

PICOMAT PLASTIC
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No: 06/2026/CV-PICOMAT

Ha Noi, Maarch 16th, 2026

UNUSUAL INFORMATION DISCLOSURE

To:

- The State Securities Commission
- Ha Noi Stock Exchange

1. Organization Name: PICOMAT PLASTIC JOINT STOCK COMPANY

- Stock symbol/Member code: PCH

- Address: Cau Lieu Village, Tay Phuong Ward, Ha Noi, Viet Nam

Representative Office: 1st Floor, CT3B Building, No.10 Thang Long Avenue, Tu Liem Ward, Ha Noi.

- Tel: 024.6329.0555 - E-mail: info@picomat.vn

2. Information disclosure content:

Picomat Plastic Joint Stock Company hereby announces information regarding the organization of the 2026 Annual General Meeting of Shareholders as follows:

- **Time:** 9:00 AM, 13/04/2026
- **Place:** Hall 01 - X Hotel, address: No. 38, Group 41, Phan Dinh Phung Ward, Thai Nguyen Province.
- **Participants:** Participants: Shareholders eligible to attend the Annual General Meeting of Shareholders 2026 as listed in the securities holder registry prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) on 10/03/2026. If shareholders are unable to attend, they may authorize another person to participate in the meeting.

3. This information has been disclosed on the company's official website on 16/03/2026, at the following link: <https://picomat.com.vn/dai-hoi-co-dong>

We hereby commit that the information disclosed above is true and accurate, and we shall take full responsibility before the law for the contents of the disclosed information.

Attached documents:

- *Invitation Notice;*
- *Power of Attorney for attendance;*
- *Documents for the 2026 Annual General Meeting of Shareholders.*

**On behalf of the Organization
Information Disclosure Person**



DAO THI KIM OANH



**PICOMAT PLASTIC
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

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**AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY**

Time: 9:00 AM, 13/04/2026

Place: Hall 01 – X Hotel, Address: No. 38, Group 41, Phan Dinh Phung Ward, Thai Nguyen Province.

Time	Agenda
08:30 – 09:00 AM	Welcoming delegates and shareholders, checking procedures, and distributing documents
09:00 – 09:05 AM	Flag salute; Declaration of reasons for convening the Meeting; Introduction of delegates and participants
09:05 – 09:10 AM	Report on the verification results of shareholders' eligibility to attend the Meeting
09:10 – 09:15 AM	Approval of the Presidium and the Secretary of the Meeting; Approval of the Meeting Agenda and the Working Regulations of the Meeting
09:15 – 10:25 AM	Approval of the Report of the Board of Directors
	Report on the implementation results of matters assigned/authorized by the 2025 Annual General Meeting of Shareholders
	Approval of the Assessment Report of the Independent Member of the Board of Directors
	Approval of the Report of the Board of Supervisors
	Approval of the content of the Proposal No. 01/2026/TTr-HĐQT re: Audited Financial Statements for 2025
	Approval of the content of the Proposal No. 02/2026/TTr-HĐQT re: Business results of 2025 and business plan for 2026
	Approval of the content of the Proposal No. 03/2026/TTr-HĐQT re: Selecting an independent auditing for financial year 2026
	Approval of the content of the Proposal No. 04/2026/TTr-HĐQT-BKS re: Salaries and Remuneration of the Board of Directors, the Board of Supervisors for 2025 and the Plan for 2026
	Approval of the content of the Proposal No. 05/2026/TTr-HĐQT re: Signing and executing contracts and transactions with related party which is subsidiary company
	Approval of the content of the Proposal No. 06/2026/TTr-HĐQT re: Election of members of the Board of Supervisors for the 2026-2031 term
	Approval of the content of the Proposal No. 07/2026/TTr-HĐQT re: 2025 profit distribution plan
	Approval of the content of the Proposal No. 08/2026/TTr-HĐQT re: Issuance of shares for 2025 dividend payment
10:25 – 10:30 AM	Approval of the content of the Proposal No. 09/2026/TTr-HĐQT re: Approval of the Change of the Company Name
	Approval of the content of the Proposal No. 10/2026/TTr-HĐQT re: Adjustment of the Company's Business Lines and Amendment and Supplement to the Company Charter
10:30 – 10:45 AM	Other matters
10:45 – 10:50 AM	The Meeting discussed the Meeting's agenda and participated in providing feedback and engaging in discussions
10:50 – 11:00 AM	Instructions on completing voting ballots and election ballots; Shareholders conduct voting and election
11:00 – 11:15 AM	Break



11:00 – 11:10 AM	Announcement of voting results and the results of the election of members of the Board of Supervisors for the term 2026 – 2031
11:10 – 11:20 AM	Approval of the Meeting Minutes and the Resolution of the General Meeting of Shareholders; Closing of the Meeting



Ha Noi, March 16th, 2026

Attendance Code:

**INVITATION NOTICE (Template)
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Dear Shareholders:

Address:

Shareholder registration number:

Number of shares owned:

The Board of Directors of Picomat Joint Stock Company ("Picomat") respectfully invites you to attend the Picomat Joint Stock Company Annual General Meeting of Shareholders 2026, with the following details:

1. **Time:** 9:00 AM, 13/04/2026
2. **Place:** Hall 01 - X Hotel, address: No. 38, Group 41, Phan Dinh Phung Ward, Thai Nguyen Province.
3. **Participants:** Participants: Shareholders eligible to attend the Annual General Meeting of Shareholders 2026 as listed in the securities holder registry prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) on 10/03/2026. If shareholders are unable to attend, they may authorize another person to participate in the meeting.
4. **Agenda and meeting materials:** Agenda and meeting materials: The agenda and related materials for the Annual General Meeting of Shareholders have been published on Picomat Plastic Joint Stock Company official website. Shareholders can download the documents at: <https://picomat.com.vn/dai-hoi-co-dong>
5. **Participate in Annual General Meeting of Shareholders:**
 - 5.1 Shareholders or Authorized Representatives attending the Annual General Meeting of Shareholders should bring the following documents:
 - Invitation notice;
 - ID card/Citizen ID/Passport;
 - Authorization letter (if attending on behalf of a shareholder)*. Authorized persons are not allowed to delegate their authorization to a third party.
 - 5.2 Registration for attendance and speaking at the Annual General Meeting of Shareholders: To ensure smooth organization, shareholders or their representatives are kindly requested to confirm their attendance or authorization and register to speak at the Annual General Meeting of Shareholders before 5:00 PM, 11/04/2026. Organizing Committee of Annual General Meeting of Shareholders 2026:

PICOMAT JOINT STOCK COMPANY

Representative office: 1st Floor, CT3B Building, No. 10 Thang Long Avenue, Tu Liem Ward, Ha Noi

Tel: (84-24) 6329 0555

Sincerely announce./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

DO THANH HAI

** Authorized attendees must present an Authorization Letter issued by Picomat or one prepared in accordance with civil law, clearly stating the name of the authorized individual or organization and the number of shares authorized. Those without a valid Power of Attorney will not be permitted to participate in the Annual General Meeting of Shareholders.*

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ATTENDANCE CODE:

2026

POWER OF ATTORNEY¹

ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY

1. THE AUTHORIZING PARTY

Name of organization/individual:.....
Ownership Registration No:..... Date of issue:..... Place of issue:.....
Address:.....
Number of shares owned:.....(in words:.....)

2. THE AUTHORIZED PARTY

2.1. In case the shareholder appoints a representative to attend the General Meeting

Name of organization/individual:.....
ID card/ Citizen ID card/Passport No.:..... Date of issue:..... Place of issue:.....
Address:.....
Tel:.....Email:.....
Number of shares authorized:.....shares (in words:.....)

2.2. In case that a shareholder does not attend and has no other proxy attending the General Meeting, the shareholder may authorize to representative of the Board of Directors ("BOD") or the Board of Supervisory ("BOS") of the company: (Please mark X in one of the following boxes)

☐ Representative of the Board of Directors

Full Name:.....Position:.....
Number of shares authorizing:..... shares (in words:.....)

☐ Representative of the Board of Supervisors

Full Name:.....Position:.....
Number of shares authorizing:..... shares (in words:.....)

Total number of shares authorizing:..... shares (in words:.....)

Note: The total number of shares authorized under this Power of Attorney shall not exceed the total number of shares owned by the Authorizing Party.

3. SCOPE, DURATION OF AUTHORIZATION

The authorized party on behalf of the authorizing party, shall attend the 2026 Annual General Meeting of Shareholders organized by Picomat Plastic Joint Stock Company and has the right to exercise all rights and

¹ The authorized person must present their ID card/Citizen ID card/Passport along with the Power of Attorney in the format issued by Picomat or the power of attorney created in accordance with the provisions of civil law. In any case that the Power of Attorney is not valid, the authorized person shall not be allowed to attend the General Meeting of Shareholders.

obligations at the General Meeting of Shareholders related to the number of shares authorized, in accordance with the law, the Company Charter, and the Regulations on the Organization of the General Meeting.

The authorized party is not allowed to re-authorize to another person and is responsible for announcing the result of the General Meeting to the authorizing party.

This Power of Attorney shall be effective until the conclusion of the 2026 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company.

We fully take responsibility for this authorization and commit to strictly complying with the current legal regulations.

THE AUTHORIZED PERSON

(Signature and Full Name)

THE AUTHORIZING PERSON

(Signature, Full Name and Stamp)

DRAFT

Thai Nguyen, April 13th, 2026

**WORKING REGULATIONS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY**

**CHAPTER I
GENERAL REGULATIONS**

Article 1. Scope of Application

1. These regulation shall apply to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting" or the "AGM") of Picomat Plastic Joint Stock Company (hereinafter referred to as "Picomat").

2. These regulation specifically defines the rights and obligations of shareholders, proxy representatives attending the meeting and other parties participating in the General Meeting, as well as the conditions and procedures for conducting the meeting.

3. Shareholders, proxy representatives attending the meeting, and other participating parties shall be responsible for complying with the provisions of this Regulation.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING
IN THE GENERAL MEETING**

Article 2. Rights and obligations of shareholders/proxy representatives attending the meeting

1. Conditions for attending the General Meeting: Participants must be shareholders or proxy representatives with authorization in writing from one or more shareholders whose names are in the shareholder list of Picomat as of the record date 10/03/2026, as confirmed by the Vietnam Securities Depository and Clearing Corporation (VSDC).

2. Rights of shareholders and proxy representatives of shareholders attending the General Meeting:

a. Have the right to participate in the General Meeting in person or authorize another person to attend the meeting in writing using Picomat's official form;

b. Have the right to discuss and vote on all matters within the authority of the General Meeting as per the provisions of the Law on Enterprises and Picomat's Charter;

c. Have the right to be informed by the organizing committee about the content and agenda of the General Meeting;

d. Each shareholder or proxy representative attending the General Meeting shall receive a Voting Card, Voting Form and relevant documents immediately after registering for the meeting with the Shareholder Eligibility Verification Committee;

e. Shareholders or proxy representatives arriving late, provided the General Meeting has not yet concluded, have the right to register and participate in voting on

issues that have not yet been voted on during the meeting. In this case, the Chairman is not responsible for suspending the General Meeting and the validity of the votes conducted prior to that point will not be affected;

f. In case a shareholder needs to leave the meeting before the voting takes place, due to personal reasons, the shareholder is responsible for contacting the Vote-Counting committee to submit their written opinions on the issues to be voted on at the General Meeting. If a shareholder leaves the meeting before the voting takes place without informing the Vote Counting Committee, it will be assumed that the shareholder agrees with all the issues voted on at the General Meeting.

3. Obligations of shareholders and proxy representatives of shareholders attending the General Meeting:

a. Shareholders or proxy representatives participating in the General Meeting must bring the Meeting Invitation Notice, Citizen ID Card, ID card or Passport, Power of Attorney (for proxy representatives), and register their attendance with the Shareholder Eligibility Verification Committee.

b. Dress appropriately.

c. All recordings (audio or video) of the General Meeting must be publicly announced and approved by the Chairman of the meeting.

d. Register to speak at the General Meeting according to the regulations, with the content of the speech falling within the scope of the meeting's agenda.

e. Speak and vote in accordance with the instructions of the Organizing Committee of the General Meeting and follow the guidance of the Chairman of the Meeting.

f. Must not cause any actions that disrupt or disturb the order of the meeting, preventing it from being conducted fairly and legally.

g. Do not cause disturbances or obstruct the normal course of the General Meeting.

h. Comply with the Chairman's authority to conduct the General Meeting.

i. Strictly adhere to the regulations and respect the results of the General Meeting.

j. Provide information about related persons or persons with interests related to shareholder, as requested by Picomat.

Article 3. Rights and obligations of the Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee consists of 01 (one) Head of the Shareholder Eligibility Verification Committee and other members and will perform the following functions and duties:

a. Verifying the eligibility of shareholders or their authorized representatives attending the meeting: Request shareholders and invited guests to present their Meeting Invitation Notice, Citizen ID Card, ID Card or Passport, and Power of Attorney (for proxy representatives).

b. Handing out to shareholders or proxy representatives attending the meeting: Voting Cards, Voting Forms, and other relevant meeting documents..

c. Reporting shareholder eligibility verification results to the General Meeting at the following times::

- Prior to the AGM begins.

- Prior to each voting sessions at the General Meeting, if there is any change in the number of shareholders registered to attend the meeting (shareholders arriving late and registering to attend).

d. Identifying related shareholders who do not have voting rights based on the information obtained by the Shareholder Eligibility Verification Committee or as provided by shareholders.

e. Carrying out other tasks assigned by the Organizing Committee of the General Meeting or the Chairman.

2. The Shareholder Eligibility Verification Committee has the right to establish a support team to assist in performing its tasks.

3. In case a person attending the meeting does not meet the eligibility requirements to participate in the General Meeting, the Shareholder Eligibility Verification Committee has the right to refuse their attendance, deny issuing Voting Cards, Voting Forms and handing out of meeting documents.

Article 4. Rights and Obligations of the Vote Counting Committee

1. The Vote Counting Committee consists of one (1) Head of the Vote Counting Committee and other members nominated by the Chairman and approved by the General Meeting.

2. The Vote Counting Committee is responsible for guiding on the use of Voting Cards, Voting Forms, conducting the vote counting, calculating and excluding related shareholders having no voting rights (if any) for each voting issue. In case, at the time of vote counting, the Vote Counting Committee does not have sufficient information to accurately determine shareholders who are not entitled to voting rights (for example, where related-party relationships or other information affecting voting rights have not been fully identified), the votes of all shareholders participating in the voting will still be counted in the vote counting result. After voting, the fact that the shareholders are identified as related persons having no voting rights, the resolution will still be valid if the necessary number of votes (after removing the votes of the related shareholders) still meets the conditions for approval as law regulations..

3. The Vote Counting Committee is responsible for creating the Vote Counting Minutes and reporting the vote counting results to the General Meeting.

4. Ban Kiểm phiếu có quyền thành lập bộ phận giúp việc để hoàn thành nhiệm vụ.

5. The Vote Counting Committee has the right to establish a support team to assist in performing its tasks.

6. The Vote Counting Committee shall be responsible for storing, safeguarding, and handing over all voting forms, vote counting minutes to the Board of Directors immediately after the General Meeting concludes.

Article 5. Rights and Obligations of the Chairman of the General Meeting - The Presiding Committee

1. The Chairman of the Board of Directors acts as the Chairman of the General Meeting or authorizes a Board of Directors member to chair the meeting convened by the Board of Directors.

In case the Chairman of the Board of Directors is absent or unable to chair the meeting, or due to force majeure, the remaining members of the Board of Directors shall elect one among them to act as Chairman of the General Meeting based on majority voting. If the Board of Directors is unable to elect a Chairman, the Head of the Board

of Supervisors shall lead the General Meeting to elect a Chairman, and the person that receives the highest number of votes shall be the Chairman of the General Meeting;

2. Unless the case specified in Clause 1 of this Article, the person who signs the notice to convene the General Meeting of Shareholders shall oversee the General Meeting of Shareholders election of the Chairman of the General Meeting, and the person that receives the highest number of votes shall be the Chairman of the General Meeting;

3. The Chairman appoints one or several secretaries for the General Meeting of Shareholders;

4. The Chairman's decisions regarding the order, procedures, or matters arising beyond the agenda of the General Meeting shall be the final decisions;

5. The Chairman of the General Meeting shall carry out the necessary tasks to chair the meeting in an appropriate and orderly manner, or allow the Meeting to reflect the wishes of the majority of participating shareholders;

6. Without needing to consult the General Meeting, the Chairman of the General Meeting may postpone the meeting at another time (in compliance with the provisions of the Law on Enterprises and Picomat's Charter) in another location as determined by the Chairman of the General Meeting in the following cases:

a) The venue of the meeting does not have enough seating to accommodate all participants.

b) The behaviors of some participants cause disruptions and disorder that hinder the General Meeting from proceeding in a fair and lawful manner.

c) The postponement is necessary to ensure that the proceedings of the General Meeting are conducted validly.

7. The Chairman of the General Meeting has the right not to respond or only note comments and suggestions from shareholders if the content of such comments and suggestions are out of the scope of the matters for which the General Meeting is being consulted.

8. The Chairman of the General Meeting has the right to interrupt a shareholder's speech if its content is out of the agenda of the meeting or if the opinion is repetitive; also has the right to limit the speaking time of shareholders to ensure the meeting proceeds according to the planned schedule.

9. The Chairman of the General Meeting has the right to request that all attendees are subject to security inspection or other lawful and reasonable security measures, and ask competent authorities to maintain order at the meeting; expel from the meeting anyone who shows signs of causing disorder, disobeying the Chairman's operate authority, hampering the normal proceedings of the General Meeting, or declining to follow the security inspection.

Article 6. Rights and Obligations of the Secretary of the General Meeting

1. The Secretary of the General Meeting is nominated by the Chairman of the General Meeting and approved by the General Meeting.

2. The Secretary of the General Meeting carries out supporting tasks as assigned by the Chairman of the General Meeting, such as: recording the minutes of the meeting, reflecting the proceedings of the General Meeting truthfully, accurately, and comprehensively in the minutes and resolutions; presenting the minutes and resolutions of the General Meeting. The Secretary of the General Meeting may have one or several assistants.

CHAPTER III

MEETING PROCEDURE

Article 7. Conditions for conducting the General Meeting

The General Meeting of Shareholders shall proceed when shareholders represent more than 50% of the total voting shares according to the shareholder list finalized on the record date for attending the General Meeting of Shareholders. The Shareholder Eligibility Verification Committee shall announce the number of attending shareholders, the total number of voting shares represented by them, and the attendance ratio to determine whether the meeting can proceed as per regulations. If more than 60 minutes have passed since the scheduled opening time stated in the meeting agenda sent to shareholders and the number of registered attendees does not represent more than 50% of the total voting shares, the meeting shall be considered as not meeting the conditions to proceed.

2. If the General Meeting is deemed ineligible to proceed according to the above provision, the following Meeting shall be convened and conducted in accordance with Picomat's Charter and the Law on Enterprises.

Article 8. Conduct of the General Meeting

1. The General Meeting shall be conducted per the agenda approved by the General Meeting.

2. The General Meeting shall discuss and approve the matters on the agenda in the correct order in the form of voting as regulated of these Regulations.

3. The General Meeting shall deemed closed after the Minutes and Resolutions of General Meeting have been approved.

Article 9. Approval of resolutions at the General Meeting

1. Except as provided in Clause 2 of this Article, resolutions of the General Meeting on the following matters shall be approved when at least 65% of the total votes of Shareholders with voting rights, who are present in person or through an authorized proxies at the General Meeting, are in favor:

- a. Classes of shares and the total number of shares in each class.
- b. Changes of business lines and sectors.
- c. Organizational and management restructure;
- d. Investment projects or sale of Picomat's assets worth 35% or greater than 35% of total assets recorded in the latest financial statements of Picomat.
- e. Reorganization or dissolution of Picomat;
- f. Other cases as prescribed on Picomat's Charter.

2. Resolutions of General Meeting on other matters in the meeting agenda shall be considered approved if passed by shareholders or their proxies representing at least 50% of the total voting shares of shareholders or proxies attending and voting at the General Meeting, except as stipulated in Clause 1 of this Article.

Article 10. Voting Ballot, Voting Card

1. The voting ballot and voting card, stamped by Picomat, are issued by the Shareholder Eligibility Verification Committee to shareholders or their authorized proxies attending the meeting. The voting card must include the shareholder's or authorized proxies' full name, signature, and other technical elements that facilitate accurate and convenient vote counting.

authorized proxies' full name, signature, and other technical elements that facilitate accurate and convenient vote counting.

2. The voting value of the voting ballot and voting card is determined by the number of voting shares that the shareholder owns or is authorized to represent at the General Meeting.

Article 11. Voting Procedures at the General Meeting

1. All items on the agenda of the General Meeting must be approved by collecting the votes of all attending shareholders using Voting Ballots/Voting Cards based on the number of shares owned and represented. Specifically:

- (i) Voting Ballot (pink): Used for voting on the following matters: Composition of the Presidium, the Secretariat, and the Vote Counting Committee; Working regulations of the General Meeting; Agenda of the meeting; Contents of the Minutes and Resolutions of the General Meeting; Other simple matters of the General Meeting (if any).
- (ii) Voting Card (yellow): Used for voting on all remaining matters of the General Meeting, except those specified in section (i), clause 1 of this Article.

2. Voting methods:

2.1. Direct voting using the "Voting Ballot":

Shareholders directly vote on matters requiring approval at the Meeting as stipulated in section (i), clause 1, Article 11 of this Regulation by raising the "Voting Ballot". For each voting matter, the Chairman will ask for shareholder opinions in the following order: "Approve," "Disapprove," and "No opinion." If a shareholder does not raise the Voting Ballot in all three instances, it will be considered as an "Approve" vote. For each matter, shareholders are allowed to raise the Voting Ballot only once.

The voting results are determined by counting the number of "Approve," "Disapprove," and "No opinion" votes. The Vote Counting Committee will record and report the results to the Chairman, who will announce them before the General Meeting.

2.2. Voting using the "Voting Card":

Voting on the contents listed in section (ii), clause 1, Article 11 of this Regulation will be conducted by secret ballot to ensure transparency and fairness. Shareholders vote on the items listed on the Voting Card by selecting "Approve," "Disapprove," or "No opinion" for each item or by choosing to approve all voting items. In case of an incorrect mark, the Shareholder shall cross it out, mark the appropriate box according to their voting opinion, and initial next to the correction.

3. The total number of "Approve," "Disapprove," and "No opinion" votes for each item will be announced at the General Meeting.

Article 12. Speaking opinions at the General Meeting

Shareholders or proxies attending the Meeting may speak their opinions by raising their ballots or registering. Based on the agenda, the Chairman will allot and arrange time for shareholders to express their opinions, priority of which shall be given to shareholders who registered with opinions that are related to the agenda. Opinions content should be brief and relevant to the topic under discussion.

Article 13. Minutes and Resolutions of the General Meeting

1. The minutes of the General Meeting: All contents of the General Meeting must be recorded in the minutes by the Secretariat. The minutes must be read and approved before the meeting is adjourned and must be published on Picomat's website within twenty-four (24) hours from the end of the meeting..

2. The minutes of the General Meeting will form the basis for the General Meeting's resolutions.

3. The minutes of the General Meeting, shareholder's eligibility verification report, vote counting minutes, and other materials recording the progress and results of the General Meeting must be archived at Picomat's headquarters.

CHAPTER IV

ENFORCEMENT PROVISIONS

Article 14. Effectiveness of the Regulations

1. This Regulation consists of four (04) Chapters and fourteen (14) Articles and takes effect immediately after being approved by the General Meeting.

2. The Chairman of the General Meeting is responsible for conducting the meeting in accordance with this Regulation.

3. Shareholders, their authorized proxies, and all attendees of the General Meeting are responsible for complying with the provisions of this Regulations./.

**ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING**

DO THANH HAI

No: 01/2026/BC-HĐQT

Ha Noi, March 16th, 2026

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/6/2020 of the National Assembly of the Socialist Republic of Vietnam, as amended and supplemented by Law No. 76/2025/QH15 dated 17/6/2025, effective from 01/07/2025, and its guiding documents;
- Pursuant to the Law on Securities dated 26/11/2019 of the National Assembly of the Socialist Republic of Vietnam, as amended and supplemented by Law No. 56/2024/QH15 amending and supplementing a number of articles of the Law on Securities dated 29/11/2024, and its guiding documents;
- Pursuant to Decree No. 155/2020/NĐ-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated 11/9/2025 of the Government;
- Pursuant to the Charter of Picomat Plastic Joint Stock Company;
- Pursuant to the Regulation on Operation of the Board of Directors of Picomat Plastic Joint Stock Company.

The Board of Directors (BOD) respectfully reports to the Annual General Meeting of Shareholders (AGM) on the results of operations for 2025 as follow:

I. OPERATING RESULTS OF THE BOARD OF DIRECTORS IN 2025

1. General assessment

- In 2025, the Board of Directors continued to fully perform its rights and obligations in accordance with the law and the Company Charter. The Board of Directors regularly organized meetings to review and make timely decisions on important matters related to the Company's development orientation and operations.
- The Board of Directors focused on directing the development and implementation of business production plans and objectives, while closely monitoring market developments in order to make appropriate adjustments to maintain stable operations and improve business efficiency.
- Within its authority, the Board of Directors issued decisions on key matters of the Company such as organizing the General Meeting of Shareholders, capital mobilization, implementing the share issuance plan for dividend payment in order to increase charter capital, approving significant transactions, and improving internal regulations... These decisions were carefully considered in line with the Company's development orientation and contributed to enhancing corporate governance efficiency.
- In addition, the Board of Directors strengthened its supervisory role over the Board of Management during the management and operation process, ensuring compliance with legal regulations, the Company Charter and internal regulations, while also enhancing transparency in corporate governance.
- In 2025, the Board of Directors made efforts to fully perform its governance and supervisory



responsibilities in accordance with regulations, maintaining corporate governance principles in a prudent, transparent and professional manner, thereby contributing to strengthening the Company's foundation for stable development.

2. Summary of the implementation of General Meeting of Shareholders resolutions in 2025

2.1 Business performance results in 2025

In 2025, the Company's business operations were carried out in the context of many economic challenges. Market competition and storms and floods in several provinces had certain impacts on the Company's product consumption. Under the direction and guidance of the Board of Directors, the Board of Management proactively implemented flexible management solutions, focusing on optimizing production, controlling costs and improving resource efficiency to maintain operational stability.

2.1.1 Consolidated business results in 2025

No.	Indicators	2024	2025	Increase/decrease rate (%)
1	Total sales revenue	195.093.628.708	146.333.931.341	-24,99%
2	Profit before tax	17.314.273.712	25.686.917.491	48,36%
3	Profit after tax	12.857.134.636	19.753.595.110	53,64%

Total sales revenue reached 146,3 billion VND, decreasing by nearly 25% compared to 2024. This decrease is mainly due to a decline in revenue from the PVC powder trading segment compared to the previous year. However, profit before tax reached approximately 25,7 billion VND, an increase of 48,36%, and profit after tax reached nearly 19,75 billion VND, an increase of 53,64%.

2.1.2 Implementation actual progress against the 2025 plan

No.	Indicators	Plan	Actual	Percentage compared to plan (%)
1	Total sales revenue	210.700.000.000	146.333.931.341	69,45%
2	Charter capital	254.099.622.000	254.098.930.000	100%
3	Profit before tax	18.700.000.000	25.686.917.491	137,36%
4	Profit after tax	13.800.000.000	19.753.595.110	143,14%

Compared with the 2025 plan, although revenue did not meet the set target, the Company still recorded profits exceeding the plan, with profit before tax and profit after tax reaching 137,36% and 143,14% of the plan, respectively. This result reflects the proactive management of the Board of Management under the orientation of the Board of Directors. Cost control, resource optimization, effective utilization of revenue sources, together with positive contributions from financial activities, helped improve the Company's profitability.

2.2 About selecting of an independent audit firm for the Financial Year 2025

The company signed a contract with the Branch of Moore AISC Auditing and Informatic Services Company Limited to audit the annual financial statements and review the semi-annual financial statements for 2025, as contents approved by the 2025 General Meeting of Shareholders.

2.3 Salary, remuneration, operating expenses, and other benefits of Board of Directors members in 2025

At the 2025 General Meeting of Shareholders, the General Meeting of Shareholders approved the content of the Proposal No. 04/2025/TTr-HĐQT-BKS regarding the salary and remuneration of the Board of Directors and Board of Supervisors for 2024 and the plan for 2025. The total salary/remuneration for Board of Directors members as 2025 plan: 500.000.000 VND/year. Based on the Resolution of the General Meeting of Shareholders and the Company's actual operating results. The Company has recorded the remuneration payment for the Board of Directors members as follows:

No.	Full Name	Position	Remuneration 2025 (VND)	Note
1	Mr. Do Thanh Hai	Chairman of the Board of Directors	60.000.000	
2	Ms. Dao Thi Kim Oanh	Member of the Board of Directors	24.000.000	
3	Mr. Do Hai Dang	Member of the Board of Directors	24.000.000	
4	Mr. Nguyen Manh Thang	Member of the Board of Directors	-	Declined to receive remuneration
5	Mr. Nguyen Trung Dung	Member of the Board of Directors	-	Declined to receive remuneration
6	TOTAL		108.000.000	

The total remuneration paid to Board of Directors members in 2025 was 108,000,000 VND, in accordance with the Company's actual situation and Resolution of the 2025 Annual General Meeting of Shareholders.

2.4 About the result of transactions with Subsidiary – Hai Dang Material Joint Stock Company

In 2025, the Company signed a Principle contract with its subsidiary – Hai Dang Material Joint Stock Company for the supply of products and processing services serving the Company's production and business activities. The total value of supplies provided by Hai Dang Material Joint Stock Company to the Company during the year amounted to 105.372.613.297 VND. These transactions were carried out based on signed contracts and in compliance with applicable laws and the Company Charter.

2.5 Regarding the removal of certain business lines and the amendment and supplementation of the Company Charter as outlined in Proposal No. 07/2025/TTr-HĐQT

Pursuant to Resolution of the 2025 Annual General Meeting of Shareholders, the Company completed procedures to remove certain registered business lines as approved and received confirmation from the Business Registration and Corporate Finance Division – Ha Noi Department of Finance on 06/5/2025.

Accordingly, the Company amended Clause 1, Article 4 of the current Charter to ensure consistency with the adjusted enterprise registration.

2.6 Results of implementing the plan to issue shares to pay dividends in 2024

Following approval by the 2025 Annual General Meeting of Shareholders for the issuance of shares to pay dividends for 2024, the Board of Directors organized the implementation in accordance with the approved plan and relevant legal regulations. The implementation results are as follows:

Content	Contents the General Meeting of Shareholders approved	Implementation results
Dividend payment rate in 2024 by shares	5%, equivalent to 1.209.998 shares.	5%, the number of successfully issued shares was 1.209.929 shares (69 odd shares were canceled in accordance with regulations).
Implementation time	In 2024 and after receiving approval from the State management agencies.	Completed the issuance and received the decision approving additional listing from Ha Noi Stock Exchange on 28/08/2025.

Under the authorization of the General Meeting of Shareholders, after completing the share issuance for dividend payment in 2024, the Board of Directors amended Clause 1, Article 6 of the Company Charter to update the charter capital and total number of outstanding shares in accordance with the issuance results.

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Summary of Board of Directors meetings and decisions in 2025

1.1 Board of Directors meetings:

Over the past year, the Board of Directors held 12 in-person meetings, issuing 14 Decisions. Details are as follows:

No.	Board of Directors members	Number of meetings attended by the Board of Directors	Attendance rate	Reasons for absence
1	Mr. Do Thanh Hai	12/12	100%	-
2	Mr. Do Hai Dang	12/12	100%	-
3	Ms. Dao Thi Kim Oanh	12/12	100%	-
4	Mr. Nguyen Trung Dung	12/12	100%	-
5	Mr. Nguyen Manh Thang	12/12	100%	-

1.2 Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	No. 01/2025/QĐ-HĐQT	10/02/2025	To approve the plan to organize the 2025 Annual General Meeting of	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			Shareholders of Picomat Plastic Joint Stock Company.	
2	No. 02/2025/QĐ-HĐQT	24/02/2025	To approve the termination of operations of the business location: Warehouse – Picomat Plastic Joint Stock Company.	100%
3	No. 03/2025/QĐ-HĐQT	11/03/2025	To approve the convening of the meeting and content of agenda of the 2025 Annual General Meeting of Shareholders.	100%
4	No. 04/2025/QĐ-HĐQT	11/03/2025	To approve of borrowing and use of assets as collateral at Joint Stock Commercial Bank for Foreign Trade of Vietnam (VCB) – Quang Ninh Branch.	100%
5	No. 05/2025/QĐ-HĐQT	25/04/2025	To approve of borrowing and use of assets as collateral at Vietnam Technological and Commercial Joint Stock Bank (Techcombank).	100%
6	No. 06/2025/QĐ-HĐQT	12/05/2025	To approve the content adjustment of Clause 1, Article 4 of the Company Charter after completing the removal of certain business lines to be suitable with Resolution No. 01/2025/NQ-ĐHĐCĐ dated 14/04/2025 of the 2025 Annual General Meeting of Shareholders and as confirmed by the Ha Noi Department of Finance.	100%
7	No. 07/2025/QĐ-HĐQT	26/06/2025	To approve the implementation of the plan to issue shares to pay dividends in shares to existing shareholders in accordance with Resolution No. 01/2025/NQ-ĐHĐCĐ dated 14/04/2025 of the 2025 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company.	100%
8	No. 08/2025/QĐ-HĐQT	14/07/2025	To approve the finalizing of the shareholder list entitled to receive	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			shares issued as stock dividends for 2024 of Picomat Plastic Joint Stock Company.	
9	No. 09/2025/QĐ-HĐQT	11/08/2025	To approve the registration for the change of the Company Charter capital in the Enterprise Registration Certificate after completion of the issuance of shares to pay dividends for 2024 to existing shareholders.	100%
10	No. 10/2025/QĐ-HĐQT	11/08/2025	To implement the amendment of Clause 1, Article 6 of the current Company Charter to align with the change in charter capital in accordance with the Board of Directors Decision No. 09/2025/QĐ-HĐQT dated 11/08/2025.	100%
11	No. 11-1/2025/QĐ-HĐQT	25/08/2025	To approve the adjustment of the corporate seal form of Picomat Plastic Joint Stock Company.	100%
12	No. 11-2/2025/QĐ-HĐQT	25/08/2025	To approve in principle of the termination of the land lease contract with PCLAND Investment and Asset Management Joint Stock Company.	100%
13	No. 12-1/2025/QĐ-HĐQT	31/12/2025	To approve contracts/transactions with a related party of the Company, being PCLAND Investment and Asset Management Joint Stock Company – Thai Nguyen Branch. To approve the adjustment of the lending transaction limit for related organizations.	100%
14	No. 12-2/2025/QĐ-HĐQT	31/12/2025	To approve salary adjustments and issuance of the salary and bonus regulations.	100%

2. Activities of Independent Members of the Board of Directors and results of independent members evaluation of the Board of Directors' performance

- *Regarding the activities of the Independent members of the Board of Directors:*
- + In 2025, the Independent Member of the Board of Directors performed his/her role with a high sense of responsibility and in compliance with applicable laws, the Company Charter and the Regulation on the Operation of the Board of Directors.
- + The Independent Member of the Board of Directors attended all meetings of the Board of Directors, proactively studied the meeting materials and provided independent and objective opinions on matters presented for discussion and approval.
- + Within the scope of assigned functions and duties, the Independent Member of the Board of Directors carried out supervisory activities in a prudent and objective manner, contributing to enhancing transparency and effectiveness in the governance activities of the Board of Directors.
- + Opinions and recommendations were provided based on a comprehensive consideration of relevant factors to ensure a balance of interests among the Company, shareholders and other stakeholders.
- *Results of independent members evaluation of the Board of Directors' performance:*
- + Based on full participation in the activities of the Board of Directors in 2025, the Independent Member of the Board of Directors assessed that the Board of Directors performed its functions, duties and powers in accordance with applicable laws, the Company Charter and the Regulation on the Operation of the Board of Directors.
- + During the year, the Board of Directors organized meetings within its authority. Matters discussed and approved were all related to significant issues of the Company. Discussions were conducted in a responsible and prudent manner for the common interests of the Company and its shareholders.
- + The Board of Directors fulfilled its role in setting strategic directions, supervising the operations of the Board of Management, reviewing major transactions and making important decisions within its authority, while ensuring compliance with legal regulations applicable to public companies and listed companies.
- + From an independent perspective, the resolutions adopted by the Board of Directors in 2025 were considered appropriate to the Company's actual conditions and development objectives, contributing to maintaining stability and improving operational efficiency.

3. Activities of other committees under the Board of Directors

The Board of Directors has one subordinate committee, the Internal Audit Team, established in 2022. The company's Internal Audit Team was set up and operates to prevent, detect, and address company risks in a timely manner.

In 2025, the Internal Audit Team continue to fully perform its functions and duties in accordance with its operational regulations issued by the Board of Directors, in order to strengthen internal control, ensure transparency, compliance and effectiveness in the Company's activities. Specifically, the Internal Audit Team has carried out the following activities:

- Develop and adjust the internal audit plan, identifying priority areas, departments, and processes for review and inspection.
- Review and examine the existing internal process system, with a focus on finance and accounting, procurement, payment, and contract management processes, in order to identify any inadequacies or areas lacking specific guidance.

- Examine the completeness of and compliance with the implementation of internal procedures, and assess the filing and retention of records and documents to ensure they are easily accessible, complete, and meet audit and inspection requirements when necessary.
- Consolidate audit findings, prepare reports, and submit recommendations to the Board of Directors to enhance the effectiveness of governance and operations.
- Monitor the implementation of recommendations stated in previous audit reports, assess the progress of corrective actions, and propose adjustment measures where necessary.
- Review the Company's transactions, contracts, and key policies, thereby providing information and a basis for the Board of Directors to perform its supervisory and evaluation functions.
- Conduct an overall assessment of the effectiveness of risk management, internal control, and corporate operations throughout the year, serving as a basis for the Board of Directors to adjust management strategies and make timely decisions.

4. Report on transactions between the company, its subsidiaries, and public company controlling over 50% charter capital with the Board of Directors Members and their affiliated persons; transactions between the company and company where the Board of Directors members were founders or managers in the last three years prior to the transaction

No	Name of organization/ individual	Relationship with the Company	NSH no* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Hai Dang Material Joint Stock Company	The Subsidiary Company where members of Board of Director - Mr. Do Hai Dang and Ms. Dao Thi Kim Oanh, are appointed as the capital representative and members of the Board of Directors	0500478475	Cau Lieu Village, Tay Phuong Ward, Ha Noi	2025	- General Meeting of Shareholders Resolution No. 01/2024/NQ-DHĐCĐ dated 15/04/2024; - General Meeting of Shareholders Resolution No. 01/2025/NQ-DHĐCĐ dated 14/04/2025.	Principle contract for the purchase of goods of the subsidiary company. The total transaction value in 2025 until 31/12/2025 is 105.372.613.297 VND.	
							Receive dividend in 2024: 11.400.000.000 VND.	
2	Mr. Do Manh Tu	The affiliated person of internal person (Mr. Do Thanh Hai and Mr. Do Hai Dang)	001063032003	Yen Village, Tay Phuong Ward, Ha Noi	From 2019	None	Mr. Do Manh Tu leased his factory to Hai Dang Material Joint Stock Company (i) Rental area: 5.000m ² (ii) Rental price : 70.000.000 VND/year (iii) Rental term: until 30/05/2033.	

No	Name of organization/ individual	Relationship with the Company	NSH no* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
3	PCLAND Investment and Asset Management Joint Stock Company	<ul style="list-style-type: none"> - The organization that the Company owns more than 10% of the voting shares; - The organization that Mr. Do Thanh Hai and Mr. Nguyen Trung Dung have been operating for the past 3 years; - The company that the affiliated person of Ms. Dam Ngoc Anh - Picomat's member of Board of Supervisors is a member of the Board of Directors 	0107870863	Cau Lieu Village, Tay Phuong Ward, Ha Noi	From 2020	<ul style="list-style-type: none"> - No.0201/2020/N Q-ĐHĐCĐ dated 02/01/2020; - General Meeting of Shareholders Decision No. 14-1/2024/QĐ-HĐQT dated 28/12/2024; - General Meeting of Shareholders Decision No. 11-2/2025/QĐ-HĐQT dated 25/08/2025. 	Lease agreement contract for the 1st and 2nd floor with an area of 475 m2 at Lot 8A + 8B, Lot G5, Area A, Anh Dung IV Residential Area, Anh Dung Ward, Duong Kinh District, Hai Phong City. Rental price: 62.000.000 VND/month (excluding VAT). Lease term: until 31/12/2025, according to early termination agreement.	
					From 2024	<ul style="list-style-type: none"> - General Meeting of Shareholders Decision No. 11-1/2024/QĐ-HĐQT dated 16/09/2024; - General Meeting of Shareholders Decision No. 12-1/2025/QĐ-HĐQT dated 31/12/2025. 	<p>The loan contract with a principal amount not exceeding 35.000.000.000 VND, with a maximum loan term until 15/09/2029. The interest rate for the first 12 months is 6.5%/year.</p> <p>The total loan amount disbursed as of 31/12/2025 is 8.400.000.000 VND.</p>	
4	PCLAND Investment and Asset Management Joint Stock Company - Thai Nguyen Branch	- Branch of the related organization of the company	0107870863-001	No. 38, Group 41, Phan Dinh Phung Ward, Thai Nguyen Province	2025	- General Meeting of Shareholders Decision No. 14-1/2024/QĐ-HĐQT dated 28/12/2024.	Service provision principle contract. Total transaction value in 2025 until 31/12/2025 is: 38.608.000 VND.	
5	TN Consulting Services Co., Ltd	The company that Mr. Nguyen Minh Duc (Independent member of the Board of Directors for the term 2018-2023) has been operating for the past 3 years	0111026998	8th floor, Licogi 13 Building, 164 Khuat Duy Tien Street, Thanh Xuan Ward, Ha Noi	2025	None	Contract for consulting services on procedures for changing business registration details. Contract value: 6.000.000 VND (excluding VAT).	

5. Supervision results with the General Director and other executives

In 2025, the Board of Directors diligently fulfilled its supervisory role over the General Director and other executives with the objective of ensuring that the Company's executive operations were carried out in accordance with the approved strategic orientation and Resolutions/Decisions.

The Board of Directors monitored the implementation of the business plan, assessed financial management, capital utilization, cost control, and the performance of major contracts and transactions of the Company. At the same time, the Board supervised compliance with legal regulations, the Company Charter and internal regulations in the course of operations.

Through supervisory activities, the Board of Directors recognized that the Company's management and operations in 2025 remained stable. Management decisions were appropriate to the actual situation and development objectives of the Company. Financial-accounting activities and information disclosure obligations were carried out in accordance with regulations, with no violations or material risks that could negatively affect the Company's operations.

III. 2026 ACTIVITY IMPLEMENTATION PLAN

Based on the assessment of operational results in 2025 and the recognition that the economic environment still contains many uncertainties, the Board of Directors determines that the Company needs to continue strengthening its operational foundation, improving governance efficiency and proactively adapting to market developments.

Given that the industry in which the Company operates is expected to continue facing challenges, maintaining competitiveness and long-term development orientation requires flexible and prudent management strategies.

Based on the assessments and plans, the Company's Board of Directors has set forth the following development strategy for 2026:

1. About business operations

The Board of Directors directs the Company to continue focusing on its core business areas, improving production capacity, optimizing operational processes and controlling product quality in order to enhance competitiveness. At the same time, the Company needs to maintain flexibility in business organization and closely monitor market supply-demand developments to appropriately adjust sales plans. In addition, the Company will effectively leverage the existing production-trading ecosystem, expand markets, diversify products and improve profit margins.

2. Enhancing corporate governance quality

The Company will continue to improve its governance system in accordance with standards applicable to public companies, ensuring transparency in information disclosure. The Board of Directors will strengthen its supervisory role over the Board of Management while improving the effectiveness of the internal control system in order to promptly identify and respond to potential adverse factors.

3. About organizational and human resource

The Company will continue reviewing its organizational structure toward a lean and efficient model, consistent with the Company's scale and development orientation. At the same time, the Company aims to develop a workforce with strong expertise, discipline and adaptability. Personnel policies will continue to be improved in line with work performance, creating motivation and enhancing labor productivity.

4. Compliance with the laws

The Company will strictly comply with applicable legal regulations and fulfill its responsibilities toward the environment, community, society and employees. Along with growth objectives, the Company aims for sustainable development through efficient resource utilization

and a balanced approach between economic benefits and social responsibility, thereby creating a stable foundation for long-term development.

5. Key indicators of the 2026 business plan

- Based on the assessment of opportunities and challenges in 2026, together with the Company's development orientations for 2026, the Board of Directors has determined the key indicators of the 2026 business plan as follows:

Unit: VND

No.	Indicators	2025	2026 plan
1	Total sales revenue	146.333.931.341	152.500.000.000
2	Profit before tax	25.686.917.491	20.625.000.000
3	Profit after corporate income tax	19.753.595.110	16.500.000.000
4	Charter capital	254.098.930.000	271.885.855.100
5	Dividend	5%	6%

The above is the report of the Board of Directors on the operational results in 2025 and the directions and tasks for 2026. Respectfully submitted to the General Meeting of Shareholders for consideration and approval!

Sincerely!

Recipients:

- 2026 General Meeting of Shareholders;
- Board of Directors, Board of Management, Board of Supervisors;
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS



DO THANH HAI

REPORT

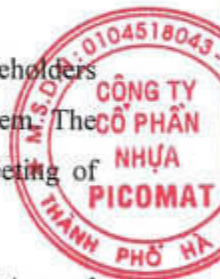
Re: Report on the implementation results of matters assigned/authorized by the 2025 Annual General Meeting of Shareholders

To: THE GENERAL MEETING OF SHAREHOLDERS OF PICOMAT PLASTIC 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 17/06/2020;
- The Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on 26/11/2019;
- Decree No. 155/2020/NĐ-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- The Charter of Organization and Operation of Picomat Plastic Joint Stock Company.

At the 2025 Annual General Meeting of Shareholders (AGM), the General Meeting of Shareholders approved several matters and assigned/authorized the Board of Directors (BOD) to implement them. The Board of Directors of Picomat Plastic Joint Stock Company hereby reports to the General Meeting of Shareholders on the implementation status of the assigned/authorized matters as follows:



1. Report on the implementation results of matters assigned/authorized by the 2025 Annual General Meeting of Shareholders

In 2025, the Board of Directors received the tasks assigned/authorized by the General Meeting of Shareholders and has completed them. Specifically:

- Selecting an independent auditing for fiscal year 2025 in accordance with Proposal No. 03/2025/TTr-HĐQT dated 11/03/2025;
- Signing, executing contracts and transactions with affiliated party which is subsidiary company in accordance with Proposal No. 05/2025/TTr-HĐQT dated 11/03/2025;
- Removal of certain business lines and amendments, supplements to the Company's Charter in accordance with Proposal No. 07/2025/TTr-HĐQT dated 11/03/2025;
- Implementation of related procedures to complete the issuance of shares for dividend payment for 2024 in accordance with Proposal No. 11/2025/TTr-HĐQT dated 11/03/2025. Accordingly, the Company successfully issued 1.209.929 shares as dividend payment for 2024 to existing shareholders. These shares have been officially listed for trading since 16/09/2025. At the same time, the Board of Directors amended Clause 1, Article 6 of the Company's current Charter to reflect the change in the Company's charter capital following the completion of the above-mentioned share issuance for dividend payment.

2. Report matters assigned/authorized by the 2025 General Meeting of Shareholders but not yet implemented

None.

The Board of Directors respectfully submits this report to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully reported./.

Recipients:

- *As above;*
- *Board of Directors, Board of Management, Office.*

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



DO THANH HAI



Ha Noi, March 16th, 2026

**ASSESSMENT REPORT OF INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

- Pursuant to the Law on Securities dated 26/11/2019 of the National Assembly of the Socialist Republic of Viet Nam, as amended and supplemented by Law No. 56/2024/QH15 amending and supplementing a number of articles of the Securities Law dated November 29, 2024 and guiding documents for its implementation;
- Pursuant to Decree No. 155/2020/NĐ-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated 11/9/2025 of the Government;
- Pursuant to the Charter and the Operating Regulations of the Company's Board of Directors.

The Independent Member of the Board of Directors hereby reports to the General Meeting of Shareholders on his activities and provides an assessment of the performance of the Board of Directors in the financial year 2025 as follows:

I. ACTIVITIES OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS IN 2025

- In 2025, the Independent Member of the Board of Directors fully performed his rights and obligations in accordance with the law, the Company Charter and the Operating Regulations of the Board of Directors with a high sense of responsibility, ensuring independence and objectivity.
- The Independent Member of the Board of Directors attended all meetings of the Board of Directors, proactively reviewed submitted materials, participated in discussions and expressed opinions on an independent basis. The opinions provided aimed to ensure that decisions of the Board of Directors were comprehensively and prudently considered and in compliance with legal regulations.
- Within the scope of assigned functions and duties, the Independent Member of the Board of Directors carried out supervisory responsibilities over the decision-making process of the Board of Directors and the implementation of resolutions/decisions, while also providing recommendations to enhance transparency and improve the quality of corporate governance.
- Contributions and opinions were made based on careful consideration of legal and financial factors as well as the long-term interests of the Company, ensuring a balance of interests among the Company, its shareholders and related parties, thereby contributing to improving the effectiveness of the Board of Directors.



II. ASSESSMENT OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

1. About implementation of functions and duties

- In 2025, the Board of Directors fully performed its functions, duties and authorities in accordance with the law, the Company Charter and internal regulations. The activities of the Board of Directors were carried out within the scope of its assigned authority, ensuring the principles of collective decision-making, transparency and accountability.
- The Board of Directors reviewed and decided on matters within its authority relating to strategic development orientation, production and business plans, financial management, investments, management personnel and important transactions of the Company. The matters discussed were closely aligned with the practical requirements of business operations and the development objectives approved by the General Meeting of Shareholders.
- Meetings of the Board of Directors were conducted in accordance with the prescribed authority and procedures. Agenda materials were prepared appropriately to support decision-making. Discussions were carried out with a high sense of responsibility and prudence, with members exchanging opinions based on analysis of legal and financial factors as well as potential impacts on the Company's operations before voting on the proposed matters.
- Through its activities, the Board of Directors fulfilled its role as the governing and strategic-orienting body, ensuring that decisions were issued in line with practical conditions, minimizing risks and aiming toward the Company's sustainable development goals.

2. About strategic orientation and supervision of management

- In 2025, the Board of Directors performed its strategic orientation role by reviewing and approving the production and business plan, key financial targets and major solutions to ensure the Company's development objectives. Based on this, the Board of Directors monitored and supervised the implementation by the Board of Management to ensure that operations adhered to the established directions.
- In the context of market volatility and increasing competitive pressure, the Board of Directors promptly reviewed and evaluated the implementation of plans, analyzed factors affecting business results and provided appropriate adjustment directions. Key directives focused on cost control, restructuring resources, optimizing capital utilization efficiency and improving operational efficiency.
- Although revenue did not reach the planned target, the Board of Directors provided timely direction in cost control, resource restructuring and operational optimization, helping the Company achieve profit exceeding the plan (profit before tax reached 137,36% and profit

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after tax reached 143,14% of the plan). This demonstrates the Board of Directors' flexibility in strategic management and adaptability to market conditions.

3. About corporate governance and legal compliance

- The Board of Directors continued to maintain and improve the quality of corporate governance, ensuring full compliance with regulations applicable to public and listed companies. Key focuses included fulfilling information disclosure obligations, managing and reviewing related-party transactions, supervising financial and audit activities, and organizing the General Meeting of Shareholders in accordance with legal procedures.
- Corporate governance activities were implemented based on the principles of transparency, prudence and the protection of the legitimate rights and interests of shareholders.
- From the perspective of the Independent Member of the Board of Directors, I assess that corporate governance activities in 2025 generally ensured fairness among shareholders and no cases of conflicts of interest affecting the overall interests of the Company were identified.

III. ASSESSMENTS AND RECOMMENDATIONS

- Based on my participation in and observation of the activities of the Board of Directors in 2025, from an independent perspective, I believe that the decisions and activities of the Board of Directors were appropriate to the Company's actual situation and the market context at each point in time. Key decisions were aimed at stabilizing operations, ensuring financial efficiency and maintaining sustainable development.
- The Board of Directors properly fulfilled its management and supervisory roles, while maintaining stable coordination with the Board of Management in implementing resolutions of the General Meeting of Shareholders and decisions under the authority of the Board of Directors. Corporate governance activities during the year generally adhered to the principles of transparency, prudence and the common interests of the Company and its shareholders.
- To further improve corporate governance quality in the coming period, I recommend that the Board of Directors continue to strengthen supervision over the implementation of production and business plans, place greater emphasis on risk management and efficient use of resources, and maintain full compliance with legal regulations on information disclosure and corporate governance applicable to public and listed companies. Strengthening governance foundations and improving decision-making quality will be key factors in ensuring the Company's stability and development in the next phase.

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The above is the Report on the activities of the Independent Member of the Board of Directors in 2025, respectfully submitted to the General Meeting of Shareholders for consideration and approval!

Sincerely thank you!

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS OF THE COMPANY**



Nguyen Manh Thang



No: 01/2026/BC-BKS

Ha Noi, March 16th, 2026

**REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDER**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020 of the National Assembly of the Socialist Republic of Vietnam, as amended and supplemented by Law No. 76/2025/QH15 dated 17/06/2025 and effective from 01/07/2025, and its guiding documents;
- Pursuant to the Law on Securities dated 26/11/2019 of the National Assembly of the Socialist Republic of Vietnam, as amended and supplemented by Law No. 56/2024/QH15 amending and supplementing a number of articles of the Law on Securities dated 29/11/2024 and its guiding documents;
- Pursuant to Decree No. 155/2020/NĐ-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated 11/09/2025 of the Government;
- Pursuant to the Charter of Picomat Plastic Joint Stock Company;
- Pursuant to the Board of Supervisors operations regulations of Picomat Plastic Joint Stock Company.

The Board of Supervisors (BOS) hereby reports to the General Meeting of Shareholders (GMS) on the results of its inspection and supervision activities in the 2025 financial year and the plan for 2026 as follows:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

1. Structure of the Board of Supervisors

The Board of Supervisors of Picomat Plastic Joint Stock Company consists of three members:

- Ms. Do Thi Huong – Head of the Board of Supervisors
- Ms. Dam Ngoc Anh – Member of the Board of Supervisors
- Ms. Nguyen Thi Thao – Member of the Board of Supervisors

2. Activities of the Board of Supervisors in 2025

- In 2025, the Board of Supervisors fully performed its functions and duties in accordance with the regulations of applicable laws and the Company Charter. Supervisory activities were carried out throughout the year through attendance at meetings and continuous monitoring of the Company's governance and management activities, with the aim of ensuring transparency and protecting shareholders' rights.
- The Board of Supervisors conducted independent reviews and evaluations of the 2024 financial statement and the 2025 financial statement. Based on its monitoring of the Company's financial position and the management and use of capital and assets throughout 2025, the Board of Supervisors noted that the Company's financial activities were carried out in compliance with applicable regulations and in support of its production and business objectives.
- The Board of Supervisors supervised compliance with the Company Charter, internal governance regulations, and relevant laws in the activities of the Board of Directors and the Board of Management. The Board of Supervisors observed that resolutions of the General Meeting of

Shareholders and decisions of the Board of Directors were implemented in accordance with approved authority, procedures, and contents.

- Through meetings and supervisory activities conducted during the year, the Board of Supervisors exchanged views and provided opinions to the Board of Directors and the Board of Management on a number of matters related to corporate governance and management. The opinions of the Board of Supervisors were duly considered and contributed to improving the effectiveness of the Company's governance and management.
- The Board of Supervisors presented its performance report at the 2025 Annual General Meeting of Shareholders. At the same time, the Board of Supervisors maintained the receipt and handling of shareholders' opinions and feedback to support supervisory activities in subsequent periods.

3. Summary of meetings of the Board of Supervisors

In 2025, the Board of Supervisors held 04 meetings, with 100% attendance of members and 100% approval rate for all meeting contents.

No.	Resolution/Decision No.	Date	Content
1	01/2025/BB-BKS	27/02/2025	- Review of the 2024 financial statements (separate and consolidated financial statements audited).
2	02/2025/BB-BKS	10/03/2025	- Approval of the draft Report on the activities of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders; - Approval of the nomination of 02 candidates for election to the Board of Supervisors for the 2021–2026 term at the 2025 Annual General Meeting of Shareholders.
3	03/2025/BB-BKS	15/04/2025	Approval of the election of Ms. Do Thi Huong as Head of the Board of Supervisors for the 2021–2026 term, effective from 15/04/2025.
4	04/2025/BB-BKS	31/07/2025	Review of the semi-annual financial statements for 2025; Review of report on the activities of the Board of Directors for the first six months of 2025; Inspection of compliance with laws and the Company's internal regulations.

4. Report on transactions between the company, its subsidiaries, and public company controlling over 50% charter capital with the Board of Directors members and their affiliated persons; transactions between the company and company where the Board of Directors members were founders or managers in the last three years prior to the transaction

No	Name of organization/ individual	Relationship with the Company	NSH no* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Hai Dang Material Joint Stock Company	The Subsidiary Company where members of Board of Director - Mr. Do Hai Dang and Ms. Dao Thi Kim Oanh, are appointed as the capital representative and members of the Board of Directors	0500478475	Cau Lieu Village, Tay Phuong Ward, Ha Noi	2025	- General Meeting of Shareholders Resolution No. 01/2024/NQ-DHDCB dated 15/04/2024; - General Meeting of Shareholders Resolution No. 01/2025/NQ-DHDCB dated 14/04/2025.	Principle contract for the purchase of goods of the subsidiary company. The total transaction value in 2025 until 31/12/2025 is 105.372.613.297 VND. Receive dividend in 2024: 11.400.000.000 VND.	
2	Mr. Do Manh Tu	The affiliated person of internal person (Mr. Do Thanh Hai and Mr. Do Hai Dang)	001063032003	Yen Village, Tay Phuong Ward, Ha Noi	From 2019	None	Mr. Do Manh Tu leased his factory to Hai Dang Material Joint Stock Company (i) Rental area: 5.000m ² (ii) Rental price : 70.000.000 VND/year (iii) Rental term: until 30/05/2033.	
3	PCLAND Investment and Asset Management Joint Stock Company	- The organization that the Company owns more than 10% of the voting shares; - The organization that Mr. Do Thanh Hai and Mr. Nguyen Trung Dung have been operating for the past 3 years; - The company that the affiliated person of Ms. Dam Ngoc Anh - Picomat's member of Board of Supervisors is a member of	0107870863	Cau Lieu Village, Tay Phuong Ward, Ha Noi	From 2020 From 2024	- No.0201/2020/NQ-DHDCB dated 02/01/2020; - General Meeting of Shareholders Decision No. 14-1/2024/QĐ-HĐQT dated 28/12/2024; - General Meeting of Shareholders Decision No. 11-2/2025/QĐ-HĐQT dated 25/08/2025. - General Meeting of Shareholders Decision No. 11-1/2024/QĐ-HĐQT dated 16/09/2024; - General Meeting of Shareholders Decision No. 12-1/2025/QĐ-HĐQT dated 31/12/2025.	Lease agreement contract for the 1st and 2nd floor with an area of 475 m2 at Lot 8A + 8B, Lot G5, Area A, Anh Dung IV Residential Area, Anh Dung Ward, Duong Kinh District, Hai Phong City. Rental price: 62.000.000 VND/month (excluding VAT). Lease term: until 31/12/2025, according to early termination agreement. The loan contract with a principal amount not exceeding 35.000.000.000 VND, with a maximum loan term until 15/09/2029. The interest rate for the first 12 months is 6.5%/year. The total loan amount disbursed as of 31/12/2025 is 8.400.000.000 VND.	

No	Name of organization/ individual	Relationship with the Company	NSH no* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
		the Board of Directors						
4	PCLAND Investment and Asset Management Joint Stock Company - Thai Nguyen Branch	- Branch of the related organization of the company	0107870863-001	No. 38, Group 41, Phan Dinh Phung Ward, Thai Nguyen Province	2025	- General Meeting of Shareholders Decision No. 14-1/2024/QĐ-HĐQT dated 28/12/2024.	Service provision principle contract. Total transaction value in 2025 until 31/12/2025 is: 38.608.000 VND.	
5	TN Consulting Services Co., Ltd	The company that Mr. Nguyen Minh Duc (Independent member of the Board of Directors for the term 2018-2023) has been operating for the past 3 years	0111026998	8th floor, Licogi 13 Building, 164 Khuat Duy Tien Street, Thanh Xuan Ward, Ha Noi	2025	None	Contract for consulting services on procedures for changing business registration details. Contract value: 6.000.000 VND (excluding VAT).	

5. Salaries, remuneration, and operating expenses of the Board of Supervisors

1. Salaries, remuneration, bonuses, operating expenses, and other benefits of the Board of Supervisors in 2025

Details of Salary, Bonus/Remuneration Payments to members of the Board of Supervisors in 2025:

No.	Full Name	Position	Salary/Bonus in 2025	Remuneration in 2025	Note
1	Ms. Do Thi Huong	Head of the Board of Supervisors	0	24.000.000	No salary received from the Company
2	Ms. Nguyen Thi Thao	Member of the Board of Supervisors	100.861.842	12.000.000	Salary paid under the labor contract, independent from the remuneration for the member of the Board of Supervisors
3	Ms. Dam Ngoc Anh	Member of the Board of Supervisors	66.521.163	12.000.000	Salary paid under the labor contract, independent from the remuneration for the member of the Board of

No.	Full Name	Position	Salary/Bonus in 2025	Remuneration in 2025	Note
					Supervisors
4	TOTAL		167.383.005	48.000.000	

The remuneration, salaries and expenses serving the operations of the Board of Supervisors in 2025 were implemented in accordance with the Resolution of the General Meeting of Shareholders and in compliance with applicable legal regulations, the Company's financial regulations and other internal regulations of the Company.

II. RESULTS OF SUPERVISORY ACTIVITIES IN 2025

1. Supervision of compliance with laws, the Company Charter and resolutions of the General Meeting of Shareholders

- In 2025, the Board of Supervisors conducted supervision of compliance with legal regulations, the Company Charter and resolutions of the General Meeting of Shareholders. Through its review, the Board of Supervisors found that the Board of Directors and the Board of Management implemented management and operational activities in line with the contents approved by the General Meeting of Shareholders.
- Resolutions of the Board of Directors were issued with proper authority and in accordance with the Company's development orientation and actual conditions. The implementation of governance decisions generally complied with legal regulations and internal regulations.
- The Board of Supervisors did not record any violations of the Company Charter or cases exceeding authorized powers during the management and operation process.

2. Results of supervising of the Board of Directors, General Director, and other executives

- The Board of Supervisors monitored the activities of the Board of Directors in performing its governance functions, strategic orientation and decision-making within its authority. At the same time, the Board of Supervisors supervised the management activities of the General Director and other executives in implementing resolutions and production and business plans.
- Through supervision, the Board of Supervisors recognized that the Board of Directors performed its role in accordance with regulations, ensuring prudence and transparency in the decision-making process. Although revenue in 2025 did not reach the planned target, the Company still recorded profit results exceeding the plan, with profit before tax reaching 137,36% and profit after tax reaching 143,14% of the annual plan.
- These results reflect proactive management, effective cost control, optimization of resources, and efficient exploitation of revenue sources and financial investments. On that basis, the Board of Supervisors assesses that management and operational activities during the year were implemented in line with actual conditions and ensured the interests of the Company and its shareholders.

3. Supervision of financial status and appraisal of the 2025 Financial Statements

- The Board of Supervisors reviewed the Company's separate and consolidated financial statements for 2025, including accompanying reports and notes, which were prepared and disclosed in accordance with legal regulations.
- The 2025 financial statements were audited by an independent auditing firm. Based on the audit report and the review and discussion of financial data with the accounting department, the Board of Supervisors found that the financial statements were prepared in accordance with applicable

accounting standards and accounting regulations and fairly reflect the Company's financial position as of 31/12/2025, as well as the results of its business operations for the fiscal year.

- The Board of Supervisors did not identify any material misstatements affecting the interests of the Company and its shareholders.

Key financial indicators in 2025

** Asset size and capital resources*

Indicators	31/12/2024	31/12/2025	% change
Total assets	283.620.919.180	296.701.972.858	4,61%
Total liabilities	21.381.711.097	15.312.669.665	-28,38%
Total capital	262.239.208.083	281.389.303.193	7,30%
Charter capital	241.999.640.000	254.098.930.000	5,00%

** Business performance results*

Indicators	2025 plan	2025 actual	% compared to the plan
Total sales revenue	210.700.000.000	146.333.931.341	69,45%
Profit before tax	18.700.000.000	25.686.917.491	137,36%
Profit after tax	13.800.000.000	19.753.595.110	143,14%

** Basic financial ratios*

Indicators	2024	2025
Debt/Total assets ratio	7,54%	5,16%
Debt/Owner's Equity ratio	8,15%	5,44%
ROA	4,53%	6,66%
ROE	4,90%	7,02%
Current ratio	4,95 times	7,01 times

4. Supervision of related-party transactions and management and use of capital and assets

- The Board of Supervisors monitored related-party transactions and the management and use of the Company's capital and assets during 2025.
- Through the review process, these transactions were conducted in accordance with legal

regulations and the Company's internal regulations, ensuring transparency and disclosure.

- The management and use of capital and assets were implemented for the intended purposes and served the Company's production and business activities.

5. Assessment result of coordination between the Board of Supervisors, the Board of Directors, the General Director and shareholders

- During 2025, the Board of Supervisors received timely coordination and information from the Board of Directors and the Board of Management, facilitating the Board of Supervisors in performing its duties in accordance with regulations.
- Recommendations of the Board of Supervisors were considered, discussed and acknowledged by the Board of Directors and the Board of Management in a cooperative spirit for the common interests of the Company.
- The Board of Supervisors did not record any cases of obstruction or restriction of supervisory rights as stipulated by law and the Company Charter.

6. Assessments and recommendations of the Board of Supervisors

Through supervisory activities in 2025, the Board of Supervisors found that the Board of Directors and the Board of Management performed their management and operational duties in compliance with legal regulations and the Company Charter. Production and business activities were maintained in a stable manner, and financial management and cost control showed positive improvements, contributing to enhancing the Company's overall operational efficiency.

However, the Board of Supervisors recommends that the Board of Directors and the Board of Management:

- Continue strengthening market forecasting and market expansion to improve revenue targets in the coming years;
- Maintain strict cost control while improving the efficiency of capital and asset utilization;
- Strengthen risk management, particularly regarding market fluctuations and financial activities;
- Continue improving the internal control system to enhance transparency and corporate governance efficiency.

The Board of Supervisors will continue performing its supervisory functions in accordance with regulations and coordinate with the Board of Directors and the Board of Management to ensure the stable and sustainable development of the Company.

III. PLAN AND OPERATING ORIENTATION OF THE BOARD OF SUPERVISORS FOR 2026

In 2026, the Board of Supervisors will continue to perform its functions and duties in accordance with legal regulations and the Company Charter, focusing on the following:

1. Supervising compliance with laws, the Company Charter and resolutions of the General Meeting of Shareholders;
2. Supervising the activities of the Board of Directors and the Board of Management in implementing the 2026 business plan;

3. Conducting an audit of the semi-annual and annual financial statements for 2026 in accordance with regulations;
4. Supervising the management and use of capital, assets and related-party transactions (if any);
5. Strengthening coordination with the Board of Directors and the Board of Management to enhance governance efficiency.

The Board of Supervisors will perform its duties with independence, objectivity and responsibility to ensure that the Company's operations remain transparent, efficient and aligned with the interests of shareholders.

The above is the report on the activities of the Board of Supervisors in 2025, which is respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you!

ON BEHALF OF THE BOARD OF SUPERVISORS

HEAD OF THE BOARD OF SUPERVISORS



Do Thi Huong

**PICOMAT PLASTIC
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 01/2026/TTr-HĐQT

Ha Noi, March 16th, 2026

PROPOSAL

Re: Audited Financial Statements for 2025

**To: GENERAL MEETING OF SHAREHOLDERS OF PICOMAT PLASTIC JOINT
STOCK COMPANY**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on 17/06/2020;*
- *The Law on Securities No. 54/2019/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on 26/11/2019;*
- *The Charter of Picomat Plastic Joint Stock Company;*
- *The separate and consolidated financial statements of Picomat Plastic Joint Stock Company for 2025, which have been audited.*

The Board of Directors hereby submits to the General Meeting of Shareholders for approval the separate and consolidated financial statements of the Company for 2025, which have been audited by the Branch of Moore AISC Auditing and Informatic Services Company Limited in accordance with current standards and legal regulations and reviewed by the Company's Board of Supervisors. Some basic indicators are as follows:

1. Balance Sheet

Unit: VND

No.	ASSETS	Separate Financial Statements (Parent Company) as of 31/12/2025	Consolidated Financial Statements as of 31/12/2025
I	TOTAL ASSETS	292.630.977.550	296.701.972.858
1	Short-term Assets	48.678.374.652	107.282.949.387
2	Long-term Assets	243.952.602.898	189.419.023.471
II	TOTAL CAPITAL	292.630.977.550	296.701.972.858
1	Debt payable	14.990.015.918	15.312.669.665
2	Owner's capital	277.640.961.632	281.389.303.193

2. Business Performance

Unit: VND

No.	Indicators	Separate Financial Statements as of 31/12/2025	Consolidated Financial Statements as of 31/12/2025
1	Revenue from sales and providing services	128.752.415.773	146.333.931.341
2	Gross profit from sales and providing services	14.469.708.285	35.028.084.450
3	Earnings before interest and tax	23.418.864.933	25.686.917.491
4	Profit after corporate income tax	21.090.997.276	19.753.595.110
	<i>Including:</i>		
4.1	Profit after tax attributable to Parent Company shareholders		19.041.677.606
4.2	Profit after tax attributable to non-controlling shareholders		711.917.504

Based on the above content, Board of Directors respectfully submits to the General Meeting of Shareholders for consideration, discussion, and voting on the approval of the audited separate and consolidated financial statements for 2025.

Sincerely submitted!

Recipients:

- As above;
- Board of Directors, Archived.

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

DO THANH HAI



No: 02/2026/TTr-HĐQT

Ha Noi, March 16th, 2026

PROPOSAL

Re: Business results of 2025 and business plan for 2026

**To: THE GENERAL MEETING OF SHAREHOLDERS OF PICOMAT PLASTIC
JOINT STOCK COMPANY**

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- The Law on Securities No. 54/2019/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on 26/11/2019;
- The Charter of Organization and Operation of Picomat Plastic Joint Stock Company;
- Based on the performance of production and business activities in 2025 and the development orientation for 2026.

1. Business performance results in 2025

*** Results of business operations in 2025 are as follows:**

Unit: VND

No.	Indicators	2024	2025	Increase/Decrease Rate (%)
1	Total sales revenue	195.093.628.708	146.333.931.341	-24,99%
2	Profit before tax	17.314.275.712	25.686.917.491	48,36%
3	Profit after tax	12.857.134.636	19.753.595.110	53,64%
4	Total assets	283.620.919.180	296.701.972.858	4,61%

In 2025, Total sales revenue reached 146,3 billion VND, representing a decrease of 24,99% compared with 2024. This decrease is mainly due to a decline in revenue from the PVC powder trading segment compared to the previous year. However, profit before tax amounted to approximately 25,7 billion VND, an increase of 48,36%, and profit after tax reached nearly 19,75 billion VND, up 53,64%, demonstrating significantly improved operational efficiency. Total assets as of 31/12/2025 reached 296,70 billion VND, an increase of 4,61% compared to the previous year.

*** Implementation actual progress against the 2025 plan**

Unit: VND



No.	Indicators	Plan	Actual	Percentage compared to plan (%)
1	Total sales revenue	210.700.000.000	146.333.931.341	69,45%
2	Charter capital	254.099.622.000	254.098.930.000	100%
3	Profit before tax	18.700.000.000	25.686.917.491	137,36%
4	Profit after tax	13.800.000.000	19.753.595.110	143,14%

Compared with the 2025 plan approved by the General Meeting of Shareholders, the actual revenue did not meet the targeted level. However, profit indicators significantly exceeded the planned indicators. This result indicates that the Company proactively implemented flexible management measures, effectively controlled costs in its production and business activities, and efficiently generated income from financial investment activities, thereby contributing to a notable improvement in profit during the year.

2. Business plan for 2026

Based on an assessment of the opportunities and challenges in 2026, as well as the Company's development orientation for the year, the Board of Directors has determined the key indicators of the 2026 business plan as follows:

Unit: VND

No.	Indicators	2025	Plan for 2026
1	Total sales revenue	146.333.931.341	152.500.000.000
2	Profit before tax	25.686.917.491	20.625.000.000
3	Profit after corporate income tax	19.753.595.110	16.500.000.000
4	Charter capital	254.098.930.000	271.885.855.100
5	Dividend	5%	6%

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

Sincerely submitted!

Recipients:

- As above;
- Board of Directors, Board of Management, Archived.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



DO THANH HAI

**PICOMAT PLASTIC
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 03/2026/TTr-HĐQT

Ha Noi, March 16th, 2026

PROPOSAL

Re: Selecting an independent auditing for financial year 2026

**To: THE GENERAL MEETING OF SHAREHOLDERS OF PICOMAT PLASTIC
JOINT STOCK COMPANY**

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- The Law on Securities No. 54/2019/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on 26/11/2019;
- The Charter of Organization and Operation of Picomat Plastic Joint Stock Company;
- Based on the proposal of the Board of Supervisors following its assessment of the competence and quality of audit services.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of selecting an independent audit company for financial year 2026, with the following details:

1. Selection of the Audit unit for 2026

Based on the assessment of professional competence, auditing experience with listed companies, compliance with legal regulations, and service conditions suitable for the Company's requirements, the Board of Directors respectfully proposes that the General Meeting of Shareholders approve the selection of Branch of Moore AISC Auditing and Informatic Services Company Limited (hereinafter referred to as "Moore AISC") as the auditing firm to conduct the audit of the Company's 2026 annual financial statements and the review of the 2026 semi-annual financial statements.

2. Authorization to the Board of Directors

In the event that Moore AISC is unable to provide auditing services due to objective reasons, or the parties cannot reach an agreement on the scope of work, service fees, contractual conditions, or if at the time of signing the contract the firm does not meet the legal requirements, the Board of Directors respectfully requests that the General Meeting of Shareholders authorize the Board of Directors to proactively select another independent audit company from the list of auditing organizations approved by the State Securities Commission for 2026, in accordance with applicable regulations, to perform the audit of the Company's annual financial statements and the review of the semi-annual financial statements for 2026.



The Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for consideration, discussion and approval.

Sincerely submitted!

Recipients:

- *As above;*
- *Board of Directors, Board of Management, Archived.*

ON BEHALF OF THE BOARD OF DIRECTORS



DO THANH HAI



**PICOMAT PLASTIC
JOINT STOCK COMPANY**

No: 04/2026/TTr-HĐQT-BKS

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

Ha Noi, March 16th, 2026

PROPOSAL

*Re: Salaries and Remuneration of the Board of Directors, the Board of Supervisors for 2025 and the
Plan for 2026*

**To: GENERAL MEETING OF SHAREHOLDERS OF PICOMAT PLASTIC JOINT
STOCK COMPANY**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on 17/06/2020;*
- *The Law on Securities No. 54/2019/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on 26/11/2019;*
- *The Charter of Organization and Operation of Picomat Plastic Joint Stock Company.*

The Board of Directors ("BOD") hereby reports to the General Meeting of Shareholders ("GMS") for review and approval of the salaries and remuneration of the Board of Directors (BOD), the Board of Supervisors (BOS), and other managers of the Company for 2025, as well as the payment plan for 2026, as follows:

1. Report on salaries and remuneration of the Board of Directors, Board of Supervisors, and other managers in 2025

1.1. Number of members in the Board of Directors and Board of Supervisors

- Board of Directors members: 05 people.
- Board of Supervisors members: 03 people.

1.2. Status of payment of salaries, remuneration and income in 2025 for the Board of Directors, Board of Supervisors and other managers of the Company

Total payments made to the Board of Directors, Board of Supervisors, and other managers of the Company in 2025 are as follows:

No.	Content	2025 Plan	2025 Actual	Note
1	Total salaries, bonuses/remuneration for the Board of Directors members	500.000.000	108.000.000	Actual payment is remuneration



2	Total salaries, bonuses/remuneration for Board of Supervisors members	400.000.000	215.383.005	Including Board of Supervisors remuneration and salaries under labor contracts for Board of Supervisors members concurrently performing professional duties
3	Total salary/bonus of the General Director	-	434.246.106	According to the labor contract
4	Total salaries/bonuses of other managers	-	560.847.331	According to the labor contract

Remuneration for members of the Board of Directors is paid within the total remuneration approved by the General Meeting of Shareholders. Salaries of Board of Supervisors members concurrently performing professional duties at the Company are paid in accordance with labor contracts signed with the Company and are independent from the remuneration for their positions as Board of Supervisors members. Salaries and bonuses of the General Director and other managers are paid based on labor contracts and/or decisions of the competent authority, taking into account the actual term of office and performance results during the year.

2. Remuneration Plan for the Board of Directors and Board of Supervisors in 2026

Based on the actual situation and the production and business plan indicators for 2026, the Board of Directors would like to submit to the General Meeting of Shareholders for approval the total remuneration fund of the Board of Directors and the Board of Supervisors of the Company in 2026 as follows:

- Total remuneration for Board of Directors members: 500.000.000 VND/year.
- Total remuneration for Board of Supervisors members: 400.000.000 VND/year.

The Board of Directors proposes that the General Meeting of Shareholders authorize the Chairman of the Board of Directors to decide on specific remuneration levels for members of the Board of Directors and authorize the Head of the Board of Supervisors to decide on specific remuneration levels for members of the Board of Supervisors within the total remuneration levels mentioned above.

The Board of Directors respectfully submit this proposal for the General Meeting of Shareholders review and approval.

Sincerely submitted!

Recipients:

- As above;
- Board of Directors, Board of Management, Archived.

ON BEHALF OF THE BOARD OF DIRECTORS



DO THANH HAI

No: 05/2026/TTr-HĐQT

Ha Noi, March 16th, 2026

PROPOSAL

Re: Signing and executing contracts and transactions with related party which is subsidiary company

**To: THE GENERAL MEETING OF SHAREHOLDERS OF PICOMAT PLASTIC
JOINT STOCK COMPANY**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;*
- *The Law on Securities No. 54/2019/QH14 by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019 and documents amending, supplementing and guiding the implementation of the laws;*
- *The Charter of Organization and Operation of Picomat Plastic Joint Stock Company;*
- *Based on the company's operational situation.*

Hai Dang Material Joint Stock Company is a subsidiary of Picomat Plastic Joint Stock Company ("**Picomat**"), in which Picomat holds a 95% charter capital. As a part of Picomat's value chain, Hai Dang Material Joint Stock Company is responsible for manufacturing and processing plastic boards, machining surfaces on plastic boards, and processing cabinet doors to supply Picomat for consumption and market distribution.

In order to ensure the legal basis for transactions arising during the course of production and business cooperation between the two parties, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the signing of a Principle Contract between Picomat Plastic Joint Stock Company and its subsidiary – Hai Dang Material Joint Stock Company, with the following principal contents:

1. Approve the contents of the Principle Contract signed between Picomat Plastic Joint Stock Company and Hai Dang Material Joint Stock Company regarding transactions for the purchase and sale of goods, product processing, and other related commercial transactions serving the Company's production and business activities.
2. Transaction value: The total value of transactions under the Principle Contract during the approved period shall not exceed 300.000.000.000 VND (Three hundred billion VND).
3. Transaction approval period: From 01/07/2026 to 30/06/2027.
4. Authorization for implementation: The Board of Directors respectfully proposes that the General Meeting of Shareholders authorize the Board of Directors to decide, direct and supervise the signing and implementation of the above-mentioned transactions to ensure



they are consistent with the Company's production and business needs and comply with applicable laws and the Company Charter.

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

Sincerely thank you!

Recipients:

- *As above;*
- *Archirved, Board of Directors,
Board of Management.*

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



DO THANH HAI



**PICOMAT PLASTIC
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 06/2026/TTr-HĐQT

Ha Noi, March 16th, 2026

PROPOSAL

Re: Approval of the election of members of the Board of Supervisors for the 2026-2031 term

To: THE GENERAL MEETING OF SHAREHOLDERS OF PICOMAT PLASTIC JOINT STOCK COMPANY

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- The Law on Securities No. 54/2019/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on 26/11/2019;
- The Charter of Organization and Operation of Picomat Plastic Joint Stock Company;
- Based on the need to consolidate and strengthen the Company's governance and control system.

2026 is the final year of the 05-year term of the Board of Supervisors of Picomat Plastic Joint Stock Company for the term 2021 – 2026. In order to ensure the supervisory activities of the Company are carried out continuously and in alignment with the 2026 Annual General Meeting of Shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the election of the Board of Supervisors for the term 2026 – 2031 with the following contents:

- 1. Number of members of the Board of Supervisors for the 2026 – 2031 term:** 03 (three) members.
- 2. Term of the Board of Supervisors:** Not exceeding 05 years from the date of election by the General Meeting of Shareholders.
- 3. Standards and conditions for members of the Board of Supervisors:**

Candidates for the Board of Supervisors must meet the standards and conditions stipulated in the Law on Enterprises 2020, the Law on Securities, relevant legal regulations, and the Company Charter, including:

- Not falling under the objects specified in Clause 2, Article 17 of the Law on Enterprises;
- Having been trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a field relevant to the Company's business activities;
- Not being a family member of members of the Board of Directors, the General Director, or other managers of the Company;
- Not being a manager of the Company; not necessarily required to be a shareholder or employee of the Company;
- Not working in the accounting or finance department of the Company;
- Not being a member or employee of the audit firm approved to audit the Company's financial statements within the preceding 03 years;
- Other standards and conditions in accordance with relevant laws and the Company Charter.



4. Election method

The General Meeting of Shareholders shall elect members of the Board of Supervisors for the 2026 – 2031 term using the cumulative election method in accordance with applicable laws and the Election Regulations approved at the Meeting. The Draft Election Regulations are attached to this Proposal.

5. Nomination and self-nomination dossier for candidates to the Board of Supervisors

The nomination/self-nomination dossier for the Board of Supervisors shall include:

- Nomination/Self-nomination form for member of the Board of Supervisors (in the prescribed form);
- Candidate's self-written resume with attached photo;
- Notarized copy of Citizen Identification Card/Identity Card/Passport;
- Notarized copies of degrees and professional certificates of the candidate;
- Valid authorization letter for nomination (in case a shareholder authorizes another person to nominate);
- Confirmation of the number of shares owned by the nominating shareholder or shareholder group as of the last registration date 10/03/2026, issued by the securities company where the shareholder's custody account is opened, or equivalent documents provided by the Viet Nam Securities Depository and Clearing Corporation (VSDC).

Nomination/self-nomination dossiers must be sent to the Organizing Committee of the 2026 Annual General Meeting of Shareholders before 4 p.m on 02/04/2026 at the following address:

Organizing Committee of the 2026 Annual General Meeting of Shareholders

Picomat Plastic Joint Stock Company

Địa chỉ: 1st Floor, CT3B Building, No. 10 Thang Long Avenue, Tu Liem Ward, Ha Noi

Tel: 024.6329.0555

Nomination/self-nomination dossiers should clearly state

"Nomination/Self-nomination dossier for member of the Board of Supervisors for the 2026 - 2031 term".

Only nomination/Self-nomination dossiers that fully meet the requirements and are submitted before the announced deadline will be included in the list of candidates for the Board of Supervisors to be submitted to the General Meeting of Shareholders for election in accordance with regulations.

6. List of candidates for the Board of Supervisors for the 2026 – 2031 term

Based on the valid nomination dossiers received and the proposal of the Board of Supervisors, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the following candidates for election to the Board of Supervisors for the 2026 – 2031 term:



No.	Name of candidate nominated by the Board of Supervisors	Citizen ID No./ Passport No.	Qualification
1	Nguyen Thi Thao	036185015901	Bachelor of Economics
2	Dam Ngoc Anh	001301030040	Bachelor of Accounting
3	Do Thi Huong	033199002576	Bachelor of Accounting

Detailed information of the candidates has been disclosed together with the Meeting materials for shareholders' review prior to voting.*

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

Recipients:

- As above;
- Board of Directors, Board of Management, Archirved.

ON BEHALF OF BOARD OF DIRECTORS



CHAIRMAN

DO THANH HAI



* The list of candidates may be updated or adjusted based on valid nomination or candidacy applications from shareholders or groups of shareholders in accordance with the regulations of the law and the Company Charter.

**PICOMAT PLASTIC
JOINT STOCK COMPANY**

No: 1603/2026/TB-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Độc lập - Tự do - Hạnh phúc

Ha Noi, March 16th, 2026

NOTIFICATION

*(Regarding nomination and self-nomination for the members of the Board of Supervisors for the
2026 - 2031 term)*

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;*
- *The Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on 26/11/2019;*
- *The Charter of Picomat Plastic Joint Stock Company;*
- *The Decision of the Board of Directors of Picomat Plastics Joint Stock Company on convening the 2026 Annual General Meeting of Shareholders.*

Picomat Plastic Joint Stock Company ("**Company**") hereby respectfully notifies all shareholders of the nomination and self-nomination process for members of the Board of Supervisors ("**BOS**") to be elected as members for the 2026 - 2031 term, with the following details:

- **Number of members elected to the Board of Supervisors for the 2026 - 2031 term: 03 members**

1. Conditions for nomination and self-nomination for the members of the Board of Supervisors

Shareholders or representative of shareholders group holding from 10% of the total voting shares are entitled to nominate candidates for election to the Supervisory Board according to the following ratios:

- Shareholders or representative of shareholders group holding more than 10% to less than 20% of voting shares may nominate 01 candidate;
- Shareholders or representative of shareholders group holding from 20% to less than 30% of voting shares may nominate up to 02 candidates;
- Shareholders or representative of shareholders group holding from 30% to less than 40% of voting shares may nominate up to 03 candidates;
- Shareholders or representative of shareholders group holding from 40% to less than 50% of voting shares may nominate up to 04 candidates;



- Shareholders or representative of shareholders group holding more than 50% to less than 60% of voting shares may nominate up to 05 candidates;
- Shareholders must submit complete and valid nomination and self-nomination dossiers within the prescribed time frame.

In addition to the nomination rights of shareholders or groups of shareholders as stipulated above, individuals who fully meet the standards and conditions in accordance with the Law on Enterprises, the Company Charter, and the Election Regulations at the General Meeting have the right to self-nominate for the Board of Supervisors of the Company.

In the event that the number of candidates nominated or self-nominated is insufficient as required, the incumbent Board of Supervisors shall have the right to nominate additional candidates to ensure a sufficient number of candidates for the Board of Supervisors. The list of candidates nominated by the incumbent Board of Supervisors shall be clearly announced at the General Meeting of Shareholders prior to the election.

2. Eligibility criteria for Board of Supervisors candidates

Board of Supervisors members must meet the following criteria and conditions:

- 2.1 Must not fall under the categories specified in Clause 2, Article 17 of the Law on Enterprises;
- 2.2 Must have a background in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a relevant discipline related to the Company's business activities;
- 2.3 Must not have family relations with members of the Board of Directors, the General Director, or other managerial personnel;
- 2.4 Must not hold a managerial position in the Company and do not necessarily have to be a shareholder or an employee of the Company;
- 2.5 Must not work in the Company's accounting or finance department;
- 2.6 Must not be a member or employee of the audit firm that has audited the Company's financial statements in the past three consecutive years;
- 2.7 Must meet other qualifications and conditions as stipulated by relevant laws and the Company's Charter.

3. Dossier of candidacy, nomination for the members of Board of Supervisors

3.1 Dossier of candidacy, nomination shall consist of:

- Application of nomination/candidacy for Board of Supervisors members;
- Curriculum vitae of the candidate;

- Certified copy of Citizen ID card/passport of the candidate;
- Certified copies of degrees and certificates proving the candidate's qualifications;
- A certificate confirming the number of shares owned by the nominating shareholder or shareholder group at the last registration date 10/03/2026 by the securities company where the shareholders opened an account, or by the Vietnam Securities Depository and Clearing Corporation(VSDC) issued.

The information relevant the candidates, Application of nomination/candidacy for Board of Supervisors members will be posted on PICOMAT's website: www.picomat.com.vn

Nomination/Self-nomination dossier must be sent to **Picomat Plastic Joint Stock Company** before **04:00 PM on 02/04/2026**, to the following address:

The Organizing Committee of the 2026 Annual General Meeting of Shareholders - Picomat Plastic Joint Stock Company

Address: 1st Floor, CT3B Building, No. 10 Thang Long Avenue, Tu Liem Ward, Ha Noi

Tel: 024.6329.0555

Nomination/self-nomination dossiers should clearly state: *"Nomination/Self-nomination dossier for member of the Board of Supervisors for the 2026 - 2031 term"*.

The Organizing Committee will compile the list of eligible candidates for official nomination and self-nomination at the 2026 Annual General Meeting of Shareholders.

Sincerely notify!

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN OF THE BOARD OF DIRECTORS



DO THANH HAI



Thai Nguyen, April 13th, 2026

DRAFT

**ELECTION REGULATION
MEMBERS OF BOARD OF SUPERVISORS IN TERM 2026-2031
PICOMAT PLASTIC JOINT STOCK COMPANY**

- *Pursuant to the Law on Enterprises 2020 and its guiding documents;*
- *Pursuant to the Charter of Picomat Plastic Joint Stock Company;*

The Picomat Plastic Joint Stock Company's General Meeting of Shareholders ("GMS") conduct the election of Board of Supervisors ("BOS") members according to the following regulations:

Article 1. Subject matter and scope of application

1. This regulations apply to the election of Board of Supervisors members for the 2026 - 2031 term of Picomat Plastic Joint Stock Company ("PICOMAT") at the 2026 Annual General Meeting of Shareholders.
2. Eligible voters: Shareholders who own voting shares or authorized proxy representatives with voting rights (as per the shareholder list finalized on 10/03/2026) are present at the meeting.

Article 2. Number, standards of Board of Supervisors candidates

1. Number of members: Election of 03 members of the Board of Supervisors for the 2026 – 2031 term.
2. Standard for Board of Supervisors members:
 - Not belonging to the categories of persons specified in Clause 2, Article 17 of the Law on Enterprises;
 - Having training in one of the following majors: economics, finance, accounting, auditing, law, business administration or other majors relevant to the Company's business activities;
 - Not having family relations with members of the Board of Directors, the General Director or other managers;
 - Not being the Company's manager, and do not necessarily need to be a shareholder or an employee of the Company;
 - Not working in the Company's accounting or finance department;
 - Not being a member or employee of an auditing organization that has accepted conducting the audit of the company's financial statements in the previous three consecutive years;
 - Other standards and conditions in accordance with relevant laws and the Company Charter.

Article 3: Nomination conditions for Board of Supervisors members

Shareholders or the representatives of groups of shareholders holding 10% and over of voting shares may have the right of nominating candidates to elect in Board of Supervisors according to the following ratio:

- Shareholders or groups of shareholders holding over 10% to under 20% of total voting shares have the right to nominate 01 candidate;
- Shareholders or groups of shareholders holding over 20% to under 30% of total voting shares have the right to nominate maximum 02 candidates;
- Shareholders or groups of shareholders holding over 30% to under 40% of total voting shares have the right to nominate maximum 03 candidates;
- Shareholders or groups of shareholders holding over 40% to under 50% of total voting shares have the right to nominate maximum 04 candidates;
- Shareholders or groups of shareholders holding over 50% to under 60% of total voting shares have the right to nominate maximum 05 candidates;
- Shareholders must submit valid nomination/self-nomination dossiers within the prescribed deadline
- In addition to the nomination rights of shareholders or group of shareholders mentioned above, individuals who meet the requirements stipulated in the Law on Enterprises, the Company Charter, and these Election Regulation may self-nominate to the Board of Supervisors.
- In case the number of candidates through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates to ensure a sufficient number of Board of Supervisors candidates. The candidate list nominated by the incumbent Board of Supervisors will be announced clearly before the election at the General Meeting of Shareholders.

Article 4: Dossier of candidacy, nomination for the members of Board of Supervisors

1. Dossier of candidacy, nomination shall consist of:

- Application of nomination/candidacy for Board of Supervisors members (in required form);
- Curriculum vitae of the candidate (in required form);
- Certified copy of Citizen ID card/passport/ other legal or business registration certificate of the nominating shareholder and the candidate;
- Certified copies of degrees and certificates proving the candidate's qualifications;
- A certificate confirming the number of shares owned by the nominating shareholder or shareholder group at the last registration date 10/03/2026 by the securities company where the shareholders opened an account, or by the Vietnam Securities Depository and Clearing Corporation(VSDC) issued.

The information relevant the candidates, Application of nomination/candidacy for Board of Supervisors members will be posted on PICOMAT's website: www.picomat.com.vn

2. Nomination/Self-nomination dossier must be sent to the organizing committee before 04:00 PM on 02/04/2026, to the following address:

The Organizing Committee of the 2026 Annual General Meeting of Shareholders - Picomat Plastic Joint Stock Company

- Address: 1st Floor, CT3B Building, No. 10 Thang Long Avenue, Tu Liem Ward, Ha Noi

- Tel: 024.6329.0555

- Nomination/self-nomination dossiers should clearly state: *"Nomination/Self-nomination dossier for member of the Board of Supervisors for the 2026 - 2031 term"*.

3. Only nomination dossiers that meet all conditions and candidates that meet the corresponding eligibility conditions of Board of Supervisors members shall be included in the candidate list announced at the General Meeting.

4. After 02/04/2026, if shareholders do not nominate enough candidates or the candidates do not meet the standards and conditions according to regulations, the incumbent Board of Supervisors shall nominate additional candidates by regulations of the Law on Enterprises and the Company Charter.

Article 5: Voting method

1. The election for Board of Supervisors members follow a cumulative voting method, each shareholder or proxy representative shall have a number of votes that is proportional to their total own/authorized shares multiplied (x) by the number of electees of the Board of Supervisors.

2. Shareholders or proxy representatives attending the meeting may accumulate all or part of their votes to elect a candidate or apportion their votes for some or all of the candidates. However, shareholders or proxy representatives only apportion votes to the number of candidates up to the number of Board of Supervisors members to be elected (for the 2026 General Meeting of Shareholders, votes may be allocated to 2 candidates).

Example:

- *A shareholder owning 1,000 shares of PICOMAT will have:*

1.000 (shares) x 03 (Board of Supervisors members to be elected) = 3.000 votes

- *Shareholders may only accumulate the total votes to one candidate or a part of the votes to one candidate (the total votes for the candidates equal to or less than 3.000).*

Article 6: Conducting procedures of election

1. Voting ballots:

The Board of Supervisors members' election voting ballots are issued by PICOMAT, listing shareholder code, number of shares and number of voting ballots that multiplied by the number of elected members of the Board of Supervisors, and the list of nominated candidates to Board of Supervisors.

2. Regulations on recording and validity of the voting ballot:

a. A valid voting ballot must meet the following criteria:

- Being issued by the organizing committee of the General Meeting, with PICOMAT's official circle stamp;

- With signature of the shareholder or proxy representative;
 - Not be torn, crossed out, erased, or revised.
- b. An invalid voting ballot is one of the following cases:
- Not being issued by the Organizing Committee of the General Meeting;
 - Not having PICOMAT's official circle stamp;
 - Be torn, crossed out, erased, altered, or containing names of candidates who are not included in the list of candidates approved by the General Meeting of Shareholders before proceeding with the vote-casting;
 - Without the signature of the shareholder or proxy representative;
 - Recording additional information or markings;
 - Having a total number of votes to candidates exceeding the total number of shareholder's voting rights;
 - Voting for the number of candidates exceeded the number of Board of Supervisors members to be additionally elected;
 - Be submitted to the Vote Counting Committee after the voting period has ended and the ballot box has been sealed;
 - Invalid voting ballots will not be counted in the election results.
- c. How to record the voting ballot
- If voting for candidates, the shareholder records the number of votes in the "Number of Votes" column in the corresponding row of that candidate's name;
 - If no candidate is voted for, the shareholder writes "0" or leaves the "Number of Votes" column blank in the corresponding row of that candidate's name;
 - The shareholders/proxy representatives may accumulate all votes to one or multiple candidates or choose not to vote for any candidate;
 - In case the shareholder makes a mistake while recording the voting ballot on condition that has not yet placed it in the ballot box, they have the right to directly meet the Head of the Vote Counting Committee to switch the voting ballot to ensure shareholders's right.

3. Voting Principles:

- Before voting begins, the Vote Counting Committee shall inspect the ballot box in the presence of shareholders;
- Voting starts upon the signal from the Head of the Vote Counting Committee and ends when the last shareholder casts their vote or 30 minutes from the start, whichever comes first;
- Shareholders/proxy representatives shall cast their ballots into the ballot box. After voting concludes, the Ballot Counting Committee shall seal the ballot box.

4. Regulations on Vote Counting:

- a. The Vote Counting Committee shall conduct the vote counting as the following regulations:
- The Vote Counting Committee shall work in a separate room/area;
 - The Vote Counting Committee may use electronic technical means and technical specialists to assist in the vote-counting process;
 - Verify the validity of the voting ballots;

- Verify sequentially each ballot and record the vote counting results;
 - Seal all voting ballots and hand them over to the Chairman.
- b. Form and announce of the Vote Counting Minutes:
- After completing the vote counting, the Vote Counting Committee shall form the Vote Counting Minutes;
 - The Vote Counting Committee shall announce the vote counting results to the General Meeting.

Article 7: Principles of being elected Board of Supervisors members

1. The person who is elected to be the Board of Supervisors member is determined in accordance with the top-to-bottom vote quantity, starting from the candidate having the highest number of votes till sufficient members are available as prescribed in this Regulation.
2. In the event that more than 02 candidates have the same votes for the final position on the Board of Supervisors, the General Meeting shall hold a re-voting among the candidates having the same vote quantity. The candidate with more number of votes in the re-election shall be elected.

Article 8: Complaints regarding election and vote counting

1. In the event that, after the election results have been announced, a shareholder has a complaint or request to check the election results, the Board of Supervisors shall directly verify the results, if any intentional errors or fraud in vote counting are detected, the Vote Counting Committee shall be responsible for fully covering all costs incurred due to the re-election.
2. Complaints regarding the election and vote counting shall be resolved by the Chairman of the meeting and recorded in the Minutes of the General Meeting of Shareholders.

Article 9: Implementation effectiveness

1. This election regulation shall be read before the General Meeting of Shareholders and submitted for voting by all shareholders before implementation.
2. If approved by the General Meeting of Shareholders with more than 50% of the total votes of the attending shareholders, this Regulation shall take effect immediately upon approval by the General Meeting of Shareholders./.

**ON BEHALF THE GENERAL MEETING
OF SHAREHOLDERS**

CHAIRMAN

DO THANH HAI

FORM 1: CANDIDACY LETTER FOR THE BOARD OF SUPERVISORS
(Attached Election regulation for members of the Board of Supervisors for the 2026 - 2031 term)

**PICOMAT PLASTIC
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

**CANDIDACY LETTER FOR THE BOARD OF SUPERVISORS
PICOMAT PLASTIC JOINT STOCK COMPANY
TERM: 2026-2031**

**To: THE ORGANIZING COMMITTEE OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY**

Full name:

ID/ Citizen ID No.: Date of issue: Place of issue:

Permanent address:

Educational background: Major:

Currently owns: shares *(In words:.....)*

Corresponding to% of the total voting shares.

Pursuant to the Law on Enterprises 2020, the Charter of Picomat Plastics Joint Stock Company, and the Election regulation for members of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders of the Company, I hereby confirm that I fully meet the required qualifications and conditions to participate in the Board of Supervisors. Therefore, I would like to self-nominate for the position of Member of the Board of Supervisors of Picomat Plastics Joint Stock Company for the term 2026 – 2031 at the 2026 Annual General Meeting of Shareholders.

If entrusted and elected by the General Meeting of Shareholders as a member of the Board of Supervisors, I commit to making my best efforts to fulfill my duties and responsibilities, leveraging my capabilities, experience, and sense of responsibility to contribute to the protection of the legitimate rights and interests of shareholders as well as the sustainable development of the Company.

I hereby undertake full responsibility for the truthfulness and accuracy of the contents of this application and the accompanying documents.

Sincerely thank you./.

.....2026

Attached Documents:

1. Curriculum vitae of the candidate (in the Company's prescribed form, with photo attached);
2. Valid copy of the Citizen ID Card/ID Card/Passport of the candidate, along with an electronic notarized copy;
3. Copies of the candidate's degrees and professional certificates;
4. Other documents as required by the Company.

APPLICANT

(Signature and Full name)

FORM 2: NOMINATION LETTER FOR BOARD OF SUPERVISORS MEMBER

For individual/organizational shareholders

(Attached Election regulation for members of the Board of Supervisors for the term)

**PICOMAT PLASTIC
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

**NOMINATION LETTER
CANDIDATE FOR THE BOARD OF SUPERVISORS
PICOMAT PLASTIC JOINT STOCK COMPANY**

**To: ORGANIZING COMMITTEE OF THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY**

Individual/Organization Name:

ID Card/Citizen ID Card/Business Registration No.: Date of Issue:

Place of Issue:

Address:

Currently owns/represents: shares *(In words:.....)*,

Corresponding to.....% of the total voting shares.

Pursuant to the provisions of the Law on Enterprises 2020, the Company Charter, the Election Regulation, and Announcement No. dated .../.../2026 of the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company regarding the nomination and candidacy for the Board of Supervisors for the 2026 - 2031 term, I/We hereby nominate:

Mr.(Ms.):

Date of Birth:

ID Card/Citizen ID Card No.: Date of Issue:.....Place of Issue:

Permanent Address:

Educational Background:.....Major:.....

Currently owns: shares *(In words:.....)*

Corresponding to% of the total voting shares.

I/We affirm that the above-nominated individual(s) meet all the eligibility criteria to be nominated as a member of the Board of Supervisors as stipulated by the Law on Enterprises, the Company Charter, and the Election Regulation for the Board of Supervisors at the 2026 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company.

I/We commit to taking full responsibility for the accuracy and truthfulness of the content in this document and the attached dossier.

Sincerely thank you!

..... 2026

Attached Documents:

1. Curriculum vitae of the candidate (in the Company's prescribed form, with photo attached);
2. Valid copy of the Citizen ID Card/ID Card/Passport of the candidate, along with an electronic notarized copy;
3. Copies of the candidate's degrees and professional certificates;
4. Written consent of the candidate to participate in the election;
5. Valid power of attorney (in case a shareholder authorizes another person to nominate);
6. Other documents as required by the Company.

SHAREHOLDER

(Signature, full name, and seal if any)

FORM 3: NOMINATION LETTER FOR BOARD OF SUPERVISORS MEMBER**For individual/organizational shareholders***(Attached Election regulation for members of the Board of Supervisors for the 2026 - 2031 term)***PICOMAT PLASTIC
JOINT STOCK COMPANY****THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness****NOMINATION LETTER FOR BOARD OF SUPERVISORS MEMBER
PICOMAT PLASTIC JOINT STOCK COMPANY
TERM: 2026 - 2031**

To: **ORGANIZING COMMITTEE OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY**

We are a group of shareholders of Picomat Plastic Joint Stock Company, including:

No.	Full name	ID Card/Citizen ID/Business Registration No.	Number of shares owned as of the record date of shareholders attending the meeting	Percentage of charter capital	Signature

Pursuant to the Law on Enterprises 2020, the Company Charter, the Election Regulations, and Announcement No. dated .../.../2026 of the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company, regarding the nomination and candidacy for the Board of Supervisors for the 2026 - 2031 term, we hereby nominate:

1.....

2.....

We confirm that the above-nominated individuals fully meet the eligibility requirements to be nominated as members of the Supervisory Board, as stipulated by the Law on Enterprises, the Company Charter, and the regulations on election of members of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company.

Additionally, we unanimously appoint:

Mr. (Ms):

ID Card/Citizen ID No.: Date of issue:Place of issue:

To act as the representative of the shareholder group to carry out the nomination procedures in accordance with the Regulations on nomination, self-nomination, and election of members of the Board of Supervisors.

We commit to taking full responsibility for the accuracy, truthfulness, and legality of this nomination.

Sincerely thank you!

Ha Noi, 2026

Attached Documents:

1. Curriculum vitae of the candidate (in the Company's prescribed form, with photo attached);
2. Valid copy of the Citizen ID Card/ID Card/Passport of the candidate, along with an electronic notarized copy;
3. Copies of the candidate's degrees and professional certificates;
4. Written consent of the candidate to participate in the election;
5. Valid power of attorney (in case a shareholder authorizes another person to nominate);
6. Confirmation of share ownership of the nominating shareholder or group of shareholders as of the record date;
7. Other documents as required by the Company.

Nominator/Group Representative

(Signature, full name, and seal if any)

FORM 4: CANDIDATE'S CURRICULUM VITAE

(Attached Additional Election regulation for members of the Board of Supervisors for the 2026 - 2031 term)

Paste 4x6 photo

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CURRICULUM VITAE

1. Full name:..... Gender:
2. Date of birth:.....
3. Place of birth:.....
4. ID/Citizen ID No.: Date of issue: Place of issue:
5. Nationality:..... Ethnicity:
6. Permanent address:
7. Current address:
8. Tel:..... Email address:
9. Educational background:
10. Studying process, professional training; certificates:

Period	Institution	Training major	Certificate

11. Work process:

Period	Workplace	Position

12. Legal violations (if any):
13. Ownership of securities by the candidate and affiliated person in organization *(Specify quantity and holding ratio)*
 - + Personal ownership: shares, representing% of charter capital.
 - + Representative ownership: shares, representing% of charter capital.

+ Ownership by affiliated person: shares, representing% of charter capital.

14. Current positions held (Including positions held at the Company and other organizations, if any):

Workplace	Position	Time in charge
		From...../.../..... to .../.../.....
		From...../.../..... to .../.../.....

15. Family relationships: (Parents; Siblings; In-laws; Spouse; Children)

Relationship	Full Name	ID/Citizen ID No., Date & Place of Issue	Permanent Address	Occupation	Work unit (if any)

16. Outstanding debts to the organization:

17. Remuneration and other benefits received from the organization:

18. Interests related to the organization's interests:

19. I hereby undertake:

+ All the above information is true. If any false information is found, I shall take full legal responsibility.

+ Have not violated any regulations regarding the nomination and self-nomination for the Board of Supervisors as per the Company's regulations and applicable laws.

+ Perform my duties honestly, prudently, and in the best interest of the Company if elected to be a member of the Board of Supervisors.

..... 2026

Company confirmation

APPLICANT



THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ha Noi, March 16th, 2026

LIST AND RELEVANT INFORMATION OF CANDIDATES FOR ELECTION TO THE BOARD OF SUPERVISORS TERM 2026 – 2031

Based on the applications for nomination to the position of Member of the Board of Supervisors of Picomat Plastic Joint Stock Company (“Company”) for the 2026–2031 term submitted by candidates to the Board of Directors (“BOD”), the Board of Directors has compiled the list and relevant information of the candidates to be included in the documents for the General Meeting of Shareholders to consider and elect as follows:

1. MS. DO THI HUONG

- Full Name: **DO THI HUONG**
- Date of Birth: 08/09/1999
- Permanent Address: Group 11, Long Bien Ward, Ha Noi
- Professional Qualification: Bachelor of Accounting
- Work process:

Period	Workplace	Position
May 2021 – Feb 2022	Legend Infrastructure Service and Technical Joint Stock Company	Internal Accountant
Apr 2022 – Apr 2025	Picomat Plastic Joint Stock Company	Member of the Board of Supervisors
Apr 2025 - Present	Picomat Plastic Joint Stock Company	Head of the Board of Supervisors

- Positions held at other organizations: None
- Number of shares currently held: 0 shares
- Related interests with the company and the related parties of the company: None
- Debts to the organization: None



- Conflicting interests with the company (if any): None

2. MS. NGUYEN THI THAO

- Full Name: **NGUYEN THI THAO**
- Date of birth: 20/02/1985
- Permanent Address: Skypark Residence Building, No. 3 Ton That Thuyet, Cau Giay Ward, Ha Noi
- Professional Qualification: Bachelor of Economics
- Work process:

Period	Workplace	Position
Mar 2008 – Jun 2008	Nam Cuong Group Co., Ltd	Human Resources & Administration Staff
Oct 2010 – Sep 2024	Thai Duong Group Joint Stock Company	General Affairs Staff
Dec 2023 – Present	Picomat Plastic Joint Stock Company	Human Resources & Administration Staff
Apr 2025 – Present	Picomat Plastic Joint Stock Company	Member of the Board of Supervisors

- Positions held at other organizations: None
- Number of shares currently held: 0 shares
- Related interests with the company and the related parties of the company: None
- Debts to the organization: None
- Conflicting interests with the company (if any): None

3. MS. DAM NGOC ANH

- Full Name: **DAM NGOC ANH**
- Date of birth: 22/03/2001
- Permanent Address: Thai Hoa Village, Tay Phuong Ward, Ha Noi
- Professional Qualification: Bachelor of Accounting
- Work process:

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Period	Workplace	Position
Oct 2023 – May 2024	Military Commercial Joint Stock Bank	Intern
May 2024 – Jun 2025	Van Tuong Trading Development Co., Ltd	General Accountant
Apr 2025 – Present	Picomat Plastic Joint Stock Company	Member of the Board of Supervisors
Jun 2025 – Present	Picomat Plastic Joint Stock Company	Sales Department Staff

- Positions held at other organizations: None
- Number of shares currently held: 0 shares
- Related interests with the company and the related parties of the company: None
- Debts to the organization: None
- Conflicting interests with the company (if any): None



PROPOSAL

Re: 2025 profit distribution plan

To: THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- The Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on 26/11/2019;
- Decree No. 155/2020/NĐ-CP dated 31/12/2020, of the Prime Minister, detailing the implementation of certain provisions of the Law on Securities;
- The Charter of Organization and Operation of Picomat Plastic Joint Stock Company;
- The Company's Audited Consolidated Financial Statements for the 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the proposed 2025 profit distribution plan, as follows:

No.	Indicators	Unit	Implementation plan
1	Undistributed profit after tax according to the 2025 Consolidated Financial Statements	VND	20.343.331.424
	Including:		
	- Accumulated profit from previous years	VND	1.301.653.818
	- Profit for 2025	VND	19.041.677.606
2	2025 Profit distribution plan (Expected)	VND	17.786.925.100
	- Dividend payment in shares (at a rate of 7% of Charter Capital)	VND	17.786.925.100
3	Expected remaining profit after dividend distribution	VND	2.556.406.324

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the above-mentioned profit distribution plan for 2025.

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Board of Management, Board of Supervisors, and Archived.

ON BEHALF OF THE BOARD OF DIRECTORS



DO THANH HAI

PROPOSAL

Re: Issuance of shares for 2025 dividend payment

**To: THE GENERAL MEETING OF SHAREHOLDERS PICOMAT PLASTIC
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 17/06/2020;*
- *The Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on 26/11/2019;*
- *Decree No. 155/2020/NĐ-CP dated 31/12/2020, of the Prime Minister, detailing the implementation of certain provisions of the Law on Securities;*
- *The Charter of Organization and Operation of Picomat Plastic Joint Stock Company.*

Based on the consolidated business results as of 31/12/2025, the Board of Directors (BOD) proposes a 2025 dividend payment in shares at a rate of 7% of the total outstanding shares at the time of issuance, estimated at 1.778.692 shares*, equivalent to 17.786.920.000 VND (Seventeen billion, seven hundred eighty-six million, nine hundred twenty thousand Vietnamese dong only).

Therefore, the Board of Directors of Picomat Plastic Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the following matters:

1. Approval of the share issuance plan for 2025 dividend payment (Attached issuance plan).
 - 1.1 Implementation timeline: In 2026, after obtaining approval from relevant regulatory authorities.
 - 1.2 Respectfully request that the General Meeting of Shareholders authorize the Board of Directors to amend and supplement the contents related to the issuance plan when requested by the management agency as prescribed (if any) in order to ensure that the share issuance is carried out in compliance with applicable laws and regulations.
2. Approval of amendments to Clause 1, Article 6 of the Company's Charter following the completion of issuing stocks, paying dividends for 2025. The General Meeting of Shareholders authorizes the Board of Directors to amend the relevant contents of the Company's Charter as mentioned above after the completion of the share issuance for the payment of the 2025 dividend.

The Board of Directors respectfully submits this matter to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- *As above;*
- *Board of Directors, Board of Management, Office.*

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

DO THANH HAI

* The number of shares to be issued has been rounded down to the nearest whole share..

PICOMAT PLASTIC JOINT STOCK COMPANY

Head Office: Cau Lieu Village, Tay Phuong Ward, Ha Noi

Representative office: 1st Floor, CT3B Building, No. 10 Thang Long Avenue, Tu Liem Ward,
Ha Noi

Tel: 024.6329.0555



**PLAN FOR STOCK ISSUANCE TO PAY DIVIDENDS
FOR 2025**

HA NOI, MARCH 2026



LEGAL BASIS FOR THE ISSUANCE

This stock issuance plan is presented at the 2026 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company. The plan is formulated based on:

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on 26/11/2019;
- Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020, issued by the Prime Minister, detailing the implementation of several provisions of the Law on Securities;
- Pursuant to the Charter of organization and operation of Picomat Plastic Joint Stock Company.

The Board of Directors respectfully submits this stock issuance plan for approval at the AGM to pay dividends for 2025 as follows:

1. Plan for stock issuance to pay dividends for 2025

Stock Name	: Stock of Picomat Plastic Joint Stock Company
Type of Stock	: Common Stock
Par Value	: 10.000 VND/share
Stock symbol	: PCH
Issuer	: Existing shareholders as per the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the last registration date for receiving dividends in shares.
Number of outstanding shares	: 25.409.893 shares
Issuance method	: Issuance by exercise of rights
Exercise rate (expected)	: 07% (100 : 7) (shareholders holding 100 shares will receive 07 dividend share)
Estimated number of shares to be issued	: 1.778.692 shares
Estimated total issuance value at par	: 17.786.920.000 VND
Source of issuance	: Undistributed profit after tax based on the Audited Consolidated Financial Statements of 2025
Expected increase in charter capital	: 17.786.920.000 VND
Issuance form	: Stock issuance to pay dividends for 2025
Rounding plan and handling of fractional shares plan (if any)	: The number of shares allocated to existing shareholders will be rounded down to the nearest unit, and any fractional shares (if any) will be canceled. Example: Shareholder A holds 1.025 shares. The estimated dividend shares received would be: 1,025 *

7% = 71,75 shares. Applying the rounding rule, Shareholder A will receive 71 shares, and the fractional 0,75 share will be canceled.

Expected issuance timeline	: The General Meeting of Shareholders authorizes the Board of Directors to determine the specific issuance time after approval by the General Meeting of Shareholders and the State Securities Commission.
Transfer restrictions on shares issued to pay dividends	: No restrictions
Distribution method	: For deposited securities: owners complete procedures to receive dividends at securities companies where depository accounts are opened. For unregistered securities: the owner completes the procedures to receive dividends at Picomat Plastic Joint Stock Company, Address: 1st Floor, CT3B Building, No. 10 Thang Long Avenue, Tu Liem Ward, Ha Noi on working days of the week. When receiving dividends, shareholders must present their ID card/Citizen ID card and Certificate of Share Ownership.
Registration, additional securities depository, additional transaction registration	: All newly issued shares for dividends will be registered for additional depository at the Vietnam Securities Depository and Clearing Corporation (VSDC) and listed for additional trading on the Ha Noi Stock Exchange following legal regulations.



2. Authorize the Board of Directors to carry out related work to complete the issuance of shares to pay dividends to shareholders.

- The General meeting of shareholders authorizes the Board of Directors and/or the Chairman of the Board of Directors to execute and complete all necessary procedures related to the stock issuance plan as outlined in Section 1, including but not limited to:
 - i. Selecting the issuance timing in 2026, completing necessary procedures for implementation, making amendments as required, and preparing related documents for approval by the competent authority for capital increase. The Board of Directors will report the capital increase at the next General meeting of shareholders;
 - ii. Completing necessary procedures for amending the company's business registration to reflect the charter capital increase, updating the Company Charter accordingly after increasing the charter capital, and reporting the results at the next General meeting of shareholders;
 - iii. Executing necessary procedures for securities depository, additional stock registration, and updating the Securities Registration Certificate at the Vietnam Securities Depository and Clearing Corporation, as well as listing the additional shares on the Ha Noi Stock Exchange;

iv. Other relevant matters related to the issuance plan.

The Board of Directors respectfully submitted for consideration and approval of the Annual General Meeting of Shareholders.

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Archived.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



DO THANH HAI



Ha Noi, March 16th, 2026

PROPOSAL

Re: Approval of the Change of the Company Name

To: THE GENERAL MEETING OF SHAREHOLDERS OF PICOMAT PLASTIC JOINT STOCK COMPANY

Căn cứ:

- The Law on Enterprises No. 59/2020/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Law amending and supplementing a number of articles of the Law on Enterprises dated 17/6/2025;
- The Law on Securities No. 54/2019/QH14 by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019;
- The Charter of Picomat Plastic Joint Stock Company;
- The Company's development orientation and expansion of business activities in the coming period.

During its operation, Picomat Plastic Joint Stock Company has gradually developed in the field of manufacturing and trading interior materials. In order to better align with the Company's development orientation and business scope in the coming period, the Board of Directors has reviewed and agreed to submit to the General Meeting of Shareholders for consideration the change of the Company name. This change aims to ensure that the Company name better reflects its development orientation and the Picomat brand in the new stage.

On such basis, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following contents:

1. Approval of the Company name after the change

- Company name written in Vietnamese: Picomat Holding Joint Stock Company
- Company name written in a foreign language: **Picomat Holding Joint Stock Company**
- Abbreviated name: **Picomat**

2. Implementation

The General Meeting of Shareholders authorizes the Board of Directors and the Legal Representative of the Company to organize and implement the change of the Company name in accordance with the law, including but not limited to the following tasks:

- a) The General Meeting of Shareholders authorizes the Carrying out procedures for registration of the change of the Company's name with competent state authorities;
- b) Adjusting and updating the Company's name on the seal, licenses, legal documents, bank accounts, contracts, transaction documents, and other relevant documents of the Company;
- c) Performing other necessary tasks to complete the change of the Company name in accordance with the law.

3. Amendment to the Company Charter



- 3.1. After completing the procedures for registering the change of the Company name with the competent state authorities, the General Meeting of Shareholders authorizes the Board of Directors to amend Clause 1, Article 2 of the Company Charter in order to update the Company name in accordance with the content approved by the General Meeting of Shareholders.
- 3.2. Pursuant to Resolution No. 76/2025/UBTVQH15 of the Standing Committee of the National Assembly regarding the reorganization of administrative units in 2025 and Resolution No. 1656/NQ-UBTVQH15 regarding the reorganization of commune-level administrative units of Ha Noi in 2025, the address of the Company's head office has been adjusted in accordance with the change in administrative boundaries and has been updated by the business registration authority on the Business Registration Certificate dated 19/08/2025. The General Meeting of Shareholders authorizes the Board of Directors to update and amend Clause 3, Article 2 of the Company Charter to ensure that the Charter reflects the head office address information as recorded by the competent state authority.

The Board of Directors respectfully submits this Proposal to the 2026 Annual General Meeting of Shareholders for consideration, discussion, and approval.

Respectfully submitted./.

Recipients:

- *As above;*
- *Board of Directors, Board of Management, Office.*

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

DO THANH HAI

No: 10/2026/TTr-HDQT

Ha Noi, March 16th, 2026

PROPOSAL

*V Re: Adjustment of the Company's Business Lines and Amendment and Supplement to the
Company Charter*

**To: THE GENERAL MEETING OF SHAREHOLDERS OF PICOMAT PLASTIC JOINT
STOCK COMPANY**

Căn cứ:

- *The Law on Enterprises No. 59/2020/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;*
- *Law amending and supplementing a number of articles of the Law on Enterprises dated 17/6/2025;*
- *The Law on Securities No. 54/2019/QH14 by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019;*
- *The Charter of Picomat Plastic Joint Stock Company;*
The Company's operational situation and practical development.

In order to ensure that the Company's registered business lines are more aligned with its actual operational orientation at the present stage, the Board of Directors has conducted a comprehensive review of all registered business lines of the Company.

On that basis, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the adjustment of the Company's business lines, including: removal of certain business lines that are no longer appropriate; amendment of the detailed description of certain business lines in accordance with current regulations; and addition of several new business lines to meet operational needs in the coming period. At the same time, the Company Charter will be amended and supplemented accordingly to reflect these changes, specifically as follows:

**1. Approval of the removal of the following business lines from the Company's
registered business lines**

No.	Business line	Business line code
1	Wholesale of other household products Details: Excluding pharmaceuticals and items prohibited by the State	4649



No.	Business line	Business line code
2	Retail sale of food, beverages and tobacco products via stalls or markets	4781
3	Wholesale of agricultural raw materials (except wood, bamboo) and live animals	4620
4	Wholesale of food	4632
5	Wholesale of computers, computer peripheral equipment and software	4651
6	Wholesale of electronic and telecommunications equipment and parts	4652
7	Wholesale of other machinery and equipment	4659
8	Wholesale of solid, liquid and gaseous fuels and related products	4661
9	Non-specialized wholesale trade	4690
10	Other retail sale in non-specialized stores	4719
11	Retail sale of food in specialized stores	4721
12	Retail sale of food products in specialized stores	4722
13	Retail sale of automotive fuel in specialized stores	4730
14	Retail sale of computers, peripheral units, software and telecommunications equipment in specialized stores	4741
15	Retail sale of audio and video equipment in specialized stores	4742
16	Retail sale of pharmaceutical and medical goods, cosmetic and toilet articles in specialized stores	4772
17	Other retail sale of new goods in specialized stores	4773
18	Retail sale of second-hand goods in specialized stores	4774
19	Retail sale of information and communications equipment via stalls or markets	4783
20	Retail sale of cultural and recreation goods via stalls or markets	4785
21	Retail sale of other goods via stalls or markets	4789
22	Retail sale via mail order houses or via Internet	4791
23	Other retail sale not in stores, stalls or markets	4799
24	Temporary employment agency activities	7820
25	Construction of electrical works	4221
26	Other transportation support activities	5229
27	Commission agents, brokers and auction agents Detail: Goods sales agency	4610
28	Construction of hydraulic structures	4291
29	Site preparation	4312

No.	Business line	Business line code
30	Retail sale of hardware, paints, glass and other construction installation equipment in specialized stores Details: Retail sale of hardware, paints, colors, and varnishes in specialized stores.	4752
31	Other specialized wholesale n.e.c Details: Wholesale of other chemicals (excluding agricultural chemicals).	4669
32	Wholesale of construction materials and other installation supplies Details: Wholesale of hardware Wholesale of tiles and sanitary ware Wholesale of paints and varnishes Wholesale of building glass Wholesale of building bricks, tiles, stone, sand, and gravel Wholesale of cement	4663
33	Wholesale of metals and metal ores Details: Wholesale of iron and steel	4662
34	Real estate consultancy and brokerage and auctioning, land use right auctioning Details: - Real estate management services; - Real estate consulting services; (Article 3 of the Law on Real Estate Business No. 66/2014/QH13) real estate brokerage services;	6820
35	Retail sale of electrical household appliances, furniture and the like, lighting equipment and other household articles n.e.c in specialized stores	4759
36	Retail sale of sporting equipment in specialized stores	4763
37	Retail sale of games and toys in specialized stores	4764
38	Retail sale of clothing, footwear, leather articles and imitation leather in specialized stores	4771
39	Retail sale via stalls or markets of textiles, clothing and footwear	4782
40	Management consultancy activities	7020
41	Industrial cleaning activities and specialized cleaning activities for	8129

No.	Business line	Business line code
	buildings	
42	Landscape care and maintenance service activities	8130
43	Combined office administrative service activities	8211
44	Educational support activities	8560
45	Other amusement and recreation activities n.e.c.	9329
46	Steambath, massage and health improvement services (excluding except sports activities)	9610
47	Retail sale of other household equipment via stalls or markets	4784
48	Wholesale of small cars (with 9 or fewer seats) (excluding auction activities)	4511
49	Retail sale of small cars (with 9 or fewer seats)	4512
50	Activities of commission agents for motor vehicles and other motor vehicles (excluding auction activities)	4513
51	Maintenance and repair of motor vehicles and other motor vehicles	4520
52	Sale of parts and accessories for motor vehicles and other motor vehicles (excluding auction activities)	4530
53	Sale of parts and accessories for motor vehicles and other motor vehicles (excluding auction activities)	4541
54	Maintenance and repair of motorcycles	4542
55	Sale of motorcycle parts and accessorie (excluding auction activities)	4543
56	Retail sale of beverages in specialized stores	4723
57	Retail sale of textiles, knitting yarn, sewing thread and other fabrics in specialized stores	4751
58	Retail sale of carpets, rugs, wall and floor coverings in specialized stores	4753
59	Renting of video tapes and disks	7722
60	Photocopying, document preparation and other specialized office support activities	8219
61	Repair of computers and peripheral equipment	9511
62	Repair of communication equipment	9512
63	Repair of audiovisual and consumer electronics	9521
64	Repair of household appliances and goods	9522
65	Repair of footwear and leather goods	9523
66	Repair of furniture and home furnishings	9524
67	Repair of bicycles, watches, clocks and other personal and household goods n.e.c	9529

No.	Business line	Business line code
68	Washing and (dry-) cleaning of textile and fur products	9620
69	Wedding service activities	9633
70	Other remaining personal service activities n.e.c	9639
71	Wholesale of textiles, clothing and footwear	4641
72	Research and experimental development on engineering and technology	7212
73	Research and experimental development on agricultural sciences	7214
74	Research and experimental development on humanities	7222
75	Renting and leasing of other personal and household goods	7729
76	Renting and leasing of other machinery, equipment and tangible goods without operator	7730
77	General cleaning of buildings	8121
78	Activities of call centres	8220
79	Organization of conventions and trade shows	8230
80	Packaging activities	8292
81	Construction of railways	4211
82	Construction of water supply and drainage works	4222
83	Construction of telecommunications and communication constructions	4223
84	Specialized design activities	7410
85	Other passenger land transport	4932
86	Urban and suburban passenger land transport (except transport via buses)	4931
87	Service activities incidental to land transportation	5225
88	Inland freight water transport	5022

2. Approval of the supplement of the following business lines to the Company's registered business lines:

No.	Business Line	Business Line Code
1	Hotels and similar accommodation services	5510
2	Other short-term accommodation activities	5520
3	Restaurants and mobile food service activities Details: Restaurants, eateries, food and beverage establishments	5610

No.	Business Line	Business Line Code
	(excluding fast-food chain restaurants)	
4	Event catering and other occasional food service activities	5621
5	Other food service activities	5629
6	Beverage serving activities (Excluding bars and pubs)	5630
7	Retail sale of beverages Details: Excluding retail sales at bars, karaoke lounges and dancing refreshment venues	4723
8	Retail sale of hardware, paints, glass and other construction installation equipment in specialized stores Details: - Retail sale of hardware - Retail sale of paints, colors, and varnishes.	4752
9	Other specialized wholesale not elsewhere classified Details: Wholesale of other chemicals (excluding those used in agriculture and exercising export, import, and distribution rights for goods on the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import, or distribute)	4679
10	Wholesale of construction materials and installation equipment Details: - Wholesale of hardware; - Wholesale of paints and varnishes; - Wholesale of tiles and sanitary ware; - Wholesale of cement; - Wholesale of building bricks, roof tiles, stone, sand, and gravel; - Wholesale of building glass. (Excluding the right to export, import, and distribute goods listed in the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import, or distribute)	4673
11	Wholesale of metals and metal ores Details: Wholesale of iron and steel	4672
12	Other real estate activities on a fee or contract basis Details:	6829

No.	Business Line	Business Line Code
	- Real estate consultancy and property management services in accordance with Articles 66 and 67 of the Law on Real Estate Business 2023; (Excluding property auction services)	
13	Retail sale of electrical household appliances, furniture and the like, lighting equipment and other household articles n.e.c in specialized stores (excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to exercise export rights, import rights, and distribution rights)	4759
14	Retail sale of sporting equipment	4762
15	Retail sale of games and toys	4763
16	Retail sale of clothing, footwear, leather articles and imitation leather	4771
17	Retail sale of textiles, knitting yarn, sewing thread and other fabrics	4751
18	Business management consultancy and other management consultancy activities	7020
19	Other cleaning services	8129
20	Landscape service activities	8130
21	Office administrative and support activities	8210
22	Other educational support activities	8569
23	Other amusement and recreation activities	9329
24	Spa and sauna services	9623

3. Approval of amendments to detailed descriptions of certain business lines

No.	Business Line	Business Line Code
1	Other business support service activities not elsewhere classified Import and export of goods traded by the Company (Excluding goods prohibited by the State and the right to export, import, and distribute goods listed in the List of Goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import, or distribute.)	8299

No.	Business Line	Business Line Code
2	<p>Real estate business, land use rights belonging to the owner, user or lessee.</p> <p>Details: Real estate business (Clause 1, Article 3 of the 2023 Law on Real Estate Business)</p>	6810
3	<p>Wholesale of agricultural machinery, equipment and spare parts</p> <p>(Excluding exercising export rights, import rights, and distribution rights for goods on the List of Goods for Foreign Investors, economic organizations with foreign investment capital are not allowed to exercise export rights, import rights, or distribution rights.)</p>	4653
4	<p>Advertising</p> <p>(Excluding products, goods, and services prohibited from advertising)</p>	7310
5	<p>Architectural and related technical consultancy activities</p> <p>Details:</p> <ul style="list-style-type: none"> - Architectural design of buildings; - Structural design of civil and industrial buildings; - Mechanical and electrical design of buildings; - Water supply and drainage design of buildings; - Design of transportation infrastructure; design of agricultural and rural development projects; design of technical infrastructure projects. - Construction supervision including: <ul style="list-style-type: none"> + Supervision of civil and industrial construction and technical infrastructure projects; + Supervision of transportation construction projects; + Supervision of agricultural and rural development projects. - Supervision of equipment installation in buildings - Bidding consultancy; - Construction investment project management consultancy. 	7110

4. Approval of the authorization to the Company's Legal Representative to implement procedures related to the adjustment of the Company's business lines, including but not limited to the following tasks:
- a. Carrying out procedures for notification of changes to the enterprise registration contents with the competent state authorities in accordance with the law;
 - b. Adjusting the detailed description of business lines within the scope of the industry codes approved by the General Meeting of Shareholders in this Proposal, ensuring compliance with legal regulations and requirements of the competent authorities;
 - c. In the event that the business registration authority requires the adjustment or standardization of industry codes or descriptions of business lines to comply with the Vietnam Standard Industrial Classification under Decision No. 36/2025/QĐ-TTg dated 29/09/2025 of the Prime Minister, or other relevant legal regulations, the Company's Legal Representative shall be authorized to proactively make corresponding adjustments and updates to the industry codes and descriptions of business lines, provided that such adjustments do not change the nature of the business lines already approved by the General Meeting of Shareholders;
 - d. Performing other related tasks necessary to complete the procedures for adjusting the Company's business lines in accordance with the law.
5. Upon completion of the procedures for registering the adjustment of the Company's business lines with the competent state authorities, the General Meeting of Shareholders authorizes the Board of Directors to amend and supplement Clause 1, Article 4 of the Company Charter in order to update the list of business lines in accordance with the changes approved by the General Meeting of Shareholders.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Board of Management, Office.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



DO THANH HAI



Voting Form

AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

SHAREHOLDER'S ATTENDANCE CODE
--

FULL NAME OF SHAREHOLDER/SHAREHOLDER REPRESENTATIVE:.....

.....

NUMBER OF SHARES OWNED:..... SHARES

NUMBER OF SHARES AUTHORIZED:..... SHARES

TOTAL NUMBER OF VOTING FORMS ¹:.....

Ha Noi,, 2026

SHAREHOLDER/SHAREHOLDER REPRESENTATIVE
(SIGNATURE AND FULL NAME)

¹ Each (common) share corresponds to one voting right;

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY**



VOTING CARD

Shareholder's full name:

Shareholder code:

Address:

Citizen ID card/Passport No.: Date of issue: Place of issue:

Number of voting shares *:

VOTING CONTENTS:

Choose to agree with all voting items (tick here) ☐

1. Approval of the Report of the Board of Directors

☐ Agree

☐ Disagree

☐ No opinion

2. Report on the implementation results of matters assigned/authorized by the 2025 Annual General Meeting of Shareholders

☐ Agree

☐ Disagree

☐ No opinion

3. Approval of the Assessment Report of the Independent Member of the Board of Directors

☐ Agree

☐ Disagree

☐ No opinion

4. Approval of the Report of the Board of Supervisors

☐ Agree

☐ Disagree

☐ No opinion

5. Approval of the content of the Proposal No. 01/2026/TTr-HĐQT re: Audited Financial Statements for 2025

☐ Agree

☐ Disagree

☐ No opinion

6. Approval of the content of the Proposal No. 02/2026/TTr-HĐQT re: Business results of 2025 and business plan for 2026

☐ Agree

☐ Disagree

☐ No opinion

7. Approval of the content of the Proposal No. 03/2026/TTr-HĐQT re: Selecting an independent auditing for financial year 2026

* This includes the number of shares owned and the number of shares authorized..

☐ Agree ☐ Disagree ☐ No opinion

8. Approval of the content of the Proposal No. 04/2026/TTr-HĐQT-BKS re: Salaries and Remuneration of the Board of Directors, the Board of Supervisors for 2025 and the Plan for 2026

☐ Agree ☐ Disagree ☐ No opinion

9. Approval of the content of the Proposal No. 05/2026/TTr-HĐQT re: Signing and executing contracts and transactions with related party which is subsidiary company

☐ Agree ☐ Disagree ☐ No opinion

10. Approval of the content of the Proposal No. 06/2026/TTr-HĐQT re: Election of members of the Board of Supervisors for the 2026-2031 term

☐ Agree ☐ Disagree ☐ No opinion

11. Approval of the content of the Proposal No. 07/2026/TTr-HĐQT re: 2025 profit distribution plan

☐ Agree ☐ Disagree ☐ No opinion

12. Approval of the content of the Proposal No. 08/2026/TTr-HĐQT re: Issuance of shares for 2025 dividend payment

☐ Agree ☐ Disagree ☐ No opinion

13. Approval of the content of the Proposal No. 09/2026/TTr-HĐQT re: Approval of the Change of the Company Name

☐ Agree ☐ Disagree ☐ No opinion

14. Approval of the content of the Proposal No. 10/2026/TTr-HĐQT re: Adjustment of the Company's Business Lines and Amendment and Supplement to the Company Charter

☐ Agree ☐ Disagree ☐ No opinion

..... 2026

Signature of Shareholder
(Or authorized representative)
(Signature, full name)

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK

BALLOT



ELECTION OF BOARD OF SUPERVISORS MEMBERS
TERM 2026 - 2031

SHAREHOLDER:

ATTENDANCE CODE:

NUMBER OF SHARES REPRESENTED/OWNED:

NUMBER OF SHARES AUTHORIZED:

TOTAL SHARES (*):

TOTAL VOTES (- (*) x 3):

Respectfully request that shareholders vote by recording the number of votes for each candidate in the "Number of votes" column.

List of candidates for the Board of Supervisors

No.	Candidate's Name	Number of Votes
1		
2		
3		
	Total	

Note: The total number of votes cast for all candidates must not exceed the total votes of the shareholder.

Shareholder/Authorized representative
Signature and full name

Số: 01/2026/NQ-ĐHĐCĐ

Thai Nguyen, April 13th, 2026

DRAFT

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020, and its amendments and guiding documents;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019, and its amendments and guiding documents;*
- *Decree No. 155/2020/NĐ-CP dated 31/12/2020, detailing certain provisions of the Law on Securities;*
- *The Charter of Picomat Plastic Joint Stock Company;*
- *The meeting minutes of the Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company No. 01/2026/BB-ĐHĐCĐ dated 13/04/2026.*

RESOLVE:

Article 1: Approval of Board of Directors Report

The detailed content of the report is attached to this Resolution.

Article 2: Report on the implementation results of matters assigned/authorized by the 2025 Annual General Meeting of Shareholders

The detailed content of the report is attached to this Resolution.

Article 3: Approval of the Assessment Report of the Independent Member of the Board of Directors

The detailed content of the report is attached to this Resolution.

Article 4: Approval of the Report of the Board of Supervisors

The detailed content of the report is attached to this Resolution.

Article 5: Approval of the content of the Proposal No. 01/2026/TTr-HĐQT re: Audited Financial Statements for 2025

The General Meeting of Shareholders unanimously approved the separate and consolidated audited financial statements for 2025, audited by the Branch of Moore AISC Auditing and Informatic Services Company Limited.

Article 6: Approval of the content of the Proposal No. 02/2026/TTr-HDQT re: Business results of 2025 and business plan for 2026

1. Business performance results in 2025

** Results of business operations in 2025 are as follows:*

Unit: VND

No.	Indicators	2024	2025	Increase/Decrease Rate (%)
1	Total sales revenue	195.093.628.708	146.333.931.341	-24,99%
2	Profit before tax	17.314.275.712	25.686.917.491	48,36%
3	Profit after tax	12.857.134.636	19.753.595.110	53,64%
4	Total assets	283.620.919.180	296.701.972.858	4,61%

In 2025, Total sales revenue reached 146,3 billion VND, representing a decrease of 24,99% compared with 2024. This decrease is mainly due to a decline in revenue from the PVC powder trading segment compared to the previous year. However, profit before tax amounted to approximately 25,7 billion VND, an increase of 48,36%, and profit after tax reached nearly 19,75 billion VND, up 53,64%, demonstrating significantly improved operational efficiency. Total assets as of 31/12/2025 reached 296,70 billion VND, an increase of 4,61% compared to the previous year.

** Implementation actual progress against the 2025 plan*

Unit: VND

No.	Indicators	Plan	Actual	Percentage compared to plan (%)
1	Total sales revenue	210.700.000.000	146.333.931.341	69,45%
2	Charter capital	254.099.622.000	254.098.930.000	100%

No.	Indicators	Plan	Actual	Percentage compared to plan (%)
3	Profit before tax	18.700.000.000	25.686.917.491	137,36%
4	Profit after tax	13.800.000.000	19.753.595.110	143,14%

Compared with the 2025 plan approved by the General Meeting of Shareholders, the actual revenue did not meet the targeted level. However, profit indicators significantly exceeded the planned indicators. This result indicates that the Company proactively implemented flexible management measures, effectively controlled costs in its production and business activities, and efficiently generated income from financial investment activities, thereby contributing to a notable improvement in profit during the year.

2. Business plan for 2026

Based on an assessment of the opportunities and challenges in 2026, as well as the Company's development orientation for the year, the Board of Directors has determined the key indicators of the 2026 business plan as follows:

Unit: VND

No.	Indicators	2025	Plan for 2026
1	Total sales revenue	146.333.931.341	152.500.000.000
2	Profit before tax	25.686.917.491	20.625.000.000
3	Profit after corporate income tax	19.753.595.110	16.500.000.000
4	Charter capital	254.098.930.000	271.885.855.100
5	Dividend	5%	6%

Article 7: Approval of the content of the Proposal No. 03/2026/TTr-HĐQT re: Selecting an independent auditing for financial year 2026

The General Meeting of Shareholders unanimously approve the selection of Branch of Moore AISC Auditing and Informatic Services Company Limited (hereinafter referred to as "Moore AISC") as the auditing firm to conduct the audit of the Company's 2026 annual financial statements and the review of the 2026 semi-annual financial statements.

In the event that Moore AISC is unable to provide auditing services due to objective reasons, or the parties cannot reach an agreement on the scope of work, service fees, contractual conditions, or if at the time of signing the contract the firm does not meet the legal requirements, the Board of Directors respectfully requests that the General Meeting of Shareholders authorize the Board of Directors to proactively select another independent audit company from the list of auditing organizations approved by the State Securities Commission for 2026, in accordance with applicable regulations, to perform the audit of the Company's annual financial statements and the review of the semi-annual financial statements for 2026.

Article 8: Approval of the content of the Proposal No. 04/2026/TTr-HDQT-BKS re: Salaries and Remuneration of the Board of Directors, the Board of Supervisors for 2025 and the Plan for 2026

The General Meeting unanimously approved the Report on Salaries and Remuneration of the Board of Directors, Board of Supervisors, and other managers for 2025, and the Remuneration Plan for the Board of Directors and Board of Supervisors for 2026

1. Report on salaries and remuneration of the Board of Directors, Board of Supervisors, and other managers in 2025

1.1. Number of members in the Board of Directors and Board of Supervisors

- Board of Directors members: 05 people.
- Board of Supervisors members: 03 people.

1.2. Status of payment of salaries, remuneration and income in 2025 for the Board of Directors, Board of Supervisors and other managers of the Company

Tổng chi trả cho HĐQT, BKS và Người quản lý khác của Công ty trong năm 2025 như sau:

No.	Content	2025 Plan	2025 Actual	Note
1	Total salaries, bonuses/remuneration for the Board of Directors members	500.000.000	108.000.000	Actual payment is remuneration
2	Total salaries, bonuses/remuneration for Board of Supervisors members	400.000.000	215.383.005	Including Board of Supervisors remuneration and salaries under labor contracts for Board of Supervisors members concurrently performing professional duties
3	Total salary/bonus of the General Director	-	434.246.106	According to the labor contract

4	Total salaries/bonuses of other managers	-	560.847.331	According to the labor contract
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Remuneration for members of the Board of Directors is paid within the total remuneration approved by the General Meeting of Shareholders. Salaries of Board of Supervisors members concurrently performing professional duties at the Company are paid in accordance with labor contracts signed with the Company and are independent from the remuneration for their positions as Board of Supervisors members. Salaries and bonuses of the General Director and other managers are paid based on labor contracts and/or decisions of the competent authority, taking into account the actual term of office and performance results during the year.

2. Remuneration Plan for the Board of Directors and Board of Supervisors in 2026

Based on the actual situation and the production and business plan indicators for 2026, the Board of Directors would like to submit to the General Meeting of Shareholders for approval the total remuneration fund of the Board of Directors and the Board of Supervisors of the Company in 2026 as follows:

- Total remuneration for Board of Directors members: 500.000.000 VND/year.
- Total remuneration for Board of Supervisors members: 400.000.000 VND/year.

The Board of Directors proposes that the General Meeting of Shareholders authorize the Chairman of the Board of Directors to decide on specific remuneration levels for members of the Board of Directors and assign the Head of the Board of Supervisors to decide on specific salary/remuneration levels for members of the Board of Supervisors within the total remuneration levels mentioned above.

Article 9: Approval of the content of the Proposal No. 05/2026/TTr-HĐQT re: Signing and executing contracts and transactions with related party which is subsidiary company

The General Meeting unanimously approved

1. Approve the contents of the Principle Contract signed between Picomat Plastic Joint Stock Company and Hai Dang Material Joint Stock Company regarding transactions for the purchase and sale of goods, product processing, and other related commercial transactions serving the Company's production and business activities.
2. Transaction value: The total value of transactions under the Principle Contract during the approved period shall not exceed 300.000.000.000 VND (Three hundred billion VND).
3. Transaction approval period: From 01/07/2026 to 30/06/2027.
4. Authorization for implementation: The Board of Directors respectfully proposes that the General Meeting of Shareholders authorize the Board of Directors to decide, direct and supervise the signing and implementation of the above-mentioned transactions to ensure

they are consistent with the Company's production and business needs and comply with applicable laws and the Company Charter.

Article 10: Approval of the content of the Proposal No. 06/2026/TTr-HĐQT re: Election of members of the Board of Supervisors for the 2026-2031 term

The detailed content of the report is attached to this Resolution.

Article 11: Approval of the content of the Proposal No. 07/2026/TTr-HĐQT re: 2025 profit distribution plan

The General Meeting unanimously approved 2025 profit distribution plan, details as following:

No.	Indicators	Unit	Implementation plan
1	Undistributed profit after tax according to the 2025 Consolidated Financial Statements	VND	20.343.331.424
	Including:	VND	
	- Accumulated profit from previous years		1.301.653.818
	- Profit for 2025	VND	19.041.677.606
2	2025 Profit distribution plan (Expected)	VND	17.786.925.100
	- Dividend payment in shares (at a rate of 7% of Charter Capital)	VND	17.786.925.100
3	Expected remaining profit after dividend distribution	VND	2.556.406.324

Article 12: Approval of the content of the Proposal No. 08/2026/TTr-HĐQT re: Issuance of shares for 2025 dividend payment

The General Meeting unanimously approved the Company's dividend payment for 2025 with the following details:

I. Plan for stock issuance to pay dividends for 2025

Stock Name : Stock of Picomat Plastic Joint Stock Company

Type of Stock : Common Stock

Par Value : 10.000 VND/share

Stock symbol : PCH

Issuer : Existing shareholders as per the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the last registration

date for receiving dividends in shares.

Number of outstanding shares	: 25.409.893 shares
Issuance method	: Issuance by exercise of rights
Exercise rate (expected)	: 07% (100 : 7) (shareholders holding 100 shares will receive 07 dividend share)
Estimated number of shares to be issued	: 1.778.692 shares
Estimated total issuance value at par	: 17.786.920.000 VND
Source of issuance	: Undistributed profit after tax based on the Audited Consolidated Financial Statements of 2025
Expected increase in charter capital	: 17.786.920.000 VND
Issuance form	: Stock issuance to pay dividends for 2025
Rounding plan and handling of fractional shares plan (if any)	<p>: The number of shares allocated to existing shareholders will be rounded down to the nearest unit, and any fractional shares (if any) will be canceled.</p> <p>Example: Shareholder A holds 1.025 shares. The estimated dividend shares received would be: $1,025 * 7\% = 71,75$ shares. Applying the rounding rule, Shareholder A will receive 71 shares, and the fractional 0,75 share will be canceled.</p>
Expected issuance timeline	: The General Meeting of Shareholders authorizes the Board of Directors to determine the specific issuance time after approval by the General Meeting of Shareholders and the State Securities Commission.
Transfer restrictions on shares issued to pay dividends	: No restrictions
Distribution method	<p>: For deposited securities: owners complete procedures to receive dividends at securities companies where depository accounts are opened.</p> <p>For unregistered securities: the owner completes the procedures to receive dividends at Picomat Plastic</p>

Joint Stock Company, Address: 1st Floor, CT3B Building, No. 10 Thang Long Avenue, Tu Liem Ward, Ha Noi on working days of the week. When receiving dividends, shareholders must present their ID card/Citizen ID card and Certificate of Share Ownership.

Registration, additional securities : All newly issued shares for dividends will be registered
depository, additional transaction for additional depository at the Vietnam Securities
registration Depository and Clearing Corporation (VSDC) and listed for additional trading on the Ha Noi Stock Exchange following legal regulations.

1. Authorize the Board of Directors to carry out related work to complete the issuance of shares to pay dividends to shareholders

- The General meeting of shareholders authorizes the Board of Directors and/or the Chairman of the Board of Directors to execute and complete all necessary procedures related to the stock issuance plan as outlined in Section 1, including but not limited to:
 - i. i. Selecting the issuance timing in 2026, completing necessary procedures for implementation, making amendments as required, and preparing related documents for approval by the competent authority for capital increase. The Board of Directors will report the capital increase at the next General meeting of shareholders;
 - ii. ii. Completing necessary procedures for amending the company's business registration to reflect the charter capital increase, updating the Company Charter accordingly after increasing the charter capital, and reporting the results at the next General meeting of shareholders;
 - iii. Executing necessary procedures for securities depository, additional stock registration, and updating the Securities Registration Certificate at the Vietnam Securities Depository and Clearing Corporation, as well as listing the additional shares on the Ha Noi Stock Exchange;
 - iv. Other relevant matters related to the issuance plan.

II. Implementation timeline: In 2026, after obtaining approval from relevant regulatory authorities.

III. Approval of amendments to Clause 1, Article 6 of the Company's Charter following the completion of issuing stocks, paying dividends for 2025. The General Meeting of Shareholders authorizes the Board of Directors to amend the relevant contents of the Company's Charter as mentioned above after the completion of the share issuance for the payment of the 2025 dividend.

Article 13: Approval of the content of the Proposal No. 09/2026/TTr-HĐQT re: Approval of the Change of the Company Name

The General Meeting unanimously approved the Change of the Company Name with the following details

1. Approval of the Company name after the change

- Company name written in Vietnamese: **Picomat Holding Joint Stock Company**
- Company name written in a foreign language: **Picomat Holding Joint Stock Company**
- Abbreviated name: **Picomat**

2. Implementation

The General Meeting of Shareholders authorizes the Board of Directors and the Legal Representative of the Company to organize and implement the change of the Company name in accordance with the law, including but not limited to the following tasks:

- a) The General Meeting of Shareholders authorizes the Carrying out procedures for registration of the change of the Company's name with competent state authorities;
- b) Adjusting and updating the Company's name on the seal, licenses, legal documents, bank accounts, contracts, transaction documents, and other relevant documents of the Company;
- c) Performing other necessary tasks to complete the change of the Company name in accordance with the law.

3. Amendment to the Company Charter

3.1. After completing the procedures for registering the change of the Company name with the competent state authorities, the General Meeting of Shareholders authorizes the Board of Directors to amend Clause 1, Article 2 of the Company Charter in order to update the Company name in accordance with the content approved by the General Meeting of Shareholders.

3.2. Pursuant to Resolution No. 76/2025/UBTVQH15 of the Standing Committee of the National Assembly regarding the reorganization of administrative units in 2025 and Resolution No. 1656/NQ-UBTVQH15 regarding the reorganization of commune-level administrative units of Ha Noi in 2025, the address of the Company's head office has been adjusted in accordance with the change in administrative boundaries and has been updated by the business registration authority on the Business Registration Certificate dated 19/08/2025. The General Meeting of Shareholders authorizes the Board of Directors to update and amend Clause 3, Article 2 of the Company Charter to ensure that the Charter reflects the head office address information as recorded by the competent state authority.

Article 14: Approval of the content of the Proposal No. 10/2026/TTr-HĐQT re: Adjustment of the Company's Business Lines and Amendment and Supplement to the Company Charter
The detailed content of the report is attached to this Resolution.

Article 15: Approval of the election results for members of the Board of Supervisors for the 2026 - 2031 term

The General Meeting of Shareholders unanimously approved the election results for 3 members of the Board of Supervisors for the 2026 - 2031 term (*information provided attached*).
Specific details:

No.	Full Name	ID card/Citizen ID card No.	Elected position
1			
2			
3			

Article 16: Effectiveness

This Resolution has been approved by the General Meeting of Shareholders and shall take effect from the date of signing. The General Meeting of Shareholders authorizes the Board of Directors to develop specific plans and tasks for directing and organizing the implementation of this Resolution../.

Recipients:

- Board of Directors, Board of Supervisors, Board of Management;
- Archived.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS**

CHAIRMAN OF THE MEETING

DO THANH HAI