, the pandemic, challenges in the plastics industry, and internal company issues, the Board of Directors proactively assessed and analyzed the situation accurately, promptly setting appropriate goals and directions. Simultaneously, they implemented numerous management and operational solutions to execute the production and business plan. As a result, the company's operations in 2025 were carried out in accordance with the established direction and plan, aligning with the views of the Board of Directors and the Shareholders' General Meeting held at the previous meeting.

2. Board of Directors' assessment of the Company's Management Board's performance.

Overall, in 2025, the Company's Executive Board basically implemented the resolutions of the Shareholders' Meeting. The Board of Directors highly appreciates the efforts of the Management Board in managing production and product sales with flexible policies, adjusted promptly to suit each market, helping the Company secure many new orders, increase production volume, and achieve high profits. In addition, the Management Board has also exercised its authority and duties in managing the Company according to the regulations, strictly managing finances, paying taxes, social insurance, health insurance, and employee benefits in accordance with company regulations and the law.

Therefore, the Board of Directors has utmost confidence in the management capabilities and ethical qualities of the Board of Directors in implementing the Company's strategic direction.

3. The plans and directions of the Board of Directors

Building upon and further developing the achievements of 2025, the company's Board of Directors is determined to strive for stable and sustainable growth, overcoming the general difficulties of the Vietnamese economy through the following key measures:

- Regularly inspect and monitor the implementation of signed contracts and the efficient use of capital, ensuring the completion of the 2025 plan, while also ensuring environmental and management requirements, creating stable jobs for employees, and increasing the company's market position.

- Strengthening risk control, corporate governance, technical improvements, and continued application of technology to enhance work productivity and update production and business data in a timely manner will contribute to saving production costs and reducing product prices.
- Maintain weekly updates between the Chairman of the Board and non-executive members of the Board to foster consensus and encourage initiatives and ideas from members for the Board's and the Company's operations.
- Maintain monthly Board of Directors meetings to formulate timely and flexible policies and strategies, and resolve issues arising during the operation of production and business activities.
- Drafting the company's development strategy.

V. Corporate Governance

1. Board of Directors

a) Members and structure of the Board of Directors

No.	Board Member	Function service	The percentage of ownership of shares and other securities issued by the company.	Number of board member positions and management positions held in other companies.
1	Ngo Hoai Thanh	Owner Chairman of the Board of Directors	2.09%	01 - CEO of Hong Phat Chemical Company Limited
2	Tran Dang Cong	Deputy Owner Chairman of the Board of Directors	1.49%	03 - Owner Chairman of the Board of Directors of Chemical Joint Stock Company matter Thang Long; - Board Member of Dau Joint Stock Company private love sales and Pandemic service Ten thousands Prosperity and Good Fortune; - Supervisor director terrible Chemical Company Limited Hong Phat material .
3	Dong Van Nhat	Board Member	0%	0
4	Chu Van Phuong	Board Member	6.94%	02 - Member of the Board of Directors of Tien Phong Youth Plastic Joint Stock Company (Southern Branch). - Chairman of the Board of Directors of Tien Phong Youth

No.	Board Member	Function service	The percentage of ownership of shares and other securities issued by the company.	Number of board member positions and management positions held in other companies.
				Plastic Company Limited, Central Vietnam.
5	Do Huy Tuan	Board Member	0%	0

b) Board of Directors Subcommittees : None

c) Activities of the Board of Directors:

The Board of Directors operates in accordance with the spirit of the Charter, the Enterprise Law, the Securities Law, and other relevant legal documents. Board meetings are held regularly and in accordance with the Charter. The Board of Directors has closely followed the direction set forth in the Shareholders' General Meeting Resolution and the actual situation of the Company, and has directed, managed, and supervised the Company's activities in accordance with the agreed-upon Resolution.

In 2025, the Board of Directors held 8 meetings, issuing Minutes and Resolutions as a basis for the Management Board to implement production and business activities, specifically as follows:

No.	Number Resolution decision / Decision predetermined	Day	Content	Billion rules through
1	2201/2025/PGN/NQ-HDQT	January 22, 2025	Through development declare real presently contribute capital equal talent products , goods chemistry Okay through at Resolution resolution of the General Shareholders' Meeting often In 2025 , it will join Vinh Phuc Plastic Additives Joint Stock Company . Through the election Ms. Ngo Hoai Thanh - Owner Chairman of the Board of Directors is People grand area capital contribute at Joint Stock Company family plastic Vinh Phuc. Through the committee rights give Owner Chairman of the Board of Directors declare real presently and complete u the head custom contribute capital equal talent product flush fit with rules predetermined France law .	100%

No.	Number Resolution decision / Decision predetermined	Day	Content	Billion rules through
2	1702/2025/PGN/NQ-HĐQT	February 17, 2025	Through retreat whole set capital of the Company is team day at Vinh Phuc Plastic Additives Joint Stock Company . Through the committee rights give Owner Chairman of the Board of Directors is looking for sword the opposite to work , discussion judge the thing lawsuit and complete u the talent materials , techniques custom transfer yield flush fit with the rules predetermined France law .	100%
3	2304/2025/PGN/NQ-HĐQT	April 23, 2025	Through family limit time space nest regular General Meeting of Shareholders 2025 of Plastic Additives Joint Stock Company in June 2025 . Through nest function regular shareholders' meeting year 2025 . Through the committee rights give Owner Chairman of the Board of Directors declare real presently the step next according to border mandarin arrive job standard be , group regular General Meeting of Shareholders year by 2025 tell flush fit with the rules predetermined of the Law and Thing Company policy .	100%
4	2405/2025/PGN/NQ-HĐQT	May 24, 2025	Through the agenda of the regular General Shareholders' Meeting year 2025 . Through delegation / authorization rights give Owner Chairman of the Board of Directors presently labour job Have border mandarin .	100%

No.	Number Resolution decision / Decision predetermined	Day	Content	Billion rules through
5	2306/2025/NQ-HĐQT-PGN	June 23, 2025	Through the exemption task plan maths leader opposite to with grandma Tran Thi Viet Oanh. Through supplementation task Ms. Nguyen Thi Nga task taste intelligence rights plan maths Chief .	100%
6	3006/2025/PGN/NQ-HĐQT	June 30, 2025	Through choose select inspection company Financial statement calculations 2025.	100%
7	2909/2025/PGN/NQ-HĐQT	September 29, 2025	Through purchase again neck part belong to the neck winter at Plastic Additives Joint Stock Company	100%
8	2710/2025/PGN/NQ-HĐQT	October 27, 2025	Through the owner school sign conclude and real presently the fit copper , exchange pandemic of Plastic Additives Joint Stock Company with Vinh Phuc Plastic Additives Joint Stock Company . Through the committee rights give Total Supervisor director real presently the labour job development declare next according to	100%

d) Activities of independent board members:

The company currently has two independent members, Mr. Dong Van Nhat and Mr. Do Duy Tuan , who have extensive experience in leadership, management, and operation of joint-stock companies. They also possess high professional qualifications and broad, in-depth knowledge in fields such as business, investment, and finance. In 2025, they actively contributed to building the strategic vision, strategic decisions, and planning the company's business and production activities.

e) List of Board members with corporate governance certifications:

All members of the company's Board of Directors have participated in a course on Corporate Governance.

2. Supervisory Board

a) Members and structure of the Supervisory Board

No.	Surname and name	Function name	The percentage of ownership of shares and other securities issued by the company.
1	Nguyen Thi Duyen	Head of the Supervisory Board	0%
2	Nguyen Huu Phu	Supervisory Board Member	0%
3	Nguyen Van Hung	Supervisory Board Member	0%

b) **Activities of the Supervisory Board**

In 2025, the Supervisory Board had nest function the the meeting predetermined week and virus attend the the meeting Festival copper chest treatment of the Company. Audit Committee check Satisfied meeting fertilizer labour task service give each wall inspection committee check to real presently the function power task service of the committee, meeting build erect supplement plan plan active movement 2025. Periodically, the Inspection Committee check even nest function meeting to total conclude the active movement in week and topic go out plan plan active movement check inspection, supervision close belong to week next according to.

After the great festival copper neck East, Inspection Committee check Satisfied establish plan plan supplement to plan plan active movement head year and Satisfied meeting fertilizer labour task service give each wall members of the Inspection Committee check.

Audit Committee check Satisfied check search supervisor close the face active movement of the Company through virus family the the meeting belong to Festival copper chest management, Board of Directors director and the literature copy, newspaper urine predetermined week belong to the Room specialist Subject. Examination inspection, supervision close job hour head the main book France law, regime degree belong to Home water, the rules predetermined of the Board of Directors and the Company's Management Board through the see consider research rescue the Resolution decision of the Board of Directors and the Sea predetermined thing onion active business activities of the Board of Directors director.

Matching fit with Inspection Company Limited maths and Private problem UHY supervisor close job real presently labour author check list, decide math, appraisal Check the Report talent main year, newspaper urine talent main sell year of the Company.

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

a) **Salary, bonuses, remuneration, and benefits:**

Salaries, bonuses, remuneration, and benefits for members of the Board of Directors, the Director, and the Supervisory Board. check of the Company in 2025, specifically body like after:

No.	Surname and name	Function service	Salary, bonuses, and rewards. labor (copper)
-----	------------------	------------------	--

I	Festival copper chest treatment		
1	Ms. Ngo Hoai Thanh	Owner Chairman of the Board of Directors	0
2	Grandfather Tran Dang Cong	Deputy owner Chairman of the Board of Directors	0
3	Mr. Chu Van Phuong	Board Member	0
4	Grandfather Dong Van Nhat	Board Member	0
5	Grandfather Do Huy Tuan	Board Member	0
II	Inspection Committee check		
1	Ms. Nguyen Thi Duyen	Head of the Supervisory Board	0
2	Mr. Nguyen Van Hung	Supervisory Board Member	0
3	Mr. Nguyen Huu Phu	Supervisory Board Member	0
III	Board of Directors onion		
1	Grandfather Tran Dang Cong	Total Supervisor director	228,857,546
2	Ms. Duong Thi Hai Ha	Supervisor director product export	209,992,870

b) Insider stock trading :

No.	People real presently deliver pandemic	Relationship with the Company/ person internal set	Number neck ticket team day head week		Number neck ticket team day last week		Reasons for increase / decrease (buy , sell , transfer) exchange , reward ...)
			Number neck ticket	Billion rules	Number neck ticket	Billion rules	
1	Ngo Hoai Thanh	Owner Chairman of the Board of Directors	347,538	3.67%	197,538	2.09%	Stock for sale ticket
2	Tran Dang Cong	Deputy Owner Chairman of the Board of Directors Total supervisor director and People extra blame chest company	241,484	2.55%	141,484	1.49%	Stock for sale ticket
3	Chu Van Phuong	Board of Directors	1,157,049	12.22%	657,049	6.94%	Stock for sale ticket

11/2/2025

c) Contracts or transactions with insiders:

Transaction with the beside border mandarin 2025 : (application) Position : copper

	2025
Revenue with the beside border mandarin	43,812,748,825
Chemical Company Limited Hong Phat material	8,959,847,500
Chemical Joint Stock Company matter Thang Long	297,700,000
Investment Joint Stock Company Trade and Pandemic service Ten thousands Luck Broadcast	1,310,975,000
Vinh Phuc Plastic Additives Joint Stock Company	33,244,226,325
Purchase from the beside border mandarin	57,810,489,500
Chemical Company Limited Hong Phat material	43,266,289,500
Chemical Joint Stock Company matter Thang Long	But

Investment Joint Stock Company Trade and Pandemic service Ten thousands Luck Broadcast	14,544,200,000
Plastic Joint Stock Company Lack Year Tien Phong	But
Transfer yield neck part with beside border mandarin	74,874,310,000
Grandfather Tran Dang Cong	32,425,820,000
Mr. Chu Van Phuong	26,582,160,000
Ms. Ngo Thi Hoai Thanh	4,000,000,000
Grandfather Tran Dang Phi	3,000,000,000
Mr. Nguyen Trong Cuong	793,740,000
Mr. Nguyen Quoc Binh	6,971,460,000
Grandfather Tran Tuan Nghia	1,101,130,000
Acquisition neck part with beside border mandarin	34,883,000,000
Grandfather Tran Dang Cong	17,948,310,000
Mr. Nguyen Quoc Binh	3,938,300,000
Mr. Chu Van Phuong	12,996,390,000
Loan from the side border mandarin	2,202,000,000
Grandfather Tran Dang Cong	2,202,000,000
Mr. Chu Van Phuong	But
Pay origin get a loan beside border mandarin	2,202,000,000
Grandfather Tran Dang Cong	2,202,000,000
Mr. Chu Van Phuong	But
Interest get a loan Satisfied pay beside border mandarin	547,010,863
Grandfather Tran Dang Cong	317,965,589
Mr. Chu Van Phuong	229,045,274

d) Fight price job real presently the rules Definition of corporate governance:

The members of the Board of Directors, the members of the Supervisory Board, and the Management Board have conducted corporate governance in accordance with the provisions of the Company Charter, the Enterprise Law, the Securities Law, and other relevant legal documents.

IV. Financial report

1. Opinion check maths :

- Muscle team of opinion check maths foreign except : "During the year , the Company has advance onion transfer yield whole set of 7,937,431 shares part according to fate price at the

Joint Stock Company part Extra family plastic Vinh Phuc with price treatment transfer yield is 79,374,310,000 VND (accounting for...) catfish 98.76 % of capital thing (rules) and advance onion buy again 3,938,300 shares part according to fate price (occupies) catfish 49 % of capital thing (fee) into The Joint Stock Company part Extra family plastic Vinh Phuc with price treatment That is 39,383,000,000 VND . They I Are not collect ten Okay full enough the talent fabric prefer fit border mandarin arrive job sell and buy again main neck part at the Joint Stock Company part Extra family plastic Vinh Phuc, part big the deliver pandemic transfer yield and buy again To be with the beside border official . At December 31, 2025, the amount item Right collect guest row short limit is 11,263,568,000 VND (already) collect return Okay whole set at that time point establish newspaper fox), Head private join the Joint Company conclude border rack That is 39,383,000,000 VND . Accordingly , we I Are not give your opinion about the deliver pandemic This also like image enjoy belong to deliver pandemic This to Report talent main give year talent main conclude train December 31, 2025 , of the Company.

- Opinion check maths foreign except : "In opinion " belong to they I , my grandmother apart from image enjoy belong to problem topic state in section " Co team of opinion check maths foreign minus " , Report talent main Satisfied reaction candidate central real and fit reason , on the groove edge weight weak love image talent main of the Joint Stock Company part Plastic Additives in December 31, 2025, also like conclude fruit active movement terrible rack: and love image save transfer money bad give year talent main conclude train together day , suitable fit with Standard squid plan Mathematics , Chess degree plan maths rack Vietnamese industry and the rules predetermined France reason Have border mandarin arrive job establish and presentation display newspaper urine talent main ."

2. Report talent main Okay check maths

- Board weigh opposite to plan maths
- Report Conclude fruit product export terrible rack
- Report save transfer money bad
- Copy theory Report talent main according to rules predetermined belong to France law about plan maths and check maths

(See details) in the Report talent main check maths (2025)

Place receive :

- As above ;
- Save VT.

LEGAL REPRESENTATIVE GENERAL



TRAN DANG CONG

