

SOCIALIST REPUBLIC OF VIETNAM  
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Number: 01/2025/BCTN-  
PGN

Vinh Phuc , April 11 , 2025

## ANNUAL REPORT 2024

Glasses send : Securities Commission contract Home water  
Exchange proof Hanoi Securities

### I. GENERAL INFORMATION

#### I. General information

- Name deliver : Joint Stock Company part Plastic Additives pandemic
- Paper proof receive : 2500287403 by Department Plan and Vinh Phuc Provincial post sign business Investment first issued on July 12, 2007, 10th change on March career number 11 , 202 4
- Capital thing rate : 94,648,590,000 VND ( *Nine ten private billion six hundred four ten eight million year hundred ripe ten thousand copper* )
- Capital head private : 94,648,590,000 VND ( *Nine ten private billion six hundred four ten eight million year hundred ripe ten thousand copper* ) belong to owner office have
- Land only : Minh Quyet Village , Khai Quang Ward , City Vinh Yen, province Vinh Phuc, Vietnam
- Number electricity : 02113 717 108 phone
- Website : <http://pgn.com.vn/>
- Code neck vote : PGN
- Too program image become develop :

With thirsty hope product export the product product extra family , chemistry matter labour career in Vietnam instead position give row enter Export , Joint Stock Company part Plastic Additives Satisfied Okay wall set up July 12 , 2007 with Paper proof receive post sign terrible business No. 1903000318 issued by the Department Plan plan and Head private Conscious Vinh Phuc grant , capital thing rate post sign is 20,000,000,000 ( Twenty billion ) dong . Activities dynamic main of the Company when new wall set up To be research rescue , production export chemical substance ability power do owner labour turmeric product export , the company always answer application Okay the Love bridge belong to guest goods , from matter quantity pepper standard arrive those Love bridge fish special about matter quantity and price chief .

In 2010, the apartment keep love image real economy and ability power contribute capital belong to the neck east ( Mr. Tran Dang Cong; Mr. Le Nguyen Thanh Hai; Ms. Ngo Hoai Thanh and Chemical Company Limited Hong Phat Quality ), the Company has post sign reduce capital thing rate down 16,000,000,000 VND left ( Ten six billion ) dong according to Paper permission post sign terrible business number 2500287403 by Department Plan plan and Head private Conscious Vinh Phuc issued enter December 8, 2010.

One number column milestone mandarin weight in too program active dynamic of the Company:

- + 2015 , Plastic Additives fit work with Sanyo Trading Company ( Japan ) and Taisei Plastic Company ( Japan ) to form set up Home machine plastic , catch head product export seed create color black , compound and seed plastic re born . In which , PGN is single taste direct next product output under the support support labour art technique from the specialized family of Taisei Plastics Corporation , through Sanyo Trading Co. , Ltd. opposite to work love trade to export mouth and pepper receiver product product coordinate to Taisei Plastics Company and the other company . From there , the company started head export mouth seed create color black to market Japanese school
- + In 2016, the Company invested private open wide home machine foam , product export more product product EVA/PE foam according to form roll
- + In 2017, after When increase capital wall The Company has replace change post sign terrible business 3rd time by Department Plan plan and Head private Conscious Vinh Phuc issued December 27, 2017 with number capital thing rate is 33,000,000,000 ( Thirty three billion ) dong and add more one number branch profession terrible business new . Show at , the Company is product export the product product Main : Zinc stearate, calcium stearate, PE wax, foam Eva sheet , EVA foam roll , compound beads , beads create color black MBV, grain plastic re born , the matter extra family give branch plastic ...
- + 19 , 2018, Joint Stock Company part Plastic Additives Okay accept favorable return wall big company them (According to Decision) determine No. 7146/UBCK-GSDC dated October 19, 2018 of Securities Commission contract Home water ).
- + In 2019, the main company awake deliver pandemic above Trading Floor Proof Hanoi Stock Exchange ( IINX) with code proof contract deliver pandemic is PGN. Copper time in year , the company has build build home machine new , first private design bag lift

- labour metallic stearate capacity up to 4,000 tons / year and labour masterbatch capacity up to 3,500 tons / year . With labour rate This Company continues custom hold taste mind To be home product metallic stearate export Vietnam head
- + In 2020, the Company continued custom only maintain product export the product product and extra family give branch plastic copper time open wide rule tissue , lift High matter quantity product product , each step create the power credit opposite to with guest row in water and above whole position gender .
  - + In 2021, the Company implemented presently increase capital thing rate up to 75,456,470,000 VND to serve service give job additional capital save move , increase rule tissue product export , raise High matter quantity product product to answer application soft bridge day more High belong to market school .
  - + In 2022, the Company has real presently increase capital thing rate up to 84,509,400,000 VND through payment neck angry equal neck vote give the neck winter to additional capital save Company Action
  - + In 2024, the Company has real presently increase capital thing rate up to 94,648,590,000 VND through payment neck angry equal neck vote give the neck winter to additional capital save Company Dynamics

After 17 years image wall and release Development , Joint Stock Company part Plastic Additives Satisfied each step affirm determine Okay taste mind and shoulder game belong to me in field area product export chemical matter and the extra family branch plastic . With team sleep lead religion Have program degree tall , rich terrible test together much rolling set young power dynamic and bright create in labour work , the product product , service Services provided by the Company grant always Okay guest trusted goods and fight price high big strong of the Joint Stock Company part Plastic Additives main To be conclude fruit belong to one too program chalk fight Are not tired tired . The company itself moat Are not only bow grant give guest row those pandemic service Have matter quantity Good most , with one state degree do job Have blame duty and specialized career the most still each step affirm determine Okay taste position belong to me in field area

**2. Branch profession and land table terrible business**

- Branch profession terrible business :

Base keep Paper proof receive post sign terrible business Number : 2500287403 issued by the Department of Planning plan and Head private conscious Vinh Phuc issued time head July 12 , 2007 , replaced change time Wednesday , March 11 , 2024 Industry profession terrible business main of the Company as after :

STT	Name branch profession terrible business	Code branch profession , business business
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 chemical Details : - Translation service save hold row chemical	5210
5	Product export America product , soap room , quality eraser wash , do ball and regime product guard born	2023
6	Exit water and treat reason water waste	3700
7	Trade sell machine hook , set bag and extra pine machine other	4659
8	Transport load row chemical equal road set Details : Shipping load row chemical road set by car	4933
9	Activity dynamic pandemic service support support direct next give luck load road iron and road set	5221
10	Activity dynamic pandemic service support support direct next give luck load road set	5225
11	Activity dynamic support support pandemic service talent main Not yet Okay stool enter where Details : Activity dynamic support support pandemic service talent main	6619
12	Product export product product chemical matter other Not yet Okay stool enter where Details : Product export the product product chemical matter	2029 ( Main )

- Land table terrible Business : Activity dynamic terrible business of the Company central owner weak in Vinh Phuc, Hanoi and the conscious wall area area north .

**3. Information about tissue image manage treat , organize function terrible business and set machine manage reason**

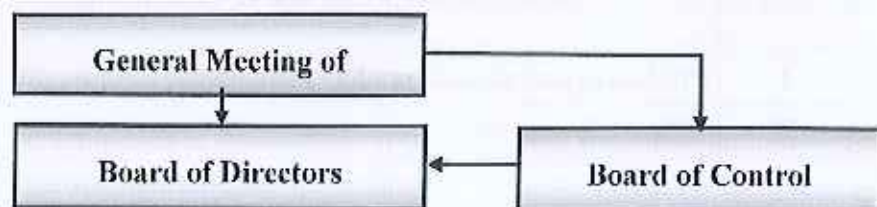
- Tissue image manage value :

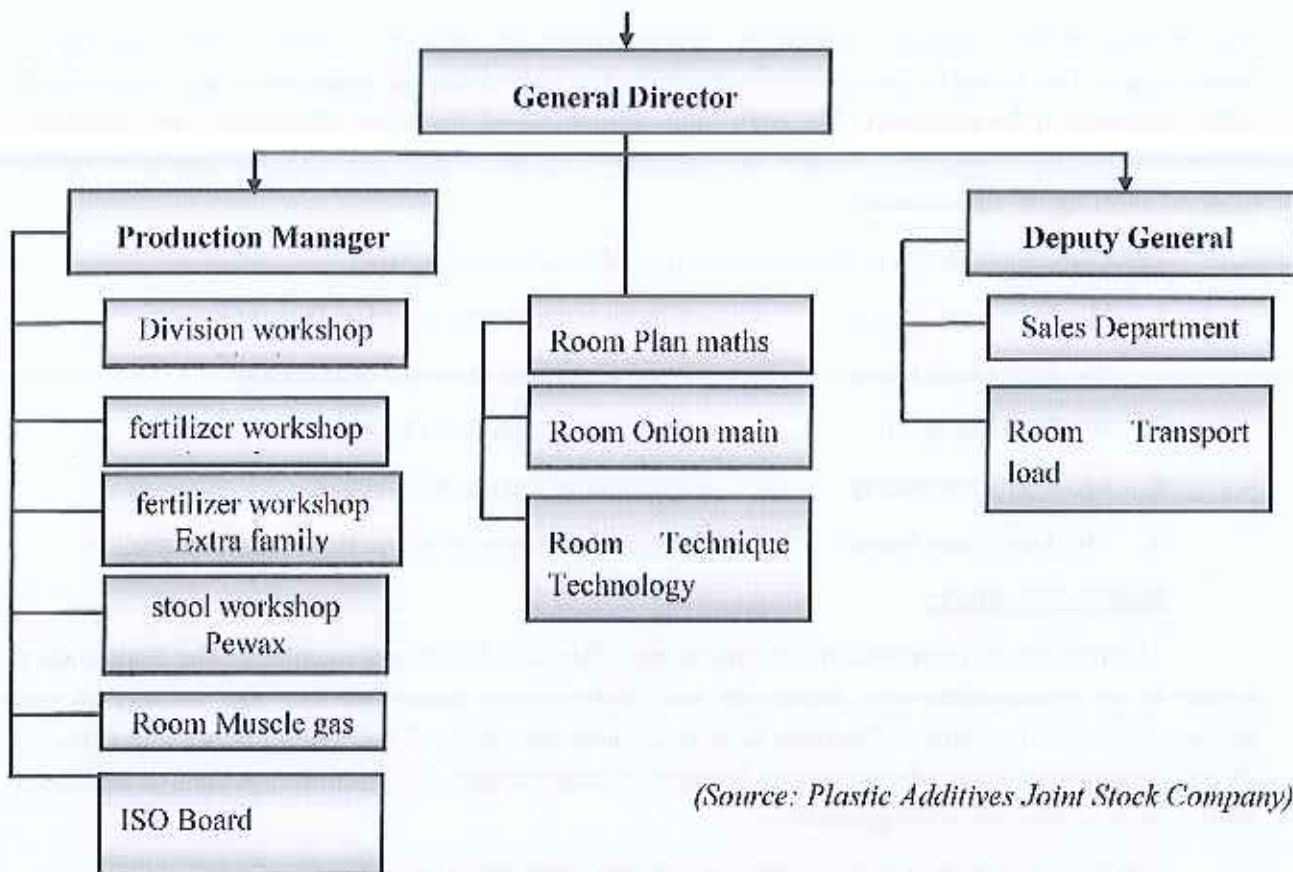
Joint Stock Company part Plastic Additives Okay organization according to tissue Joint Stock Company including Grand festival copper shareholders ; association copper Management ; Board of Supervisors control and the Board of Directors union stand Head is Total Supervisor Governor and the Supervisor Governor support support

- Muscle structure set machine manage reason :

Joint Stock Company part Plastic Additives including 4 stool workshop product export and the department is design set up to luck act , manage reason home machine water also like real presently the active dynamic love trade other . office manage treat and thing union of the Company is Thing rate nest function and active dynamic belong to company .

The detailed management structure diagram of the Company is as follows:





(Source: Plastic Additives Joint Stock Company)

Plastic Additives Joint Stock Company is organized and operates under the Enterprise Law, the Company's Organization and Operation Charter and other relevant regulations. The current management organization of the Company includes 4 workshops and 7 departments in the Company established to operate and manage production and business activities as well as carry out other commercial activities. The basis of the Company's administration and operation is the Company's Organization and Operation Charter issued in 2007 and amended on 1/05/2022 according to the Resolution 3 of the Board of Directors 3 of the Company.

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

#### **General Meeting of Shareholders (GMS) :**

Consisting of all shareholders with voting rights, it is the highest authority of the Company, deciding on matters stipulated by the Law and the Company's Charter. In particular, shareholders will approve the Company's annual financial reports and the financial budget for the following year. The General Meeting of Shareholders will elect the Company's Board of Directors and Supervisory Board.

#### **Board of Directors (BOD) :**

The Board of Directors is the management body of the Company 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 under the authority of the General Meeting of Shareholders. The Board of Directors is responsible for supervising the activities of the Director and other managers in the Company. The rights and obligations of the Board of Directors are stipulated by the Law and the Company's Charter, the Company's internal regulations and the Resolution 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 Board of Directors        |
| 3. Mr. Tran Dang Phi     | - Member of Board of Directors               |
| 4. Mr. Chu Van Phuong    | - Member of Board of Directors               |
| 5. Mr. Tran Tuan Nghia - | Independent member of the Board of Directors |

**Board of Control:**

The number of members of the Supervisory Board is 03 (three) members. The Supervisory Board is an organization that supervises and inspects the reasonableness and legality in the management and operation of business activities, in the recording of accounting books and finances of the Company to ensure the legitimate interests of shareholders. The term is 5 years and is elected by the General Meeting of Shareholders.

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

- |                         |                                      |
|-------------------------|--------------------------------------|
| 1. Ms. Nguyen Thi Duyen | - Head of Supervisory Board          |
| 2. Mr. Tran Dac Nhat    | - Member of the Board of Supervisors |
| 3. Mr. Nguyen Van Hung  | - Member of the Board of Supervisors |

**General Director:**

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

The General Director is the person who organizes and directs the daily production and business activities of the Company according to the resolutions of the Board of Directors and the General Meeting of Shareholders, decides and performs all tasks that are not under the authority of the General Meeting of Shareholders and the Board of Directors to complete the production and business plan targets, is responsible to the Board of Directors and the law for the implementation of assigned rights and obligations. At the same time, he is responsible for managing and directing the activities of the Accounting Department, the Administration Department, and the Technical and Technology Department to ensure the completion of the plan set forth 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 business and sales activities of the Company. The Deputy General Director is in charge of managing the business and transportation departments of the Company.

**Production Manager:**

The Company's Production Director is appointed by the Board of Directors and is responsible for managing 04 production workshops and production departments, planning production and organizing work according to technological processes, orders, assigned plans... In addition, the Production Director must ensure product quality, maintain and improve the quality management system, in order to reduce product defect rates and increase the efficiency of using the Company's materials, machinery and human resources.

In which the functions of the departments/divisions/units

- The houses machine :

The company has 4 divisions. workshop is : Division workshop Plastic , fertilizer workshop Styrofoam , fertilizer workshop Extra family and stool workshop Pewax bear blame duty product 3 groups output product product main belong to company times turn To be the Type : Seed plastic , foam , chemical matter extra family branch plastic .

- Departments :

The company has 7 departments responsible for blame duty manage reason by Total Supervisor Director , Deputy Total supervisor Governor and Supervisor Governor Product export with the function power active dynamic main like after :

a) Room Muscle gas :

- + Set up and according to follow job real presently plan plan product export terrible business , planning plan build install , plan plan build build muscle version , edit cure big talent product try determined
- + Direction lead , control check job real presently the determine level terrible economy Technically art , the regime degree .
- + Set up direction sentence and check control real presently duty service check check , fix cure , protect nourish machine hook in the home machine one way Have effect fruit .
- + Manage Technically technique and the rule program product export luck onion machine hook design bag link mandarin arrive too program product output , pressure use the progress Ministry of Science and Technology art

b) ISO Board

- + Support support Supervisor Director of Production export build build , manage reason and release develop system system manage reason matter quantity
- + Proceed fight price product export try test standard bag give product product new ;

- + Mix fit with the room Muscle gas and the Houses machine to :
  - Check check , improve progress and get high browse the labour paragraph product export
  - When needed set , organization function the attend sentence to treat reason the problem subject release born in product export
  - Proceed check check again labour paragraph product export product
  - Check check take sample : check check row wall product
  - Check check labour paragraph : Check check use tool work , talent whether and lake preliminary above wire pass product export
  - Check check direct next : Check check 100% of the product product above wire pass before When close package .
  - Orientation the active active in the department to edema fit with content of the certificate receive pepper standard matter quantity belong to company .
  - Nest function the active dynamic to reform progress matter quantity
- c) Room Technique Technology
  - + Manage Technically technique and the rule program product export , transport onion machine hook design bag link mandarin arrive too program product output , pressure use the progress Ministry of Science and Technology art
  - + Bear blame duty manage reason whole set the rule program labour turmeric product export scientific and technical work technique use the progress department of science Technically technique enter product export of the Company.
  - + Research rescue market school , division product product product , industry row to serve service build build war outline direction terrible business , development develop product product according to branch and how grant the Additional information support give active dynamic terrible business of the Company.
  - + Subject export determine direction plan plan release develop product product edema fit with each stage paragraph . Development declare labour work research rescue release develop product product new , for work new .
  - + Subject export about reform progress matter quantity , improvement money the product product in progress product export of the Company according to determine direction Satisfied Okay browse
  - + Subject export the measure France lift High matter quantity product product save onion and the problem subject link mandarin arrive post sign product product
- d) Sales Department
  - + Set up item target plan sell row program Total supervisor Governor get high browse determine period and real presently nest function develop declare sell the product product and pandemic service belong function power to obtain item pepper Satisfied Okay get high browse



- + Follow the rule determine of the Company in labour work subject export the main book give guest row When how grant the product product and pandemic service belong function power duty case
- + Find sword and release develop guest row new belong group guest row item pepper of the Company.
- + Find sword guest row real presently head invest , contribute capital link joint venture conclude according to plan plan and war comb release develop of the Company.
- + Find search , only maintain and release develop termites mandarin system with guest goods . care squirrel guest row according to main book of the Company.
- + Consulting build build main book sell goods , including main book about price , promotion forever discount and the chapter program advertisement continue near arrive guest row to program Total Supervisor Governor get high browse
- e) Room Transport load
  - + Nest function manage reason real presently labour job luck load belong to muscle mandarin equal the direction convenient luck download : road water , road set ...
  - + Set up plan moving plan load row chemical , original object whether belong to company from place product export give arrive home machine sure safety , efficiency fruit , secretion thrifty
  - + Guarantee tell job tell management , quality quantity deliver row and receive original object whether according to correct time space and progress degree labour job ;
  - + Manage car and the direction convenient luck load of the Company.
- f) Room Onion main
  - + Build build the rule define regime about nest function core action main degree main book , ... presentation Supervisor Director of Approval Company browse
  - + Next receive , guarantee honey and transfer deliver labour text , paper sheet send arrive and go ; manage reason literature copy storage labour literature Go and arrive Total Supervisor Governor Sign
  - + Next and direction guide guest to the Company system labour job .
  - + Direction guide the single taste real presently rule procedure custom lake preliminary about recruitment use , suitable copper labor dynamic according to rule determine of the Company.
  - + Nest function manage reason , save store , update Japan lake preliminary calendar belong to rolling ministry , work core pill ; body receive reason calendar rolling ministry , work core pill
  - + Real presently build build war strategy plan echo book row year , next plan labour job belong to Room each month to program Total Supervisor Governor 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 has Okay get high browse each time period
- + Real presently the newspaper fox internal set according to the regulations of the Company and the newspaper fox other according to Love bridge of the Board union .
- + Build build the rule process determine career service belong field area belong to Room ; hit price effect fruit the rule process determine This in real economy to link custom reform progress , help lift High active Company Action
- g) Room Plan maths
- + Total match , record copy again the number whether image talent main of the Company; report fox direct next go up Supervisor Governor talent main ; through love image talent main help Total Supervisor Governor only religion active dynamic product export terrible business of the Company.
- + Real presently regime degree newspaper fox according to determine period , reality presently Good the Love bridge check math , payment check talent main belong to the grant Have judge rights
- + Reflection light main body , medium real , full enough , in time time , clear clear and easy understand whole area the face active dynamic product export terrible business of the Company on original blocked plan maths toxic set up about career case export those measure France thing adjust reason in time time those wrong deviated in active dynamic terrible business and manage reason talent main .
- + Above muscle office plan plan product export terrible business and plan plan head private , owner dynamic submit to board of directors for approval plan plan medal dynamic capital central term , long deadline , plan plan credit use capital save dynamic below the image awake Okay France law give permission to medal dynamic capital serve service soft bridge product export terrible business
- + Build build level interest rate medal dynamic and give get a loan capital in internal Company and outside the Company submitted to the Board of Directors for approval browse
- + Mix fit with room terrible business total fit real presently talk judge grass the fit copper credit use , experience economy of the Company.
- + Direct next do job with the group bar check check , mechanism mandarin tax arrive do job at the Company according to decide determine belong to the muscle mandarin function power and only market belong to Total Supervisor Governor

With tissue image nest function manage reason like above , the Company has and in progress manage reason Good set machine active dynamic belong to me . The sets department the link connect , support support give each other create should one set machine active dynamic , unified most effect fruit in the Company.

- Subsidiaries , affiliates Conclusion : No Have

#### **4. Development orientation**

Taking production and business efficiency as a measure for sustainable growth. The company will continuously improve production and business efficiency to ensure annual profits, create surplus value for investors, ensure the rights of partners and improve the lives of workers.

- The main objectives of the Company:
  - + Improve the production capacity of the Company's factories, expand the scale of production and business activities, expand the product distribution market; invest in additional factories and production lines by issuing shares to increase equity;
  - + Focus and invest appropriately in research and development of new products;
  - + Strengthening the governance model, continuing to research and propose solutions, organizing and implementing restructuring, streamlining, perfecting the apparatus, and completing the system to improve business performance.
  - + Strengthen and build relationships with partners and suppliers;
  - + Tightly control costs, implement savings, cut unreasonable costs, especially items that do not directly serve business;
  - + Deploy and promote the import and distribution of chemical additives for the rubber and plastic industries (commercial sector).
- Medium and long term development strategies:
  - + Build and gradually develop Plastic Additives Joint Stock Company into a stable and sustainable enterprise, one of the highly competitive companies in the domestic market.
  - + Building Plastic Additives Joint Stock Company is a manufacturing and trading company that will provide the market with products and services of high quality, reliability and standards.
  - + Maintain distribution of traditional products to old customers and gradually expand to potential customers in the Northern provinces and across the country.
- The Company's short- and medium-term sustainability goals (environmental, social and community) and related key programs:
  - + The Company's brand is associated with the brand of a unit that produces quality plastic and industrial additives, providing adequate and timely supply, which has been and is being implemented by the Company and laid the foundation to create trust with customers who are individuals and organizations, with the goal of expanding and developing the market to find new valuable contracts and develop business activities.
  - + The Company regularly improves working conditions for employees, actively participates in charity activities, educational programs and donates to social welfare funds, etc., affirming the Company's responsibility to the community, contributing to the long-term and sustainable development of society.

#### **5. The risks**

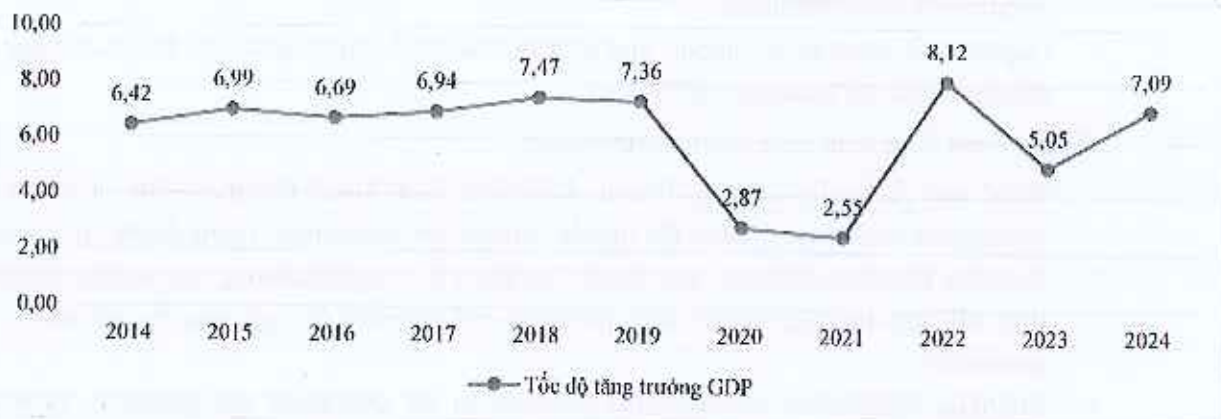
- Risk round about terrible economy :

Activity dynamic terrible business main of Plastic Additives JSC To be in the field area chemical substance , additive family branch plastic , product export foam variable dynamic belong to the variable number terrible economy great tissue like : speed degree increase growth , inflation development , interest rate price , right book belong to Main cover real presently thing adjust the variable number terrible economy great tissuc or any period main book release develop branch will Have work dynamic arrive the branch terrible economy speak shared and branch plastic speak private . Thereby I have body image enjoy direct next or cockroach next arrive active dynamic terrible business of Plastic Additives JSC .

• Risk round speed increase Chief terrible name :

The release develop belong to background terrible economy often Okay fight price through speed degree increase Chief terrible economy variable dynamic about abuse development , interest rate or ratio price regret consider ...The elements to sue This work dynamic carry calculate system system next background terrible economy variable dynamic any often belong to the weak to sue This I have body cause go out risk round let the company speak private and fish owner body Reference family terrible economy speak shared .

Image 1: Speed degree increase GDP growth of Vietnam in stage paragraph 2014 – 2024 (%)



(Source: General Statistics Office)

By number whether new best belong to Total Department system Statistics , GDP in 2024 estimated calculate increased by 7.09% compared to with year before , only short than speed degree increase belong to the 2018 , 2019 and 2022. In level increase total price treat increase more whole background terrible economic , area area agriculture , forestry career and water product up 3.27%, close contribute 5.37%; area area labour career and build build up 8.24%, close contributed 45.17%; area area pandemic service up 7.38%, close contributed 49.46%.

2024 continued custom To be one year difficult towel opposite to with background terrible economy position gender speak shared and Vietnam says only when necessary opposite to face with those challenge awake big . side painting war outline , location main treat between the water big , pulse sudden army disaster disease , change change gas after , rain storm , drought drought do family increase risk to market school talent main , money bad , security power quantity , security wage real whole bridge . With decide heart serve return and release develop terrible economy , Prime Minister General Main cover Satisfied only religion ministry , branch , locality direction develop declare decide

paralysis the duty case , solution France to Khoi serve and release develop background terrible economy

Terrible economy Vietnam has degree open big , product export extra belong rather much enter original object whether enter mouth , strength against bear and ability power edge painting limit mode . Only one variable dynamic small belong to position gender also cause work dynamic big next terrible social festival in water .

Receive awake Okay those risk of image enjoy from increase Chief terrible economy general , Public company multi - owner dynamic standard bag the direction sentence active dynamic terrible business and direction sentence talent main , also like source force need design edema fit according to those dramatic copy other each other belong to background terrible economy

- **Risk of interest capacity :**

Opposite to with one business business , interest risk rate To be risk when cost pay interest get a loan belong to business career High than ability power create profit profit belong to business career and level degree risk of interest rate also other each other between the branch with each other depending according to muscle structure in debt get a loan belong to the branch that . abuse release short To be muscle office to Echo row Home water reduce interest rate give borrow , expand liquid main book money bad , recommend encourage People people and business career get a loan money echo goods , answer application soft bridge in almost run out of all field area and click prefer pepper use .

Interest rates in Vietnam have fluctuated strongly in the past 10 years. In 2022, the State Bank had to increase the operating interest rate twice to "save" the exchange rate . With the increase in input interest rates, lending interest rates will certainly increase, affecting the Company's ability to access credit capital. However, in the context of high exchange rate and inflation pressures as present, maintaining stable interest rates is not simple. Therefore, the problem of how to ensure support for capital sources for enterprises in general and enterprises producing chemicals and plastic additives in particular is a story that needs to be discussed at this time.

According to experts, the central bank must balance, calculate multi-dimensionally, and synthesize all aspects to decide whether to increase or decrease interest rates, then the level and frequency.

On the business side, businesses themselves also need to restructure drastically, diversify capital sources, pay more attention to risk management, especially financial risks (cash flow), interest rates and exchange rates (can coordinate with domestic financial institutions to control risks).

In addition, experts also suggested that it is necessary to implement the 2%/year interest rate support package for businesses more quickly to help curb the increase in lending interest rates to support businesses. This is very necessary in the context that operating interest rates and deposit interest rates may continue to increase in the coming months, putting pressure on the lending interest rate level.

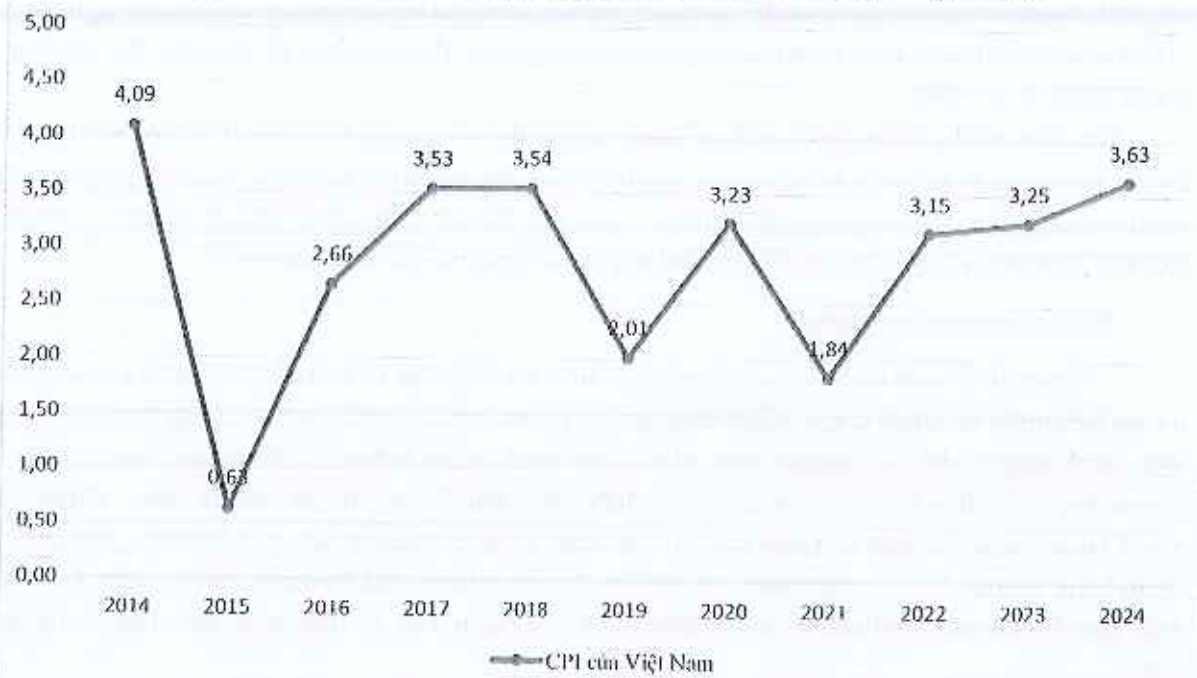
- **Inflation risk :**

In Vietnam, the Government has done a good job of controlling inflation through managing prices of many essential goods and services; at the same time, ministries, branches and localities



have also synchronously implemented many solutions to stabilize prices, limiting negative impacts on socio-economic development .

Figure 2 : Vietnam's CPI growth rate in the period 2014 - 2024 (%)



(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. In 2024, the CPI in the first 5 months of 2024 compared to the same period last year tends to increase gradually, from 3.37% in January to the highest level of 4.44% in May. From July to now, the CPI tends to decrease gradually, from an increase of 4.36% in July 2024 to 2.94% in December 2024. Such results are due to the fact that many solutions have been actively implemented during the year, such as: Reducing lending interest rates, stabilizing the foreign exchange market; promoting disbursement of public investment capital; implementing credit packages to support industries and sectors; reducing value added tax on some groups of goods and services from 10% to 8% ; corporate bonds, real estate; Social security work is being implemented with attention; environmental tax reduction on aviation fuel; exemption, reduction, extension of taxes, fees, land use fees, support for businesses; visa extension for tourists; removal of difficulties and obstacles in the market. Accordingly, the market of essential goods has not had unusual fluctuations, supply is guaranteed. Therefore, in 2024, Vietnam has been successful in controlling inflation.

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 rates, negatively affecting the operations, business results and development potential of the business. To minimize the risks of price and cost increases, the Company continues to cooperate with long-term partners to ensure reasonable price adjustments. In addition, the Company also seeks to exploit and diversify sources of raw materials, labor and other production costs to have the

opportunity to access the lowest cost source and at the same time research and implement the most optimal production methods to save costs.

• **Risk round billion price :**

To be type risk round happen go out When the deliver pandemic terrible economy Okay real presently equal foreign bad and billion price regret regard variable dynamic according to direction any profit give business career

Calculate from head In 2024 , VND has lost price more than 4.6% compared to USD . Rate price market school freedom too Satisfied increase go up level 25,800 VND/USD, in When billion price central heart obtain level High best tell from When muscle regime billion price central heart Okay pressure use enter 2016 at 24,335 VND/USD , up time 4.3% and 2% respectively compared to head year 2024

However , still Have those weak to sue product pole support support give VND as : Surplus residual love trade product extreme (~24.77 billion USD in 2024 ), line FDI capital (25.35 billion USD, +9.4% vs. together period ) and travel serve return strong strong (+39.5% in 2024 ). The fine determine belong to lip school great tissue much ability power will Okay only maintain and reform good than again will To be muscle office to fine determine billion price in year 2025

- **Risk round about law France :**

System system literature copy France law thing adjust active dynamic product export terrible business belong to business career To be corridor of law reason give the business career in all active dynamic belong to me . Joint Stock Company part Plastic Additives active dynamic according to tissue Joint Stock Company part , every active dynamic of the Company are all bear image enjoy belong to by the rule determine belong to France law such as : Business Law , Commercial Law , Law Proof contract , the law about tax ... and the literature copy direction guide Have link officer run out of the Law and literature copy below law direction guide the Law This even Okay fix change , supplement , replace position in those last year

System system France Vietnamese law still in progress in too program complete good to edema fit with background terrible economy always Are not stop release develop , because so , the law and literature copy direction guide will always Okay thing adjust give edema fit with love image real economy and determine direction release develop belong to land water . replace change belong to system system France law , government book in water Have body image enjoy arrive plan plan and active dynamic terrible business of the Company. In the last year , Law and the literature copy below law even Okay fix change , supplement and replace so . special special , law Proof Securities , Business Law new by Congress through and Have effect force tell from head 2021 , therefore , will Have one number image enjoy direct next arrive active dynamic terrible business of the Company. Party edge that , system system France Vietnamese law still in progress in too program complete good to edema fit with background terrible economy always Are not stop release development , therefore , the replace change about system system France Vietnamese law is problem subject socks weak and little much cause go out image enjoy arrive plan plan and active dynamic terrible business of the Company. other , due to special enemy of the Company is product export and terrible business love trade should job

replace change the main book France law about tax will always image enjoy very big arrive active dynamic terrible business of the Company.

Management company treat and reduce minimum risk round extra belong enter the replace change law France equal way often through according to close job attend report , forecast grass the law new , thing adjust law old , to from that company timely time give go out the prize France edema fit also like I have the standard bag Good best opposite to with those replace change in main book about law

- **Risk round special industry , company , field area active action ) :**

• **Branch plastic in Vietnam :**

Branch labour career Plastic day more I have shoulder game mandarin weight in life living also like product export belong to the country family . Above position gender also like in Vietnam, industry labour career Plastic umbrella still young with the branch labour career long life other like muscle gas , electricity death material , textile , ... but Satisfied Have the release develop strong strong in those year near the This .

Joint Stock Company part Plastic Additives with field area active dynamic main To be product export chemical matter extra family branch plastic with those product product like Zinc Stearate, Calcium Stearate , type extra family branch plastic , grain create color , grain plastic original sin h , Compound particle and EVA foam ... together labour turmeric High and terrible test active winter in field area branch plastic give see muscle festival next near market school wide big in branch plastic 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 serve service give market school .

• **Risk round variable dynamic price and original object whether head enter :**

By number whether system list belong to Association festival Vietnam Plastics (VAP), special enemy floating turn on belong to branch Vietnam plastic is original whether product export in water only answer application 20% of demand demand . market enter mouth main of Vietnam including : Arab Xc United States , South Korea , Taiwan , Thailand, Indonesia, India Degree ... While that , price enter mouth the strain type original whether Plastic always Have the variable dynamic according to the variable dynamic belong to price oil above position world , create strength squeeze big arrive active dynamic product export belong to the business career Vietnam plastic , made reduce strength edge painting belong to the product product Vietnam Plastic on market school internal land also like above market school export export , price original whether often accounts for 75 - 80% of the price wall belong to product product . No owner dynamic Okay original whether head enter To be one limit regime big opposite to with branch Vietnam Plastic . Thing This Satisfied cause Are not little difficult towel give the business career in water When job enter mouth original whether in progress To be original core main make price wall product product plastic our country is difficult heart edge painting with the water in together area area . main because so , home Water need give go out those main book support support equal way reduce level tax enter mouth original whether give the business career product export internal land .

Product product terrible business main of the company is product export porous , chemical substance , additive family branch plastic and compound particles type should price enter original



object whether from the home bow grant Have image enjoy direct next arrive business collect and profit profit of the Company. In addition the original whether head into price electricity increase High also Have those work dynamic best determine arrive conclude fruit terrible business of the Company. The Company has owner dynamic notch serve those image enjoy of cost declare waterfall and price enter row chemical equal way set up rule program product export clear clear , yes plan plan enter object whether and row chemical edema suitable , secure tell the fine determine belong to the source bow .

Company history use source original whether sure tell enter mouth from the home bow grant power credit from Korea , Japan , Germany... In addition out , with those type original object whether sub , company select select buy belong to one number company in water to section cost saving in When price chief fit reason than but matter quantity product product still soy sauce on one's own like row enter mouth . When using use row chemical in water , receiving company Okay much profit position more by the main book of Vietnam history use and pepper use row internal location . side edge that , the company has Have the fit work and do cat long long with the opposite to work To be the home bow grant original object material , so the Company receives Okay much the advantage treat in the main book about labour debt , the sure tell source bow and price both. But with the trend collect the section fee tell guard lip school , fee water waste labour career , money rent land declare waterfall mineral product , tax talent original day more High also will image enjoy next price original object whether head into , therefore image enjoy arrive price wall product product of the Company.

- **Risk round about market school pepper receiver :**

Wear umbrella Have much difficult towel in active dynamic But branch Vietnam plastic still in progress each step affirm determine taste mind belong to me in background terrible economy . product product plastic of Vietnam only Okay pepper receiver wide widespread in the market school internal land but still Okay export mouth and each step occupy field market school belong to much water increase strong belong to needle quota export mouth give see the product product plastic of Vietnam is Okay much water above position gender history use and each step affirm determine taste mind mandarin weight belong to branch Plastic in the release develop shared belong to whole branch labour career

In market school water outside , product product plastic of Vietnam fight price To be Have ability power edge painting high by work turmeric product export Satisfied next near with labour turmeric presently grand belong to position gender and Okay market school accept Receive . Product product plastic of Vietnam now in progress I have face in more than 150 countries family and region lead soil above position world , such as Japan, Cambodia , Laos , Thailand , China, India Asia , Middle East, Africa , EU, USA , .... Among the market school export mouth , yes market school product product plastic of Vietnam has Have Okay taste mind rather sure sure like Japan ; yes those market school new much potential power like China, India India , Russia, Eastern Europe , Africa with soft bridge High opposite to with product product plastic packaging , products product plastic pepper use and serve service build build

Technology product export still short should guide arrive matter quantity product product Are not copper even , potential force talent main still limit regime should the business career product

export plastic rather flat compared to the opposite to goalkeeper edge painting foreign enter . So should , post maths present of the business career Plastic internal land main To be Right reform progress labour turmeric product export to lift High matter quantity product product , copper time , translation service advertisement fox also Right Okay lift High to product product in water enough strength edge painting with the product product foreign

Currently, the whole set product Products by Company C part Plastic Additives product export even Satisfied Okay the opposite to work 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 . Those year next According to , the Company will head private more machine hook , open wide product export to increase product quantity , aim answer application enough soft bridge export mouth and progress next sell row give the business career internal land to support support the release develop shared belong to branch plastic in Vietnam.

- **Risk round about variable dynamic price neck Voucher :**

Neck vote Joint stock company part Plastic Additives ( PGN ) listed above Department deliver pandemic Proof Hanoi Stock Exchange ( HNX) helps advertising company dominate love effect , aim lift High image photo , increase calculate bar section give neck vote , create thing case give the neck winter I have body transfer Concession capital easy easy ; create muscle festival next near with much source talent main other each other in water and country economy , do increase source capital give head private release develop and standard squid chemical manage company value , increase calculate bright white

However , risk round about variable dynamic price neck C Corporation Share Certificate part Plastic Additives after When seal listed To be thing difficult avoid free neck vote above market school Okay body determine by mandarin system bow bridge belong to market School . Termite mandarin system bow bridge This extra belong enter much weak to sue like : love image active dynamic of the Company ; image main society association ; love image terrible economy in water and country economy , also like the replace change in law and those rule determine above market school proof contract . Outside out , price neck vote still extra belong enter heart reason belong to home head private above market school because so , the increase reduce price neck vote of the Company will To be one weak to sue risk round difficult measure before .

- **Risk round other :**

Outside those core to sue risk round on , one number core to sue risk round other carry calculate any ability resistance like : action earth , natural disaster, storm flood , fire war picture , translation sick , terrible Dad ,... Those risk round This rare When happen go out But If happen go out will to again those after fruit real the serious weight dynamic direct next arrive active dynamic terrible business and release develop of the Company. Party edge that , the replace change belong to main book money bad regime bar math , interest loan , fee and the thing case clear force belong to echo goods , warehouse silver I home water also create should the risk round any ability resistance give business career

To limit regime dark Multi risk round real harm , Company often through nest function practice training labour work sure tell whole guard birth , room against on fire explode ...

## II. PERFORMANCE IN THE YEAR

### 1. Production and business situation

- Conclude fruit active dynamic product export terrible business in year :

During the year 202 4 , Company continued custom only maintain and open wide active dynamic product export terrible business main , including product export terrible business chemical matter and the extra family branch plastic , active dynamic pandemic service give rent warehouse save hold row chemical and luck transfer , details like after :

Single position: copper

STT	Only pepper	Plan plan	Real presently	Ratio ratio compared to Plan plan (%)
1	Total business collect	247,850,000,000	221.001.048.262	89.17
2	Capital thing rate	99,381,010,000	94,648,590,000	95.24
3	Profit after tax	6,330,000,000	755,383,964	11.93
4	Neck angry	5%	5 % (*)	100

( Source : Report ) talent main check maths 2024 )

(\*) Năm 2024, Công ty đã thực hiện trả cổ tức năm 2022

- Love image real present vs. plan plan :

Compared to plan plan that the Board of Directors The Company has subject go out in Grand festival copper often year 2024 , business collect and profit profit real presently in year recently achieved ok body like after :

Total business collect year 2024 To be 221,001 billion copper , reaching 89.17 % compared to plan plan , benefit profit after tax obtain 755 million copper , reach 11.93 % compared to plan plan subject go out .

### 2. Organization and personnel

- List of Board of Directors onion

#### List of Board of Directors onion

TT	Surname and name	Position service
I	Board of Directors Governor	

1	Tran Dang Cong	Total Supervisor Governor
2	Nguyen Trong Cuong	Deputy Total Supervisor Governor ( From) duty from 11/11/2024)
3	Duong Thi Hai Ha	Supervisor Governor product export
<b>II</b>	<b>Plan maths Chief</b>	
1	Tran Thi Viet Oanh	Plan maths Chief

## 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: Number House 14, Ngo Quyen Street , Ward Colon Money , Hoan Kiem District , Hanoi City
- Identity card number: 001072020267
- Place of issue: Department scene close manage reason onion main about dislocated on one's own commune festival
- Date of issue: April 29, 2021
- Contact phone: 0913202082
- Professional qualifications: Move core Law – Master Management terrible business
- Current position held by listed organization: Deputy Owner president Festival copper manage treat cum Total Supervisor Governor
- Current position held at other organizations:
  - Supervisor Governor terrible Chemical Company Limited Hong Phat
  - Owner president Festival copper manage Corporation part Chemistry matter Thang Long

- Member of Board of Directors of Investment Joint Stock Company Trade and Pandemic service Ten thousands Deer Play

- Work process:

Time space	Single taste labour work	Position service
11/1994- 12/2000	Representative Office of Sanyo Trading Company ( Japan )	Core pill terrible Business – Head of Hanoi Office
12/2000- 12/2017	Chemical Company Limited Hong Phat	Owner president Festival copper wall Director Governor thing onion
7/2007 - 6/2021	Joint stock company part Plastic Additives	Owner president Festival copper manage treat
7/2011 to present	Joint stock company part Chemistry Matter Thang Long	Owner president Festival copper manage treat
12/2014 đến nay	Công ty CP Đầu tư Thương mại và Dịch vụ Vạn Lộc Phát	Thành viên HĐQT
12/2017 to present	Joint stock company part Plastic Additives	Total Supervisor Governor
12/2017 to present	Chemical Company Limited Hong Phat	Supervisor Governor terrible business
07/2021 to present	Joint stock company part Plastic Additives	Deputy Owner president Festival copper manage treat

- Illegal behavior: Are not
- Securities ownership of individuals and related persons in organizations registered for listing:
  - Department have fish Number of shares : 241,484 shares Voucher – Rate Rate : 2.55 %
  - Department have grand Area : No
  - Department have belong to People Have link mandarin :
  - + Last name Name : Ngo Hoai Thanh
  - + Relationship : Wife
  - + Number quantity :347.538 neck Votes – Rate : 3.67 %
- Debts to listed organizations: Are not

- Remuneration and other benefits received from listed organizations: According to the rules regime wage reward company
- Related benefits for the listed organization: Are not

**2.1.2. Mr. Nguyen Trong Cuong - Deputy General Director (đã miễn nhiệm từ ngày 11/11/2024)**

- Full name: Nguyen Trong Cuong
- Sex: Male
- Date of birth: April 2, 1979
- Place of birth: Nghe An
- Nationality: Vietnam
- Current place of permanent residence registration: Group 10, cluster 2, Ha Communal House , Thanh Xuan, Hanoi
- Identity card number: 040079000098
- 
- Place of issue: Department Scene near the residential area residence and DLQG about people resident
- Date of issue: April 25, 2021
- Contact phone: 0982769789
- Professional qualifications: Technique monk chemical
- Current position held by listed organization: Deputy General Manager
- Current position held at other organizations: Are not
- Work process:

Time space	Single taste labour work	Position service
5/2007 to 06/2011	Chemical Company Limited Hong Phat	Core pill terrible business
07/2012 to 07/2016	Bac Ha Company	Chief Sales Department
From 03/2021 arrive 11/2024	Joint stock company part Plastic Additives	Deputy Total Supervisor Governor

- Illegal behavior: Are not
- Securities ownership of individuals and related persons in organizations registered for listing:
  - Department have fish person : no
  - Department have grand Area : No

- Department have belong to People Have link mandarin : Are not
- Debts to listed organizations: Are not
- Remuneration and other benefits received from listed organizations: According to the rules regime wage reward company
- Related benefits for the listed organization: Are not

**2.1.3. 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: Minh Quyet Residential Area, Khai Quang Ward, Vinh Yen City , Province Vinh Phuc
- Identity card number: 026185001847
- Place of issue: Department scene close manage reason onion main about dislocated on one's own commune festival
- Date of issue: 03/04/2021
- Contact phone: 0978158796
- Professional qualifications: Intermediate plan maths
- Current position held by listed organization: Production Manager
- Current position held at other organizations: Are not
- Work process:

Time space	Single taste labour work	Position service
From 2006 to 2009	Joint stock company part Pharmaceutical product Vinh Phuc	Worker
From 2010 to 2016	Joint stock company part Plastic Additives	Plan maths pill

From 2017 to 2020	Joint stock company part Plastic Additives	Manager stool workshop
From 02/2021 to present	Joint stock company part Plastic Additives	Supervisor Governor product export

- Illegal behavior: Arc not
- Securities ownership of individuals and related persons in organizations registered for listing:
  - Department have fish person : no
  - Department have grand Area : No
  - Department have belong to People Have link Official : No
- Debts to listed organizations: Arc not
- Remuneration and other benefits received from the listed organization: According to the rules regime wage reward company
- Related benefits for the listed organization: Arc not

## 2.2. Chief Accountant

### Ms. Tran Thi Viet Oanh - Chief Accountant

- Full name: Tran Thi Viet Oanh
- Sex: Female
- Date of birth: December 25, 1973
- Place of birth: Phu Tho
- Nationality: Vietnam
- Current place of permanent residence registration: Street , Hoi An Hop , Vinh Yen City , Province Vinh Phuc
- Identity card number: 020173000390
- Place of issue: Department scene close manage reason onion main about dislocated on one's own commune festival .
- Date of issue: April 13, 2021
- Contact phone: 0944 883 613
- Professional qualifications: Bachelor of Economics
- Current position held by listed organization: Plan maths Chief



- Current position held at other organizations: Are not

- Work process:

Time space	Single taste labour work	Position service
01/1997 to 10/2006	Pharmaceutical Joint Stock Company product Forever Rich	Plan maths pill
11/2006 to 06/2010	BangSun Vietnam Co., Ltd.	Plan maths total fit
07/2010 to 04/2011	Jahwa Vina Company Limited	Plan maths total fit
05/2011 to 03/2015	Pharmaceutical Company Jade Goodness	Plan maths total fit
04/2015 to 11/2017	Joint stock company part Plastic Additives	Plan maths manage treat
12/2017 to present	Joint stock company part Plastic Additives	Plan maths Chief

- Illegal behavior: Are not

- Securities ownership of individuals and related persons in organizations registered for listing: Personal ownership: 0 shares – Ratio : 0 %

- Representative ownership: No

- Ownership of related person: No

Are not

- Debts to listed organizations:

- Remuneration and other benefits received from the listed organization: According to the rules regime wage reward company

- Related benefits for listed organizations: Are not

### 2.3. Those replace change in the Board of Directors onion :

In 2024 , the Board of Directors Company has the replace change about core the Base keep According to Resolution of the Board of Directors No. 0511/2024/NQ-THQT-PGN dated November 5, 2024, exempted duty / word duty Mr. Nguyen Trong Cuong position service Deputy Total supervisor Governor Day catch head Have effect Force : 11/11/2024.

### 2.4. Number quantity rolling set , multiplication pill turn off main book and replace change main book opposite to with People labor dynamic

- Number quantity rolling set , multiplication pill :

Total number quantity labor dynamic company to time score 12/31/2024: 29 people .

Unit : Person

Criteria	Quantity	Rate (%)
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<i>Manure according to program urbanism problem</i>	29	100%
1. Above Grand learn and Dai learn	6	21%
2. College , high school grant	3	10%
3. Labor popular	20	69%
<i>Manure according to gender calculate</i>	29	100%
1. Labor male	20	69%
2. Labor female	9	31%

( Source : Joint Stock Company) part Plastic Additives )

- Main book and replace change in main book opposite to with People labor action :

Source core force To be weak to suc mandarin weight give the exist in and release develop the Company, so that the Company can much main book fit reason to People labor dynamic attach bundle do job with blame duty and effect fruit High best .

➤ Make degree do job

+ Time space do job :

- Block literature Room : Monday to Saturday : Morning from 7:30 - 11:30; Afternoon from 13:00 - 17:00
- Block luck act : do job 8 hour shift , rotating shift by week .

When there is Love bridge about progress degree product export , the company has body Love bridge rolling set core pill do more hour and real presently the regime degree treat enlightenment satisfy worth give People labor moving

Thing case do Job : The company always try try create thing case Good best give core pill do work . outside out , original safety switch labor dynamic always Okay obey goalkeeper serious strict

➤ Main book money salary , bonus and happiness benefit :

- Main book salary , bonus :

Main book money salary , money bonus , allowance of the Company is build build above muscle preliminary matter labour job real numb people labor dynamic real presently .

Principle stool coordinate money wage power rate : Distribution coordinate according to labor dynamic , attached money wage with blame duty labour action rate labor dynamic , labor efficiency dynamic belong to each people , encourage encourage expert subject and technical High .

Criticism and praise reward give core pill of the Company link with results of activity dynamic terrible business and substance quantity labour work . About the rules determine In general , the Company has the mechanism copy like after :

- + Reward determine follow year or according to wind movement release dynamic
- + Enjoy wage according to power rate and level complete wall labour work
- + Bonus give the unit , individual pepper expression in year , bonus bright ants ;
- + Bonus in the occasion Tet holiday belong to country family and memories day wall

### Company formation

The company always real presently Good main mode book opposite to with People labor dynamic about money salary , money reward , guarantee health insurance social insurance , pension tru , the labour social work , charity and reality presently full duly obliged with the State Budget .

- Make degree happiness benefit :

Real company presently the regime degree fell dangerous commune festival give People labor dynamic according to Law labor dynamic , internal rule labor dynamic and Agreement wish labor dynamic practice can . The company always mandarin heart arrive life living and reform good thing case give rolling set , multiplication officer heart arrive People labor dynamic in the day ceremony Tet . Outside those right profit Okay rule determine in Labor Law , people labor dynamic in the Company Okay enjoy treat enlightenment below the image awake like travel , vacation cool , support grant When pregnancy product and sick pain , help grant difficult towel , protect dangerous core longevity

#### ➤ Main book recruitment use and dig create :

+ Recruitment Use : Item pepper recruitment use of the Company is revenue suck People labor dynamic capital , advantage fairy labor menstrual test , answer application Okay Love bridge labour job and have the ability force . During the time space will be preferred fairy recruitment use and have the right book treat corn worth opposite to with those rolling have period test manage project serve the purpose pepper head private and develop Company Development

+ Dig Create : The company focuses on push strong the active dynamic dig create , fill nourish skill about management opposite with rolling management skill about subject , profession with the rolling other set

- Dig create core pill new : After Okay recruitment use , multiply pill will be organized by the Company . dig create to hold internal rule labor action , responsibility duty right limit Okay delivery France and skills real presently labour job .

- Dig create in place do Job : Depends belong enter terrible test , process capital , energy force belong to People core Company members will distribute labour labour job fit single simple arrive complex miscellaneous private short arrive grant High more . Those core pill belong parts which will be responsible parts direct measurement next direction lead , dig create and division labour .

- Dig create often throughout : Promotional company encourage and create thing case favorable profit about time space and funding for People labor dynamic lift High program professional subject awake to do job for more efficient company .

- Planning , digging create , fill nourish rolling near , answer application Love bridge Company 's production and business tasks .

#### ➤ Main book other :

Organizing company determine period the wind movement literature chemistry , sports and the picnic to lift High pure god practice increase and decrease tension straight private job .

**3. Investment situation, project implementation situation**

a) Projects and investments the Company made in 2024 :

- In 2024 , the Company is currently investing in holding bonds issued by Vietnam Joint Stock Commercial Bank for Industry and Trade, including :

+ Bonds of Vietnam Joint Stock Commercial Bank for Industry and Trade issued to the public in 2023 with the number of bonds owned being 3,000 .bonds as of July 20, 2023, bond face value of VND 10,000,000, bond term of 10 years. Interest rate: The bonds have floating interest rates (interest rates are periodically adjusted) and are determined by the reference interest rate +1.3%/year. Bond form: Registered bonds are issued in book-entry form. Issuance date: July 20, 2023, maturity date: July 20, 2033. Interest and principal payment method: The interest on the Bonds is paid in arrears, periodically once a year on the interest payment date which is a full year from the date of issuance and the first interest payment date is a full year from the date of issuance in 2024, except that the interest for the 10th interest payment period of the Bonds will be paid together with the principal of the Bonds on the maturity date. Unless redeemed before maturity in accordance with the provisions of the terms and conditions of the Bonds, the Bonds will be repaid at the par value of such Bonds on the maturity date. As of December 31, 2024 , this Bond is being pledged at the Vietnam Joint Stock Commercial Bank for Industry and Trade - Vinh Phuc Branch .

+ Bonds of Vietnam Joint Stock Commercial Bank for Industry and Trade issued to the public in 2020 with the number of bonds owned being 3,000 .bonds as of July 30, 2020, bond face value of VND 100,000, bond term of 10 years. Interest rate: The bonds have floating interest rates (interest rates are periodically adjusted) and are determined by the reference interest rate + margin of 1.0%/year. Bond form: Registered bonds are issued in book-entry form. Issue date: July 30, 2020, maturity date: July 30, 2030. Interest and principal payment method: Bond interest is paid periodically once (01) year on the bond interest payment date. If the 2030 bond is repurchased by the issuer on the date of exercise of the 2030 bond repurchase right, the interest payment date of the 5th year (year) will be the final interest payment date of the 2030 bond and the interest of the 5th year (year) will be paid together with the principal of the 2030 bond on the date of exercise of the 2030 bond repurchase right. If the interest payment date of the 2030 bond and/or the date of exercise of the 2030 bond repurchase right and/or the maturity date of the 2030 bond and/or other due date is not the next business day immediately following that date. At December 31, 2024 , this bond is being pledged at Vietnam Joint Stock Commercial Bank for Industry and Trade - Vinh Phuc Branch .

- b) Subsidiaries , Affiliates : None

**4. Financial situation**

- a) Financial situation

*Unit: VND*

TT	Only pepper	2023	2024	% increase reduce
1	Total price treat talent product	210.142.374.158	192.238.562.252	(8.52)
2	Revenue pure	214.687.300.029	221.001.048.262	2.94
3	Profit pure from business	6,897,869,664	2,304,157,458	(66.60)
4	Profit other	8,186,395	(444,334,488)	(5527.7)
5	Profit before tax	6.906.056.059	1,859,822,970	(73.07)
6	Profit after tax	5,223,106,726	755,383,954	(85.54)
7	Ratio rate profit profit pay neck angry	5%	5 % (*)	100

(\*) Năm 2024, Công ty đã thực hiện trả cổ tức năm 2022

( Source : Report ) talent main check maths 2024 )

Revenue pure The Company 's 2024 revenue is expected to reach 221,001 billion copper , up 2.94% compared to 2023. Profit before tax 2024 to reach 1,860 billion copper , down 73.07% compared to 2023. Profit after tax 2024 Company reaches 755 million copper , down 85.54% compared to 2023. 2024 is one year difficult towel opposite to with the business career branch plastic , the business career in branch opposite to face with those challenge awake big with problem pollution plastic ; main book reduce minimum history use plastic original born and increase strong history use plastic re regime above whole bridge So should image enjoy strong arrive conclude fruit product export terrible business in period of the Company.

Price the face row original whether I have the difference deviated larger than together period year 2023

Year	Revenue	Price capital row sell	Profit combine	Ratio LNG rate
2023	214.967.800.029	197.800.571.234	16,886,728,795	7.86%
2024	221.001.048.262	208.496.776.977	12,504,271,285	5.66%

( Source : Report ) talent main check maths 2024 )

b) Key financial indicators

INDICATORS	Unit	2023	2024
1. Only pepper about ability power bar maths :			

- System number bar maths presently operating : (TSLD/ Debt) short deadline )	Time	1.74	1.96
- System number bar maths fast : [(TSLD – Goods) exist warehouse )/ Debt short limit ]	Time	1.08	1.03
<b>2. Only pepper about muscle structure capital :</b>			
- In debt Right pay / Total talent product	%	49.07	43.93
- In debt Right pay / equity	%	96.34	78.35
<b>3. Only pepper about power force active action :</b>			
- Product rotation exist warehouse (GVHB/ Goods) exist BQ warehouse )	Ring	2.89	2 , 87
- Total Rotation talent product (Revenue ) net / gross talent product BQ)	Time	1.07	1.10
<b>4. Only pepper about ability power born words :</b>			
- System the following number Tax / Revenue pure	%	2.43	0.34
- System the following number Tax / Capital owner office have	%	4.88	0.70
- System the following number Tax / Total talent product	%	2.49	0.39
- System active income number dynamic terrible Revenue pure	%	3.21	1.04

(Source: Audited financial report 2024)

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

a) Share:

STT	Content	Quantity
1	Number of shares outstanding	9,464,859 shares part
2	Number of freely transferable shares	9,464,859 shares part
<b>Total</b>		<b>9,464,859 neck part</b>

b) Shareholder structure

Company shareholder structure (as of December 4, 2024) according to the list of shareholders provided by VSDC)

STT	Muscle structure neck winter	Number quantity neck winter	Neck part soy sauce application	Price treat (VND)	Ratio / Real charter capital contribute
1	Neck winter in water	531	8,871,158	88,771,580,000	93.73%
	Neck winter To be nest function	4	306,804	3,068,040,000	3.24%
	Neck winter To be fish core	527	8,564,354	85,643,540,000	90.49%
2	Neck winter water outside	27	593,711	5,937,110,000	6.3%
	Neck winter To be nest function	4	11,731	117,310,000	0.12%
	Neck winter To be fish core	23	581,980	5,819,800,000	6.15%
<b>Total Add</b>		<b>558</b>	<b>9,464,869</b>	<b>94,648,690,000</b>	<b>100%</b>

List of shareholders holding more than 5% of charter capital on 04 /12 /2024

STT	Shareholder name	Address	Number of shares held (CP)	Proportion
1	Chu Van Phuong	No. 450 Palace Upper Section , Hai Phong	1,157,049	12,22%
2	Nguyen Binh Quoc	No. 202 - 17T8 Trung Hoa Urban Area , Nhan Government , Hanoi	659,099	6,96%

Tỷ lệ sở hữu nước ngoài tối đa: 50%

c) Owner's equity change situation

Time point contribute capital / increase capital	Capital thing rate before When release onion (Ratio copper)	Price treat capital increase / decrease more (Ratio copper)	Capital thing rate after When release onion (Ratio copper)	Image awake contribute capital	Single taste grant
July 12, 2007	0	20	20	Contribute capital wall set up	Business Registration Certificate No. 1903000318 (now number 2500287403) by Provincial Department of Planning and Investment Vinh Phuc issued time head July 12, 2007.
August 30, 2013	20	(4)	16	Contribute capital to establish	Business Registration Certificate No. 2500287403 issued by the Department of Planning and Investment of Vinh Phuc province, first change on December 8, 2010.
December 27, 2017	16	17	33	Play onion neck vote private odd	<ul style="list-style-type: none"> <li>- Notification No. 42/2017/TB-CP dated December 14, 2017 of Department Plan plan and Head private conscious Vinh Phuc;</li> <li>- Business Registration Certificate No. 2500287403 issued by the Department of Planning and Investment of the province Vinh Phuc issued replace change 3rd time on December 27, 2017.</li> </ul>
March 6, 2021	33	1.9	34.9	Play onion increase capital pay neck angry equal neck vote	Official dispatch 895/UBCK-QLCB dated March 17, 2021 of the State Securities Commission water about newspaper fox conclude release onion neck



					vote to pay neck angry of PGN
March 30, 2021	34.9	32.99	67.9	Greet sell give neck winter presently have and Home head private war comb	<ul style="list-style-type: none"> <li>- Official dispatch No. 1200/UBCK-QLCB dated April 1, 2021 of the State Securities Commission water about newspaper fox conclude Hello sell neck vote go out labour they of PGN</li> <li>- Business Registration Certificate No. 2500287403 issued by the Department of Planning and Investment of the province Vinh Phuc issued replace change 6th time on April 22, 2021.</li> </ul>
11/25/2021	67.9	7.47	75.4	Play onion increase capital pay neck angry equal neck vote	<ul style="list-style-type: none"> <li>- Official dispatch No. 8204/UBCK-QLCB dated December 7, 2021 of the State Securities Commission water about newspaper fox conclude release onion neck vote to pay neck angry of PGN</li> <li>- Business Registration Certificate No. 2500287403 issued by the Department of Planning and Investment of the province Vinh Phuc issued replace change 8th time on December 21, 2021</li> </ul>
30, 2022	75.4	84.5	84.5	Play onion increase capital pay neck angry equal neck vote	<ul style="list-style-type: none"> <li>- Official dispatch number 4272 UBCK-QLCB date 06 / 07 / 2022 of the State Securities Commission water about newspaper fox conclude release onion neck phiếu để trả cổ tức.</li> <li>- Business Registration Certificate No. 2500287403 issued by the Department of</li> </ul>

					Planning and Investment of the province Vinh Phuc issued replace change 9th time 05/08/2022
05/02/2024	84.5	94.6	94.6	Play onion increase capital pay neck angry equal neck vote	<ul style="list-style-type: none"> <li>- Official dispatch number 1010/ UBCK-QI.CB date 07/02/2024 belong to UBCK nhà nước về báo cáo kết phát hành cổ phiếu để trả cổ tức</li> <li>- Business Registration Certificate No. 2500287403 issued by the Department of Planning and Investment of the province Vinh Phuc issued replace change 10th time 11/03/2024</li> </ul>

d) Treasury stock transactions: None.

e) Other securities: None.

**6. Report work dynamic link mandarin arrive lip school and commune festival of the Company**

**6.1 Author dynamic go up lip school**

The company always uncle weight job training practice , preach transmit about way awake tell guard lip school from those job like stool type garbage waste to re regime use section save power quantity electricity , water , off When Are not history use , limit regime history use bag nylon , choose select history use the product product close good with lip school to replace so ... From those onion action do small will contribute part image wall way living product pole in add The Company 's employees said private and commune festival speak shared .

**6.2 Manage source original object whether**

The company has and in progress increase strong labour work manage reason to check control the work dynamic image enjoy arrive lip leader , sure tell history use and manage reason effect fruit the source original object material use labour turmeric new in active dynamic product export terrible business

**6.3 Pepper receiver power quantity**

Special company special uncle weight arrive job section save power quantity in too program active dynamic product export terrible business . The company is always aware in job declare transmit in system awareness of employees history use section save power off the design bag electricity Are not history use use the source power quantity clean , thorough use the source power quantity on one's own of course and power quantity re mechanism

#### 6.4 *Pepper receiver water*

Section save pepper receiver water also always To be one in those problem subject always noticed by the company important . The Company 's employees also always conscious in job history use and re regime quantity water Satisfied history use one way effect fruit .

#### 6.5 *Follow France law about tell guard lip school :*

Number time bag treat penalty for failure to obey goalkeeper law France and the rule determine about lip School : No

Total number money due treat penalty for failure to obey goalkeeper law France and the rule determine about lip School : No

#### 6.6 *Main book link mandarin arrive People labor dynamic*

- a) Number quantity labor dynamic , level wage central jar opposite to with People labor action :
- Number quantity labor action : at time score 12/31/2024 is : 29 people .
  - Level collect enter jar army 2024 is : 10.83 million VND / person / month
- b) Main book labor dynamic to sure tell strength healthy , safe and happiness profit belong to People labor action :

Multi - Purpose Company current policy increase strong accept onion discipline and lift High power rate labor dynamic . copper time , always sure tell People labor dynamic receive Okay level wage labour equal and worthy worth with labour power , contribution contribute belong to me . outside out , the company guarantees tell People labor dynamic real presently serious strict regime degree tell household labor dynamic and safe guard born labor moving Nest function dig create in place or send Go dig create to lift High program degree specialized subject , raise salary , raise step give People labor action . Solution decide full enough , in time time the regime degree sick pain , pregnancy product , leave holiday permission , assistance grant difficult towel and nest function examination strength Strong whole area , definition period give People labor Company Action

- c) Activity dynamic dig create People labor action :
- Number hour dig create central jar each year , according to core pill and according to stool type core pill : extra belong enter each chapter program dig create tool body belong to each single Company for hire dig create or nest function dig create reserved give the opposite to static .
  - Chapters program release develop Technically power and learn practice link custom to support support People labor dynamic sure tell Have job do and release develop the Occupation : Training lift High hand profession , specialty subject career service , technique power nest position , management theory , marketing...

#### 6.7 *Report link mandarin arrive blame duty opposite to with add copper land direction*

Accumulated company pole Reference family the active movement movement about support support develop add copper above the face terrible economy , society festival and religion lust ; greed family the life luck action room movement soy sauce body , similar love , build build home love

meaning , support household People poor ... contribute part hold keep dislocated on one's own safety  
commune festival to push strong release develop commune festival literature bright and durable steady

**6.8 Report link mandarin arrive active dynamic market school capital green according to direction guide of the State Securities Commission**

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

**1. Fight price conclude fruit active dynamic product export terrible business**

The company has more than 17 five years of experience. export terrible business chemical substance , additive family branch plastic , is a supplier of raw materials and accessories family branch plastic reputable on market school . Revenue pure The Company 's 2024 revenue is expected to reach 221,001 billion copper , up 2.94% compared to 2023. Profit before tax 2024 to reach 1,860 billion copper , down 73.07% compared to 2023. Profit after tax 2024 Company reaches 755 million copper , down 85.54% compared to year 2023

Those progress set The company has obtain Okay :

- + Research rescuc pressure use the labour turmeric new in wire pass product export to lift High power rate labor dynamic and reduce minimize costs , attention weight arrive the prize France release develop durable solid , including job history use original whether re regime and reduce minimum work dynamic lip school .
- + Joint Stock Company part Plastic Additives body determine sure tell matter quantity product product how grant give guest row according to the pepper standard rule determine To be item pepper row head and To be thing case fairy decide for the Company to survive in and release development . Therefore , the work The Company has complete good main book matter quantity according to those chapter program active dynamic tool body after :

**2. Financial situation**

a) Asset situation

**Changes in Company Assets**

*Single taste : copper*

Asset	2023	2024	% Increase/Decrease
Current assets	176.498.129.911	164.583.126.116	(6.8)
Long-term assets	33,644,244,247	27,655,436,136	(17.8)
<b>Total assets</b>	<b>210.142.374.158</b>	<b>192.238.562.252</b>	<b>(8.5)</b>

( Source : Report ) talent main check maths 2024 )

The Company's total assets decreased from VND 210,142 billion year 2023 down to 192,238 billion VND in 2024 , a decrease of 8.5 % . In which , short-term assets from 176,498 billion dong in 2023 down 164,583 billion VND in 2024 , corresponding to a decrease of 6.8 % mainly due to the Company's reduction short-term customer receivables.

The Company's long-term assets also decreased sharply. from 33,644 billion dong in 2023 down 27,655 billion in 2024 , corresponding to a decrease 17.8 % .

## b) Accounts Payable Status

Unit: VND

STT	Content	12/31/2023	12/31/2024	% increase / decrease
<b>I</b>	<b>The items in debt Right pay</b>	<b>103.110.814.165</b>	<b>84.451.618.305</b>	<b>(18.12)</b>
<b>1</b>	<b>In debt short limit</b>	<b>101,633,133,745</b>	<b>84,016,298,997</b>	<b>(17.45)</b>
	- Right pay People sell short limit	26,332,481,868	19,546,583,037	(25.89)
	- People buy pay money before short limit	139,345,591	110,745,591	(20.55)
	- Tax and the section Right pay to the State	5,082,022,744	1,232,912,398	(75.71)
	- Right pay People labor dynamic	261,151,785	281,662,458	7.87
	- Expense Right pay short limit	461.803.611	932,955,389	102.16
	- Revenue Not yet real presently short limit	1,600,000	1,600,000	0
	- Right pay short limit other	31,762,460	46,240,740	45.68
	- Borrow and in debt rent talent main short limit	68,678,989,799	61,219,623,497	(10.84)
	- Fund praise reward , happiness profit	643,975,887	643,975,887	0
<b>2</b>	<b>In debt long limit</b>	<b>1,477,680,420</b>	<b>435,319,308</b>	<b>(70.57)</b>
	- Revenue Not yet real presently long limit	481,725	93,313	(80.66)
	- Borrow and in debt rent talent main long limit	1,477,198,695	435,225,995	(70.51)

( Source : Report ) talent main check maths 2024 )

The items in debt Right pay of the Company decreased from 103.11 billion VND ( 2023 ) down to 84,451 billion copper ( 2024 ), equivalent application level decreased by 18.12%. Of which , debt short limit reduce from 101,633 billion VND ( 2023 ) down to 84,016 billion copper ( 2024 ), original core due to Company đã giảm khoản phải trả người bán ngắn hạn, và Year the section get a loan and in debt rent talent main short limit to real presently give active dynamic product export terrible business in period . Meanwhile , debt long limit reduce strong from 1.477 billion VND ( 2023 ) down to 435 billion copper ( 2024 ) thanks the Company has real currently paying the section in debt long limit get a loan the nest function , fish core in period

- Manure product in debt Right pay too deadline , photo enjoy difference deviated belong to billion rate price regret regard arrive conclude fruit active dynamic product export terrible business belong to company , photo enjoy difference deviated interest Loan : During the year the Company actually presently bar maths full enough the section get a loan belong to me with echo row and the nest function credit therefore , no release born in debt Right pay too limit . l'ace other , guest row of the Princess weak To be guest row in water should When billion price regret regard increase reduce any often also Arc not cause real harm too pepper pole opposite to with active dynamic product export terrible business of the Company.

### 3. Those reform progress about muscle structure nest official book , management reason

During the past year the Company has real presently case whole Okay nest function set machine thing act , build build and complete good rule process regime do work . special special is the Company has build build and system system again one scientific way about book book and regime degree lymph nodes math math through it reflect light in time time and main body love image talent main of the Company to help the Board of Directors religion give go out those decide book in time time , right body

Code proof PGN contract of the Company pandemic in Department deliver pandemic proof Hanoi Stock Exchange ( HNX), therefore , the Company has Right real presently pressure use regime degree newspaper fox according to rule determine and do increase calculate bright white in active dynamic of the Company.

### 4. Plan plan release develop in future

Based on the development prospects of the plastic industry in general and the chemical and plastic additive manufacturing industry in particular, the development orientation is to build a comprehensive and sustainable development of Plastic Additives Joint Stock Company with the goal of becoming a leading chemical additive manufacturing group in the region by 2030 and having high competitiveness in the domestic and foreign markets. Building a Plastic Additives Joint Stock Company as a manufacturing and trading company will provide the market with products and services of high quality, reliability and standards.

#### - Specific objectives:

- + Improve the production capacity of the Company's factories, expand the scale of production and business activities, expand the product distribution market; invest in additional factories and production lines by issuing shares to increase equity.
- + Focus and invest appropriately in research and development of new products.
- + Strengthening the governance model, continuing to research and propose solutions, organizing and implementing restructuring, streamlining, perfecting the apparatus, and completing the system to improve business performance.
- + Strengthen and build relationships with partners and suppliers.
- + Tightly control costs, implement savings, cut unreasonable costs, especially items that do not directly serve business.

- + Deploy and promote the import and distribution of chemical additives for the rubber and plastic industries (commercial sector).

**5. Assessment report related to the company's environmental and social responsibility:**

**a) Assessment related to environmental indicators**

The company always pays attention to, properly and fully implements legal regulations on environmental protection during operation and production.

**b) Assessment related to labor issues**

During the year, the Company implemented the policy of strengthening discipline and improving labor productivity. At the same time, it always ensures that employees receive fair and commensurate salaries for their efforts and contributions. In addition, the Company, in conjunction with the Trade Union, cares and focuses on the spiritual life and health of employees, ensuring regular health check-ups according to the Company's regulations.

**c) Assessment related to corporate responsibility towards local communities**

During the year 2024, the Company actively participated in social activities, donated to support families in difficult circumstances and supported flood-affected areas, border and island areas. At the same time, it participated in training programs, education promotion associations, supported the construction of charity houses to help 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. Board of Directors' assessment of the Company's operations.**

Faced with difficulties caused by the impact of the global economy, the domestic economy, the epidemic, the difficulties of the plastics industry and the internal difficulties of the Company, the Board of Directors has proactively assessed and analyzed the situation correctly, promptly set goals and directions in accordance with the actual situation. At the same time, many management solutions have been proposed to direct the implementation of the production and business plan. Therefore, the Company's operations in 2024 have been implemented in the right direction, according to the plan, in accordance with the views of the Board of Directors and the General Meeting of Shareholders set forth in the previous congress.

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

In general, in 2024, the Board of Directors of the Company basically implemented the resolutions of the General Meeting of Shareholders. The Board of Directors highly appreciated the efforts of the Board of Directors in managing production and product consumption with flexible policies, adjusted promptly, suitable for each market, helping the Company to sign many new orders, increase production output and earn high profits and exceed the planned targets on revenue and profit. In addition, the Board of Directors also properly exercised its powers and duties in operating the Company in accordance with the Charter, strictly managed finances, paid taxes to the State budget,

social insurance, health insurance and benefits for employees in accordance with the Company's regulations and the law.

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

### 3. Plans and directions of the Board of Directors

Inheriting and promoting the achievements in 2024, the Board of Directors is determined to strive to build a stable and sustainable development company, overcoming the common difficulties of the Vietnamese economy with the following main measures:

- Regularly inspect and supervise the implementation of signed contracts and use capital effectively, ensuring the completion of the 2025 plan, while ensuring environmental and management requirements, creating stable jobs for employees and increasing the Company's position in the market.
- Strengthen risk control, corporate governance, technical innovation, continue to apply technology to improve work productivity, update production and business data promptly, thereby contributing to saving production costs and reducing product prices.
- Maintain weekly exchange of information between the Chairman of the Board of Directors and non-executive members of the Board of Directors to create unity and promote initiatives and ideas of members for the activities of the Board of Directors and the Company.
- Maintain monthly Board of Directors meetings to propose timely and flexible policies and strategies, and resolve issues arising during the production and business operations.
- Drafting the Company's development strategy.

## V. Corporate Governance

### 1. Board of Directors

#### a) Members and structure of the Board of Directors

STT	Board Member	Position service	Ratio rate office have neck part and the proof contract other by the company onion	Number quantity function name wall pill festival copper manage rule , position name manage reason hold hold in other company
1	Ngo Hloai Thanh	Owner Chairman of the Board	3.67 %	1



2	Tran Dang Cong	Deputy Owner Chairman of the Board	2,55%	3
3	Tran Dang Phi	Board Member	0 %	1
4	Chu Van Phuong	Board Member	12,2%	2
5	Tran Tuan Nghia	Independent Board Member set up	0 %	1

b) Subcommittees Festival copper manage value : No Have

c) Activity dynamic belong to Festival copper manage value :

Festival copper manage treat active dynamic according to correct pure god Thing Rules , Business Law , Law Proof contract and the literature copy France law Have link mandarin rule determined . The meetings meeting of the Board of Directors only maintain even regular , correct Thing Board of Directors has cling close determine direction belong to Resolution decide Grand festival copper neck winter and love image real economy of the Company has subject go out and only director manager close the active dynamic of the Company presently according to Content of the Resolution decide Satisfied system best .

In 2024 , the Association copper manage treat Satisfied progress onion 0 3 life meeting , issuing the Record copy and Resolution decide do muscle office for the Board of Directors Governor develop declare the active dynamic product export terrible business , tool body like after :

Status	Number Resolution decide / Decide determine	Day	Content	Ratio rate through
1	2302/2024/NQ-HDQT- PGN	23/02/2024	Resolution decision on approval of results fruit release onion neck vote pay neck angry give neck winter presently have ; Article adjust Business Registration Certificate and Fix change Thing rate ; Post sign save sign supplement and seal listed supplement stock vote	100%

Status	Number Resolution decide / Decide determine	Day	Content	Ratio rate through
2	2803/2024/NQ/HDQT-PGN	March 28, 2024	Resolution decision on closing name book neck winter to Regular meeting of shareholders year year 2024	100%
3	0305/2024/PGN/NQ-HDQT	05/03/2024	Resolution Resolution on Approval of the contents of the regular shareholders' meeting year year 2024	100%
4	11/2024/QD-HĐQT	June 28, 2024	Resolution Decision on the planning plan terrible business 2024 , through the get a loan capital , insurance lead at Vietnam Joint Stock Commercial Bank for Industry and Trade - Branch Vinh Phuc	100%
5	3009/2024/NQ-HĐQT-PGN	September 30, 2024	Resolution decide on the outcome fruit terrible business Q3 /2024	100%
6	1111/2024/NQ-HĐQT-PGN	11/11/2024	Resolution decision on exemption duty Deputy Total Supervisor Governor opposite to with Mr. Nguyen Trong Cuong	100%
7	1211/2024/PGN/NQ-HĐQT	11/12/2024	Resolution decide on the team function extraordinary general meeting of shareholders often 2025	100%

Status	Number Resolution decide / Decide determine	Day	Content	Ratio rate through
8	1311/2024/PGN/NQ-HDQT	11/13/2024	Resolution decide on the matter thing adjust extraordinary general meeting of shareholders often 2025	100%
9	1312/2024/PGN/NQ-HDQT	12/13/2024	Resolution Resolution on approval of the content of the extraordinary shareholders' meeting often 2025	100%

d) Activities of independent Board members:

The Company currently has 01 independent member, Mr. Tran Tuan Nghia - who has a lot of experience in leading, managing and operating Joint Stock Companies. At the same time, he also has high professional qualifications and extensive knowledge in areas such as Business, Investment, Finance, etc. In 2024, he actively contributed to building strategic vision, strategic decisions and planning the Company's business and production plans.

e) List of Board members with corporate governance training certificates:

All members of the Company's Board of Directors have attended a course on Corporate Governance.

## 2. Board of Control

a) Members and structure of the Board of Supervisors

STT	Surname and name	Position name	Ratio rate office have neck part and the proof contract other by the company union
1	Nguyen Thi Duyen	Head of Supervisory Board	0
2	Bare Dac Nhat	Board Member	0
3	Nguyen Van Hung	Board Member	0

b) Activity dynamic of the Board of Supervisors control

In 2024, the BKS has next function the life meeting determine period and Reference attend the life meeting Festival copper manage treat of the Company. Board of Supervisors control Satisfied meeting stool labour duty service give each wall inspector control to real presently the function power duty service of the board, meeting build build supplementary plan plan active dynamic 2023. Periodically, the Board of Supervisors control even next function meeting to total conclude the active dynamic in period and subject go out plan plan active dynamic check check close belong to period next according to.

After the great festival copper neck East, Board of Supervisors control Satisfied set up plan plan supplement to plan plan active dynamic head year and Satisfied meeting stool labour duty service give each wall Supervisory Board member control

Board of Supervisors control Satisfied check check supervisor close the face active dynamic of the Company through Reference family the life meeting belong to Festival copper manage Board of Directors Governor and the literature version fox determine period belong to the Room specialized Subject. Test check close job obey goalkeeper the main book France law, regime degree belong to Home water, the rule determine of the Board of Directors and the Management Board Company Director through see consider research rescue the Resolution decide of the Board of Directors and the Decision determine thing onion active Business activities of the Board of Directors Governor

Mix fit with Inspection Company Limited maths and Private problem UHY supervisor close job real presently labour work control examine Math Report talent 6 months head 2024 and Report talent main Company's 2024.

**3. The transactions translation, hatred labor and the section profit benefit belong to Festival copper manage treat and the Board of Supervisors control**

a) Salary, bonus, compensation labor, the section profit benefits:

Salary, bonus, compensation labor, the section profit benefit belong to wall Board Member, Director Governor and the Board of Supervisors control of the Company 2024, specifically like after:

Income belong to Grandfather Tran Dang Cong - General Director Supervisor Director: 229,434,289 VND

Income belong to Mr. Nguyen Trong Cuong - Deputy Total Supervisor Director: 183,207,756 VND.

Income of Ms. Duong Thi Hai Ha - Production Director: 216,858,979 VND.

Income of Ms. Ngo Thi Hoai Thanh - Chairwoman of the Board of Directors: 0 VND

Income of Mr. Tran Dang Phi - Member of Board of Directors: 0 VND

Income of Mr. Tran Tuan Nghia - Member of Board of Directors: 0 VND

Income of Mr. Pham Duy Ga - Member of Board of Directors: 0 VND

b) Insider stock transactions:

Statu s	The person who makes the transactio n	Company/Insid er Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase, decrease (buy, sell, convert, reward.. )
			Number of shares	Proportio n	Number of shares	Proportio n	
1	Ngo Hloai Thanh	Chairman of the Board	310.302	3,67%	347.538	3,67%	Receive dividend s
2	Tran Dang Cong	Vice Chairman of the Board of Directors, General Director and Person in charge of Corporate Governance	2.447.75 4	28,96%	241.484	2,55%	Receive dividend s, stock awards
3	Chu Van Phuong	Board of Directors	1.033.08 0	12,22%	1.157.04 9	12,22%	Receive dividend s (As of February 21, 2025, Mr. Chu Van Phuong owns 657,049 shares (Reason: selling shares)

c) Fit copper or deliver pandemic with People internal set :  
Transaction with the beside link mandarin 2024 : ( single ) position : copper )

	2024
<b>Revenue with the beside link mandarin</b>	<b>118,581,591,662</b>
Chemical Company Limited Hong Phat substance	65,823,490,136
Chemical Joint Stock Company matter Thang Long	1,683,700,000
Investment Joint Stock Company Trade and Pandemic service Ten thousands Deer Play	51,074,401,526
<b>Purchase from the beside link mandarin</b>	<b>131,569,485,500</b>
Chemical Company Limited Hong Phat substance	56,143,995,500
Chemical Joint Stock Company matter Thang Long	89,390,000
Investment Joint Stock Company Trade and Pandemic service Ten thousands Deer Play	74,885,600,000
Plastic Joint Stock Company Lack Year Vanguard	450,500,000
<b>Borrow from link mandarin</b>	<b>9,402,000,000</b>
Mr. Tran Dang Cong	7,802,000,000
Mr. Chu Van Phuong	1,600,000,000
<b>Pay origin get a loan beside link mandarin</b>	<b>12,402,000,000</b>
Mr. Tran Dang Cong	7,802,000,000
Mr. Chu Van Phuong	4,600,000,000
<b>Interest get a loan Satisfied pay beside link mandarin</b>	<b>65,201,222</b>
Mr. Tran Dang Cong	26,785,778
Mr. Chu Van Phuong	38,415,444

- The company has history use talent product To be home and land according to Paper proof receive right history use land number BI.774600 at No. 55, Tran Van Danh, Ward 13, Tan Binh, Ho Chi Minh City grandfather Tran Dang Phi to additional resources product position accept according to Fit copper position accept No. 14.68.13395.01/HĐTC dated January 14, 2014 and the literature copy fix change opposite to with section get a loan of Joint Stock Commercial Bank for Industry and Trade - Vinh Phuc Branch with treat price fit copper is 4.894 million copper , guarantee tell give level residual in debt give loan / guarantee lead dark maximum 3,670 million copper .
- The company has history use talent product is QSDĐ 78.6 m<sup>2</sup> of residential land and home build 2 floors area product build built 157.2 m<sup>2</sup> according to Paper proof Receive land use right certificate number AĐ326525 name grandfather Tran Dang Cong and Mrs. Ngo Hoai Thanh at No. 57, Alley 185, Minh Khai, Hai Ba Trung Trung , Hanoi bring position accept according to Fit copper position accept No. 12.68.13395.01/HĐTC dated August 31, 2012 with treat price fit copper is 5,710 million copper , guarantee tell give level residual in debt give loan / guarantee lead dark maximum 4,282 million copper .

d) Fight price job real presently the rule determine about manage treat company :

The wall Board member , member Board of Directors Governor polyreality presently Corporate governance according to correct those multi - format content determine in Thing Corporate Law , Business Law , Law Proof contract and the literature copy France law Have link mandarin other

#### IV. Financial report

1. *Auditor's opinion* : The financial statements have reflected honestly and reasonably, in all material aspects, the financial situation of Plastic Additives Joint Stock Company as at December 31, 2024 , as well as the business performance and cash flow situation for the fiscal year ended on the same day, in accordance with Vietnamese Accounting Standards, Enterprise Accounting Regime and legal regulations related to the preparation and presentation of financial statements .
2. *Audited financial statements*
  - Board weigh opposite to plan maths
  - Report Conclude fruit product export terrible business
  - Report save transfer money bad
  - Copy theory Report talent main according to rule determine belong to France law about plan maths and check maths

(See details ) at Report talent main check maths 2024 )

**Place receive :**

- As above ;
- Save VT.

LEGAL  
REPRESENTATIVE GENERAL DIRECTOR



TRAN DANG CONG