

**JOINT STOCK COMPANY
PLASTIC ADDITIVES**

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

Number: 1406/2025/CBTT-PGN

Vinh Phuc, June 14, 2025

Re: Announcement on the content of the 2025 Annual
General Meeting of Shareholders

INFORMATION DISCLOSURE

**To: - Hanoi Stock Exchange - State Securities
Commission**

1. Organization name: Plastic Additives Joint Stock Company

Stock code: PGN

Address: Minh Quyet Village, Khai Quang Ward, Vinh Yen City, Vinh Phuc Province.

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2. Information disclosure content:

Plastic Additives Joint Stock Company announces information about the Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders.

3. This information is simultaneously published on the Company's website on June 14, 2025 at the link: <http://pgn.com.vn/>.

We hereby commit that the information published above is true and take full legal responsibility for the content of the published information.

Attached documents:

- Minutes of the 2025 Annual General Meeting of Shareholders -

Resolution of the 2025 Annual General Meeting of Shareholders.

LEGAL REPRESENTATIVE



TRAN DANG CONG

JOINT STOCK COMPANY
PLASTIC ADDITIVES

SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom
– Happiness

No: 1406/2025/PGN/NQ-ÿHÿCÿ

Vinh Phuc, June 14, 2025

**RESOLUTION OF
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
PLASTIC ADDITIVES JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments, supplement, implementation instructions;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019 and its amendments, supplement, implementation instructions;
- Pursuant to the Charter of Plastic Additives Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of the Joint Stock Company Plastic Additives June 14, 2025.

RESOLUTION

Article 1. Approval of the Board of Directors' Report on the implementation of tasks in 2024 and the goals, tasks and recommendations in 2025 (According to the attached Report No. 01/2025/BC-HÿQT-PGN)

Article 2. Approval of the Evaluation Report of the independent Board of Directors member on the Board of Directors' performance in 2024 (According to the attached Report No. 02/2025/BC-HÿQTÿL-PGN)

Article 3. Approval of the 2024 Business and Production Activity Summary Report and the 2025 Directions and Tasks (According to Report No. 03/2025/BC-BGÿ-PGN attached) **Article 4. Approval of the 2024**

Supervisory Board Activity Report and the 2025 Plan (According to Report No. 04/2025/BC-BKS-PGN attached) **Article 5. Approval of the 2024 Audited Financial Statements**

(According to Submission No. 05/2025/TTr-HÿQT-PGN attached)

Article 6. Approval of the proposal for selecting an auditing unit in 2025 (according to attached proposal No. 06/2025/TTr-BKS-PGN)

Article 7. Approval of the proposal for payment of remuneration to the Board of Directors and the Board of Supervisors in 2024 and the payment plan for 2025; Profit distribution plan for 2024 and expected for 2025 (according to attached proposal No. 07/2025/TTr-HÿQT-PGN) **Article 8. Approval of**

the proposal for implementation of contracts and transactions between the Company and related parties (according to attached proposal No. 08/2025/TTr-HÿQT-PGN)



Article 9. Approval of the report on the use of capital from the issuance of shares to increase charter capital in 2021
(according to attached report No. 09/2025/TTr-HyQT-PGN) **Article 10. Approval of the**

dismissal and election of replacement members of the Board of Directors and the Supervisory Board for the
2022-2027 term (according to attached report No. 10/2025/TTr-HyQT-PGN) **ỹ Approval of the**

dismissal of the positions of members of the Board of Directors for: 1. Mr. Tran Dang Phi -

Member of the Board of Directors; 2. Mr. Tran Tuan Nghia -

Independent member of the Board of Directors;

ỹ Approving the dismissal of Mr. Tran Dac Nhat from the position of member of the Board of Supervisors.

Article 11. Approval of the proposal to introduce personnel and the results of the election of members of the Board
of Directors and the Board of Supervisors for the 2022-2027 term (according to the attached proposal No. 11/2025/TTr-HyQT-PGN)

ỹ Approval of the list of elected members of the Board of Directors:

1. Mr. Dong Van Nhat - Member of the Board of Directors; 2. Mr. Do

Huy Tuan - Member of the Board of Directors; ỹ Approval of the list of

elected members of the Board of Supervisors:

1. Mr. Nguyen Huu Phu - Member of the Board of Supervisors

Article 12. Implementation provisions.

This Resolution was approved by the Company's 2025 Annual General Meeting of Shareholders and takes effect from the date of signing and promulgation.

The members of the Board of Directors, the Supervisory Board and the Board of Management are responsible for implementing this Resolution and organizing its implementation according to their functions and operations in accordance with the provisions of law and the Company's charter.

Recipients: - General

Meeting of Shareholders;

- Board of Directors, Supervisory Board, Executive Board;

- Save VT;

- CBTT according to regulations.

On behalf of the General Meeting of
Shareholders



NGO HOAI THANH



**JOINT STOCK COMPANY
PLASTIC ADDITIVES**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 1406/2025/BB-ỷHỷCỷ

Vinh Phuc, June 14, 2025

MEETING MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 PLASTIC ADDITIVES JOINT STOCK COMPANY

I. COMPANY INFORMATION:

1. Company name: **Plastic Additives Joint Stock Company**
2. Head office address: Minh Quyet Village, Khai Quang Ward, Vinh Yen City, Province Vinh Phuc, Vietnam.
3. Business registration certificate No. 2500287403 issued by the Department of Planning and Investment of the province. Vinh Phuc first issued on July 12, 2007, 10th change on March 11, 2024.

II. TIME AND LOCATION OF THE CONFERENCE:

1. Time: starting at 9:00 a.m., June 14, 2025.
2. Location: Company Office, Minh Quyet Village, Khai Quang Ward, Vinh City Yen, Vinh Phuc province, Vietnam

III. PARTICIPANTS:

1. Shareholders, representatives duly authorized by shareholders (according to the registration list);
2. Members of the Board of Directors, Board of Supervisors, Executive Board, officers and employees of Company;

IV. OPENING OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS:

1. Ms. Duong Thi Hai Ha - Head of the Shareholder Qualification Inspection Committee presented the Inspection Minutes. Check the eligibility of shareholders to attend the 2025 Annual General Meeting of Shareholders of the Joint Stock Company Plastic Additives section takes place on June 14, 2025 ("General Meeting"/"Shareholders' Meeting"):
 - Total number of shareholders of the Company at the time of closing the list to exercise the right to attend the meeting Annual General Meeting of Shareholders 2025 (May 15, 2025): 930 shareholders, representatives representing 9,464,859 voting shares of the Company.
 - Total number of shareholders invited to attend the Meeting: 930 shareholders, representing 9,464,859 shareholders voting shares of the Company.
 - At 09:00 on June 14, 2025, the total number of shareholders present at the General Meeting
The number of shareholders attending the meeting (including shareholders attending in person and through proxy) is 05 shareholders/representative. shareholders, representing 5,334,983 shares, accounting for 56.37% of total shares voting rights of the Company.

Pursuant to the Law on Enterprises and the Charter of Plastic Additives Joint Stock Company, the 2025 Annual General Meeting of Shareholders of the Company is **eligible to proceed**.

2. Introducing the Presidium and the Vote Counting Committee of the

Congress: Ms. Ngo Hoai Thanh - Chairman of the Board of Directors of the Company chaired the Congress according to regulations. The Congress Chair introduced the Presidium and the Vote Counting Committee of the Congress as follows:

a. Congress Presidium

- Ms. Ngo Hoai Thanh - Chairman of the Board of Directors - Chairman of the Meeting; - Mr.

Tran Dang Cong - Vice Chairman of the Board of Directors and General Director of the Company; b.

Vote Counting Committee of the Meeting

- Ms. Duong Thi Hai Ha - Head of the Board;

- Ms. Nguyen Thi Hong Hanh - Member. The Presidium

and the Vote Counting Committee were unanimously approved by the General Meeting of Shareholders with **100%** of the total votes of all shareholders attending and voting at the meeting in favor.

3. The Chairman appoints the Secretary of the Congress:

- Ms. Duong Thi Thu Hang - Secretary of the meeting Ms.

4. Duong Thi Thu Hang - Secretary of the meeting presented the Regulations on organizing the 2025 Annual General Meeting of Shareholders of Plastic Additives Joint Stock Company.

The Regulations for organizing the 2025 Annual General Meeting of Shareholders were unanimously approved by the General Meeting of Shareholders with 100% of the total votes of all shareholders attending and voting at the meeting in favor.

5. Through the program of the 2025 Annual General Meeting of Shareholders, the Chairman of the Meeting presented the program of the Meeting, specifically as follows:

Content 1. Report of the Board of Directors on the implementation of tasks in 2024 and the goals, tasks and recommendations in 2025.

Content 2. Evaluation report of independent Board member on Board of Directors' performance in 2024.

Content 3. Report summarizing production and business activities in 2024 and directions and tasks for 2025.

Content 4. Report on the Board of Supervisors' activities in 2024 and plan for 2025.

Content 5. Submission for approval of the 2024 audited financial statements.

Content 6. Proposal for selecting an auditing unit in 2025.

Content 7. Report on remuneration payment to the Board of Directors and Board of Supervisors in 2024 and payment plan for 2025; Profit distribution plan for 2024 and expected for 2025.

Content 8. Proposal for implementing contracts and transactions between the Company and related parties.

Content 9. Report on the use of capital from the issuance of shares to increase charter capital
2021 rates.

Content 10. Proposal to dismiss and elect replacement members of the Board of Directors and Supervisory Board for the
2022-2027 term.

Content 11. Proposal to introduce candidates to replace members of the Board of Directors and Supervisory Board for the term
2022 – 2027.

The program was unanimously approved by the General Meeting of Shareholders with **100%** of the total votes of all
shareholders attending and voting at the meeting in favor.

V. CONTENTS OF REPORTS AND PRESENTATIONS

1. The Congress listened to Ms. Ngo Hoai Thanh - Chairman of the Board of Directors present:
Report of the Board of Directors on the implementation of tasks in 2024 and the objectives, tasks and recommendations in
2025 (According to Report No. 01/2025/BC-HyQT-PGN). The Congress listened to Mr. Tran Tuan Nghia -
2. Independent member of the Board of Directors present: Assessment report of independent members of
the Board of Directors on the activities of the Board of Directors in 2024 (According to Report No. 02/2025/BC-HyQT-PGN). The Congress listened to Mr. Tran Dang Cong - Vice Chairman of the Board of
3. Directors, General Director present: Summary report on production and business activities in 2024 and directions and
tasks in 2025 (According to Report No. 03/2025/BC-BGy-PGN). The Congress listened to Ms. Nguyen Thi Duyen - Head
of the Supervisory Board present:
4.
 - Report on the activities of the Board of Supervisors in 2024 and the plan for 2025 (According to Report No. 04/2025/BC-BKS-PGN).
 - Proposal for selecting an auditing unit for 2025 (According to Proposal No. 06/2025/TTr-BKS-PGN). The Congress listened
5. to Mr. Tran Dang Cong - Vice Chairman of the Board of Directors, General Director present: - Proposal for approving the
audited financial statements for 2024 (According to Proposal No. 05/2025/TTr-HyQT-PGN).
 - Submission on remuneration payment to the Board of Directors and the Board of Supervisors in 2024 and payment plan for
2025; Profit distribution plan for 2024 and expected for 2025 (According to Submission No. 07/2025/TTr-HyQT-PGN).
 - Proposal for implementation of contracts and transactions between the Company and related parties
(According to Submission No. 08/2025/TTr-HyQT-PGN).
 - Report on the use of capital from the issuance of shares to increase charter capital in the year
2021 (according to Submission No. 09/2025/TTr-HyQT-PGN).
 - Proposal to dismiss and elect replacement members of the Board of Directors and Supervisory Board for the 2022 - 2027 term
(According to Submission No. 10/2025/TTr-HyQT-PGN).
 - Proposal to introduce candidates to replace members of the Board of Directors and Supervisory Board for the 2022 - 2027 term
(According to Submission No. 11/2025/TTr-HyQT-PGN).

6. The Congress listened to Ms. Duong Thi Thu Hang - Congress Secretary present the Election Regulations instead of members of the Board of Directors and Supervisory Board for the 2022 - 2027 term at the General Meeting 2025 Annual General Meeting of Shareholders of Plastic Additives Joint Stock Company.

Regulations on election of replacement members of the Board of Directors and Supervisory Board for the 2022 term - 2027 was unanimously approved by the Congress with **100%** of the total votes in favor.

Votes of all shareholders attending and voting at the meeting.

VI. DISCUSSION AND SHAREHOLDER COMMENTS

The congress agreed with the contents presented at the congress and had no other comments.

VII. VOTING AND ELECTION

The Chairman directs the Congress to conduct voting on the contents in the reports.

The report and proposal were presented at the Congress and the vote was taken to elect members of the Council. Management, Board of Control.

The Ballot Counting Committee guides shareholders on voting and election rules.

After the shareholders have completed casting their Voting and Election Ballots, the ballot box be transferred to the counting area for vote counting.

During the time the Vote Counting Committee is working, the Congress will take a break.

VIII. VOTING AND ELECTION RESULTS

γ Voting results

After the vote counting time ended, Ms. Duong Thi Hai Ha - Head of the Vote Counting Committee
The following results of the voting ballots are announced to the entire Congress:

- Voting method: Voting by ballot
- Each common share has one (01) vote.
- The total number of shareholders attending and voting at the General Meeting is 05 shareholders, representing 5,334,983 votes.

No.	Content	Result	Total votes	Percentage (*)	Result	Total votes	Percentage (*)
1	Report of the Association co-administrator implementation of tasks in 2024 and Objectives, tasks and recommendations in 2025	Total	5,334,983	100%	Agree	5,334,983	100%
		Valid	5,334,983	100%	Disapprove	0	0%
		Invalid	0	0%	No idea ants	0	0%
2	Rating Reports Independent Board Member's Rating on Board Performance for the Year	Total	5,334,983	100%	Agree	5,334,983	100%
		Valid	5,334,983	100%	Disapprove	0	0%
		Invalid	0	0%	No idea ants	0	0%

No.	Content	Result	Total votes	Percentage (*)	Result	Total votes	Percentage (*)
3	2024 Summary report of production and business activities 2024 and direction, mission of the year 2025	Total	5,334,983	100%	Agree	5,334,983	100%
		Valid	5,334,983	100%	Disapprove	0	0%
		Invalid	0	0%	No idea ants	0	0%
4	Board Activity Report Control 2024 and plan 2025 plan	Total	5,334,983	100%	Agree	5,334,983	100%
		Valid	5,334,983	100%	Disapprove	0	0%
		Invalid	0	0%	No idea ants	0	0%
5	Report on approval of audited financial statements math 2024	Total	5,334,983	100%	Agree	5,334,983	100%
		Valid	5,334,983	100%	Disapprove	0	0%
		Invalid	0	0%	No idea ants	0	0%
6	Proposal for selection of annual audit unit 2025	Total	5,334,983	100%	Agree	5,334,983	100%
		Valid	5,334,983	100%	Disapprove	0	0%
		Invalid	0	0%	No idea ants	0	0%
7	Payment request Board remuneration Administration, Board Control 2024 and plan payment plan 2025; Distribution plan 2024 and 2025 profit distribution	Total	5,334,983	100%	Agree	5,334,983	100%
		Valid	5,334,983	100%	Disapprove	0	0%
		Invalid	0	0%	No idea ants	0	0%
8	Main report implementation contracts, transactions between Company with related parties	Total	5,334,983	100%	Agree	5,334,983	100%
		Valid	5,334,983	100%	No spread wall	0	0%
		Invalid	0	0%	No idea ants	0	0%
9	General report		5,334,983	100%	Agree	5,334,983	100%

No.	Content	Result	Total votes	Percentage (*)	Result	Total votes	Percentage (*)
	historical situation	Valid	5,334,983	100%	No spread wall	0	0%
	Use capital from the 2021 share issuance to increase charter capital	Invalid	0	0%	No idea ants	0	0%
10	Proposal for dismissal and election of replacement members of the Board of Directors, Board of Directors for term 2022 - 2027	Total	5,334,983	100%	Agree	5,334,983	100%
		Valid	5,334,983	100%	Disapprove	0	0%
		Invalid	0	0%	No idea ants	0	0%
11	Presentation of personnel to be elected as replacement members Board of Directors, Supervisory Board for the 2022 term - 2027	Total	5,334,983	100%	Agree	5,334,983	100%
		Valid	5,334,983	100%	No spread wall	0	0%
		Invalid	0	0%	No idea ants	0	0%

(*) calculated on the total number of votes of all shareholders attending and voting at the meeting.

Ms. Duong Thi Hai Ha - Head of the Ballot Counting Committee announced the results of the vote counting to the entire Congress. ballots for members of the Board of Directors and the Supervisory Board as follows:

Results of voting for Board of Directors members

- There are 02 candidates introduced by the Board of Directors to replace 02 member positions.
Board of Directors for the 2022 – 2027 term;
- Voting method: cumulative voting;
- Each common share has two (02) votes for members of the Board of Directors;
- The total number of shareholders attending and voting at the General Meeting is 05 shareholders, representing 10,669,966 votes for Board of Directors members.
 - Number of valid votes is 05 votes.
 - The number of invalid votes is 0 votes.
- Results of the election of members of the Company's Board of Directors for the 2022 - 2027 term:

No.	Full name	Position	Number of votes	Result
1	Dong Van Nhat	Member of Board of Directors	5,334,983	Elected
2	Do Huy Tuan	Board Member	5,334,983	Elected

Results of voting for members of the Board of Supervisors

- There is 01 candidate recommended by the Board of Supervisors to replace 01 member position.
Board of Supervisors for the 2022 – 2027 term;

- Voting method: cumulative voting;
- Each common share has one (01) vote for a member of the Board of Supervisors;
- The total number of shareholders attending and voting at the General Meeting is 05 shareholders, representing 5,334,983 votes for members of the Board of Supervisors.
 - Number of valid votes is 05 votes.
 - The number of invalid votes is 0 votes.
- Results of the election of members of the Company's Board of Supervisors for the 2022 - 2027 term:

STT	Full name	Position	Number of votes	Result
1	Nguyen Huu Phu	Board of Supervisors	5,334,983	Elected

IX. CONTENT APPROVED BY THE GENERAL MEETING Based

on the vote counting results, the Company Charter and the Enterprise Law, the following contents have been approved: approved by the 2025 Annual General Meeting of Shareholders:

1. Approval of the Board of Directors' Report on the implementation of tasks in 2024

and the goals, tasks and recommendations in 2025 (According to the attached Report No. 01/2025/BC-HyQT-PGN) with 100% of the total votes of all attending shareholders.

and voted at the meeting in favor.

2. Approval of the independent Board member's assessment report on operations

of the Board of Directors in 2024 (According to Report No. 02/2025/BC-HyQTyL-PGN attached)

with 100 % of the total votes of all shareholders attending and voting at the meeting.

meeting approved.

3. Approval of the 2024 Business and Production Activities Summary Report and Plan

Directions and tasks for 2025 (According to attached Report No. 03/2025/BC-BGy-PGN) with the rate

100% of the total votes of all shareholders attending and voting at the meeting approved wall.

4. Approval of the Board of Supervisors' 2024 Operational Report and 2025 Plan

(According to attached Report No. 04/2025/BC-BKS-PGN) with 100% of total votes

Resolution of all shareholders attending and voting at the meeting approved.

5. Approval of the Audited Financial Statements for 2024. (According to the attached Submission No.

05/2025/TTr-HyQT-PGN) with 100% of the total votes of all shareholders attending.

and voted at the meeting in favor.

6. Approval of the proposal for selecting the auditing unit for 2025 (According to attached proposal No.

06/5TTr-BKS-PGN) with 100% of the total votes of all attending shareholders.

and voted at the meeting in favor.

7. Approval of the proposal for remuneration payment to the Board of Directors and the Board of Supervisors in 2024 and

2025 payment plan; 2024 profit distribution plan and expected

2025 (According to attached report No. 07/2025/TTr-HyQT-PGN) with a rate of 100% of the total number

The votes of all shareholders attending and voting at the meeting are in favor.

8. Approval of the proposal on the implementation of contracts and transactions between the Company and related parties

(According to the attached proposal No. 08/2025/TTr-HyQT-PGN) with 100% of the total votes of all shareholders attending and voting at the meeting in favor.

9. Approval of the report on the use of capital from the issuance of shares to increase charter capital in 2021 (According to the

attached report No. 09/2025/TTr-HyQT-PGN) with 100% of the total votes of all shareholders attending and voting at the meeting in favor.

10. Approval of the proposal to dismiss and elect replacement members of the Board of Directors and Board of Supervisors for the term

2022 - 2027 (According to the attached report No. 10/2025/TTr-HyQT-PGN) with 100% of the total votes of all shareholders attending and voting at the meeting in favor:

ỹ Approving the dismissal of members of the Board of Directors for:

1. Mr. Tran Tuan Nghia - Member of Board of Directors;
2. Mr. Tran Dang Phi - Independent member of the Board of Directors;

ỹ Approving the dismissal of members of the Board of Supervisors for:

1. Mr. Tran Dac Nhat - Member of the Board of Supervisors.

11. Approval of the proposal to introduce candidates to replace members of the Board of Directors and Supervisory Board for the term

2022 - 2027 (According to attached report No. 11/2025/TTr-HyQT-PGN) with 100% of the total votes of all shareholders attending and voting at the meeting in approval.

Results of election to replace members of the Board of Directors and Supervisory Board for the 2022 - 2027 term

ỹ Approval of the list of elected members of the Board of Directors:

1. Mr. Dong Van Nhat - Member of the Board of Directors; 2. Mr. Do Huy Tuan

- Member of the Board of Directors; ỹ Approval of the list of elected members

of the Board of Supervisors:

1. Mr. Nguyen Huu Phu - Member of the Board of Supervisors; X.

APPROVAL OF RESOLUTIONS AND MINUTES OF THE MEETING: Ms. Duong Thi Thu

Hang - Secretary of the meeting presented the Minutes and Resolutions of the Annual General Meeting of Shareholders 2025.

The Minutes and Resolution were unanimously approved by the General Meeting of Shareholders with 100% of the total number of votes. The votes of all shareholders attending and voting at the meeting are in favor.

The congress closed at 10:45 a.m. the same day.

Recipient:

- Shareholders' Meeting;
- Board of Directors, Supervisory Board, Management Board;
- Save: VT, VP.
- CBTT according to regulations

SECRETARY OF THE CONGRESS

TM. GENERAL MEETING OF SHAREHOLDERS

Hang
Duong Thi Thu Hang



CHAIRMAN

CHỦ TỊCH HĐQT⁸
Ngô Hoài Thanh

Number: 01/2025/BC-HĐQT-PGN

Vinh Phuc, June 14, 2025

**REPORT OF THE BOARD OF DIRECTORS
ON THE STATE OF TASKS IMPLEMENTATION IN 2024
AND TASKS, TARGETS AND RECOMMENDATIONS IN 2025**

On behalf of the Board of Directors of Plastic Additives Joint Stock Company, I would like to report to the 2025 Annual General Meeting of Shareholders on the implementation of the Board of Directors' tasks in 2024.

I. RESULTS OF PERFORMANCE OF TASKS IN WORK FIELDS

1. Evaluation of production and business performance in 2024

Based on the 2024 production and business plan approved by the 2024 Annual General Meeting of Shareholders, the Board of Directors has assigned the plan to the Board of Directors and specialized departments, and directed the implementation, with the following results:

Unit: VND

TT	Target	Plan 2024	Implementation 2024	Ratio to Plan (%)
1	Total revenue	247,850,000,000	221.001.048.262	89.17%
2	Charter capital	99,381,010,000	94,648,590,000	95.24%
3	Profit after tax	6,330,000,000	755,383,954	11.93%
4	Dividends	5%	0%	0%

(Source: Audited financial report 2024)

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

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

1. Human Resources

In 2024, the Company's Board of Directors for the 2022-2027 term will not change, the number of Board of Directors members is 5 members, including:

STT	Full name	Position
1	Ngo Hoai Thanh	Chairman of the Board
2	Tran Dang Cong	Vice Chairman of Board of Directors
3	Tran Dang Phi	Board Member
4	Chu Van Phuong	Non-executive Board Member
5	Tran Tuan Nghia	Independent Board Member

2. Management and supervision work of the Board of Directors in 2024

In 2024, the Board of Directors held 09 meetings, issued Minutes and Resolutions as a basis for the Board of Directors to implement production and business activities, specifically as follows:

Stat us	Resolution/Deci sion Number	Day	Content	Passage Rate
1	2302/2024/NQ- HDQT-PGN	23/02/2024	Resolution on Approval of the results of issuing shares to pay dividends to existing shareholders; Adjustment of the Business Registration Certificate and Amendment of the Charter; Registration of additional depository and additional listing of shares.	100%
2	2803/2024/NQ/ HDQT-PGN	March 28, 2024	Resolution on finalizing the list of shareholders for the 2024 Annual General Meeting of Shareholders	100%
3	0305/2024/PG N/NQ-HDQT	05/03/2024	Resolution on Approval of the content of the 2024 Annual General Meeting of Shareholders	100%
4	11/2024/QD- HDQT	June 28, 2024	Resolution on Announcing the 2024 business plan, approving loans and guarantees at the Vietnam Joint Stock Commercial Bank for Industry and Trade - Vinh Phuc branch.	100%
5	3009/2024/NQ- HDQT-PGN	September 30, 2024	Resolution on Approval of the results of issuing shares to pay dividends to existing shareholders; Adjustment of the Business Registration Certificate and Amendment of the Charter; Registration of additional depository and additional listing of shares.	100%

Stat us	Resolution/Deci sion Number	Day	Content	Passage Rate
6	1111/2024/NQ- HDQT-PGN	11/11/2024	Resolution on approving business results for the third quarter of 2024	100%
7	1211/2024/PG N/NQ-HDQT	11/12/2024	Resolution on organizing the extraordinary General Meeting of Shareholders in 2025	100%
8	1311/2024/PG N/NQ-HDQT	11/13/2024	Resolution on approving the adjustment of the extraordinary General Meeting of Shareholders in 2025	100%
9	1312/2024/PG N/NQ-HDQT	12/13/2024	Resolution on approving the content of the extraordinary shareholders' meeting in 2025	100%

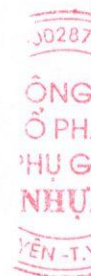
3. Implementation status of the 2024 Annual General Meeting of Shareholders Resolution

In the Resolution of the 2024 Annual General Meeting of Shareholders dated May 25, 2024, the plan to issue shares to pay dividends in 2023 was approved according to Report No. 10/2024/TTr-HDQT-PGN, the plan to issue additional shares to the public for existing shareholders according to Report No. 12/2024/TTr-HDQT-PGN, the plan to issue individual shares in 2024 according to Report No. 13/2024/TTr-HDQT-PGN dated May 25, 2024. However, due to the fluctuating stock market situation in 2024, the Board of Directors has not implemented these issuance plans. The Board of Directors would like to report and submit to the General Meeting of Shareholders for approval not to implement the plan to issue shares to pay dividends in 2023 according to Report No. 10/2024/TTr-HDQT-PGN, the plan to issue additional shares to the public for existing shareholders according to Report No. 12/2024/TTr-HDQT-PGN, the plan to issue individual shares in 2024 according to Report No. 13/2024/TTr-HDQT-PGN dated May 25, 2024.

4. Supervision of activities of the Board of Directors and Management Staff:

With its role, responsibility and authority, the Board of Directors of the Company has performed the work of supervising, directing and operating the Company in accordance with the provisions of law, the Company's Charter and resolutions of the General Meeting of Shareholders specifically as follows:

- The Board of Directors always closely monitors the activities of the Board of Directors and the Management Staff in the Company and promptly resolves issues arising under the authority of the Board of Directors. Create favorable conditions for the management activities of the Board of Directors and the Management Staff in the Company.
- Require the Director and Managers to strengthen their direction and regularly report to the Board of Directors on monthly and quarterly business results to improve the efficiency of production and business activities.



- Supervise the direction and operation of production and business activities according to the Resolution of the General Meeting of Shareholders.

- All production and business activities are inspected and supervised by the Company's Board of Control and specialized departments to minimize risks as much as possible.

- Direct strict implementation of reporting and information disclosure regimes according to regulations.

- In general, in 2024, the Board of Directors of the Company clearly recognized the advantages and difficulties of the Company, so it was flexible in operating production and business activities, and had drastic solutions to improve management and production and business efficiency. Based on the provisions of the Company's Charter and the Board of Directors' Operating Regulations, the coordination between the Board of Directors and the Executive Board was very close and effective in orienting development as well as resolving difficulties and obstacles in the Company's operations.

5. General assessment of the Board of Directors' performance:

- The Board of Directors has directed to amend and supplement the Management Regulations to comply with the provisions of law and the Company's reality.

- The Board of Directors has closely, promptly and regularly coordinated with the Board of Directors and the Board of Supervisors in directing the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors for the Company.

- All decisions of the Board of Directors are discussed and reported fully, promptly and in accordance with regulations to the Board of Supervisors and the Board of Executive Directors.

- The Executive Board's proposals to the Board of Directors are all studied, discussed and given timely direction.

- The Company fully and promptly complies with the Resolutions of the General Meeting of Shareholders, the Board of Directors and State regulations.

6. Board of Directors' remuneration report.

- The Company's Board of Directors will not receive remuneration/allowances in 2024.

- The operating expenses, transactions, business expenses, etc. of the Board of Directors during the year are carried out in accordance with the Company's regulations and rules.

7. Report on transactions between the company, subsidiaries, companies in which PGN controls 50% or more of the charter capital with members of the Board of Directors, General Director, other executives of the enterprise and related persons of such members; transactions between the Company and companies in which members of the Board of Directors, General Director, other executives of the enterprise are founding members or business managers within the last 3 years before the time of transaction:

Transactions with related parties as of December 31, 2024: (unit: VND)

Revenue with related parties	141,179,884,000
Hong Phat Chemical Company Limited	65,823,490,136
Thang Long Chemical Joint Stock Company	1,683,700,000
Van Loc Phat Investment, Trade and Service Joint Stock Company	51,074,401,526
Purchase from related parties	117,547,919,500
Hong Phat Chemical Company Limited	56,143,995,500
Thang Long Chemical Joint Stock Company	89,390,000
Van Loc Phat Investment, Trade and Service Joint Stock Company	74,885,600,000
Tien Phong Plastic Joint Stock Company	450,500,000
Related party loans	3,000,000,000
Mr. Tran Dang Cong	7,802,000,000
Mr. Chu Van Phuong	1,600,000,000
Principal repayment of related party loan	6,050,000,000
Mr. Tran Dang Cong	6,050,000,000
Mr. Chu Van Phuong	4,600,000,000
Interest paid to related party	547.154.164
Mr. Tran Dang Cong	26,785,778
Mr. Chu Van Phuong	38,415,444

8. Activities of independent Board members and results of independent members' assessment of the Board's activities:

- Activities of independent members of the Board of Directors: Plastic Additives Joint Stock Company has 01 independent member of the Board of Directors, Mr. Tran Tuan Nghia. In 2024, the activities of the independent members of the Board of Directors will be carried out in accordance with the provisions of the Company Charter and relevant legal documents.

- Assessment of the independent Board member on the Board's activities: In 2024, the Company's Board of Directors held all Board meetings in accordance with current laws, and issued Minutes and Resolutions as a basis for the Board of Directors to implement production and business activities.

III. GOALS AND TASKS IN 2025

Inheriting and promoting the achievements, overcoming the remaining difficulties in 2024, the Board of Directors of the Company is determined to strive to build a stable and sustainable development Company, overcoming the common difficulties of the Vietnamese economy in 2025 with the following main measures:



- Regularly check and supervise the implementation of signed contracts and use capital effectively, ensuring the completion of the 2025 plan tasks.
- 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.
- The Board of Directors continues to direct and supervise the Company's Executive Board to complete and exceed the targets set for 2025 as follows:

Unit: VND

TT	Target	Implementation 2024	Plan 2025
1	Total net revenue	221.001.048.262	250,000,000,000
2	Charter capital	94,648,590,000	94,648,590,000
3	Profit after tax	755,383,954	12,000,000,000
5	Dividends	0%	12%

Above is the report of the Board of Directors of Plastic Additives Joint Stock Company summarizing the results of operations in 2024 and the direction of operations in the next term. We hope that our valued Shareholders will contribute practical ideas to help the Board of Directors of the Company operate better and better and have the best strategy for the stable and sustainable development of the Company.

After the Annual General Meeting of Shareholders approves the report contents, the Board of Directors will develop a specific roadmap and program in the spirit of innovation along with drastic and thorough directive measures to bring Plastic Additives Joint Stock Company to sustainable development.

On behalf of the Board of Directors , I would like to express my gratitude for the support and trust of all Shareholders over the past time.

Respectfully report to the General Meeting of Shareholders.

TM/BOARD OF
DIRECTORS CHAIRMAN
CÔNG TY
CỔ PHẦN
PHỤ GIA
NHỰA
TP. VINH YÊN
NGO HOAI THANH

Number: 02/2025/BC-HDQTĐL-PGN

Vinh Phuc, June 14, 2025

**INDEPENDENT BOARD MEMBERS'
EVALUATION REPORT
ON THE BOARD'S PERFORMANCE IN 2024**

To: Annual General Meeting of Shareholders 2025
Plastic Additives Joint Stock Company

Assessing the performance of the Company's Board of Directors in 2024, the independent members of the Board of Directors have the following general comments:

- The Board of Directors of the Company has worked responsibly and transparently in governance, strictly complying with the regulations for public companies. The meetings of the Board of Directors have been convened promptly and conducted in accordance with the procedures prescribed in the Charter and Internal Regulations on Corporate Governance. The content of the meetings has been discussed, fully and carefully evaluated by the members of the Board of Directors to provide directions and solutions that bring the highest benefits to the Company.

- Issues related to business strategy, market expansion, technology investment and management system development are regularly reviewed and evaluated by the Board of Directors in regular meetings.

- All decisions of the Board of Directors at meetings are approved by the Board of Directors based on the majority principle. Minutes of the meeting are fully prepared and signed by the Board members attending the meeting.

1. About organizational structure

In 2024, the Board of Directors will have a total of 05 members, including 01 independent member. All members of the Board of Directors will fully and actively participate in planning, compliance control, strategic review activities, ensuring good corporate governance practices.

2. About the operating mechanism:

- In 2024, the Board of Directors held 09 meetings. The meetings of the Board of Directors were convened and conducted with a specific schedule, fully prepared documents, in compliance with the provisions of the Company Charter and the provisions of law. The content of the meetings was discussed, commented on, and evaluated fully and carefully by the members of the Board of Directors.

- Issues related to strategy, business plan, finance, corporate culture, and building a management system within the Company are all discussed and closely controlled between the Board of Directors and the Executive Board.

- Changes in investment plans and new strategies are all independently researched, scientifically based and debated between the Board of Directors and the Executive Board.

3. On the results of management and supervision work:

- Overall, the Board of Directors has performed its role well in implementing the plans, policies and strategic directions set forth by the General Meeting of Shareholders.

- The Board of Directors has complied with corporate governance regulations, convened regular and extraordinary meetings to promptly direct and issue decisions appropriate to the actual situation.

- The Board of Directors has properly performed its role and responsibility in directing, supporting, and supervising the Executive Board in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations, while harmonizing the interests of the Company and shareholders.

- Board members holding positions in the Executive Board regularly attend regular and extraordinary meetings of the Executive Board. Important decisions of the Executive Board are analyzed, criticized and consulted by Board members / Chairman of the Board to ensure the interests of the Company.

- Board members proactively identify their roles and responsibilities to support the Board of Directors and share experiences, interact, and exchange with the Board of Directors on corporate governance.

4. Conclude:

- The Board of Directors has fully performed its representative function of the owners in supervising the Company's operations, providing appropriate orientation and timely direction to ensure effective use of resources to achieve the targets assigned by the General Meeting of Shareholders, on the basis of compliance with the provisions of law and the Company's Charter.

- In addition to performing the management and supervision functions of the Executive Board, the Board of Directors has closely coordinated with the Executive Board to find solutions to overcome difficulties in production and business in 2024.

- In general, in 2024, although greatly affected by the difficult economic situation, with a high sense of responsibility, solidarity, and cooperation in performing tasks honestly and carefully, the Board of Directors has implemented drastic solutions in supervising and directing the Board of Directors to implement the resolutions of the General Meeting of Shareholders, the Board of Directors' resolutions and ensuring the interests of the Company and shareholders.

Respectfully report to the General Meeting of Shareholders.

Independent Member of Board of Directors


TRAN TUAN NGHIA

Number: 03/2025/BC-BGD-PGN

Vinh Phuc, June 14, 2025

REPORT

**SUMMARY OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024
AND DIRECTIONS AND TASKS IN 2025**

PART I

RESULTS OF PRODUCTION AND BUSINESS TASKS IN 2024

I. Board of Directors' Report on Production and Business Situation in 2024

In 2024, the Company's Board of Directors has made efforts to implement and deploy production and business activities, closely following the Company's policies under the close direction of the Board of Directors, in accordance with the orientation of the Resolution of the 2024 General Meeting of Shareholders.

1. Personnel, remuneration and operating expenses of the Board of Directors

On November 11, 2024, the Board of Directors approved the dismissal of Mr. Nguyen Trong Cuong as Deputy General Director. Accordingly, the members of the Company's Board of Directors are as follows:

STT	Full name	Position
1	Mr. Tran Dang Cong	General Director
2	Ms. Duong Thi Hai Ha	Production Manager

The income of the Board of Directors during the year was: VND 629,501,024. The operating expenses, transactions, business expenses, etc. of the Board of Directors during the year were carried out in accordance with the Company's regulations and rules.

2. Business performance results in 2024

Implement the Company's production and business plan for 2024. The Company's Board of Directors reports to Shareholders the Company's business results as follows:

Unit: VND

TT	Target	Plan	Perform	Ratio to Plan (%)
1	Total revenue	247,850,000,000	221.001.048.262	89.17%
2	Charter capital	99,381,010,000	94,648,590,000	95.24%
3	Profit after tax	6,330,000,000	755,383,954	11.93%

4	Dividends	5%	0%(*)	0%
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(Source: Audited financial report 2024)

II. Evaluate areas of activity

1. Production and business activities

Compared to the plan set forth by the Company's Board of Directors at the 2024 Annual General Meeting, the revenue and profit realized last year were specifically as follows: net revenue in 2024 was 221 billion VND, reaching 89.17% of the plan, profit after tax was 755 million VND, reaching 11.93% of the plan. Due to the economic and social situation in 2024, there are still many potential instabilities such as inflation; military conflicts, world politics have strongly impacted the domestic economy in general and PGN's business situation in particular.

2. Investment activities

The Company's investment activities in 2024 did not change much compared to the previous year.

PART II

BUSINESS PRODUCTION PLAN 2025

Based on the actual production and business situation, transitional work as well as the expected source of work to be contracted in 2025, PGN builds the 2025 plan targets to submit to the General Meeting of Shareholders, specifically as follows:

I. KEY TASKS IN 2025

1. Main economic indicators:

Unit: VND

TT	Target	Implementation 2024	Plan 2025
1	Total revenue	221.001.048.262	250,000,000,000
2	Charter capital	94,648,590,000	94,648,590,000
4	Profit after tax	755,383,954	12,000,000,000
5	Dividends	0%	12%

2. Key tasks:

2.1. Business activities

- Continue to maintain cooperation contracts with current raw material suppliers, while searching for other potential suppliers in the market.
- Regularly monitor, closely inspect and improve production capacity at factories through investment in equipment, machinery and production lines, ensuring efficiency in the production process.
- Focus and research on developing new products to meet market needs.

- Tightly control costs by cutting unreasonable expenses or items that do not directly serve the Company's production and business activities.
- Strengthen and build relationships with traditional customers and expand with potential customers at home and abroad.

2.2. Investment activities

Restructure and re-evaluate existing investments and regularly search for feasible and profitable investment projects that are consistent with the Company's development direction.

II. SOLUTIONS TO IMPLEMENT THE 2025 PRODUCTION AND BUSINESS PLAN

1. Business activities

- Expand and improve the Company's organizational and management model in a streamlined and efficient manner, enhancing competitiveness, focusing on: Improving the distribution system and sales activities to minimize travel and transportation costs; Perfecting the investment department.
- Add new, qualified human resources to serve business operations, especially experienced and enthusiastic managers, sales staff, and investment specialists.
- Complete internal management regulations and coordination procedures between specialized departments.
- Strengthen training for senior and middle management teams by sending them to management and leadership courses. Focus on internal training for sales staff to improve performance.
- Strengthening the direction, supervision, inspection and examination of law enforcement, implementation of assigned goals, strategies, plans and tasks, and evaluation of the Company's performance.

2. Investment activities

- Strengthen inspection and supervision of financial management, accounting and capital use throughout the company. Strengthen cash flow control to ensure proper use.
- Focus on balancing and arranging capital sources to ensure sufficient capital for production and business activities, especially key activities in 2025.
- Regularly review outstanding debts, especially over-advances/internal debts within the company and debts with customers.

Above is the report on production and business results in 2024 and the production and business plan for 2025.

Respectfully submit to the General Meeting of Shareholders for approval./.

Recipient:

- General Meeting of Shareholders;
- Board of Directors/Management Board;
- Save VT.



Number: 04/2025/BC-BKS-PGN

Vinh Phuc, June 14, 2025

**REPORT ON ACTIVITIES OF THE SUPERVISORY BOARD IN 2024
AND PLAN FOR 2025**

Dear: Annual General Meeting of Shareholders 2025
Plastic Additives Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of organization and operation of Plastic Additives Joint Stock Company;
- Based on the working regulations of the Board of Supervisors;

The Board of Supervisors of Plastic Additives Joint Stock Company (PGN) would like to report to the 2025 Annual General Meeting of Shareholders on the implementation of inspection and supervision of production and business activities of the PGN Board of Supervisors in 2024 and the Board of Supervisors' operation plan in 2025 as follows:

PART A: RESULTS OF INSPECTION AND SUPERVISION IN 2024

I. Board of Supervisors' activities in 2024

1. Organizational work

In 2024, the members of the Board of Supervisors for the 2022-2027 term will not change. The number of members of the Company's Board of Supervisors is 3 members, including:

STT	Full name	Position
1	Nguyen Thi Duyen	Head of Supervisory Board
2	Tran Dac Nhat	Board Member
3	Nguyen Van Hung	Board Member

2. Board of Supervisors' performance in 2024

- In 2024, the Board of Supervisors held meetings to assign tasks to each member of the Board of Supervisors to perform the Board's functions and tasks, and held meetings to develop and supplement the 2024 operational plan. The Board of Supervisors held regular meetings to summarize the activities of the period and propose a plan for inspection and supervision activities for the next period.
- After the shareholders' meeting, the Board of Supervisors made a supplementary plan for the year-end operation plan and held a meeting to assign tasks to each member of the Board of Supervisors.

- The Board of Supervisors has inspected and supervised all aspects of the Company's operations through attending meetings of the Board of Directors, the Board of Management and periodic documents and reports of specialized departments.

- Check and monitor compliance with the State's policies, laws, regulations of the Board of Directors and the Company's Board of Directors through reviewing and studying the Board of Directors' Resolutions and the Board of Directors' Decisions on business operations.

- Coordinate with UHY Auditing and Consulting LLC to supervise the implementation of the review and audit of the Company's 6-month Financial Statements of 2024 and 2024 Financial Statements.

3. Results of controlling the Company's management and operation activities:

The production and business operations of the Board of Directors and the Board of Management of the Company in 2024 complied with the Law on Enterprises, the Charter of Operations, Resolutions of the General Meeting of Shareholders and the Board of Directors, and relevant legal regulations.

In 2024, the Board of Directors held 02 meetings to manage the Company's operations. The Board of Directors regularly monitored the operations and implementation of issued decisions, and supervised the Company's operations through periodic reports from the Board of Directors. The Board of Directors directed, supported and facilitated the Board of Directors and the Board of Supervisors of the Company to perform their functions and tasks as prescribed.

The Board of Directors of the Company always works actively with a high sense of responsibility. The Board of Directors has fully assessed the advantages and difficulties, regularly implemented risk management to prevent losses and forecast to seize opportunities. At the same time, it focuses on drastic, flexible and close management of all activities of the Company. Implement solutions and promptly deploy policies to overcome difficulties, actively expand the market. Implement effective solutions on personnel management, salaries, bonuses and the Company's governance model to create initiative and flexibility for departments and divisions. Mobilize and improve the efficiency of using all resources of capital, assets and labor, improve the capacity of the management apparatus to help save costs.

4. Report on transactions between the company, subsidiaries, companies in which PGN controls 50% or more of the charter capital with members of the Board of Directors, General Director, other executives of the enterprise and related persons of such members; transactions between the Company and companies in which members of the Board of Directors, General Director, other executives of the enterprise are founding members or business managers within the last 3 years before the time of transaction:

Transactions with related parties as of December 31, 2024 : (unit: VND)

	2024
Revenue with related parties	141,179,884,000
Hong Phat Chemical Company Limited	65.823.490.136
Thang Long Chemical Joint Stock Company	1,683,700,000

Van Loc Phat Investment, Trade and Service Joint Stock Company	51,074,401,526
Purchase from related parties	117,547,919,500
Hong Phat Chemical Company Limited	56,143,995,500
Thang Long Chemical Joint Stock Company	89,390,000
Van Loc Phat Investment, Trade and Service Joint Stock Company	74,885,600,000
Tien Phong Plastic Joint Stock Company	450,500,000
Related party loans	3,000,000,000
Mr. Tran Dang Cong	7,802,000,000
Mr. Chu Van Phuong	1,600,000,000
Principal repayment of related party loan	6,050,000,000
Mr. Tran Dang Cong	6,050,000,000
Mr. Chu Van Phuong	4,600,000,000
Interest paid to related party	547.154.164
Mr. Tran Dang Cong	26,785,778
Mr. Chu Van Phuong	38,415,444

5. Coordination between the Board of Supervisors, the Board of Directors and the Executive Board:

- In 2024, the Board of Supervisors closely coordinated with the Board of Directors and the Board of Management in performing its assigned functions and tasks. The Board of Directors and the Board of Management created favorable conditions for the Board of Supervisors to perform its tasks, providing information and documents related to the Company's operations. The Board of Supervisors was invited to fully participate in the meetings of the Board of Directors and the Company's briefings.

- The Board of Supervisors has closely coordinated with the Board of Directors and the Board of Management in the inspection and supervision work at member units as well as at the Company's operating apparatus to take timely measures to handle existing problems in order to improve management efficiency, ensuring proper and full compliance with current regulations of State management agencies.

6. Board of Supervisors' income report in 2024:

- The Company's Board of Supervisors will not receive remuneration in 2024.

II. Results of monitoring the implementation of the 2024 production and business plan

1. Indicators for implementing production and business plans

Unit: VND

TT	Target	Plan 2024	Implementation 2024	Ratio to Plan (%)
1	Total revenue	247,850,000,000	221.001.048.262	89.17%
2	Charter capital	99,381,010,000	94,648,590,000	95.24%
3	Profit after tax	6,330,000,000	755,383,954	11.93%
4	Dividends	5%	0%	

(Source: Audited financial report 2024)

(*) The company has paid a dividend of 5% in 2022 .

2. Financial accounting work

- Fully comply with the State's regulations and rules in accounting work. Complete financial reports and implement information disclosure regime within the prescribed time.
 - The capital arrangement situation for projects in 2024 is basically to meet the Company's production and business requirements.
 - The Board of Supervisors has conducted an audit of the financial statements before and after the audit.
 - Examine evidence to verify information in financial statements; assess compliance with current Accounting Standards and Regimes, applied accounting principles and methods as well as the overall presentation of financial statements.
 - Appraise each indicator on the financial report; check accounting books, documents, inventory records of materials, assets, capital as of December 31, 2024; debt records and other relevant documents.
 - Review audit reports and management letters issued by independent auditors.
 - After appraisal, the Board of Supervisors commented:
 - In 2024, the company has complied with the provisions of the Accounting Law, the Accounting Regime and Vietnamese Accounting Standards; at the same time, it is consistent with the characteristics of the company's production and business activities and management requirements. The preparation, circulation, use and preservation of accounting documents generally ensure legality, reasonableness and validity; the preparation, recording, use and preservation of accounting books are complete, timely and in accordance with the provisions of the current accounting regime. Accounting reports are prepared in compliance with current accounting standards and regulations.
- ## 3. Labor and wages
- Average income of employees is 10.83 million VND/person/month
 - The company pays health insurance and social insurance in accordance with current regulations.

III. Audit results of financial statements for 2024.

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- The financial statements fully reflect the company's production, business and financial activities, presented according to prescribed reporting forms.
- The report has honestly and reasonably reflected, in all material aspects, the financial situation as of December 31, 2024.
- Recording, opening accounting books, classifying economic contents according to accounting standards issued by the Ministry of Finance.
- The Company has periodically reported and disclosed information of organizations listed on the Hanoi Stock Exchange in accordance with regulations on information disclosure on the stock market.
- PGN's 2024 financial statements have been audited in accordance with the provisions of the charter and the Resolution of the 2024 General Meeting of Shareholders, performed by UHY Auditing and Consulting Company Limited.

IV. CONCLUSION AND RECOMMENDATIONS

The Board of Supervisors agreed with the Board of Directors' Operational Report, the Business Performance Report, the Audited Financial Report for 2024 and the Company's 2024 Profit Distribution Plan submitted to the General Meeting.

To successfully complete the 2024 plan tasks, the Board of Supervisors respectfully requests the Company's leaders to:

- Continue to strengthen restructuring work towards efficiency, suitable to actual conditions, closely following the Company's development strategy;
- Strengthen inspection and supervision work to enhance responsibility for the Company's departments and divisions.

PART B: BOARD OF SUPERVISORS' 2025 ACTIVITY PLAN

- Review the structure, functions and tasks of the internal control and audit department to perfect the apparatus to suit PGN's operations.
- Check compliance with state policies, laws, regulations and guidance documents.
- Check and supervise the implementation of the work of building regulations, rules and internal management procedures of PGN.
- Check the organizational structure and labor of the unit, personnel appointment, labor recruitment, salary and income payment.
- Check and monitor the implementation of the unit's production and business plan for 2025 approved by the General Meeting of Shareholders. Check the implementation of statistical reports according to the regulations of the Departments/Offices and units regarding the timeliness and accuracy of data.
- Check and monitor the implementation of the plan to balance capital needs and cash flow plan to serve the unit's production and business activities in 2025.
- Conduct audit of quarterly, semi-annual and annual financial reports for 2025.

Above is a summary report on the Board of Supervisors' performance in 2024 and the Board of Supervisors' main operating directions in 2025.



Respectfully submit to the General Meeting of Shareholders for consideration and approval.

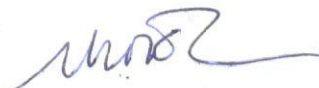
Thank you very much./.

Recipient:

- General Meeting of Shareholders;
- Board of Directors/Management Board;
- Save VT, BKS .

Board of Supervisors

PREFECT



NGUYEN THI DUYEN

**PLASTIC ADDITIVES
JOINT STOCK COMPANY**

No: 05/2025/TTr-HĐQT-PGN

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Vinh Phuc, June 14, 2025

SUBMISSION

(Regarding Approval of Audited Financial Statements for 2024)

To: Annual General Meeting of Shareholders 2025
Plastic Additives Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Organization and Operation of Plastic Additives Joint Stock Company.

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors of the Company has selected UHY Auditing and Consulting Company Limited to audit the 2024 Financial Statements. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the content of the audited 2024 Financial Statements. The Company has disclosed information in accordance with regulations and posted the full text of the 2024 Audited Financial Statements on the Company's website, including:

- Balance sheet;
- Business performance report;
- Cash flow statement;
- Financial statement notes.

Auditor's Opinion on Financial Statements: Unqualified

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards./.

Recipient:

- As above ;
- Board of Directors; Supervisory Board, Board of Management;
- Save: VT.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



NGO HOAI THANH

JOINT STOCK COMPANY

PLASTIC ADDITIVES

Number: 06/2025/TTr-BKS-PGN



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Vinh Phuc, June 14, 2025

SUBMISSION

(Regarding the selection of an auditing unit in 2025)

To: Annual General Meeting of Shareholders 2025

Plastic Additives Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of organization and operation of Plastic Additives Joint Stock Company

The Company's Board of Supervisors respectfully submits to the General Meeting of Shareholders (GMS) for approval the plan to select an independent auditing unit to conduct the audit of the 2025 Semi-Annual Financial Statements and the 2025 Financial Statements of Plastic Additives Joint Stock Company as follows:

- UHY Auditing and Consulting LLC;
- AFC Vietnam Auditing Company Limited;
- CPA VIETNAM Auditing Company Limited;

We respectfully request the General Meeting of Shareholders to approve the authorization for the Board of Directors to select a specific auditing company from the above list.

In case of failure to negotiate with the Auditing Companies in the above list, the General Meeting of Shareholders authorizes the Board of Directors to select another Auditing Company with reputation, audit quality, appropriate audit fees and qualified to provide auditing services approved by the State Securities Commission to audit public interest entities in 2025.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards./.

Recipient:

- As above;
- Board of Directors; Supervisory Board; Management Board;
- Save: VT.

TM. BOARD OF SUPERVISION

PREFECT

NGUYEN THI DUyen

No: 07/2025/TTr-HĐQT-PGN

Vinh Phuc , June 14 , 2025

SUBMISSION

(Regarding remuneration payment to the Board of Directors and the Board of Supervisors in 2024 and payment plan for 2025; Profit distribution plan for 2024 and expected for 2025)

Annual General Meeting of Shareholders 2025
Plastic Additives Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of organization and operation of Plastic Additives Joint Stock Company.

The Board of Directors of Plastic Additives Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the remuneration payment plan of the Board of Directors and the Board of Supervisors in 2024 and the remuneration plan of the Board of Directors and the Board of Supervisors in 2025; the profit distribution plan for 2024 and the Company's 2025 plan as follows:

1. Remuneration of the Board of Directors and Board of Supervisors in 2024:

In 2024, the Board of Directors and the Supervisory Board will not receive remuneration/allowances.

2. Remuneration plan of the Board of Directors and Board of Supervisors in 2025:

In 2025, the Board of Directors and the Supervisory Board will not receive remuneration/allowances.

3. Profit distribution plan 2024

STT	Content	Amount (VND)
1	Profit after tax	755,383,954
2	Profit distribution and dividend payment	0
	Development investment fund provision (0%)	0
	0% dividend payment	0
3	Retained earnings	755,383,954

4. Profit Distribution Plan 2025



Expected dividend payment in 2025: 12%.

Authorize the Board of Directors to implement based on the Company's 2025 production and business results.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards./.

Recipient:

- As above;
- Board of Directors; Supervisory Board; Management Board;
- Save: VT.

TM. BOARD OF DIRECTORS

CHAIRPERSON



NGO HOAI THANH



No: 08/2025/TTr-HĐQT-PGN

Vinh Phuc, June 14, 2025

SUBMISSION

(Regarding the policy of implementing contracts and transactions between the Company and related parties)

To: Annual General Meeting of Shareholders 2025

Plastic Additives Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of organization and operation of Plastic Additives Joint Stock Company

To be proactive in business operations and ensure the completion of the set plan, the Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of transactions between the Company and related parties in the period 2025-2026 as follows:

- Transaction contents include but are not limited to: Regular transactions on providing services, buying and selling goods, raw materials, and borrowing capital to serve the Company's operations;
- Specific value of each transaction: The General Director of the Company shall decide the specific contract and transaction value at each time, on the basis of ensuring the Company's interests.
- Transaction subjects: Are related parties of the Company according to the attached appendix.
- Implementation period: From the effective date of the Resolution of the 2025 Annual General Meeting of Shareholders until the issuance date of the Resolution of the 2026 Annual General Meeting of Shareholders.
- Authorization for the Company's General Director
 - a. Decide on the specific terms and conditions of the above contracts and transactions, decide on agreements and documents related to these contracts and transactions, including agreements to amend, supplement, terminate, and replace such contracts and transactions. .
 - b. Sign and execute contracts, transactions and related documents, including agreements to amend, supplement, terminate and replace such contracts and transactions (if any).

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards./.

Recipient:

- As above ;
- Board of Directors; Supervisory Board; Board of Management ;
- Save: VT.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



APPENDIX PARTIES INVOLVED IN TRANSACTION

STT	Trading Partner	Total transaction value in the year
1	Hong Phat Chemical Company Limited	Minimum 67.3 billion VND
2	Van Loc Phat Investment, Trade and Service Joint Stock Company	Minimum 67.3 billion VND
3	Thang Long Chemical Joint Stock Company	Minimum 67.3 billion VND
4	Tien Phong Youth Plastic Joint Stock Company	Minimum 67.3 billion VND



No: 09 / 2025 / TTr- HDB-PGN

Vinh Phuc, June 14, 2025

SUBMISSION

(Regarding Report on capital usage from the 2021 share issuance to increase charter capital)

To: Annual General Meeting of Shareholders 2025

Plastic Additives Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of organization and operation of Plastic Additives Joint Stock Company

Pursuant to Resolution of the Annual General Meeting of Shareholders No. 1304/2020/NQ-DHDCĐ dated April 13, 2020, Plastic Additives Joint Stock Company successfully issued shares to increase the Company's charter capital in 2021. At the 2023 Annual General Meeting of Shareholders on May 13, 2023, the Company's Board of Directors reported to shareholders the results of capital increase issuance and capital use from the issuance up to March 30, 2023, which was VND 32,112,154,240. The Company's Board of Directors would like to continue reporting to the 2025 Annual General Meeting of Shareholders on the use of capital raised from this issuance as follows:

- Information about the release:
 - + Total shares issued: **3,299,993 shares** (Three million two hundred ninety-nine thousand nine hundred ninety-three stocks) .
 - + Total value of capital raised from the issuance: **32,999,930,000 dong** (Thirty-two billion nine hundred and ninety-nine million nine hundred and thirty thousand dong) .
 - + End date of issue: 29/03/2021
- Plan for using capital raised from the issuance:

STT	Content	Amount (VND)
1	Additional working capital	22,817,000,000
1.1	<i>Loan repayment at Vietnam Joint Stock Commercial Bank for Industry and Trade - Vinh Phuc Branch</i>	<i>10,000,000,000</i>
1.2	<i>Working capital</i>	<i>12,817,000,000</i>
2	Construction of Factory No. 02, purchase of machinery and equipment	10,183,000,000

2.1	<i>Factory Construction: Product showroom and office; Fire protection system</i>	4,910,000,000
2.2	<i>Purchase of machinery and equipment</i>	5,273,000,000
Total		33,000,000,000

- Capital usage status as of March 28, 2025:

STT	Content	Amount (VND)
1	Additional working capital	22,817,000,000
1.1	<i>Loan repayment at Vietnam Joint Stock Commercial Bank for Industry and Trade - Vinh Phuc Branch</i>	10,000,000,000
1.2	<i>Working capital</i>	12,817,000,000
2	Construction of Factory No. 02, purchase of machinery and equipment	9,395,154,240
2.1	<i>Factory Construction: Product showroom and office; Fire protection system</i>	4,122,154,240
2.2	<i>Purchase of machinery and equipment</i>	5,273,000,000
Total (1+2)		32,212,154,240

The Board of Directors would like to report to the General Meeting of Shareholders of Plastic Additives Joint Stock Company on the situation of using capital raised from the successful issuance of shares to increase charter capital in 2021 as above.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards./:

Recipient:

- As above;
- Board of Directors; Supervisory Board; Management Board;
- Save: VT.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



NGO HOAI THANH



**PLASTIC ADDITIVES JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Number: 10/2025/TTr-HĐQT-PGN

Vinh Phuc, June 14, 2025

SUBMISSION

**Re: Dismissal and Election of replacement members of the Board of Directors and Supervisory
Board
for the 2022-2027 term**

To: General Meeting of Shareholders of the Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and documents amending, supplementing and guiding its implementation ;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019 and documents amending, supplementing and guiding its implementation ;
- Pursuant to the Charter of organization and operation of Plastic Additives Joint Stock Company;
- Based on the resignation letter of the member of the Board of Directors and the Board of Supervisors .

According to the provisions of the Law on Enterprises and the Charter of the Company's organization and operation, to ensure the necessity of the Board of Directors and the Board of Supervisors to perform their duties well, the Board of Directors of Plastic Additives Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the personnel restructuring of the Board of Directors and the Board of Supervisors for the 2022-2027 term with the following contents:

- Approving the dismissal of Mr. Tran Tuan Nghia and Mr. Tran Dang Phi from the Board of Directors ; and the dismissal of Mr. Tran Dac Nhat from the Board of Supervisors .
- Approving the election to replace 02 members of the Board of Directors , and electing to replace 01 member of the Board of Supervisors for the 2022-2027 term .

The Board of Directors respectfully submits to the Company's General Meeting of Shareholders for consideration and approval.

Best regards./.

Recipient:

- As above;
- Board of Directors; Supervisory Board; Management Board;
- Save: VT .

TM. BOARD OF DIRECTORS

CHAIRPERSON



NGO HOAI THANH

**PLASTIC ADDITIVES JOINT STOCK
COMPANY**

No: 11/2025/TTr-HĐQT-PGN

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Vinh Phuc, June 14, 2025

SUBMISSION

(Regarding the introduction of candidates to replace members of the Board of Directors and Board of Supervisors) term 2022 - 2027)

To: 2025 Annual General Meeting of Shareholders
of Plastic Additives Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and documents amending, supplementing and guiding its implementation ;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019 and documents amending, supplementing and guiding its implementation ;
- Pursuant to the Charter of Plastic Additives Joint Stock Company;
- Based on the Board of Supervisors' nomination form.

Pursuant to the provisions of law and the Company's Charter, the Board of Directors has notified shareholders of the criteria, conditions, procedures, and time for nomination/nomination of candidates to be elected to replace the Board of Directors and the Supervisory Board for the 2022-2027 term at the 2025 Annual General Meeting of Shareholders of Plastic Additives Joint Stock Company.

By the end of the prescribed time, the Organizing Committee of the General Meeting of Shareholders has not received any documents of nomination/nomination of candidates for election to replace the Board of Directors and the Board of Supervisors for the 2022-2027 term from shareholders and groups of shareholders. On that basis, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the list of candidates to elect replacement members of the Board of Directors and the Board of Supervisors for the 2022-2027 term, as follows:

STT	Full name	Date of birth	Expected position	Conditions/standards
1	Dong Van Nhat	May 26, 1993	Board Member	Meet the prescribed conditions and standards
2	Do Huy Tuan	July 29, 1988	Board Member	
3	Nguyen Huu Phu	April 25, 1990	Board of Supervisors	

(Candidate information according to attached document) .

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

Recipient:

- As above;
- Board of Directors; Supervisory Board; Management Board;
- Save: VT.

TM. BOARD OF DIRECTORS

CHAIRPERSON

NGO HOAI THANH

SOCIALIST REPUBLIC OF VIETNAM PLASTIC ADDITIVES JOINT STOCK COMPANY

MALE

Independence - Freedom - Happiness

Vinh Phuc, June 14, 2025

RULES

ORGANIZING THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF PLASTIC ADDITIVES JOINT STOCK COMPANY

CHAPTER I

GENERAL PROVISIONS

Article 1. Scope of application The

Regulations on the organization of the General Meeting of Shareholders are used for the organization of the 2025 Annual General Meeting of Shareholders of Plastic Additives Joint Stock Company ("PGN"). **Article**

2. These Regulations specifically stipulate the rights and obligations of the parties participating in the General Meeting of Shareholders ("General Meeting"), the conditions and procedures for

conducting the General Meeting. **Article 3.** Shareholders and participating parties are responsible for implementing the provisions of these Regulations.

CHAPTER II

RIGHTS AND OBLIGATIONS OF PARTIES ATTENDING THE CONFERENCE

Article 4. Rights and obligations of shareholders attending the General Meeting of Shareholders

4.1. Conditions for attending the Congress:

All shareholders owning Company shares according to the shareholder list finalized by Plastic Additives Joint Stock Company on May 15, 2025 ("Record Closing Date") or those duly authorized to attend.

4.2. Rights and obligations of eligible shareholders when attending the meeting:

a. Shareholders or authorized persons attending the General Meeting must bring the following documents:

- Invitation to meeting.

- Citizen identification card/ID card/Passport/valid personal identification

Other legal documents, copy of Business Registration Certificate (for organizations).

- Original Power of Attorney (in case of authorization to attend the Congress).

(In case the shareholder is an individual, the authorization document must be signed by that shareholder.

In case the shareholder is a legal entity/organization, it must be stamped and signed by the legal representative of that legal entity/organization).

After the shareholder presents the above documents to the Shareholders' Qualification Examination Board, the Shareholders' Qualification Examination Board is obliged to compare and determine the shareholder's eligibility to attend the General Meeting (in case the shareholder does not bring the Invitation to attend the 2025 Annual General Meeting of Shareholders but other documents prove that they are eligible, they will still be determined to be eligible). The shareholder or authorized person attending the General Meeting of Shareholders will receive a Voting Card, Voting Ballot, and Election Ballot. The value of the Voting Card/ Voting Ballot, Election Ballot that the shareholder or authorized person attends the General Meeting corresponds to the ratio of the number of voting shares that the shareholder owns or represents according to the registration to attend the General Meeting over the total number of voting shares of the shareholders attending the General Meeting.

b. Authorize in writing a proxy to attend and vote at the General Meeting of Shareholders on his/her behalf. The person authorized to attend the General Meeting may not re-authorize another person to attend the General Meeting. c. Shareholders attending the General

Meeting who wish to express their opinions must obtain the consent of the Chairman, and must speak briefly and focus on the key issues that need to be discussed, in accordance with the approved agenda of the General Meeting. Issues that have been raised by previous participants must not be raised again to avoid duplication. Shareholders attending the General Meeting may also write down the content on the Questionnaire and submit it to the Secretariat. d. Be entitled to vote on all issues within the authority of the General Meeting of Shareholders as prescribed in the Company's Charter of Organization and Operation.

e. Shareholders and shareholders' representatives attending the General Meeting of Shareholders, after hearing the report on the contents to be approved, will discuss and approve by voting. f. During the General Meeting, shareholders must comply with the instructions of the Presidium, behave in a civilized and polite manner, and not cause disorder. g. Shareholders or authorized persons

attending the meeting who arrive after the General Meeting has opened, after completing the registration procedures, are allowed to attend and vote on the remaining contents to be voted on according to the approved General Meeting agenda. In this case, the validity of the votes that have been conducted will not be affected. h. Shareholders must keep secrets, comply with the regulations on

the use and preservation of documents, not copy or record documents to people outside the General Meeting without the written permission of the Chairman; not film, take photos, or record documents without the consent of the Presidium during the General Meeting; Do not transmit information in any form until the conclusion of the meeting without the consent of the Presidium and comply with other regulations as notified by the Presidium/Organizing Committee during the General Meeting. i. Shareholders accept that any communication sent to or from the email address, telephone, fax or other online means that the Shareholder has registered, provided to the

Company or on the shareholder list is from the Shareholder himself, and is automatically understood to have been sent to or from the Shareholder.

Article 5: Rights and obligations of the Chairman and the Presidium

5.1. The Presidium includes: the Chairman and other members of the Presidium.

5.2. Duties of the Presidium:

a. Manage the activities of the Congress according to the program approved by the Congress.
Carry out necessary work so that the General Meeting of Shareholders takes place in an orderly manner; reflecting the wishes of the majority of shareholders and shareholder representatives attending.

b. Guide delegates and the Congress in discussion. c.

Submit drafts and necessary contents for the Congress to vote on. d. Respond to issues requested by the Congress.

5.3. The Chairman of the Board of Directors shall chair or authorize another member of the Board of Directors to chair the meeting of the General Meeting of Shareholders.

5.4. Powers and duties of the Chairman of the meeting: a.

Direct the meeting to carry out the agenda in a valid and orderly manner; b. Preside over the resolution of issues arising during the meeting; c. Have the right to take necessary measures to direct the meeting in a reasonable and orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees; d. Have the right to postpone the meeting with the required number of

delegates (no more than three working days from the date of the scheduled opening of the meeting) to another time and at a location decided by the Chairman without consulting the meeting, if it is found that: - The meeting location does not have enough convenient seats for all attendees; - Attendees have

obstructive and disorderly behavior, which risks making the meeting not be conducted

fairly and legally; - The media at the meeting location does not ensure that shareholders attending the meeting participate in discussions and voting; - The delay is

necessary for the work of the General Meeting to be conducted properly. In this case, the Chairman of the General Meeting may postpone

the General Meeting when there is a consensus or request from the General Meeting of Shareholders with the necessary number of delegates attending the meeting. e. Other powers and duties as prescribed in the Company Charter and regulations of the

law.

Article 6. Rights and obligations of the Shareholders' Qualification Examination Committee to attend the General Meeting

The Board of Shareholders' Qualifications for Attending the General Meeting of Shareholders is appointed by the Organizing Committee of the General Meeting. The Board of Shareholders' Qualifications for Attending the General Meeting receives documents from shareholders or authorized persons attending the meeting to check their validity and compare them with the list of shareholders entitled to attend the meeting finalized on the List Closing Date; Distribute documents, Voting Cards/Ballots, Election Ballots; Report to the General Meeting on the results of the shareholders' qualification checks for attending the General Meeting before the General Meeting is officially

held. Article 7. Rights and obligations of the General Meeting Secretary

7.1. The Chairman appoints the Secretary at the Congress.

7.2. The Secretary performs support tasks as assigned by the Chairman, including: a. Fully and honestly recording the contents of the Congress, preparing and signing the Congress Minutes.

- b. Assist the Presidium in announcing the draft Minutes and Resolutions of the Congress and in notifying
The Presidium's report is sent to shareholders upon request.
- c. Receive shareholder questionnaires.

Article 8. Rights and obligations of the Ballot Counting Committee

- 8.1. The Chairman introduces the Ballot Counting Committee and organizes the vote collection at the Congress.
- 8.2. The Counting Committee has the following duties:
 - a. Supervise the voting of shareholders or representatives attending the General Meeting. b. Summarize the number of votes for each content and notify the results to the Chairman.
and the Congress Secretariat.
 - c. Receive shareholders' questionnaires. d. Summarize the number of votes for each content, prepare minutes of vote counting and announce the results to the General Meeting of Shareholders and the Presidium.

CHAPTER III

CONDUCTING THE CONGRESS

Article 9. Conditions for holding the General

Meeting The General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents more than 50% of the total number of shares with voting rights according to the list of shareholders of Plastic Additives Joint Stock Company as of the Record Date.

In case the first Congress does not have enough quorum to proceed, the Company will organize
The second and third congresses shall be held in accordance with the provisions of the Enterprise Law and the Company Charter. **Article 10. Order**

- of the Congress**
- 10.1. All shareholders attending the Congress shall dress formally and politely.
 - 10.2. Shareholders entering the General Meeting room must sit in the correct position or area as specified by the General Meeting Organizing Committee. Strictly comply with the seating arrangement of the Organizing Committee.
 - 10.3. No smoking in the Congress room.
 - 10.4. Do not talk privately or use mobile phones during the Congress. Mobile phones must be turned off or not ring. **Article 11. Method of voting to approve issues at the Congress**

All contents in the agenda of the General Meeting must be approved by public voting of all shareholders attending the General Meeting by VOTING CARDS/BALLOTS according to the number of votes corresponding to the number of shares owned/represented and authorized.

Each shareholder is given 01 VOTING CARD, 01 VOTING BALLOT and 02 ELECTION BALLOTS stating: Shareholder's name; Number of shares entitled to vote (owned/represented and/or authorized); Number of votes/ballots of the shareholder and stamped with the Company's seal.

- 11.1. **VOTING CARDS:** printed on white paper, used to vote on the following contents:
after:

- a. Approve the composition of the Congress Presidium;
- b. Approve the Regulations on organizing the 2025 Annual General Meeting of Shareholders;
- c. Adoption of the Agenda;
- d. Approve the composition of the Ballot Counting Committee;
- e. Approve the Regulations on the election of members of the Board of Supervisors; f. Approve the Minutes and Resolutions of the General Meeting of Shareholders.

11.2. VOTING BALLOT: printed on **blue paper**, used to vote on contents according to reports and proposals.

- a. Valid voting ballot: - Is a

voting ballot issued by the Organizing Committee of the General Meeting, with the Company's seal; - The voting ballot is not torn, erased, or edited; -

Has the signature of the shareholder/authorized representative of the shareholder participating in the vote. decide;

- Only mark (X/✓) once for a voting content. b. Invalid voting ballot:

- Not issued by the Congress

Organizing Committee.

- Erase, edit content.

- No confirmation signature of shareholder/ authorized representative of participating shareholder attend.

- No mark or more than one mark (X/✓) for a voting content. c. Invalid ballots will not be valid when counting votes. d. Voting ballots issued to shareholders when registering as

shareholders are considered as issued Voting ballots. In case a shareholder leaves the meeting early and cannot be present until the end of the program, that shareholder must return the Voting ballot to the Organizing Committee of the General Meeting. If the shareholder does not submit the Voting ballot when the Vote Counting Committee conducts the vote counting procedure, that Voting ballot will be considered as Not collected.

- e. An invalid vote does not affect the validity of other valid votes.

11.3. BALLOT FOR BOARD OF DIRECTORS MEMBERS: printed on **pink paper**, used to elect Board of Directors members.

11.4. BALLOT FOR SUPERVISORY BOARD MEMBERS: printed on **yellow paper**, used to elect Supervisory Board members.

11.5. VOTING METHOD:

- a. Direct public voting on each issue to be voted on by shareholders raising their hands.

Voting cards at the Congress. The contents are voted on by raising the Voting Card as prescribed in Clause 11.1 of this Article. The voting results will be announced immediately after voting on each content.

Shareholders vote by raising their Voting Cards under the direction of the Chairman to get their opinions:
Agree or Disagree or No opinion.

When voting at the General Meeting, shareholders who vote for approval shall raise their hands.

The voting card is raised. The member of the Vote Counting Committee will record the corresponding number of votes of each shareholder who approves. Similarly, shareholders who vote Disapprove or No opinion will raise their voting cards in turn.

b. Public voting on other issues requiring voting by casting a ballot. The vote counting results will be announced immediately before the closing of the Congress.

- When casting a vote, shareholders mark (X) or (y) in 1 of the 3 voting boxes "Approve" "Agree"; "Disagree" and "No opinion".
- In case the shareholder marks incorrectly, he/she must cross out the wrongly marked part, sign again next to the crossed out part (do not erase or correct the wrongly marked part) and mark again.
- Voting content without marking (X) or (y) in any voting box is considered as
No comments.

Article 12. Approval of Resolutions of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders on issues in the agenda of the General Meeting are through specific provisions as follows:

12.1. Except for the case specified in Clause 12.2 of this Article, the Resolution of the General Meeting of Shareholders shall be passed when approved by the number of shareholders owning more than 50% of the total number of votes of all shareholders attending and voting at the meeting.

12.2. The resolution on the following content shall be passed if approved by shareholders representing 65% or more of the total votes of all shareholders attending and voting at the meeting:

- Type of shares and total number of shares of each type;
- Change of industry, profession and business field;
- Change the company's management structure;
- Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial report, except in cases where the company's charter stipulates a different ratio or value;
- Reorganization and dissolution of the
company; - Other issues as stipulated in the Company Charter.

CHAPTER IV

END OF CONGRESS

Article 13. Minutes and Resolutions of the General Meeting of Shareholders

13.1. Minutes and Resolutions of the General Meeting of Shareholders must be completed and approved before the closing of the General Meeting.

13.2. Minutes and Resolutions of the General Meeting of Shareholders must be kept at Plastic Additives Joint Stock Company.

Article 14. Entry into force

This Charter consists of 14 (fourteen) Articles, is read publicly before the General Meeting of Shareholders and takes effect immediately after being voted and approved by the 2025 Annual General Meeting of Shareholders.

On behalf of the Board of Directors ,

Chairman



NGO HOAI THANH



JOINT STOCK COMPANY
PLASTIC ADDITIVES

SOCIALIST REPUBLIC OF VIETNAM
MALE

Independence – Freedom – Happiness

Vinh Phuc, June 14, 2025

RULES

ELECTION TO REPLACE MEMBERS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD TERM 2022 - 2027 AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS PLASTIC ADDITIVES JOINT STOCK COMPANY

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to Decree 155/2020/ND-CP dated December 31, 2020;
- Pursuant to the Charter of Plastic Additives Joint Stock Company,

2025 Annual General Meeting of Shareholders of Tien Plastic Additives Joint Stock Company
conduct elections to replace members of the Board of Directors and the Board of Supervisors according to the following
contents: **Article 1. Subjects of election**

Shareholders owning shares with voting rights and authorized representatives of shareholders owning shares with
voting rights according to the list of shareholders of Plastic Additives Joint Stock Company as of May 15, 2025.

Article 2. Standards and conditions for becoming a member of the Board of Directors and a member of the Supervisory Board control

2.1. Standards and conditions for membership in the Board of Directors

Pursuant to Clause 1, Article 155 of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 (Enterprise Law)
and implementing documents, members of the Board of Directors must have the following standards and conditions:

- Not subject to the right to establish and manage enterprises in Vietnam
according to the provisions of the Law on Enterprises of Vietnam.
- Have professional qualifications and experience in business administration or in the company's field, industry or
business line and do not necessarily have to be a shareholder of the Company.
- A member of the Board of Directors of the Company can concurrently be a member of the Board of Directors of up to
05 other companies.

For independent members of the Board of Directors, it is necessary to meet additional standards according to Clause
2, Article 155, Clause 2, Article 154 of Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and other implementing
documents, specifically:



- Not being a person currently working for the company, parent company or subsidiary of the company; not being a person who has worked for the company, parent company or subsidiary of the company for at least the previous 3 consecutive years;
- Not a person receiving salary or remuneration from the company, except for allowances that Board of Directors members are entitled to according to regulations;
- Not being a person whose wife or husband, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the company; is a manager of the company or a subsidiary of the company;
- Not a person who directly or indirectly owns at least 01% of the total number of shares corporate voting rights;
- Not a person who has been a member of the Board of Directors or Supervisory Board of the company for at least the previous 5 consecutive years, except in the case of being appointed for 2 consecutive terms;
- An individual may only be elected as an independent member of the Board of Directors of one company. no more than 02 consecutive terms.

2.2. Standards and conditions for becoming a member of the Board of Supervisors

Pursuant to the provisions of Article 169 of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 (Enterprise Law), Article 286 of Decree 155/2020/ND-CP dated December 31, 2020 and implementing documents, members of the Board of Supervisors must have the following standards and conditions:

- Not subject to prohibition from establishing and managing enterprises in Vietnam according to provisions of the Enterprise Law;
- Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or majors suitable for the business activities of the enterprise;
- Not a family relative of a member of the Board of Directors, Director or General Director and other managers;
- Not a company manager; not necessarily a shareholder or employee
Company's activities;
- Must not be a family member of the company's business manager and parent company; representative of the enterprise's capital, representative of state capital at the parent company and at the company.
- Not working in the company's accounting or finance department;
- Not a member or employee of an independent auditing company that conducts audits of the
The Company's financial statements for the three (03) preceding years;
- The Head of the Board of Supervisors must have a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration or a major related to the business activities of the enterprise. **Article 3. Nomination of**

candidates for the Board of Directors and Board of Supervisors 3.1. Nomination

of candidates for the Board of Directors

Number of members of the Board of Directors of Plastic Additives Joint Stock Company elected to replace is 02 members.

- Shareholders or groups of shareholders holding from 5% to less than 10% of the total number of voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to less than 80% may nominate up to seven (07) candidates and from 80% to 90% may nominate up to eight (08) candidates.
- In case the number of candidates for the Board of Directors through nomination and candidacy is still not enough as required in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the provisions of the Company Charter, the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the provisions of law.

3.2. Nomination of candidates for the Board of Supervisors

The number of members of the Board of Supervisors of Plastic Additives Joint Stock Company elected to replace is 01 member.

- Shareholders or groups of shareholders holding from 5% to less than 10% of the total number of voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to less than 80% may nominate up to seven (07) candidates and from 80% to 90% may nominate up to eight (08) candidates.
- In case the number of candidates for the Board of Supervisors through nomination and candidacy is not sufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the provisions of the Company Charter, Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Supervisors. The nomination of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the provisions of law.

Article 4. Ballots and ballot recording 4.1. List of

candidates for the Board of Directors and Board of Supervisors

- Arranged in alphabetical order by name, full name written on the ballot.

4.2. Ballot and ballot recording

- Ballots are printed uniformly, with the total number of votes according to the shareholder code;
- Shareholders or authorized representatives are given ballots to vote for members of the Board of Directors and Executive Committee. Control by shareholder code (ownership and/or authorization);
- In case of incorrect recording, shareholders request the Ballot Counting Committee to change the ballot;

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- Shareholders or authorized representatives must personally write the number of votes for each candidate in the blank box of that candidate on the ballot.

4.3. Cases of invalid ballots

- The form does not follow the Company's prescribed form and does not have the Company's seal;
- Ballots crossed out, corrected, or added names not on the list of candidates unanimously approved by the General Meeting of Shareholders before voting;
- The ballot has the total number of votes for the shareholder's candidates exceeding the total number of votes. vote authorized by that shareholder.

Article 5. Election method and principle of cumulative voting

- Voting to elect members of the Board of Directors and the Board of Supervisors is conducted by secret ballot. by cumulative voting method.
- Each shareholder has a total number of votes corresponding to the total number of voting shares (including owned and authorized shares) multiplied by the number of elected members of the Board of Directors and Supervisory Board for the 2022-2027 term.
- Shareholders can cast all their votes for one (01) candidate, or divide their votes equally among all candidates, or only use part/all of their votes to vote for a number of candidates, or not vote (blank vote) provided that the total number of votes does not exceed the maximum number of votes that shareholder has.

For example: Shareholder Nguyen Van A holds (including ownership and authorization) 1,000 shares, the number of members elected by the Board of Supervisors is 01 member, on the ballot for the Board of Supervisors member of Shareholder Nguyen Van A, it is written:

- Total number of voting shares: 1,000 shares - Total number of votes: $1,000 \times 1 = 1,000$ votes - Shareholder Nguyen

Van A can concentrate his voting rights on 01 candidate or not vote or divide his voting rights to vote for different candidates provided that the total number of votes does not exceed 1,000 votes. **Article 6. Ballot Counting Committee, voting and counting**

principles 6.1. Ballot Counting Committee - The Ballot Counting Committee

is nominated by the

Chairman and approved by the General Meeting of Shareholders; - The Ballot Counting Committee is responsible for:

- o Introduce the content and how to write and distribute ballots;
- o Conduct vote counting; o
- Announce election results before the Congress.

- Members of the Ballot Counting Committee must not be on the list of nominees and candidates for the Board. Control;

6.2. Principles of voting and counting

- The Ballot Counting Committee checks the ballot boxes in the presence of shareholders;

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- Voting begins when the distribution of ballots is completed and ends when the
The last vote is cast into the ballot box;
- The counting of votes must be carried out immediately after the voting ends;
- The vote counting results are recorded in writing and announced by the Head of the Ballot Counting Committee.
before the Congress.

Article 7. Principles for election as members of the Board of Supervisors

The principle of election of members of the Board of Supervisors is determined by the percentage of votes over the total number of voting shares (including owned and/or authorized shares) from high to low, starting from the candidate with the highest number of votes until the number of members specified in this Regulation is sufficient. In case there are 02 or more candidates with the same number of votes for the final member of the Board of Supervisors, the Congress will re-elect among the candidates with the same number of votes.

Article 8. Establishment and announcement of the Minutes of Vote Counting

- After counting the votes, the Vote Counting

Committee must establish the Minutes of Vote Counting. The

content of the Minutes of Vote Counting includes the following main contents: Vote Counting Committee; Total number of ballots issued, total number of ballots collected, total number of valid ballots, total number of invalid ballots corresponding to the number of voting shares (including owned and/or authorized shares); Vote counting results.

- The minutes of the vote counting must be announced before the Congress.

Article 9. Other regulations

Complaints about voting and vote counting will be resolved by the Chairman of the General Meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 10. Effectiveness This

Regulation consists of 10 (ten) Articles, is read publicly at the General Meeting of Shareholders and takes effect immediately after being voted and approved by the 2025 Annual General Meeting of Shareholders.

On behalf of the Board of Directors ,

Chairman



NGO HOAI THANH