



**NHỰA TIỀN PHONG**



**1960 - 2025**

***Flow Of Aspiration***







**2025**  
**ANNUAL**  
**REPORT**

**2025  
ANNUAL  
REPORT**

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# LIST OF ABBREVIATIONS

NTP	Tien Phong Plastic Joint Stock Company
JS	Joint Stock
LLC	Limited Liability Company
GMS	General Meeting of Shareholders
BOD	Board of Directors
AC	Audit Committee
BOM	Board of Management
SSC	State Securities Commission of Vietnam
HNX	Hanoi Stock Exchange
IA	Internal Audit
SI	Social Insurance
OHS	Occupational Health and Safety
FPF	Fire Prevention and Firefighting
GHG	Greenhouse Gas



# MESSAGE

## FROM THE CHAIRMAN OF THE BOARD



**Dear Shareholders, Partners, Customers, and all Employees,**

The year 2025 marks a proud milestone in the 65-year journey of establishment and development of Tien Phong Plastic Joint Stock Company. Guided by the message “**The Flow of Aspiration,**” Tien Phong Plastic has continuously driven strong transformation, consolidating its position as a leading enterprise in Vietnam’s plastic building materials industry through comprehensive achievements in production scale, business efficiency, and social responsibility.

The 65th anniversary was not only an occasion to express gratitude to preceding generations, but also a testament to the enduring vitality of a Vietnamese brand. The prestigious **First-Class Independence Order** represents well-deserved recognition of Tien Phong Plastic’s sustained

contributions to national construction, defense, and economic development. In addition, the Company achieved the **4-ticks Singapore Green Building Product (SGBP)** certification at the Leader level - the highest standard for green building products - for all three key product lines: PVC-U, HDPE, and PP-R. Furthermore, Tien Phong Plastic was honored in the highest category (World Class) at the 2025 Asia-Pacific Global Performance Excellence Award (GPEA 2025). These milestones mark a significant advancement in brand credibility and product quality, affirm the Company’s governance capabilities in alignment with international standards, and establish a solid foundation for **Tien Phong Plastic** branded products to meet

stringent requirements in regional and global markets.

Despite fluctuations in the global economy, Tien Phong Plastic delivered strong production and business performance results in 2025. Net revenue reached **VND 6,750 billion**, achieving 110.8% of the plan, while output reached **132,343 tons**, achieving 112.6% of the plan. Profit before tax exceeded expectations at VND **1,196 billion**. These results not only generated sustainable value but also reinforced a solid financial foundation for the Company as it enters a new phase of growth.

The year 2025 also marks the 20th anniversary of the Company’s listing on the stock exchange, reflecting a remarkable journey of growth and maturity in governance and operations, with charter capital increasing from VND 144 billion to over VND 1,700 billion. The Company has consistently been recognized among top listed companies for strong corporate governance practices. At the same time, Tien Phong Plastic has consistently delivered stable returns to shareholders, maintaining dividend payouts above 25% over consecutive years. The total dividend for 2025 is expected to remain at a level equivalent to or higher than that of the previous year.

Looking ahead to 2026, Tien Phong Plastic will focus on strengthening its modern governance system, maximizing human capital and internal capabilities, and accelerating investment in advanced production technologies to enhance operational efficiency and competitiveness. In particular, advancing both digital transformation and green transition will serve as a critical

foundation for optimizing costs and creating environmentally friendly value, ensuring a balance between economic performance and social responsibility. Through the application of circular technologies and strict adherence to ESG standards, the Company is determined to maintain its domestic market position while making breakthroughs in new export markets, thereby contributing to the global green economy.

On behalf of the Board of Directors, I would like to express my sincere appreciation to our Shareholders, Partners, Customers, the Board of Management, and all employees for your continued trust and support. Your commitment is the driving force that enables Tien Phong Plastic to confidently enter a new stage of development, together “**Creating sustainable green value**” for future generations.

Wishing you good health, happiness, and prosperity!

Respectfully,

CHAIRMAN OF THE BOARD

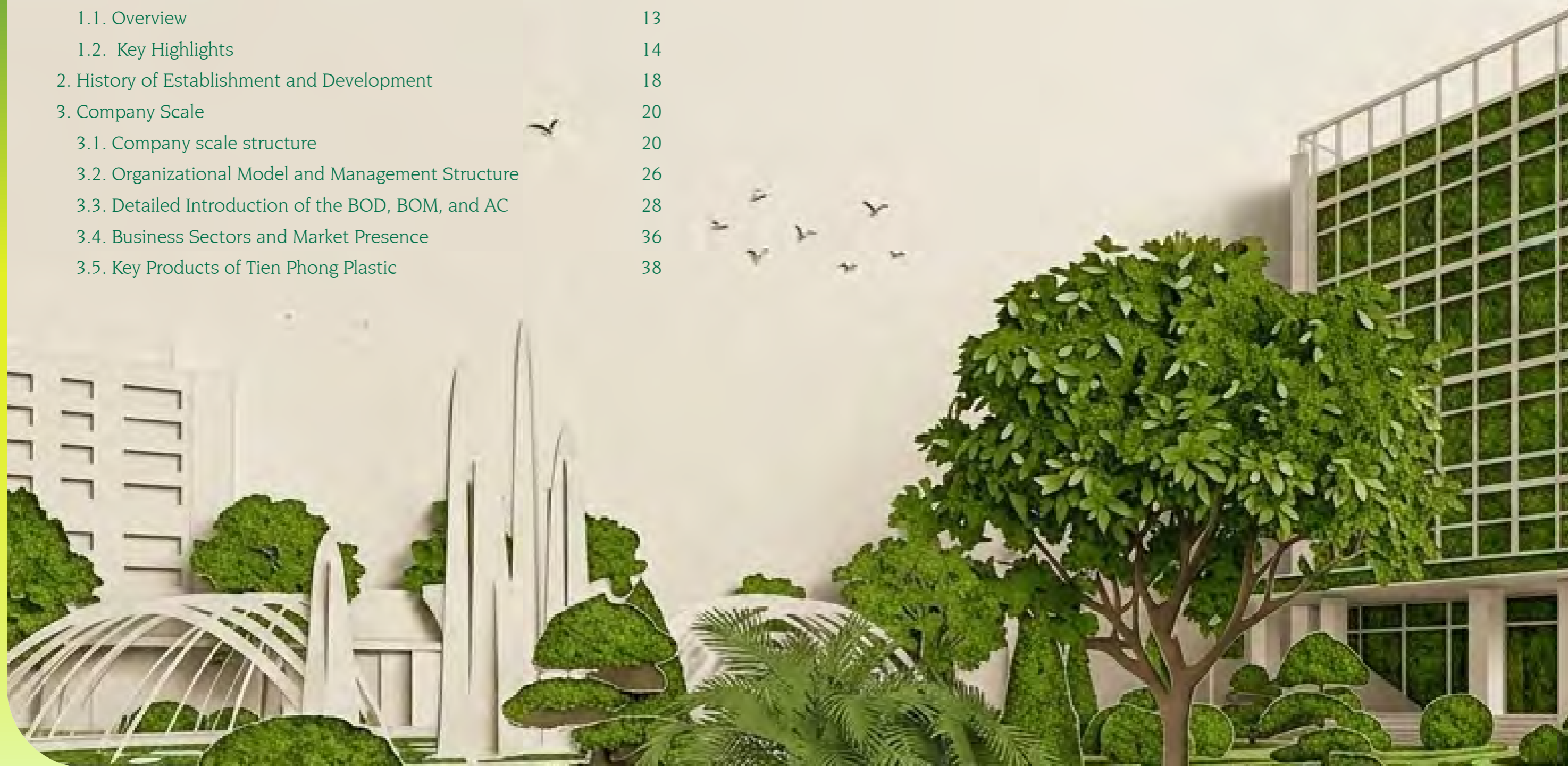


DANG QUOC DUNG

# CHAPTER I

## GENERAL INFORMATION

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# I. General Information about Tien Phong Plastic

## II. Overview

- *Company name in Vietnamese:*  
**CÔNG TY CỔ PHẦN NHỰA THIẾU NIÊN TIỀN PHONG**
- *Company name in English:*  
**TIEN PHONG PLASTIC JOINT STOCK COMPANY**
- *Stock Code:* **NTP**
- *Enterprise Registration Certificate No.:* 0200167782, initially issued by the Haiphong Department of Planning and Investment on December 30, 2004, and its amended Business Registration Certificates.
- *Charter Capital:* **VND 1,710,382,200,000.**
- *Headquarters:*  
No. 02 An Da, Gia Vien Ward, Haiphong City, Vietnam.
- *Office Address:*  
No. 222 Mac Dang Doanh, Hung Dao Ward, Haiphong City, Vietnam.
- *Phone:* + (84 225) 3813979
- *Fax:* + (84 225) 3813989
- *Website:* **[www.nhuatienphong.vn](http://www.nhuatienphong.vn)**

## 1.2. Key Highlights

### a. First-Class Independence Order and Prestigious International Awards

Since its establishment in 1960, Tien Phong Plastic has accompanied the country's renewal process, consistently upholding its responsibility to the community and its aspiration to bring Vietnamese brands to the global stage. With a pioneering spirit and continuous innovation, the Company has firmly established its leading position in Vietnam's construction plastics industry. Its outstanding achievements in production and business performance, economic development, and social contributions have been recognized by the Party and the State with the prestigious First-Class Independence Order and the Government's Emulation Flag in 2024. The award ceremony was solemnly held during the Company's 65th Anniversary Celebration on May 17, 2025.



In line with its sustainable development orientation, Tien Phong Plastic further affirmed its pioneering role as the first enterprise in Vietnam to achieve the Singapore Green Building Product

(SGBP) certification at the 4 Ticks level (Leader – the highest level for green building standards) for all three product lines: PVC-U, HDPE, and PP-R. This certification confirms that the Company's products are safe and environmentally friendly. On October 16, 2025, Tien Phong Plastic became the only plastic construction enterprise in Vietnam to receive the Asia-Pacific Global Performance Excellence Award (GPEA 2025) at the World Class level - the highest category of the award. This achievement serves as clear evidence of the Company's governance capability, innovation, and sustainable development at an international level, opening opportunities for deeper integration into the global value chain and moving toward the goal of becoming a billion-dollar brand by 2035. These prestigious recognitions from the Party, the State, and international organizations are not only a source of pride but also a strong driving force for Tien Phong Plastic to further strengthen its position, contribute more significantly to socio-economic development, and pursue sustainable growth in the years ahead.

### b. Series of Activities Celebrating the 65th Anniversary

The 65-year journey of Tien Phong Plastic was marked by a series of meaningful and emotionally rich commemorative activities, organized on a large scale to express gratitude to generations of employees, partners, and customers who have accompanied the Company's development. The series commenced with the Tien Phong Plastic 2025 Mass Art Performance Festival, featuring well-prepared performances rich in



cultural identity from units across the Northern, Central, and Southern regions, contributing to the promotion of unity and corporate culture. This was followed by the Tien Phong Plastic 2025 Customer Conference, held at the Dragon Hill International Tourist Area (Hai Phong), gathering more than 600 participants, including distribution systems, partners, and customers nationwide, demonstrating deep appreciation for their long-standing support. In addition, the "Green Tien Phong Plastic" Marathon, organized for the first time alongside a sports festival with various dynamic competitions, generated a strong and positive energy flow throughout the system. Notably, the art program and musical "The Flow of Aspiration", featuring musical instruments crafted from PVC pipes, created a unique and creative highlight, reflecting the Company's pioneering spirit and distinctive identity. All activities concluded with meaningful moments, leaving lasting impressions on participants while strengthening relationships with partners and customers, forming a solid foundation for the Company's long-term development.

### c. Business Performance

Pre-tax profit exceeded

>1,196

VND Billion

Consolidated revenue surpassed

6,750

VND Billion

In 2025, Tien Phong Plastic recorded its most impressive production and business performance to date, setting new records in both revenue and profit throughout its development history. Pre-tax profit exceeded VND 1,196 billion, representing a 30% increase compared to the previous year, while consolidated revenue surpassed VND 6,750 billion, reaching the highest level in the construction plastics sector. This achievement is particularly remarkable given the domestic market's challenges, including political, economic, and natural disaster-related fluctuations. The Board of Management closely monitored the situation and implemented flexible solutions, such as developing new products aligned with market demand, adjusting sales policies effectively, optimizing financial management, and improving productivity. As a result, the Company not only overcame challenges but also established a strong foundation for further growth momentum in 2026.

d. Social Responsibility and Community Contributions

In 2025, Tien Phong Plastic continued to uphold its tradition of compassion by joining hands with the community to overcome the consequences of natural disasters. In response to the severe damage caused by storms No. 10 and 11 and flooding in Central Vietnam, the Company promptly contributed VND 1 billion through the Vietnam Fatherland Front Committee of Hai Phong City to support affected communities in stabilizing their lives and rebuilding their homes. In addition to this major contribution, the Company donated VND 500 million through the Vietnam Industry and Trade Union and VND 200 million in response to the call of the Vietnam Water Supply and Sewerage Association. Furthermore, distribution units within the NTP system actively supported residents and business households in flood-affected areas, such as Huu Kiem Commune, Ky Son District, Nghe An Province, helping them recover, repair homes, and restore livelihoods.



Alongside these efforts, the Company continued to actively maintain its annual social initiatives, including building charitable bridges, awarding scholarships, donating bicycles, constructing houses of gratitude, distributing Tet gifts, and participating in voluntary blood donation programs. Through these meaningful activities, Tien Phong Plastic continues to promote its social responsibility, remaining committed to sustainable development aligned with the interests of the community and the nation.



e. Executive Summary

Total Consolidated Net Revenue

**6,750**  
(VND Billion)

Consolidated Profit After Tax (PAT)

**992,866**  
(VND Billion)

Market Capitalization (as of Dec 31, 2025)

**9,122,066,176,000**  
(VND)

Earnings per share (EPS)

**5,224**  
as of Q4 2025

Total Workforce

**1,292**  
(employees)

Distribution Centers

**10**  
(units)

Distributors

**> 400**  
(entities)

Points of Sale (POS)

**Nearly 30,000**  
(outlets)

Technical Initiatives & Improvements

**09**  
(proposals)

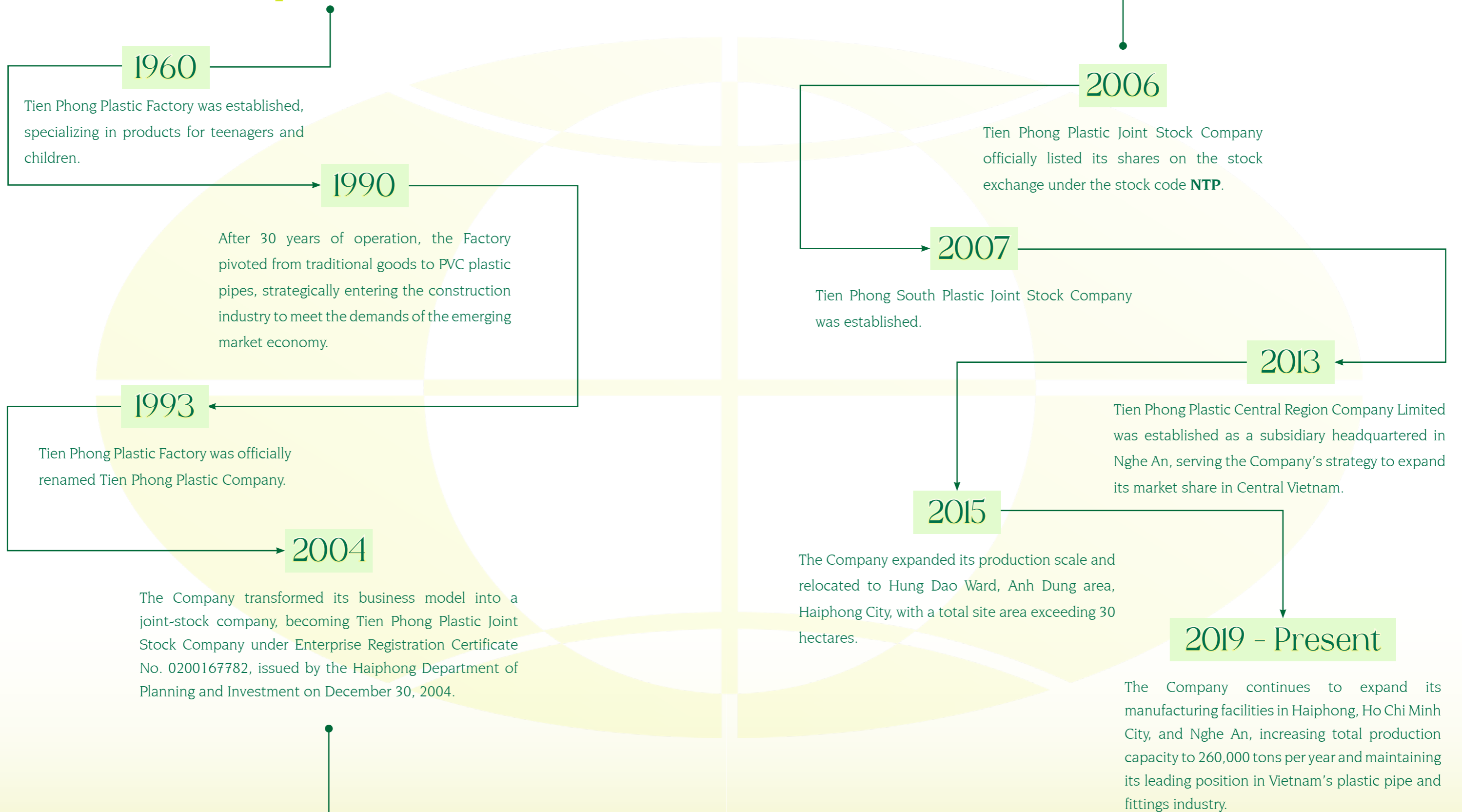
Export Markets

Australia, New Zealand, Hong Kong, Germany, China, and Southeast Asian countries.

New Product Launches

02 products (Fire-resistant CPVC pipes and fittings; Underground PP modular tanks)

## 2. Establishment and Development History



### 3. Company scale

#### 3.1. COMPANY SCALE STRUCTURE

Currently, Tien Phong Plastic is recognized as a leading company in the construction plastics material sector, with large-scale manufacturing factories located in key regions, including Hai Phong, Nghe An, and Ho Chi Minh City, operating continuously with a total production capacity of approximately

**260,000** tons/year

The nationwide distribution system spans from North to South, comprising 10 distribution centers, more than 400 distributors, and nearly 30,000 sales outlets, ensuring fast and timely supply to construction projects across the country.

In addition to maintaining product quality, Tien Phong Plastic remains a pioneer in research and development of new product lines, focusing on sustainable and environmentally friendly construction solutions. In 2025, with record-breaking achievements in revenue and profit, the Company accelerated digital transformation and the application of advanced technologies, including automation in manufacturing, supply chain management, and operational optimization. These initiatives not only enhance efficiency and quality control but also move toward a smart factory model and a fully digitalized management system.

The harmonious combination of technological innovation, green transformation, and a pioneering spirit across generations has become the key to strengthening the Company's position in the industry, while driving long-term sustainable development. With the orientation of

*“Creating Sustainable Green Value”*

for 2026 and the aspiration to achieve billion-dollar revenue by 2035, Tien Phong Plastic is well-positioned to pursue greater ambitions and contribute to the socio-economic development of the country.

**10**  
Distribution centers

more than  
**400**  
Distributors

nearly  
**30,000**  
Sales outlets



<http://www.nhuatienphong.vn>

\* Company scale chart

# TIEN PHONG PLASTIC JOINT STOCK COMPANY



**TIEN PHONG PLASTIC CENTRAL REGION COMPANY LIMITED**

**Headquarters:** Lot C, Nam Cam Industrial Zone, Trung Loc Commune, Nghe An Province, Vietnam.

**Charter Capital:** VND 120 billion

**NTP's Ownership:** 100%

**Main Activities:** Manufacturing plastic products for civil, construction, industrial, agricultural, fishery, and transportation sectors.

**Introduction:** Established in 2013, Tien Phong Plastic Central Region Company Limited is a wholly-owned subsidiary of Tien Phong Plastic. In 2025, the Company expanded its operations and enhanced production capacity. By mastering modern technologies, it has efficiently met customer demands while actively contributing to the impressive business performance of the entire Tien Phong Plastic system.

**TIEN PHONG LAND COMPANY LIMITED**

**Headquarters:** No. 02 An Da, Gia Vien Ward, Haiphong City, Vietnam.

**Charter Capital:** VND 20 billion.

**NTP's Ownership:** 100%

**Main Activities:** Real estate business, including ownership, management, and leasing of land use rights.

**Introduction:** Tien Phong Land Co., LTD was established in 2015 to manage and develop projects related to land leasing and land use within the ecosystem of Tien Phong Plastic.

**27.39%**

**TIEN PHONG PLASTIC SOUTH JOINT STOCK COMPANY**

**Office:** 135 Xo Viet Nghe Tinh Street, Gia Dinh Ward, Ho Chi Minh City, Vietnam.

**Factory:** Lot C2, Dong An II Industrial Park, Binh Duong Ward, Ho Chi Minh City, Vietnam.

**Charter Capital:** VND 686,927,880,000.

**NTP's Ownership Percentage:** 27.39%

**Main Activities:** Manufacturing and trading of residential and industrial plastic products.

**Introduction:** Established in 2007, Tien Phong Plastic South was founded to expand market presence and optimize services for customers in the Southern region. In 2024, the Company achieved the Singapore Green Building Product (SGBP) certification, marking a milestone in its journey toward building a green brand and attaining international green building standards.

**49.98%**

**TIEN PHONG PACKAGING JOINT STOCK COMPANY**

**Headquarters:** No. 02 An Da, Gia Vien Ward, Haiphong City, Vietnam.

**Charter Capital:** VND 10 billion.

**NTP's Ownership:** 49.98%

**Main Activities:** Production of PP plastic packaging, cement packaging, various types of paper, laminated packaging, and other plastic products.

**Introduction:** Established in 2004, Tien Phong Packaging Joint Stock Company is an affiliate in which Tien Phong Plastic holds a 49.98% stake. The Company focuses on manufacturing and providing diverse packaging solutions to the market.

## \* Shareholder and Stock Information

## SHARES

Share Type	As of December 31, 2024	As of December 31, 2025
Total number of shares outstanding by type	142,532,284	171,038,220
Number of freely transferable shares	142,532,284	171,038,220
Number of shares subject to transfer restrictions	0	0

\* *The Company holds no treasury shares.*

In 2025, the Company issued bonus shares to pay dividends at a rate of 20% (shareholders receiving 02 new shares for every existing shares held), increasing its charter capital to **VND 1,710,382,200,000**.

Shareholder Structure  
(as of December 31, 2025)

Shareholder Structure	Number of Shares Held	Percentage (%)
State Shareholders	63,463,657	37.105%
Domestic Individuals	46,344,962	27.096%
Domestic Organizations	31,950,445	18.680%
Foreign Individuals	333,482	0.195%
Foreign Organizations	28,945,674	16.924%
<b>Total</b>	<b>171,038,220</b>	<b>100%</b>

\**The “Domestic Organizations” shareholder structure includes “State Shareholders”*

The maximum foreign ownership limit (FOL) at NTP is: **50%**

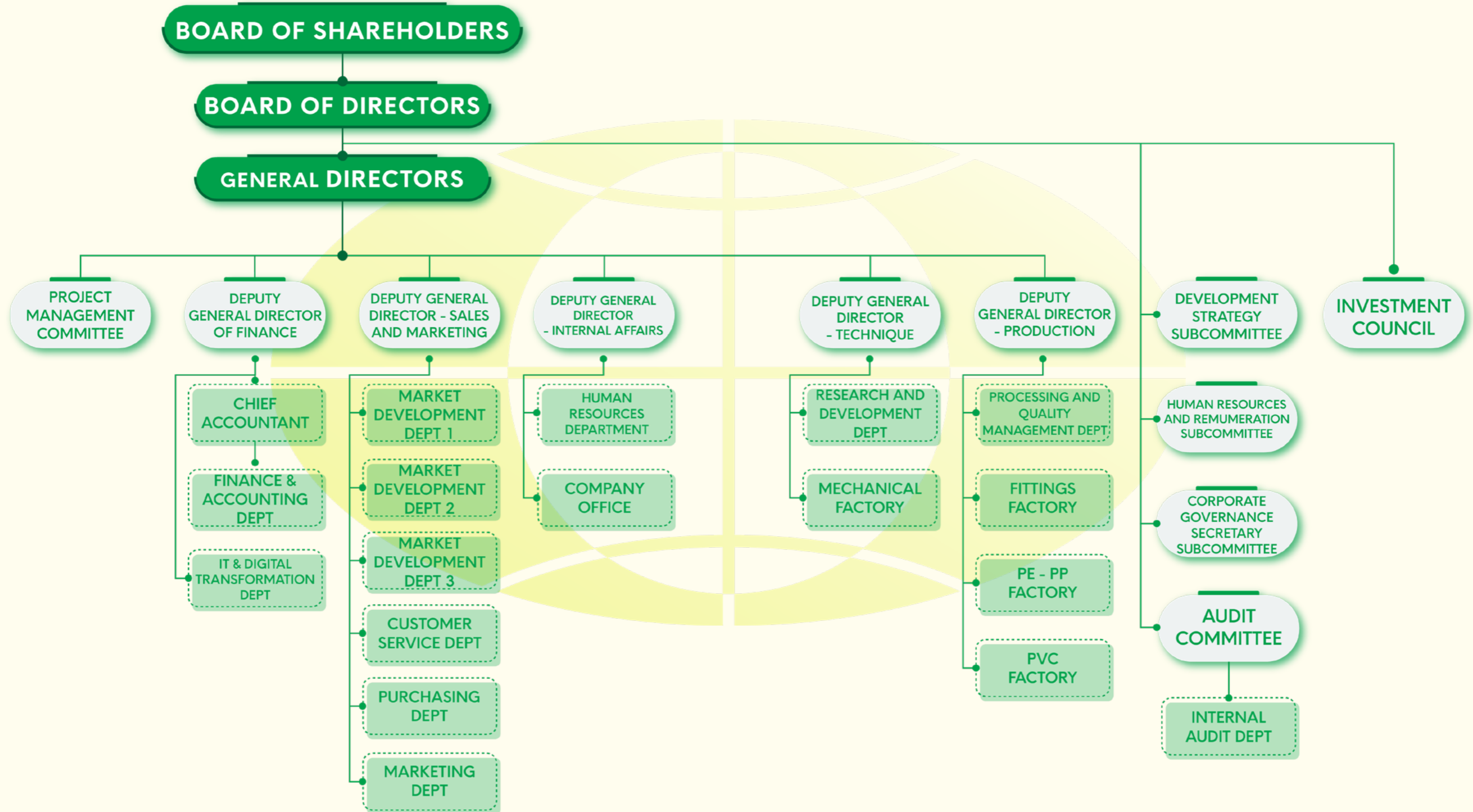
*Shareholders (holding 5% or more as of December 31, 2025):*

No.	Name of Individual/ Organization (Representative)	Shareholder Type		Number of Shares Held	Ownership Percentage (%)
1	<b>Dang Quoc Dung</b>	Individual	Domestic	11,755,876	6.87
2	<b>Tien Phong Plastic South JSC</b>	Organization	Domestic	22,449,265	13.13
3	<b>SEKISUI CHEMICAL CO.,LTD</b>	Organization	Foreign	25,656,229	15.00
4	<b>State Capital Investment Corporation (SCIC)</b>	Organization	Domestic	63,463,657	37.104



3.2. Organizational Model and Management Structure  
 \* Organizational chart and management structure

**ORGANIZATION AND MANAGEMENT STRUCTURE**



## 3.3. Detailed Introduction of the BOD, BOM, and AC

## \* Introduction of the Board of Directors



**MR. DANG QUOC DUNG**  
Chairman of the BOD

*Year of birth:* 1968

*Professional qualifications:* Bachelor of Economics (Hanoi University of Commerce)

*Voting shares ownership ratio:* 6.87%

**Working experience:**

**2001 - 2005:** Director - Huong Minh Co., Ltd.

**2005 - 04/2018:**

- Member of the BOD - Tien Phong Plastic Joint Stock Company
- 9/2007 - 12/2017: Chairman of the BOD concurrently serving as General Director - Tien Phong Plastic South Joint Stock Company

**4/2018 - 4/2019:** Vice Chairman of the Board – Tien Phong Plastic Joint Stock Company

**4/2019 – Present:**

- Chairman of the Board – Tien Phong Plastic Joint Stock Company
- Chairman of the Board – Tien Phong Plastic South Joint Stock Company
- Vice Chairman – Vietnam Plastics Association



**MR. NOBORU KOBAYASHI**  
Vice Chairman of the Board

*Nationality:* Japanese

*Year of birth:* 1966

*Professional qualifications:* Chemical Engineer

*Voting shares ownership ratio:* 0%

**Working experience:**

**4/2000 - 9/2004:** Production Department 1, Hiratsuka Plant – Mitsubishi Chemical Holdings; Mitsubishi Plastics, Inc.

**9/2004 - 8/2008:** Manager of Pipe Business Department – Mitsubishi Chemical Holdings; Mitsubishi Plastics, Inc. (Head Office)

**8/2008 - 01/2012:** Director of the International Management Division, Environmental Materials Department – Mitsubishi Chemical Holdings; Mitsubishi Plastics, Inc. (Head Office)

**01/2012 - 11/2014:** Director of the International Business Planning Department of the Urban Infrastructure and Environment Company - Sekisui Chemical Group.

**12/2014 – Present:**

- 12/2014 - 9/2022: General Director – Sekisui Vietnam Co., Ltd.
- 11/2017 - 4/2019: Member of the BOD – Tien Phong Plastic Joint Stock Company
- From 4/2019: Vice Chairman of the Board – Tien Phong Plastic Joint Stock Company; Member of the Board – Tien Phong Plastic South Joint Stock Company
- From 10/2022: General Director, PVC Materials Division, Urban Infrastructure & Environmental Company – Sekisui Chemical Group



**MR. CHU VAN PHUONG**  
Member of the BOD,  
General Director

*Year of birth:* 1972

*Professional qualifications:* Master of Business Administration (National Economics University)

*Voting shares ownership ratio:* 0.36%

**Working experience:**

**5/1995 - 3/2001:** Sales Officer – Tien Phong Plastic Company

**4/2002 - 6/2007:** Business Operations – Phu My Plastics and Chemicals Joint Venture Company

**7/2007 - 4/2018:**

- Deputy Head of Sales Department
- Head of Sales Department
- 2012 – 2018: Deputy General Director in charge of Business – Tien Phong Plastic Joint Stock Company

**4/2018 – Present:**

- Member of the BOD – Tien Phong Plastic Joint Stock Company
- From 01/2019: General Director – Tien Phong Plastic Joint Stock Company
- 11/2019 - 01/2024: Chairman of Members' Council – Tien Phong Plastic Central Region Co., Ltd.



**MR. TRAN NGOC BAO**  
Member of the BOD,  
Deputy General Director in charge of  
Finance  
*Year of birth:* 1976  
*Professional qualifications:* Bachelor of  
Finance and Credit (Academy Of Finance);  
State Certified Auditor – Ministry of Finance

*Voting shares ownership ratio:* 0.14%

**Working experience:**

**8/2001 - 8/2009:** Director of Hai Phong Branch –  
Deloitte Vietnam Co., Ltd.

**2010:** Chief Accountant – Branch of Petroleum Ma-  
chinery and Fittings Company in Vung Tau

**2010 - 2012:** Head of Supervisory Board – Tien  
Phong Plastic Joint Stock Company

**2012 - 9/2022:**

- 2012 – 9/2022: Chief Accountant – Tien Phong  
Plastic Joint Stock Company
- From 4/2018: Member of the BOD – Tien Phong  
Plastic Joint Stock Company

**9/2022 - Present:**

- Member of the BOD, Deputy General Director  
in charge of Finance – Tien Phong Plastic Joint  
Stock Company
- Chairman of Members' Council – Tien Phong  
Plastic Central Region Company Limited



**MS. DANG PHUONG LAN**  
Member of the BOD,  
Member of the Audit Committee  
*Year of birth:* 1989  
*Professional qualifications:* Bachelor's/  
Master's degrees in Auditing / Asset and  
Wealth Management

*Voting shares ownership ratio:* 0%

**Working experience:**

**11/2011 - 12/2012:** Credit Officer – Vietnam  
Technological and Commercial Joint Stock Bank  
(Techcombank)

**01/2013 – 12/2016:** Analyst – SCIC Investment  
One Member Co., Ltd.

**01/2017 – 12/2024:** Investment Specialist –  
Investment Division 3, State Capital Investment  
Corporation (SCIC)

**01/2025 – Present:**

- Deputy Head of Investment Division 2  
(formerly Division 3) – SCIC
- From 5/2025: Member of the BOD, Member  
of the AC – Tien Phong Plastic Joint Stock  
Company



**MR. TRINH VAN TUAN**  
Independent Member of the BOD  
*Year of birth:* 1962  
*Professional qualifications:* Electrical Engineer  
(Hanoi University of Science and Technology);  
Master of Business Administration (National  
Economics University)

*Voting shares ownership ratio:* 0%

**Working experience:**

**02/2002 - 09/2005:**

- Planning and General Department
- Director of Substation Installation and Civil  
Construction Enterprise

• Power Construction Joint Stock Company No.1  
**9/2005 - 9/2007:** Chairman of the Board concurrently  
serving as Director – Thang Long Industrial  
Construction Trading JSC

**10/2007 - 3/2010:** Member of the Board concurrently  
serving as General Director – Power Construction  
Joint Stock Company No.1

**4/2010 - 11/2021:** Chairman of the Board  
concurrently serving as General Director – Power  
Construction Joint Stock Company No.1

**12/2021 - Present:**

- Chairman of the Board – PC1 Group Joint Stock  
Company
- From 5/2025: Independent Member of the BOD  
– Tien Phong Plastic Joint Stock Company



**MS. VU THI MINH NHAT**  
Independent Member of the BOD,  
Chairwoman of the AC  
*Year of birth:* 1987  
*Professional qualifications:* Master of  
Business Administration, ACCA member  
(UK), Certified Auditor - Vietnam

*Voting shares ownership ratio:* 0%

**Working experience:**

**01/2009 - 12/2013:** Audit Assistant / Audit Senior /  
Deputy Manager, Restructuring Advisory – KPMG  
Vietnam Co., Ltd.

**01/2014 - 8/2020:** Member / Head of Supervisory  
Board / Assistant to the Chairman – Tien Phong  
Plastic Joint Stock Company

**8/2020 - 9/2021:** Chief Financial Officer – Huu  
Nghì Xuan Cuong JSC

**10/2021 - 02/2023:** Project Director – Viet Long  
Packaging Production JSC

**3/2023 - 12/2024:** Chief Financial Officer – New  
World Fashion Group

**01/2025 – Present:**

- Chief Financial Officer – TIL International Port  
Hai Phong Co., Ltd.
- From 5/2025: Independent Member of the  
Board, Chairwoman of the Audit Committee –  
Tien Phong Plastic Joint Stock Company

## \* Giới thiệu ban điều hành



MR. CHU VAN PHUONG

Member of the BOD,  
General Director

*Year of birth:* 1972

*Professional qualifications:* Master of Business Administration (National Economics University)

*Voting shares ownership ratio:* 0.36%

**Working experience:**

**5/1995 - 3/2001:** Sales Officer – Tien Phong Plastic Company

**4/2002 - 6/2007:** Business Operations – Phu My Plastics and Chemicals Joint Venture Company

**7/2007 - 4/2018:**

- Deputy Head of Sales Department
- Head of Sales Department
- **2012 – 2018:** Deputy General Director in charge of Business – Tien Phong Plastic Joint Stock Company

**4/2018 – Present:**

- Member of the BOD – Tien Phong Plastic Joint Stock Company
- **From 01/2019:** General Director – Tien Phong Plastic Joint Stock Company
- **11/2019 - 01/2024:** Chairman of Members' Council – Tien Phong Plastic Central Region Co., Ltd.



MR. TRAN NGOC BAO

Member of the BOD,  
Deputy General Director in charge of  
Finance

*Year of birth:* 1976

*Professional qualifications:* Bachelor of Finance and Credit (Academy Of Finance); State Certified Auditor – Ministry of Finance

*Voting shares ownership ratio:* 0.14%

**Working experience:**

**8/2001 - 8/2009:** Director of Hai Phong Branch – Deloitte Vietnam Co., Ltd.

**2010:** Chief Accountant – Branch of Petroleum Machinery and Fittings Company in Vung Tau

**2010 - 2012:** Head of Supervisory Board – Tien Phong Plastic Joint Stock Company

**2012 - 9/2022:**

- **2012 – 9/2022:** Chief Accountant – Tien Phong Plastic Joint Stock Company
- **From 4/2018:** Member of the BOD – Tien Phong Plastic Joint Stock Company

**9/2022 - Present:**

- Member of the BOD, Deputy General Director in charge of Finance – Tien Phong Plastic Joint Stock Company
- Chairman of Members' Council – Tien Phong Plastic Central Region Company Limited



MR. TRAN NHAT NINH

Deputy General Director in  
charge of Engineering

*Year of birth:* 1971

*Professional qualifications:* Mechanical Engineer; Bachelor in Business Administration (Hanoi University of Science and Technology)

*Voting shares ownership ratio:* 0.0003%

**Working experience:**

**2005 - 2014:** Held various positions including Factory Deputy Director, Deputy Head of Research and Design Department, and Head of Research and Design Department at Tien Phong Plastic Joint Stock Company

**2014 - Present:** Deputy General Director in charge of Engineering – Tien Phong Plastic Joint Stock Company



MR. NGUYEN VAN CUONG

Deputy General Director in charge of  
Production

*Year of birth:* 1978

*Professional qualifications:* Kỹ sư Hóa học, Cử nhân Quản trị kinh doanh

*Voting shares ownership ratio:* 0.0136%

**Working experience:**

**2001 - 2005:** Engineering Staff – Tien Phong Plastic Joint Stock Company

**2005 - 2010:** Deputy Manager of Workshop No.3 – Tien Phong Plastic Joint Stock Company

**2010 - 2017:** Manager of Workshop No.3 – Tien Phong Plastic Joint Stock Company

**2017 – 5/2025:** Director of Fittings Manufacturing Factory – Tien Phong Plastic Joint Stock Company

**5/2025 – 10/2025:** Head of Production Division – Tien Phong Plastic Joint Stock Company

**10/2025 - Present:** Deputy General Director in charge of Production – Tien Phong Plastic Joint Stock Company



**MR. NGUYEN VAN THUC**  
Deputy General Director in  
charge of Internal Affairs

*Year of birth:* 1969

*Professional qualifications:* Bachelor of  
Labor Economics (National Economics  
University)

*Voting shares ownership ratio:* 0%

**Working experience:**

**2005 - 2015:** Previously held positions such  
as Deputy Head of the Labor Organization  
Department, Head of the Labor Organization  
Department, and Head of the Labor Organization  
Department at Tien Phong Plastic Joint Stock  
Company.

**2015 - Present:** Deputy General Director in  
charge of Internal Affairs at Tien Phong Plastic  
Joint Stock Company



**MR. DAO ANH THANG**  
Deputy General Director in  
charge of Business Division

*Year of birth:* 1991

*Professional qualifications:* Master of  
Financial Analysis (University of New South  
Wales, Australia)

*Voting shares ownership ratio:* 0.022%

**Working experience:**

**4/2019 - 5/2025:** Independent Member of the  
Board of Directors concurrently serving as  
Chairman of the Audit Committee – Tien Phong  
Plastic Joint Stock Company

**5/2025 - Present:** Deputy General Director in  
charge of Business Division – Tien Phong Plastic  
Joint Stock Company

\* Introduction of the Audit Committee



**MS. VU THI MINH NHAT**  
Independent Member of the Board,  
Chairwoman of the Audit Committee



**MS. DANG PHUONG LAN**  
Member of the Board,  
Member of the Audit Committee

### 3.4. BUSINESS SECTORS AND MARKET PRESENCE

Amidst the nation’s comprehensive innovation phase, Tien Phong Plastic has strategically transitioned from a traditional “manufacturer of construction plastic pipes and fittings” to a “pioneering brand creating optimal plastic products and solutions”. Our mission and vision are now aligned with a modern, integrated, and solution-centric approach, progressively enhancing the Company’s role within both national and regional technical infrastructure value chains.

#### \* Business Sectors

With an orientation to evolve from a materials supplier into a comprehensive infrastructure solutions partner, Tien Phong Plastic takes pride in its solid foundation and the market’s most extensive product range, featuring over 10,000 SKUs developed under a synchronized system strategy, including:

- Plastic pipes and fittings across three primary lines - PVC-U, HDPE, and PP-R - serving water supply and drainage systems for industrial and residential sectors.
- High-tech and specialized product lines, such as large-diameter HDPE pipes for key infrastructure and aquaculture projects, double-wall corrugated pipes, spiral core pipes, modular PP underground tanks for flood prevention and water storage, and fire-resistant CPVC pipes and fittings.
- Total solutions for urban areas, industrial parks, residential clusters, and both domestic and international investment projects, featuring synchronized and separate water supply and drainage systems from pipes to fittings.
- Contract manufacturing (OEM/ODM) and supply of high-tech plastic products for international partners, actively deepening our integration into the global supply chain.



The Company’s business orientation not only focuses on product quality but also prioritizes technological innovation and green manufacturing, meeting international standards and the sustainable development trends of the modern construction industry.

Furthermore, 2025 marked a strategic milestone for Tien Phong Plastic in the education sector with the official ground-breaking ceremony of the Tien Phong Education Complex at No. 2 An Da, Haiphong. With a total investment exceeding VND 1,200 billion, the project aims to create a modern and human-centered educational environment dedicated to the comprehensive development of the younger generation, contributing to the cultivation of high-quality human resources for the future.

#### \* Business areas

With a market development strategy aligned with its core values, Tien Phong Plastic has established a nationwide distribution system while progressively expanding into international markets.

The domestic market is structured under a three-region model-North, Central, and South-with an extensive distribution network comprising 10 distribution centers, more than 400 distributors, and nearly 30,000 sales outlets, ensuring fast and stable supply capacity. The Northern region continues to serve as the core market, while the Central and Southern regions are identified as strategic growth areas, particularly in locations with high urbanization rates and strong infrastructure investment demand.

The international market is selectively expanded, focusing on countries with demand for construction plastics such as Australia, New Zealand, Japan, Hong Kong, Germany, and others. With an integrated business model, diverse business areas, and a sustainable development strategy, Tien Phong Plastic continues to reinforce its leading position in the industry and its pioneering role in creating optimal products and solutions for technical infrastructure, accompanying the country’s sustainable development and strong growth trajectory.



4.5. KEY PRODUCTS OF TIEN PHONG PLASTIC

a. WATER SUPPLY AND DRAINAGE SYSTEMS



uPVC PIPES AND FITTINGS FOR PRESSURE WATER SUPPLY AND DRAINAGE

- **Standard:** ISO 1452 (TCVN8491)
- **Nominal Diameter:** DN21 - DN800
- **Nominal Pressure:** PN4 - PN20
- **Applications:** Used for underground and above-ground water supply and drainage systems under pressure conditions.

PVC-M PIPES

- **Standard:** AS/NZS 4765 (TCVN11822)
- **Nominal Diameter:** DN110 - DN400
- **Nominal Pressure:** PN6 - PN18
- **Applications:** Used for pressurized underground and above-ground water supply and drainage systems.

uPVC PIPES AND FITTINGS FOR INDOOR DRAINAGE

- **Standard:** ISO 3633 (TCVN12119)
- **Nominal Diameter:** DN34 - DN315
- **Applications:** Used for drainage systems within residential and commercial buildings.

uPVC SPIRAL CORE PIPES

- **Technology:** A collaborative and technology transfer product between Tien Phong Plastic and Sekisui Chemical Group (Japan).
- **Nominal Diameter:** DN110 - DN160
- **Applications:** Used for vertical drainage shafts in high-rise buildings.

uPVC INSPECTION CHAMBERS

- **Standard:** TCVN 12755
- **Nominal Diameter:** Inlets/Outlets - DN110/DN160; Upward Riser - DN200/DN225 - DN160/DN200/DN225.
- **Applications:** Used in underground drainage systems for inspection, blockage clearance, and maintenance.



b. ELECTRICAL SYSTEMS



HDPE PIPES AND FITTINGS

- **Standard:** ISO 4427 (TCVN7305)
- **Nominal Diameter:** DN16 - DN2000
- **Nominal Pressure:** PN6 - PN25
- **Applications:** Used for pressurized underground and above-ground water supply and drainage systems.

PP-R AND UV-RESISTANT PP-R PIPES AND FITTINGS

- **Standard:** DIN 8077 & DIN 8078
- **Nominal Diameter:** DN20 - DN250
- **Nominal Pressure:** PN10 - PN25
- **Applications:** Used for hot and cold water supply systems.

HDPE/PP DOUBLE-WALL CORRUGATED PIPES AND FITTINGS

- **Standard:** ISO 21138-3 (TCVN11821-3)
- **Nominal Diameter:** DN200 - DN1000
- **Ring Stiffness:** SN4 - SN12
- **Applications:** Used for gravity-fed (non-pressurized) underground drainage and waste-water systems

uPVC CONDUITS AND FITTINGS

- **Standard:** BS 6099
- **Nominal Diameter:** DN16 - DN63
- **Applications:** Installation of electrical wiring for exposed ceiling mounting, concealed in walls/concrete, or underground.

uPVC TRUNKING

- **Standard:** BS 4678
- **Applications:** Surface-mounted installation of electrical wiring in visible areas within buildings.

SINGLE-WALL HDPE CORRUGATED CONDUITS AND FITTINGS

- **Standard:** KS C8455
- **Nominal Diameter:** DN30 - DN200
- **Applications:** Installation and protection of electrical and communication cable systems for infrastructure projects.

# CHAPTER II

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# I. Plastic Industry Market Overview

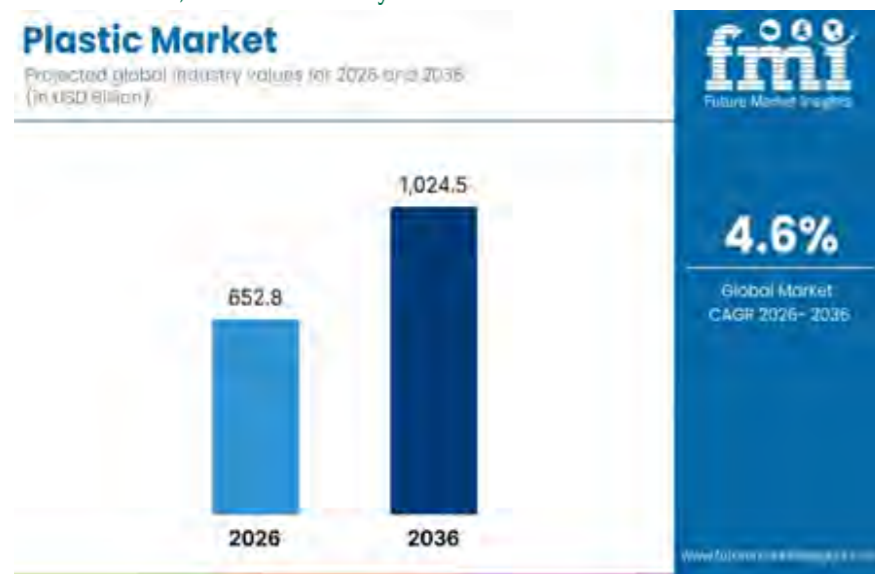
## II. Global Plastic Industry

### Global Plastic Market Scale

According to forecasts from Future Market Insights (FMI) and Fortune Business Insights (FBI), the global plastic market is projected to reach a scale of USD 560 to 650 billion by 2026, with a steady growth rate (CAGR) ranging from 4.6% to 5.1%. The market is expected to expand to USD 832.62 billion by 2034 and reach USD 1,024.5 billion by 2036.

### Key Drivers of the Plastics Market

Demand in the plastics market is driven by manufacturers' continuous efforts to enhance operational efficiency, improve product quality, and increase material flexibility-factors that traditional materials often struggle to meet. Market dynamism is most evident in packaging plants, automotive production lines, and construction projects. In these areas, high-performance plastics play a critical role in meeting stringent requirements related to manufacturing processes, environmental resistance, and quality control standards. Material selection is increasingly focused on chemical composition and processing characteristics, with the objective of optimizing production efficiency while ensuring flexibility and adaptability throughout the manufacturing process.



The Asia-Pacific region dominated the global plastic market with a 53% market share in 2025. This dominance was driven by rapid urbanization, industrialization, and the increasing demand across the packaging, construction, and consumer goods sectors throughout China, India, and Southeast Asia.

The Packaging sector accounted for 39.2%, driven by widespread use in food containers, beverage bottles, and protective packaging that require chemical resistance and design flexibility. The Automotive industry represented 18.6%, supporting interior components, exterior panels, and under-the-hood applications. The Construction sector accounted for 16.3%, providing conduits, insulation, and building materials that demand high durability and weather resistance. Consumer goods contributed 13.8%, utilized in household appliances, electronic housings, and residential products. Other applications accounted for 12.1%.

### Sustainable Plastic Demand

The demand for **Sustainable Plastics** is no longer a temporary trend but has become an **obligatory shift** within the global value chain. This transformation is driven by three factors: stringent legal regulations, consumer pressure, and the self-determined strategies of major corporations. The European Union (EU) leads this movement with regulations such as the Plastic Tax and directives on single-use plastics. In Vietnam and many other nations, the implementation roadmap for **Extended Producer Responsibility (EPR)** is compelling brands to collect and recycle their own packaging. According to market surveys (such as those by Nielsen or Kantar), Gen Z and Millennials are willing to pay a premium of **10%-20%** for products with eco-friendly packaging. Reports from Fortune Business Insights and FMI

indicate that while traditional plastics grow at approximately **3%-5%**, bioplastics are forecasted to achieve exponential growth at a rate of **12%-15%** annually. The global recycled plastic market is expected to exceed **USD 100 billion** in the coming years.

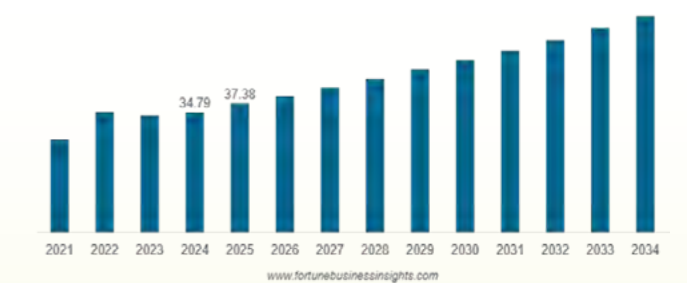


### Global Plastic Pipe Market

According to forecasts from Fortune Business Insights (FBI), the global plastic pipe market is valued at USD 85.48 billion in 2025. It is projected to grow from USD 90.10 billion in 2026 to USD 137.36 billion by 2034, achieving a Compound Annual Growth Rate (CAGR) of 5.4% during the forecast period. The Asia-Pacific region leads the global market with a 43.72% market share in 2025, with an estimated scale of USD 37.38 billion.



Asia Pacific Plastic Pipe Market Size, 2021-2034 (USD Billion)



The Asia-Pacific region's leading position is attributed to rapid urbanization, large-scale residential construction projects, and substantial investment in water supply, drainage, and environmental sanitation infrastructure. Furthermore, modern agricultural projects and high-tech industrial zones continue to support high-volume consumption of plastic pipes, particularly high-durability and cost-optimized piping systems.

## 12. Vietnam's Plastic Industry

### Market Scale

According to Future Market Insights (FMI), Vietnam's plastic market scale is estimated to reach 12.83 million tons in 2026, up from 11.84 million tons in 2025, and is projected to reach 19.16 million tons by 2031, growing at a CAGR of 8.35% during the 2026-2031 period. Strong Foreign Direct Investment (FDI), heavy infrastructure spending, and decisive regulatory modernization are converging to position Vietnam as the most potential plastic hub in Southeast Asia. The shift of manufacturing from China to neighboring countries, coupled with construction investment projects - which increased by 40% year-on-year in the first half of 2025 - creates steady demand for pipes, profiles, and insulation materials.

Traditional plastics maintained their dominant position with a **51.10%** market share in 2025 (According to Fortune Business Insights). However, bioplastics are forecasted to achieve a breakthrough with a CAGR of up to **12.55%** through 2031.

### Current Status of Plastic Industry Import-Export

According to market reports and data from the Vietnam Plastics Association (VPA) and the General Department of Customs updated as of early 2026, the plastics industry continued to be a bright spot in Vietnam's export activities in 2025. Export turnover was estimated at approximately **USD 10 billion** (an increase of nearly 20%-26% compared to 2024, depending on the segment). Notably, finished plastic products maintained a strong growth momentum. The Foreign Direct

Investment (FDI) sector remained the primary contributor, accounting for approximately **60%** of export turnover, demonstrating that Vietnam's plastics industry is deeply integrating into the global supply chains of multinational corporations. Packaging plastics (accounting for ~35% of export share) and household plastics continue to lead, while technical plastics serving the automotive and electronics industries are showing an upward trend.

Despite improvements in domestic production capacity, the plastics industry still faces significant challenges regarding self-sufficiency in raw materials. Vietnam must import approximately **70%** of its virgin plastic resin to serve production. In 2025, raw material imports from countries with strong petrochemical industries, such as China, Taiwan, and South Korea, increased by about **20%** year-on-year. However, domestic petrochemical complexes, such as Long Son Petrochemicals (LSP), have reached stable operations, contributing a significant portion of the domestic supply and helping to alleviate pressure from global oil price and exchange rate fluctuations.

The year 2025 marked a turning point as Extended Producer Responsibility (EPR) regulations began to be strictly enforced, forcing exporting enterprises to modify their processes to meet the sustainability standards of demanding markets like the EU (carbon taxes, recycled plastics). Although accounting for a small proportion, the demand and export value of bioplastics from Vietnam have grown remarkably (with a forecasted CAGR of up to 12.79%), promising to become a new spearhead after 2027.

### Scale and Proportion of Plastic Industry Enterprises

Based on data updated as of early 2026, Vietnam's plastics industry is valued at approximately USD 32 billion, contributing between 6% and 7% to the national industrial production value. There are currently nearly 4,000 plastic enterprises nationwide, of which small and medium-sized enterprises (SMEs) account for 90%, primarily concentrated in the Southern region (**80%** of enterprises are located in Ho Chi Minh City, Binh Duong, Dong Nai, and Long An). The Northern region is showing an upward trend, mainly in the supply of electronic and automotive components. Although domestic enterprises make up the majority in terms of quantity, the FDI sector holds a significant advantage in technology and export turnover (holding **60%** of export turnover). The estimated production proportions of Vietnam's plastic enterprises are as follows:

- **Packaging Plastic (35% - 38%):** The largest segment, serving the food, beverage, and export industries. This sector also faces the greatest pressure from environmental regulations.
- **Residential Plastics (25% - 27%):** Serving domestic consumption and exports to markets such as the United States and Japan.
- **Construction Plastics (15% - 18%):** Including plastic pipes, ceiling panels, and door frames. This segment features high market concentration, led by major brands, including Tien Phong Plastic.
- **Technical Plastics (15%):** Manufacturing

components for the automotive, motorcycle, and electronics industries. This is the highest value-added segment and is receiving increased investment to integrate into global supply chains.



### Opportunities and Challenges for Vietnam's Plastics Industry

The year 2026 is considered a "pivot year" for Vietnam's plastics industry as trade agreements, environmental regulations, and supply chain shifts enter high-intensity implementation phases. Simultaneously, profound global geopolitical shifts present both immense opportunities and significant challenges.

- **The "China+1" Manufacturing Shift:** Geopolitical tensions are driving multinational corporations to relocate production lines for electronics, automotive components, and semiconductors to Vietnam. This creates a breakthrough in demand for the high-value-added technical plastics segment.
- **Driven by Public Investment and Infrastructure:** In 2026, key projects such as Long Thanh International Airport, the North-South Expressway, and urban water supply and drainage systems will enter their completion phases. This generates massive "output" for construction plastics (pipes and profiles).
- **Advantages from FTAs (EVFTA, CPTPP):** Vietnam maintains an advantage in export tax rates to the EU and the US compared to competitors. By meeting green standards, Vietnamese plastic products can capture significant market share in these premium markets. The EU-Vietnam Free Trade Agreement (EVFTA) will have been in effect for nearly six years by 2026, with approximately 99% of tariff lines eliminated or reduced according to the roadmap.
- **Self-sufficiency in Domestic Resin Supply:** The stable operation of petrochemical complexes like Long Son and Nghi Son helps enterprises reduce dependence on imports, optimize logistics costs, and mitigate exchange rate fluctuation risks.
- **Extended Producer Responsibility (EPR) Regulations:** Starting in 2026, regulations regarding packaging collection and recycling in Vietnam will be strictly enforced. Enterprises lacking recycling systems or failing to integrate into circular supply chains will face substantial environmental fees.
- **International "Green Barriers":** Regulations such as the EU's Carbon Border Adjustment Mechanism (CBAM) or requirements for recycled plastic content in packaging (25%-30%) pose

difficulties for traditional manufacturers that fail to innovate technologically.

- **Geopolitical and Raw Material Price Volatility:** Vietnam's plastics industry still imports approximately 70% of its raw materials. Any conflict in the Middle East or Eastern Europe that raises crude oil prices immediately drives up virgin resin costs, threatening already thin profit margins. In fact, the armed conflicts between Iran and Israel since late February 2026 have introduced profound new global uncertainties, forecasting a difficult year for raw material pricing for Vietnamese firms.
- **Fierce Competition from FDI Corporations:** Thai, South Korean, and Japanese enterprises are accelerating Mergers and Acquisitions (M&A) of domestic plastic companies. Vietnamese firms lacking strong capital and technology face the risk of being acquired or losing market share on their home turf.

### 13. Vietnam's Construction Plastics Sector

#### Market Scale

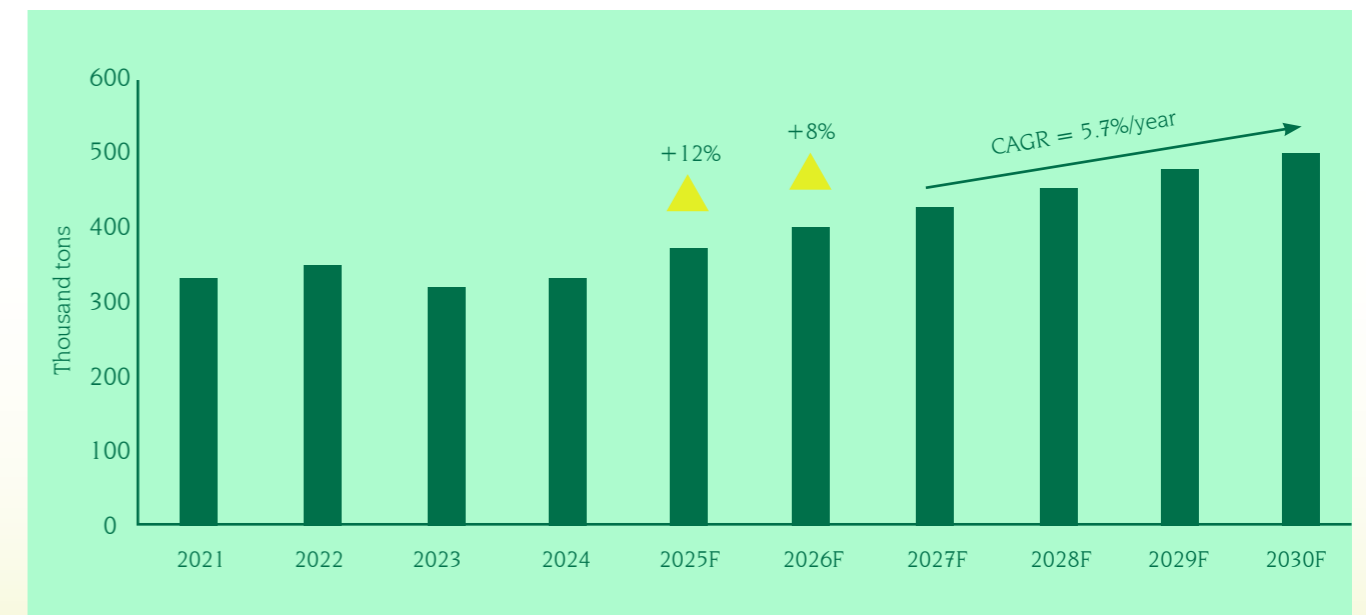
The Vietnamese plastic pipe market is projected to achieve a Compound Annual Growth Rate (CAGR) of 7.50% during the 2026-2034 period. The market scale is valued at USD 450 million in 2025 and is expected to reach USD 862.76 million by 2034 (According to The Report Cube). The market is expanding steadily, bolstered by Vietnam's rapid urbanization, increased construction activities, and large-scale investments in water supply, sanitation, and irrigation infrastructure. Plastic pipes are increasingly preferred over traditional materials due to their durability, corrosion resistance, ease of installation, and long service life.

This growth is further propelled by government-led housing programs, industrial zone developments, and the expansion of urban infrastructure in both metropolitan and rural areas. Plastic pipes play a vital role in water

supply systems, wastewater management, gas distribution, and agricultural irrigation. The rising adoption of modern farming techniques and drip irrigation systems has significantly boosted demand for polyethylene (PE) and PVC pipes, particularly in water-scarce regions.

Furthermore, domestic manufacturers are enhancing their production capacities and product portfolios to meet rising quality standards and regional demand. Technological advancements in extrusion and material formulation are improving the durability and life-cycle performance of pipes, setting the stage for long-term growth in the Vietnamese plastic pipe market through 2034.

FPTS forecasts that Vietnam's plastic pipe output will grow at a high average rate of 10% per annum in 2025-2026 and maintain a positive CAGR of 5.7% during the 2026-2030 period.



Positive outlook for plastic pipe output growth in the 2025F–2026F period – Source: FPTS forecast.

### Development Drivers

In the short term: FPTs assesses that the residential construction market in Vietnam is recovering while infrastructure construction remains positive. Specifically, in the first nine months of 2025, plastic pipe consumption saw a significant growth of approximately 24.0% year-on-year (YoY). This coincided with the highest construction industry growth in years, fueled by recovering demand in both infrastructure and residential construction segments.

Regarding residential construction, a trio of new laws - the Land Law, Housing Law, and Real Estate Business Law - officially took effect in early August 2024. These were followed by numerous policies enacted throughout 2025 aimed at accelerating legal resolutions for housing projects. Consequently, the number of construction permits issued for apartments in the first half of 2025 increased by 61.1% YoY. For infrastructure, public investment disbursement in the first 10 months of 2025 rose by 34.0% YoY, reaching VND 476.7 trillion (achieving 44.8% of the annual plan). This new real estate legal framework is expected to yield more distinct results through 2026, fostering a broad recovery in real estate supply and driving momentum for construction and residential plastic pipe demand.

In the medium and long term: The Vietnamese construction industry is projected to continue its rapid expansion at an average rate of 6.9% per annum during the 2024-2030 period. This growth is underpinned by factors such as a "golden population" structure and high

urbanization potential. Vietnam's urbanization headroom remains vast; by the end of 2024, the urbanization rate reached 40.2%, significantly lower than regional peers such as the Philippines (48.6%), Thailand (54.3%), and Indonesia (59.2%). The General Statistics Office (GSO) forecasts that Vietnam's urbanization rate will increase by an average of 1.6% annually between 2024 and 2034, reaching 57.3% by 2034.

Furthermore, over 70% of new urban water supply projects approved in 2025 selected plastic pipes over other materials, indicating a growing preference for this pipe type. As urban populations rise, the demand for efficient water management systems continues to drive nationwide demand for PVC and PE pipes. Additionally, the ongoing supply chain relocation wave continues to boost demand for factories, warehouses, and industrial zones (with available factory floor space estimated to increase by 21% - 25% in both the North and the South).



The expansion of agricultural irrigation systems presents significant growth opportunities for the plastic pipe market. Vietnam's agricultural sector is modernizing rapidly, with increasing adoption of drip and sprinkler irrigation systems to enhance water efficiency. According to the Department of Water Resources (Ministry of Agriculture and Rural Development), the area utilizing advanced and water-saving irrigation for upland crops grew at an average rate of 10%-15% per annum during the 2021-2025 period. This growth was driven by the necessity to adapt to climate change, saline intrusion, and droughts, particularly in regions such as the Central Highlands and the Southeast. Plastic pipes, especially PE pipes, are essential components of these irrigation systems due to their flexibility and environmental resistance.



Government support for sustainable agriculture and climate-resilient infrastructure is expected to significantly bolster demand from the agricultural sector throughout the forecast period.

## 2. Construction Plastic Product Trends

### 2.1. Eco-friendly and Sustainable Material Trends

This represents the most critical trend, driven by stringent environmental regulations such as Extended Producer Responsibility (EPR) and **Environmental, Social, and Governance (ESG)** standards in Vietnam.

- **Recycled and Bioplastics:** Increasing the utilization of recycled resins (Recycled PVC/HDPE) and researching biodegradable or eco-friendly piping lines.
- **Carbon Emission Reduction:** Enterprises are focusing on energy-efficient manufacturing processes and logistics optimization, leveraging the lightweight characteristic of plastic pipes compared to metal alternatives.
- **Green Building Certifications:** Plastic products achieving **SGBP** (Singapore Green Building Product), **LEED**, or **Green Mark** certifications will hold a significant advantage in FDI-funded projects and key public investments. This is a core strength of Tien Phong Plastic, as the Company's products have successfully met these rigorous international standards.

### 2.2. High-Performance Material Product Trends

From 2025 through 2026, product quality requirements have continuously escalated, shifting priority toward plastic lines with superior technical characteristics and high performance. Furthermore, positive changes in the Land Law during the second half of 2025 have resolved legal

bottlenecks for real estate projects, stimulating demand for standardized plastic pipe products in residential construction.

The surge in private infrastructure and public investment projects has driven the demand for large-diameter HDPE pipes. Notably, in 2025, Tien Phong Plastic supplied DN2000 HDPE pipes - the largest diameter in Vietnam meeting international standards - to the Song Da Clean Water project. Manufactured from high-pressure-resistant virgin resin and engineered for stable operation across all terrains, these pipes are also preferred for irrigation water transport in high-altitude regions such as Northwest and Northeast Vietnam. To standardize drainage system structures, Tien Phong Plastic has pioneered products specifically designed for drainage systems compliant with ISO 3633, including double-wall PP pipes and spiral-core uPVC pipes. These products offer significant advantages over traditional alternatives by maintaining durability and preventing scale buildup throughout the system, earning high praise from customers and being trusted for numerous key projects.

Additionally, in late 2025, Tien Phong Plastic has researched and introduced a new supplementary product line to the Vietnamese market - SPC flooring, primarily designated for export to the U.S. market. This represents a major trend in wood-alternative materials due to its complete water resistance and glue-free installation process, progressively replacing traditional hardwood and laminate flooring.

### 2.3. Customized and On-Demand Product Trends

In the plastic pipe manufacturing industry, competitive advantage stems not only from product diversity but also from the ability to provide customized designs. Instead of merely mass-producing standardized items, manufacturers must cater to specific customer requirements through:

- **Custom-Made Production:** Specialized piping systems are researched and manufactured by Tien Phong Plastic to optimize the specific construction designs of partners.
- **Comprehensive Solutions:** In 2025, Tien Phong Plastic launched the "modular Underground Tank" - a smart water storage solution designed for urban flooding, droughts, or agricultural cultivation. These tanks feature flexible dimensions and are fully recyclable, allowing them to be repurposed into raw materials for other products.
- **Prefabricated Assemblies (Modularization):** A rising trend involves producing pipe assemblies based on technical drawings, which are then coded and pre-assembled into modules at the factory. This approach significantly reduces on-site construction time and minimizes errors caused by manual labor.

### 2.4. Plastic Pipe Application Trends in Fire Protection Systems

Given that fire protection systems (FPS) are mandatory in modern construction, the utilization of CPVC pipes for automatic fire sprinkler systems is emerging as a significant



future trend due to several key advantages:

- **Convenient Solvent Cement Joining:** Instead of heat welding or threading which generate sparks (posing fire hazards on-site), CPVC utilizes specialized solvent cement for secure connections.
- **Accelerated Installation Speed:** CPVC is 50%-70% lighter than steel pipes, reducing the structural load on buildings and shortening installation timelines by 30% to 50%.
- **Widespread applications in premium residential projects** such as high-rise apartments and hotels where low noise levels and compact installation spaces are required (as CPVC has a smaller outer diameter but equivalent flow capacity to steel pipes), and coastal areas, where its resistance to salt-air corrosion makes CPVC the premier choice for resorts and vacation projects where galvanized steel pipes often fail to endure.

Staying ahead of market trends, Tien Phong Plastic has spent the past three years continuously researching and successfully manufacturing standardized CPVC products to be ready for official commercial launch in the Vietnamese market in 2026.

## 3. 2025 TIEN PHONG PLASTIC S.W.O.T ANALYSIS

### 3.1. STRENGTHS

- **Stable Cash Flow and Strong Financial Indicators:** Tien Phong Plastic maintains a steady cash flow and excels in financial performance. Cash and cash equivalents account for nearly 44% of total assets (approximately VND 3,100 billion). This provides a robust “shield” against interest rate fluctuations and enables the Company to sustain its production and business plans without concerns regarding capital costs.
- **Modern Technology and Operational Expertise:** In addition to investing in new technologies, Tien Phong Plastic also performs contract manufacturing for major global corporations, thereby accumulating extensive operational and technical experience. This expertise drives product innovation and better serves domestic demand while reducing export dependence, saving costs, and shortening lead times by minimizing customs procedures.
- **Extensive Distribution Network:** With over 400 distributors and nearly 30,000 retail outlets, Tien Phong Plastic has the capability to rapidly launch new products to the market while maintaining superior after-sales service. Consequently, the brand achieves widespread market coverage and consistent top-of-mind awareness.

- **Economies of Scale:** Owing 03 major factories in Hai Phong, Nghe An, and Ho Chi Minh City with a combined total capacity of 260,000 tons/year helps minimize transportation costs and optimize operational efficiency.

### 3.2. WEAKNESSES

- Entering global markets remains challenging due to the specific nature of the products and high transportation costs.
- Investment in Research and Development (R&D) lacks a distinct focus, and the Overall Equipment Effectiveness (OEE) in production has not yet been fully optimized.
- The absence of a decisive, comprehensive digital transformation strategy hinders the synchronization of information and limits the accuracy of market demand assessments and forecasts.
- High Sensitivity to Raw Material Volatility: Although Tien Phong Plastic maintains a diverse supplier base both domestically and internationally, the majority of raw materials are still imported. This dependence exposes the Company to exchange rate and supply chain risks amid global geopolitical or economic fluctuations, particularly regarding crude oil prices.

### 3.3. OPPORTUNITIES

- **Resurgence of Major Real Estate Projects:** The early passage of the Land Law has unlocked numerous urban area projects in Hanoi and neighboring provinces. Leveraging strong relationships with major contractors such as Vingroup and Sun Group, Tien Phong Plastic has been selected as a primary supplier. Furthermore, demand for construction plastics is projected to grow by 12% to 15% in 2026.
- **Material Substitution Trends:** A significant shift from steel and concrete pipes to large-diameter HDPE pipes for urban drainage systems. Tien Phong Plastic has invested in production lines for pipes with diameters up to DN2000, ready to meet the demands of urban drainage and flood prevention projects in major cities and expressways.
- **Surge in FDI and Global Supply Chain Shifts:** Coupled with Haiphong’s strategic location as a major maritime gateway, the increasing Foreign Direct Investment (FDI) and global supply chain relocation present substantial growth potential.
- **ESG and Circular Economy Trends:** In 2026, market demand for green standards and certifications will intensify, offering Tien Phong Plastic the opportunity to lead the market. With products already achieving SGBP (Singapore Green Building Product) certification, the Company holds a competitive edge in securing and

dominating FDI and ODA-funded projects. This also enhances attractiveness to foreign strategic investors, further elevating the brand’s credibility.

### 3.4. THREATS

- **Intense Competitive Pressure:** Numerous Vietnamese enterprises, following mergers with foreign corporations, have successfully optimized their global supply chains, resulting in significant price competitiveness.
- **Exchange Rate Risks (USD/VND):** As major raw materials are imported in USD while revenue is primarily generated in VND, the sharp exchange rate fluctuations in the second half of 2025 significantly impact the Company’s total net profit.
- **Green Barriers (ESG):** Carbon emission reduction standards are beginning to be mandated for ODA-funded projects, requiring Tien Phong Plastic to accelerate its comprehensive ESG implementation roadmap across the entire system.
- **Counterfeit and Imitation Goods:** In rural markets, low-quality plastic pipes misappropriating the Tien Phong brand remain a persistent issue that has not been entirely eliminated, adversely affecting brand reputation.
- **Global Oil Price Volatility:** The 2026 energy market is forecasted to remain unstable with potential supply shortages. A surge in oil prices is a foreseeable risk beyond the Company’s control, necessitating timely government intervention.

## Strategy Matrix &amp; Action Solutions

Strategic Pairing	Intensive Action Strategy
S + O (Aggressive)	Leverage advanced technology and abundant capital to bid for major national infrastructure projects. Develop "green" products as the new benchmark for modern urban areas.
S + T (Defensive)	Utilize brand strength and financial prowess to execute communication campaigns focused on quality, durability, and "green" pioneer products to directly counter low-quality, low-priced goods.
W + O (Improvement)	Accelerate communication efforts in the Southern market to capitalize on the real estate recovery wave and increase market share in this region.
W + T (Transformation)	Establish a comprehensive data storage and market analysis system to enhance early forecasting capabilities, enabling proactive measures such as stockpiling resin when prices are at record lows.

## 2026 Business Plan

Key Performance Indicators (KPIs)	Unit	2025 Actual (Estimated)	2026 Target	Growth (2026/2025)
Net Revenue	VND Billion	6,750	7,330	109%
Sales Volume	Tons	132,343	148,000	112%
Profit Before Tax (PBT)	VND Billion	1,196	900	75.3%

# CHAPTER III

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# 01.

## ENGINEERING & PRODUCTION DIVISION



### a. Application of Advanced Technologies in Production

To achieve the distinguished milestones of 2025, Tien Phong Plastic exerted significant efforts in synchronizing innovative solutions and enhancing production capacity, with a strategic focus on integrating advanced technologies into operational processes. Alongside the ongoing optimization of modern production lines, the Company accelerated product improvements, upgraded molds and equipment, and intensified R&D activities for new product development. These initiatives are systematically invested with a long-term orientation to ensure stable growth and a transition toward sustainable "Green" products.

In the past year, driven by a spirit of innovation and creativity, the technical team at Tien Phong Plastic successfully researched and commissioned several critical items. Highlights include the swarf-less cutting system for DN16-DN50 ranges, the fabrication of a 4-position valve fatigue testing machine, and the design of thermal conductivity testers for air-conditioning drainage pipes. Furthermore, the team designed integrated electrical, water, and compressed air systems, along with silo supports to facilitate factory renovations. Notably, the Company has progressively advanced toward automation by deploying robotic arm systems and a fully automated production line for DN25 PP-R brass-threaded fittings. Additionally, the PE-PP factory has finalized and stabilized the new production technology for Sekisui electrofusion HDPE injection fittings, significantly enhancing productivity, quality, and synchronization across

the entire manufacturing system.

Aligned with the sustainable green development strategy, numerous technological innovations were implemented, most notably the successful transition to 100% lead-free (Non-Pb) PVC-U pipes and fittings. The Company also conducted testing on 35 new raw materials and chemical additives to reduce costs while improving product quality and safety. This reaffirms the long-term commitment of Tien Phong Plastic to prioritizing product quality, consumer health safety, and environmental friendliness.

### b. New product development

Embodying a pioneering spirit in its expansion and new product development plans, Tien Phong Plastic has reaffirmed its leading position in Vietnam's plastics industry by offering a diverse product range that provides comprehensive solutions for water supply and drainage construction. To meet the increasing demands of both domestic and international customers, the Company has intensified research and innovation to enhance product quality and standards. In 2025, Tien Phong Plastic successfully researched, launched into production, and introduced to customers its CPVC pipes for Automatic Sprinkler Fire Protection Systems. This product stands out for its superior chemical resistance, heat tolerance, and flame retardancy, serving as an advanced alternative to conventional fire protection piping currently on the market. Furthermore, throughout the past year, Tien Phong Plastic actively promoted the research

of various new products aligned with its market expansion strategy. A highlight is the Modular Underground Tank - an innovative solution for urban flood control and clean water storage, suitable for flood-prone or drought-stricken areas while preserving surface landscapes. Beyond developing new products, the Company also improved existing lines, such as manufacturing PVC products specifically for drainage systems compliant with ISO 3633 standards, and double-wall corrugated pipes that are lighter yet more durable than conventional PE pipes. These are unique products manufactured by Tien Phong Plastic exclusively for the Vietnamese market, providing novel solutions tailored to domestic construction needs. Additionally, products such as PP-R lever-handle and T-handle ball valves have been enhanced with new features to increase user convenience.



### c. Innovation and Creativity

In 2026, under the theme "Creating a Sustainable Green Future", Tien Phong Plastic continues to prioritize innovation in manufacturing research. The Company has successfully developed and applied new chemical formulations to enhance product quality, optimize raw material costs, and improve scrap processing efficiency. In addition, cost-effective alternative raw materials have been integrated, further improving product performance.

Key technical achievements include the stabilization of new production technologies for Sekisui electrofusion HDPE injection fittings, the commercialization of CPVC pipes for fire protection systems, and the refinement of modular underground tanks. Notably, the Company has successfully produced uPVC fittings compliant with ISO 3633 standards, achieving Vicat softening temperatures of 76°C and 79°C-exceeding the standard level of 74°C-while maintaining the capability to manufacture a full range of sizes in accordance with stringent specifications.

These innovations have strengthened the Company's competitive advantage amid both global and domestic shifts toward environmentally friendly and sustainable construction materials.



### d. Production Cost-Saving & Efficiency

Cost efficiency has always been a key criterion in evaluating production performance at Tien Phong Plastic, and this principle is consistently upheld across the organization - from the Board of Management to workers at manufacturing factories. Accordingly, the Company places strong emphasis on optimizing raw material usage, minimizing scrap, and enhancing recycling activities to improve efficiency, reduce costs, and mitigate environmental impacts.

### e. Manufacturing Facility Expansion Project

To meet increasing market demand, ensuring production output and storage capacity has become a key focus for Tien Phong Plastic. The Company has actively invested in reorganization, planning, and improvement initiatives across its three manufacturing factories - PVC Manufacturing Factory, PE-PP Manufacturing Factory, and Fittings Manufacturing Factory. Work areas have been reorganized based on functional and operational specialization; raw material warehouses have been expanded to support proactive production; and output



staging areas have been arranged to facilitate timely warehousing. In addition, packaging areas and handling processes have been restructured to ensure clear layouts and reduce the time required for transferring goods to warehouses.

Furthermore, Tien Phong Plastic has continued to invest in additional equipment and new production lines to support growth demand, while maintaining regular repair and maintenance activities to ensure operational readiness. Maintenance activities have been strengthened in depth, improving post-maintenance equipment quality and contributing to stable production. New injection molding machines, material feeding systems, and robotic arms have been deployed, promoting automation and production synchronization, thereby enhancing stability and productivity. In addition, the Company has collaborated with experts to acquire and improve equipment, enabling the expansion of product size ranges and optimization of production costs.

## 02.

## BUSINESS DIVISION



## 2.1. 2025 Business Overview

**Market Situation and Impacting Factors**

In 2025, the business environment continued to be affected by a combination of domestic and international macroeconomic factors. Slow global economic growth, high inflation in several economies, cautious monetary policies, and geopolitical shifts influenced international trade and investment flows.

Meanwhile, the domestic economy gradually stabilized, and public investment was strongly promoted, particularly in transportation infrastructure, urban areas, and water supply and drainage. However, the real estate market remained in a period of adjustment; liquidity had not truly recovered evenly across segments, directly impacting the demand for construction materials in general and plastic pipes in particular. Consequently, the plastics and construction materials industry faced challenging factors such as: increasing competition in both price and product quality; fluctuations in virgin plastic resin prices on the international market; increasingly strict tax policies, technical standards, and environmental requirements; and pressure to optimize costs and enhance productivity across the entire value chain.

Alongside the challenges were clear opportunities: increased demand for investment in technical infrastructure, water supply and drainage, urban apartments, and industrial zones; the trend toward using sustainable, safe, high-quality, and long-lasting materials; and policies enhancing construction standards and product traceability requirements.

In response to those fluctuations, the Sales Division proactively implemented a synchronized set of flexible adaptation solutions, including:

- Restructuring the product portfolio toward optimizing profit margins;
- Adjusting pricing policies and promotional programs to align with market developments;
- Accelerating the development of the infrastructure and engineering projects segment (expanding the project market);
- Strengthening debt management and commercial risk control, combined with branding activities and engagement programs across the system to increase brand value.

As a result, business operations in 2025 achieved outstanding accomplishments as Tien Phong Plastic officially set a record for both the highest revenue and profit in its 65-year history of establishment and development. This maintained a strong year-on-year growth rate and ensured sustainable business efficiency as well as the corporate position.

**\* The Company's General Business Strategy in 2025**

2025 is considered a year of powerful innovation for Tien Phong Plastic in its medium and long-term development roadmap. The Board of Directors established a vision to make Tien Phong Plastic a **"pioneering brand creating optimal products and solutions in the plastics industry"**. Based on this foundation, the Board developed a long-term development strategy rooted in 5 core values: **"Pioneering - Sharing - Integrity - Creation - Credibility"**. With the goal of "Quality First - Ensuring Legitimate Rights for Consumers", the Sales Division implemented the 2025 strategy

according to the following key orientations:

**a. Market strategy****Increase market share**

With over 65 years of experience, Tien Phong Plastic Joint Stock Company has become an iconic state-owned brand in Vietnam's construction plastics industry, deeply ingrained in the minds of many generations and associated with residential, technical infrastructure, and urban projects nationwide.

Over the past decades, Tien Phong Plastic has consistently asserted its leading position, particularly in Northern Vietnam - its traditional and key market. In 2025, through outstanding efforts, the Company continued to maintain a dominant market share in the construction plastic pipes and fittings segment. This result was achieved largely thanks to fundamental factors: product quality meeting high technical standards; an extensive and sustainable distribution system with 10 distribution centers, over 400 distributors, and nearly 30,000 points of sale nationwide; flexible and transparent sales policies; professional after-sales service and technical support; large production capacity with 03 factory clusters capable of meeting all market demands; and a seamless, rapid supply chain across the country.

Furthermore, in 2025, the sales team was enhanced in both quantity and quality to closely monitor the market, while workshop activities were intensified across regions to provide technical support and introduce new products to local contractors. On the other hand, the residential market share saw a slight growth of

approximately 14%; although sales channels have gradually reached saturation, slight increases in urban area and industrial zone projects have driven additional residential construction following the planning of these projects.



**Enhancing access to large-scale infrastructure projects:**

In the context of intensified public investment and the rising trend of sustainable urban development, in 2025, the Company identified the project segment as a vital growth pillar. The strategy focusing on technical infrastructure projects, industrial zones, new urban areas, and national key “green” constructions has yielded very positive results. Business policies were innovated and flexibly applied to major projects, including: optimizing product configurations according to specific technical requirements; adjusting optimal pricing mechanisms; and strengthening technical consultancy and support throughout the project lifecycle (including after-

sales policies). In addition to being a long-term strategic partner with many large corporations such as PCI, Shinec, Minh Phu Seafood, etc., in 2025, Tien Phong Plastic officially became the supplier of all plastic pipe and fitting products for Vingroup through a series of projects by the General Contractor Vincons, bringing significant revenue to both the Northern and Southern regions. Other highlights include the Phu My Industrial Zone project (Binh Dinh) - a large-scale key project in Central Vietnam - and exports to Laos for the construction of the Thanh Hung Company factory. These achievements reinforce the Company’s capability to meet stringent requirements regarding technology, scheduling, and quality in large-scale projects. Increasing the revenue proportion from the project segment not only contributes to short-term growth but also enhances brand prestige and creates a ripple effect across the market.



**Step-by-step expansion into potential export markets**



The year 2025 marked a significant transition toward international markets for Tien Phong Plastic. The Company’s Board of Leaders officially established Market Development Department 3, specifically in charge of the international market segment, demonstrating a firm commitment to expanding operations beyond domestic borders and elevating the Vietnamese brand to a global level.

With core tasks focusing on surveying and assessing potential in target markets; seeking and establishing overseas partner networks; researching technical standards and legal requirements of each country; participating in international trade fairs and exhibitions; and strengthening relationships with overseas trade offices in Germany, the USA, etc. The export orientation not only contributes to revenue growth targets but also aims to build the image of a Vietnamese enterprise with production

and management capabilities aligned with high quality in the eyes of foreign partners. Over the past year, Market Development Department 3 developed plans to produce engineering plastic product lines according to the requirements of partner Codecom in Australia, researched supply solutions for General Contractor Momek in Norway, and promoted plans to join the supply chain for VinFast projects in Indonesia and India. Additionally, the distribution plan for German Arcan waterproofing adhesive in the Vietnamese market was implemented, opening a two-way cooperation path and increasing commercial value.

Furthermore, Tien Phong Plastic established its brand presence on the international e-commerce platform Alibaba, featuring in the Top 200 typical enterprises, opening a more effective new direction in the journey of deep integration and conquering the global market.



## b. Product Strategy

From the outset, Tien Phong Plastic's product strategy has been built upon a long-term orientation toward green quality, compliance with international standards, and environmental sustainability as part of its long-term orientation. In 2025, the Company continued to reinforce its core product lines while developing additional high-tech products serving multiple sectors, national key projects, and green construction trends.

### ***Maintaining and improving traditional product lines***

Tien Phong Plastic continues to assert its position with three core product lines: PVC-U, HDPE, and PP-R, in which PVC still accounts for the largest proportion of revenue. These are the product lines that have been affirmed by the market for their quality, durability, and stability over many decades, contributing a significant share to the Company's revenue and profit structure.

Alongside maintaining the stable quality of traditional product lines, in 2025, Tien Phong Plastic continued to promote the consumption of high-tech and high-value-added products. A prime example is the large-diameter 2000mm HDPE pipe line supplied to the Song Da Clean Water Project, with a total length of over 6,000 meters - equivalent to nearly 500 pipe sections - transporting water directly from the Da River to the plant, serving clean water for residents in the Western Hanoi urban chain - from Son Tay, Hoa Lac, Ha Dong to the city center. This project is a testament to Tien Phong Plastic's foresight in investing in large-scale products,

stemming from the practical needs of large-scale infrastructure projects, especially in the fields of water supply, drainage, and urban development. It also demonstrates the strategic vision of the Executive Board in seizing opportunities from the public investment wave and national key infrastructure projects. The fact that Tien Phong Plastic is the only enterprise in Vietnam and Southeast Asia capable of manufacturing 2000mm diameter HDPE pipes has created a distinct competitive advantage in the high-tech project segment and enhanced brand value among strategic customer groups.

### ***Green production meeting stringent technical standards of national and foreign-invested projects:***

In a market context that increasingly emphasizes sustainability, transparency, and prioritizes



safety and technical standards, the Sales Division has clearly positioned its competitive strategy based on superior quality rather than pure price competition. Proactive coordination with production and technical units ensures that every product released to the market fully meets current standards while satisfying the unique requirements of each individual project.

Most importantly, the "green production" orientation is integrated into the business strategy as a long-term advantage. As ESG trends and green building criteria become more prevalent and gradually evolve into mandatory requirements, the Sales Division proactively leverages the company's internal strengths from energy-saving production processes and emission control to optimized material usage to increase the value of its sales offerings.

Maintaining high-quality standards has helped the Company consolidate the trust of the traditional distribution system as well as end consumers, thereby increasing the capability to participate in national key infrastructure projects. This allows the Company to meet the stringent requirements of developers and FDI projects while enhancing competitiveness in the mid-to-high-end segments.

### ***Focusing on integrated solutions instead of individual products***

One of the prominent differentiators of Tien Phong Plastic is its strategy of developing integrated product systems for each line from the outset. Currently, the Company possesses a portfolio of over 10,000 product types, fully covering everything from pipes to fittings, accessories, and complete components for each system. Every product line, from PVC-U, HDPE, and PP-R to newly developed lines, is researched and manufactured synchronously. This ensures high technical compatibility between components, the safety and stability of the entire system, and convenience in construction, installation, and maintenance. This approach ensures that customers are not merely buying individual products but are provided with all-in-one system solutions, thereby minimizing technical risks, optimizing total costs, and enhancing long-term operational efficiency. Simultaneously, the integrated product strategy creates a natural competitive barrier, increases customer engagement, and consolidates the Company's leading position in the market.

### c. System Development

#### ***Standardizing selection and evaluation criteria for distributors***

The Company continues to refine its set of criteria for selecting and evaluating distributors toward transparency, professionalism, and staying ahead of trends. The criteria focus on financial capacity, regional brand coverage, management capability, brand commitment, and long-term development potential. Standardizing the periodic evaluation process helps enhance cooperation efficiency, minimize commercial risks, and ensure synchronization across the nationwide distribution system.



#### ***Expanding and consolidating the distribution system***

The distribution system is always identified as a strategic pillar ensuring the Company's sustainable growth. Based on a review of the potential of each region, the Sales Division signed 5 new distributors in key areas in 2025, contributing to increased market coverage and expanding access to end customers.

Beyond focusing on expanding quantity, the Company places special emphasis on improving the quality and professionalism of the system.

Sales policies, marketing support (signboards, publications, catalogs, etc.), product training, and debt management are standardized and implemented synchronously to create consistency in brand image and service standards nationwide.

The clear effectiveness in strengthening the periodic performance evaluation mechanism for each distributor has promoted healthy competition and encouraged sustainable sales growth. The strategy of selective expansion and comprehensive consolidation allows the distribution system to continue fulfilling its role as a solid foundation, ensuring the extensive presence of the brand in the market.

#### ***Conferences, seminars, and partner networking:***

The comprehensive innovation in strategic management thinking has also impacted action orientations. In 2025, the Sales Division identified trade promotion programs, such as conferences, seminars, and partner networking, not merely as social events, but as strategic tools to consolidate the system, disseminate product orientations, and increase market depth.

A highlight of the year was the 65th Anniversary Celebration of the company combined with the Annual Customer Conference held in Hai Phong. From a business strategy perspective, the event served to reaffirm the long-term commitment to the distribution system while clearly communicating development orientations in products, market policies, and growth targets for the new phase. The conference not only consolidated trust but also created high

consensus throughout the system, unifying the vision between the company and its partners.

Additionally, the organization of four specialized seminars titled "Introducing New Products in Water Supply and Drainage" in Quang Ninh, Ninh Binh, Hai Phong, and Hung Yen - attracting the interest of over 2,000 attending customers - was a specific step in implementing the strategy of "bringing solutions closer to the market". These seminars helped the Sales Division directly reach agents within the distribution system as well as project customer groups, design consultants, and contractors, thereby increasing the consumption proportion of high-tech and integrated system product lines.

In specific areas, 20 intensive workshops dedicated to contractor teams across districts in Hanoi, themed "Sharing Experience in Troubleshooting Water Supply and Drainage System Construction", were implemented as a "bottom-up" approach strategy. Accompanying the construction workforce not only improves installation quality and limits technical risks but also creates a brand-spreading effect from practical worksites - a key factor in the construction materials industry.

Alongside professional activities, overseas travel programs for high-revenue distributors continued to be maintained to show gratitude, retain, and develop core partner groups, thereby creating growth momentum for the system.

During the year, Tien Phong Plastic also welcomed partners from Japan, representatives of water supply companies, and university student delegations for site visits and professional exchanges. This activity expands the cooperation



network, prepares high-quality human resources, and creates a premise for future cooperation orientations. Through organizing connecting activities in a systematic and in-depth manner, the Sales Division has not only increased engagement within the distribution system but also enhanced market access capabilities and consolidated the brand image among diverse customers.

#### ***Enhancing the capacity of the sales and technical support teams***

Alongside market expansion and the consolidation of the distribution system, in 2025, the Sales Division identified human resource development as one of the core factors ensuring sustainable growth and increasing competitive advantage.

During the year, the Company continued to implement training programs in an intensive and practical direction, including knowledge of: products - sales skills - solution consultancy capacity to capture customer needs, advise on appropriate solutions, and access the project

market. For the key construction segment and high-tech customers, the Company strengthened close coordination between the sales division and the technical support team. The “sales linked with technical” model was consistently implemented, ensuring that every project involves consultancy participation from the design phase and material selection to construction guidance and final acceptance. This helps increase the bidding success rate while minimizing risks arising during practical implementation. On the other hand, the Key Performance Indicator (KPI) system is applied in a transparent manner and closely linked to the growth targets of each region and each product line. Incentive, remuneration, and career development mechanisms are clearly established to attract and motivate high-quality personnel.



## d. Digital Transformation Strategy and Commercial Operational Optimization

### *Refining the CRM system and customer data management*

In the context of an increasingly competitive market and the need for rapid response to supply–demand fluctuations, the Sales Division focused on upgrading and refining the Customer Relationship Management (CRM) system toward integrated and centralized nationwide data management. Data related to the distribution system, project customers, and contractors is standardized, updated in real time, and categorized by region, product type, and transaction history.

Centralized data management enables the Division to monitor market performance, develop appropriate sales policies, and proactively manage relationships with strategic customer segments, thereby enhancing competitive advantage.

### *Applying digital technology in sales management and customer care*

In the nation’s era of rising, digitalization and AI technology have become essential factors in the development of every enterprise. In 2025, the Sales Division continued to promote these elements in commercial activities, viewing them as a vital foundation to enhance management efficiency, optimize operations, and improve customer experience.

The sales management system toward comprehensive digitalization is being step-by-step refined, including order management,

inventory tracking, debt control, and real-time pricing policy updates. Data is centralized and synchronized across the sales, accounting, and logistics departments, helping to shorten order processing times, reduce errors, and enhance transparency throughout the entire system. Real-time order status tracking also helps customers proactively plan their construction while improving professionalism in logistics services. In customer care, interaction channels are expanded and standardized toward a multi-channel, multi-platform approach to ensure timely receipt and processing of feedback. Technical support, warranty, and complaint resolution processes are monitored on the system, helping to increase professionalism and customer satisfaction levels.

### *Applying data analysis in demand forecasting and business planning*

Based on data collected from the market or through quantitative and qualitative surveys, the Sales Division has step-by-step applied data analysis to identify consumption trends by timing, region, and product group. This supports demand forecasting and planning with the Engineering & Production Division to optimize inventory and supply capacity, enhancing accuracy in strategic decisions and minimizing business risks. Furthermore, coordinating with technical units to propose product lines that meet new market demands, such as “modular underground tanks” - a product researched based on the need for surface water storage for reuse, flood control, and space optimization. The product, using recycled PP plastic, not only

meets technical criteria but also aligns with green infrastructure orientations for public works such as parks, squares, schoolyards, parking lots, etc. Additionally, to meet increasingly stringent fire prevention and fighting requirements in high-rise buildings, industrial zones, and foreign-invested projects, CPVC fire-resistant pipes and fittings were researched, manufactured, and put into use in 2026. This is a strategic step to expand the high-tech product portfolio, increase value, and enhance the capacity to provide complete sets for infrastructure construction.

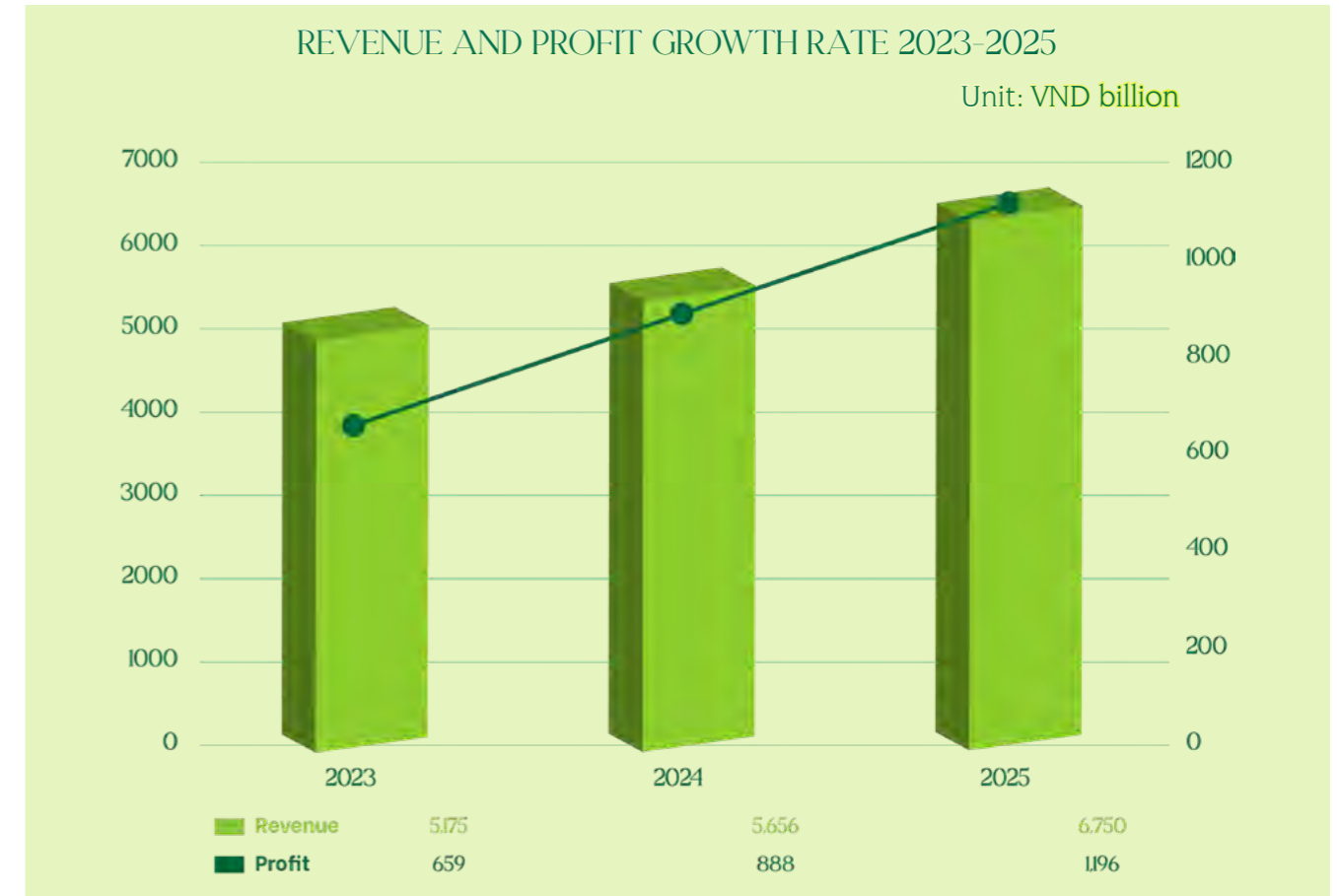
The consistent implementation of all the above orientations created outstanding results for the Sales Division in 2025, as both revenue and profit targets exceeded the plans set by the General Meeting of Shareholders, officially creating unprecedented records throughout the brand’s more than 6-decade history of development.



## 2.2. Business Performance in 2025

### a. Key Financial Highlights

In 2025, the enterprise’s production and business results achieved outstanding accomplishments, exceeding the plan and showing clear growth compared to 2024. Total revenue reached VND 6,750 billion, equivalent to 112.5% of the plan, in which the North continued to be the main growth driver, contributing over 88.8% of revenue and reaching 111.6% of the plan; the Central region also maintained positive growth, reaching 104.5% of the plan. Pre-tax profit increased sharply, reaching nearly VND 1,196 billion, a 30% increase over the same period; gross profit margin was maintained thanks to a flexible pricing strategy and enhanced inventory management efficiency.



Target	Unit	2025 Plan	2025 Actual	% 2025 Plan Performance	2024 Actual	2025 Actual vs. 2024
Product Sales Revenue	VND Billion	6,000	6,750	112.5%	5,542.2	121.7%
Pre-tax Profit (Parent Company)	VND Billion	690	1,196	173.3%	888.4	135.2%
After-tax Profit (Parent Company)	VND Billion	-	992.8	-	735.6	134.9%

In 2025, the project channel recorded positive results, with the number of accessed projects increasing by 13% compared to 2024; over 74% of projects were successfully signed, and revenue exceeded the target by 10%, covering many provinces and cities nationwide. In the residential channel, although the market has nearly reached saturation, revenue still grew by 14%, affirming stable consumption and the firm trust of consumers in Tien Phong Plastic.

Consequently, the Company’s production output also grew remarkably, recording the most impressive increase in recent years, with the total output of major products reaching 132,343.5 tons, equivalent to 112.6% of the plan. Many product groups saw high growth, notably HDPE pipes, solvent-welded PVC-U pipes, PP-R pipes, and injection-molded products, reflecting the effectiveness of the product structure and expanding market demand.

The achievements were attained thanks to the sound strategic policies of the Board of Directors, alongside the optimization of product structure and strict control of selling expenses, which officially led Tien Phong Plastic to set records in both revenue and profit.

This breakthrough not only reflects the effectiveness of the project channel development strategy but also serves as clear evidence of Tien Phong Plastic's superior production capacity and flexible response to the market's increasing demands. Furthermore, products achieving SGBP (Singapore Green Building Product) Leader standards have created opportunities to supply green-oriented projects such as Dojiland with the Diamond Crown project - the first apartment complex in Vietnam to be granted the LEED Residential Silver green building certification by the U.S. Green Building Council (USGBC).



#### b. Market share and market position

In 2025, Tien Phong Plastic continued to maintain its position as the leading enterprise in the construction plastic pipe industry in Vietnam. Market share in key regions was consolidated thanks to the sustainable distribution system development strategy and comprehensive dealer care policies.

The brand is widely recognized in the high-quality product segment, meeting the stringent technical standards of residential and large-scale infrastructure projects.

#### c. Export activities

Through strengthened external relations and trade promotion activities in key markets such as Australia, Norway, and Germany, Tien Phong Plastic's export activities have gained further opportunities for growth and potential expansion

of its partner network.

Total export revenue in 2025 reached nearly 5%. This result reflects the initial effectiveness of the Company's proactive and selective international market expansion strategy. In terms of market structure, New Zealand continued to play a key role, with revenue from Iplex increasing by approximately 5.2%. Notably, the Australian market recorded breakthrough growth, with revenue rising, equivalent to a 70% increase, making it the most significant growth driver of the year.

At the same time, the Company continued to maintain and expand cooperation and contract manufacturing for foreign partners in traditional markets such as Japan, Hong Kong, Germany, Laos, and several European countries.

## 2.3. Marketing and Brand Communication Activities

### \* *Market Research and Data Collection*

In 2025, market research was intensified in a more professional and systematic direction by collaborating with consulting firms in the field to enhance the objectivity and reliability of the data. During the year, the Sales Division implemented 06 survey rounds across 11 provinces and cities in the Northern and Central regions, collecting over 2,500 questionnaires from diverse groups: distributors, dealers, contractors, design consultants, developers, and end consumers. The collected data not only reflected brand awareness, satisfaction levels regarding product-service quality, and brand health but also provided vital information on consumption trends, new technical requirements, customer behavior, and the competitive landscape in each region.

### \* *Integrated Marketing Strategy*

The Sales Division implemented an Integrated Marketing Communication (IMC) strategy across multiple platforms with the goal of expanding brand coverage while increasing awareness of product lines. Communication activities were deployed through multi-channel approaches, combining traditional channels (seminars, conferences, publications, OOH, etc.) with digital channels (websites, social media platforms, online media, etc.).

Marketing not only created brand coverage but also played a role in providing direct support to the sales force, promoting the consumption of high-value-added and new product lines.

### \* *Prominent Promotional Activities*

The year 2025 was marked by numerous large-scale promotional activities, contributing to elevating the brand image. Notably, with its presence at the national achievement exhibition "80 Years of Independence - Freedom - Happiness" on the occasion of the 80th National Day, Tien Phong Plastic's booth showcased new products and integrated water supply and drainage models. Along with many vibrant activities, it created a unique highlight, thereby spreading a positive image of the brand to the community. Through the event, Tien Phong Plastic was honored as one of the 25 enterprises to receive the Outstanding Display Space Award, contributing to the overall success of the exhibition and receiving a Certificate of Merit for Outstanding Collective in the Patriotic Emulation movement for the 2020-2025 period, awarded by the City People's Committee.

Alongside this, the Company continued to participate in specialized exhibitions such as Vietnam Water Week 2025, thereby introducing core and new product lines to the business community, water supply units, and project customers. These exhibition activities helped the Company increase awareness, create opportunities to reach potential customers, and expand cooperation.



**\* Awards and Recognition**

The year 2025 marked many proud milestones for Tien Phong Plastic, most notably the honor of receiving the First-Class Independence Order at the Company’s 65th Anniversary Celebration. Mr. Le Tien Chau, Member of the Party Central Committee and Secretary of the Hai Phong Party Committee, was authorized to present this prestigious award, recognizing the Company’s enduring contributions throughout its 65-year journey. The addition of a new distinguished star to the traditional flag completed the full set of State-level honors awarded to the Company - serving as a powerful testament to its continuous efforts and pioneering spirit upheld across generations of Tien Phong Plastic employees. Affirming its leading position, in October 2025 in Beijing, China, Tien Phong Plastic proudly became the only construction plastics enterprise in Vietnam to achieve the World Class category

(the highest level) at the Global Performance Excellence Award (GPEA 2025). This marked the second time the Company has received this prestigious award, further reinforcing international recognition of its product quality and brand reputation. It also stands as a source of pride for a Vietnamese brand reaching global stature, demonstrating its pioneering role in innovation, governance, and sustainable development. In addition, Tien Phong Plastic achieved the SGBP 4-Ticks Leader certification from the Singapore Green Building Product (SGBP) organization for all three product lines: PVC-U, HDPE, and PP-R. This represents the highest level within Singapore’s green building product certification system—one of the most rigorous standards in the region.

**2.4. 2026 Business Orientation**

Entering 2026, under the theme “Creating Sustainable Green Value”, the Business Division identifies this as a consistent guiding orientation, continuing to leverage its quality foundation, enhance value within the product portfolio, and promote green development across all commercial activities. Based on achieved results and market outlook, the Board of Leaders has set a target of 10% revenue growth compared to 2025.

**2026 Business Targets Plan**

No.	Target	Unit	2026 Plan	Ratio vs. 2025 (%)
1	Total Revenue	VND Billion	7,330.0	110.2%
2	Sales Output	Tons	148,000	111.8%
3	Pre-tax Profit	VND Billion	900	75,3%

To achieve these results, the Sales Division needs to develop an effective business strategy and identify key focus areas such as:

**• Consolidating and expanding market share**

Continuing to maintain market share in traditional regions, increasing presence in markets with high growth potential, and simultaneously expanding exports - prioritizing markets with high technical standards to elevate brand prestige and increase product value.

**• Continue to promote project market share:**

Strengthening access to large-scale projects through the application of flexible commercial policies, focusing on major projects and developers such as Vingroup, Sungroup, Masterises... as well as social housing projects. Special priority will be given to seeking and participating in green construction projects and sustainable infrastructure works, aligning with long-term development orientations.

**• Accelerating digital transformation in business management**

Refining the management system for distribution network operations and internal management on digital platforms; enhancing market forecasting and data analysis capabilities; continuing to digitalize the sales process to increase efficiency, control risks, reduce costs, and improve customer experience.

**• Promoting the consumption of new product lines and value-added products**

Promoting the market introduction of new product lines such as spiral-core PVC-U pipes, double-wall corrugated PP/PE pipes, CPVC fire-resistant pipes and fittings, modular underground tanks... through distribution channels, project channels, developers, design consultants, as well as major contractors.

Leveraging the advantages of a strong distribution system, prestigious brand, and a pioneering spirit of innovation, the Sales Division strives to meet and exceed the targets set by the Board of Directors, thereby contributing positively to the stable and sustainable development of the Company.



# 03.

## ORGANIZATIONAL AND HUMAN RESOURCES STATUS



### 3.1. Working Environment for Employees

At Tien Phong Plastic, people are always at the center of all development strategies. The Company is committed to building a working environment that is safe - modern - cohesive - developmental - sustainable, where every employee is protected, empowered, and inspired to contribute wholeheartedly.

Occupational safety at Tien Phong Plastic is always placed as a top priority. The Company strictly complies with legal regulations while proactively investing in comprehensive and modern personal protective equipment for employees. Periodic training programs on production safety are regularly conducted, and operating procedures are standardized to minimize the risk of workplace accidents. In parallel, the Company continuously improves working conditions through technological solutions such as mist cooling systems, automatic material feeding systems, relocating high-noise-frequency machines below ground level, installation of heat-insulating films, wastewater treatment systems meeting regulatory standards, and measures to control dust and noise. These efforts contribute to building a safe, environmentally friendly production environment that ensures the long-term health of employees. On an annual basis, Tien Phong Plastic engages the Center for Occupational and Environmental Health under the Ministry of Industry and Trade to conduct monitoring of the working environment, including indicators such as noise, lighting, dust, and sound levels, all of which are in compliance with regulations.

In addition to safety, Tien Phong Plastic continuously invests in developing a modern

working environment. Automated production lines, robotic arms, smart control systems, along with improvements in management software and digitalization of data, are implemented synchronously, gradually forming an advanced operational model. The application of technology not only optimizes production capacity, enhances accuracy and labor productivity, but also reduces physically demanding and potentially hazardous tasks, enabling employees to work in a more professional, safe, and efficient environment.

Beyond material conditions, Tien Phong Plastic fosters a cohesive and people-centric workplace. Internal engagement activities such as celebratory lunches during Trade Union Month, along with cultural, artistic, and sports initiatives - including the mass art performance celebrating the Company's 65th anniversary, sports festivals, the Tien Phong Plastic Green Run, internal football tournaments, team building programs, and charitable activities - are regularly organized. These activities help strengthen team spirit and enhance coordination across departments. The Company's Trade Union and Youth Union consistently accompany and provide timely support to employees and their families in difficult circumstances, promoting the values of sharing and social responsibility. In particular, as a company with a long-established history, Tien Phong Plastic places strong emphasis on intergenerational connection among employees. The Retirees' Association serves as a common home for former employees who devoted a significant part of their lives to the Company, while also providing an opportunity for current employees to express gratitude and learn from preceding generations.

In addition, the Company places strong emphasis on the comprehensive development of its workforce. Training programs to enhance professional expertise, soft skills, and management capabilities are implemented on a regular basis, while welfare policies are maintained consistently and improved year by year. Healthcare programs, periodic medical check-ups, gift policies, additional bonuses during holidays and Tet, as well as policies supporting employees' families and children have contributed to improving both the material and spiritual well-being of employees. An open and respectful working culture that encourages creativity and innovation - through timely recognition and rewards for ideas, initiatives, and improvements from all employees - is upheld as a core value, forming the foundation for continuous innovation.

Towards sustainable development, Tien Phong Plastic promotes green transformation across both production processes and the working environment, aligning corporate interests with social and community responsibilities. The Company upholds the principle of gender equality, ensuring equal opportunities in recruitment, training, and promotion. The proportion of women holding leadership and management positions continues to increase, reflecting progress and diversity in the organizational structure.

With a safe, modern working environment rich in development opportunities, Tien Phong Plastic not only provides a stable workplace but also builds a sustainable professional community - where each individual is respected, developed, and contributes to the Company's "The Flow of Aspiration."

### 3.2. Compensation, Bonuses and Benefits

To enable employees to devote themselves wholeheartedly and maintain long-term commitment to the Company, compensation policies must be truly commensurate with their contributions. The salary system at Tien Phong Plastic is built on the principles of fairness, transparency, and close alignment with job positions, professional qualifications, seniority, experience, as well as individual performance outcomes. The Board of Leaders consistently strives to maintain the Company's average income level at 10%–15% higher than that of equivalent positions in the region, thereby ensuring competitiveness in the labor market and creating a sustainable motivation for workforce development.

Another aspect that provides employees with confidence when joining Tien Phong Plastic is that all salary and bonus payments are made fully and on time; policies and regimes are implemented in a transparent and consistent manner, with no complaints arising in relation to employees' rights and interests. During the year, the Company issued the Decision on increasing the salary base for social insurance contributions in 2025 and completed adjustments to social insurance contribution levels for employees eligible for salary grade increases in accordance with regulations, thereby ensuring long-term benefits for employees. In addition, thanks to the Company's strong production and business performance results in 2025, with the highest profit level in its history, all employees of Tien Phong Plastic received significant additional bonuses, including 6.5 months of salary as Tet



bonus and an additional 3 months of salary as bonuses for major holidays during the year, thereby fostering motivation and ensuring stable living conditions for the workforce.

In parallel with the salary policy, welfare regimes continued to be expanded and enhanced. The Company organized summer vacation programs for all employees, while also implementing travel programs for the Board of Leaders and mid-level management staff from specialist level and above. Allowances for team leaders, deputy team leaders, and skill-based allowances for highly skilled workers were maintained and supplemented; positions entitled to in-kind benefits were reviewed and updated in line with actual working conditions. Skill competitions were organized in 2025, with the results used as a basis for granting additional benefits, thereby encouraging employees to enhance their skills, promote initiatives, and improve productivity. In addition, the Company continued to implement seniority recognition programs, awarding commemorative trophies together with corresponding cash rewards to long-serving employees, recognizing their enduring contributions and commitment to the development of Tien Phong Plastic.

### 3.3. Training and Development

In the context of rapid technological changes, increasingly intense market competition, and continuously rising governance requirements, a company's competitive advantage lies not only in machinery or scale, but in the quality of its people. Recognizing this, in 2025, Tien Phong Plastic continued to place strong emphasis on developing workforce capabilities, fostering a proactive and adaptive learning culture, and creating a solid foundation for sustainable long-term growth.

Based on this orientation, the Company implemented a total of 152 training courses, including 103 internal training courses, 32 courses with employees participating in external programs, and 17 courses delivered directly by external instructors. Training content was designed in close alignment with actual production and business activities as well as the specific needs of each division, ranging from enhancing technical skills, updating management knowledge and leadership capabilities, to specialized topics on quality, safety, and digital transformation. The classification and development of programs by target groups made training activities more practical and highly applicable.

Alongside expanding scale, training methods



were also innovated to enhance interaction and practical experience. Training sessions combined case discussions, experience sharing, on-site practice, and the application of supporting technologies, thereby improving engagement and learning effectiveness. In particular, the Company encouraged employees to promote knowledge sharing and participate as internal trainers within their departments, gradually forming a pipeline of internal trainers and spreading a learning culture from within the organization.

To ensure alignment between training and career development, employees were encouraged to proactively register for courses aligned with their personal development orientation, while also being nominated to participate in external training programs to broaden expertise and update new trends. Training outcomes were considered in performance evaluation and succession planning processes, creating a strong linkage between individual efforts and career advancement opportunities.

Through a well-structured training system, flexible implementation methods, and content closely aligned with practical needs, 2025 continued to record positive improvements in the quality of Tien Phong Plastic's human resources. Training activities have gone beyond merely supplementing knowledge and skills, gradually fostering a proactive learning mindset, a spirit of knowledge sharing, and a culture of continuous development across the Company. This serves as an important foundation for employees to enhance professional capabilities, remain adaptable to new requirements, and accompany the Company in its next stages of development.

### 3.4. Healthcare



Employees' health is not only a factor ensuring productivity but also reflects the quality of governance and the Company's responsibility toward its workforce. In 2025, Tien Phong Plastic continued to implement healthcare initiatives in a proactive, preventive, and comprehensive manner, ensuring maximum healthcare benefits for employees.

The Company's Medical Department fully performs its functions in providing primary healthcare, monitoring employees' health conditions, and managing medical records in accordance with regulations. Periodic health check-ups and occupational disease examinations are conducted as planned, ensuring that employees receive timely consultation, monitoring, and guidance. At the same time, disease prevention and control activities are implemented proactively; communication measures, hygiene guidance, and seasonal disease prevention are carried out regularly to minimize the risk of infection in a concentrated working environment.

In addition to medical care, the Company places strong emphasis on ensuring nutrition and living conditions for employees. The collective kitchen

is organized systematically, with proactive collection of feedback and meal registration guidance, offering diverse menus with balanced nutrition and flexible weekly adjustments to meet the varied needs of employees. Food safety and hygiene control procedures are strictly implemented from the selection of ingredients to processing and serving, ensuring the quality of daily meals.

Special allowance regimes continue to be fully maintained, including night shift allowances, hazardous work allowances depending on job characteristics, provision of drinking water, and nutritional porridge to mitigate heat during the summer, along with other forms of support appropriate to actual production conditions. These policies contribute to improving health, restoring working capacity, and enhancing employee satisfaction.

With a consistent approach - from prevention, monitoring to care and nutritional support - healthcare and nutrition have become integral components of Tien Phong Plastic's human resource management system. A well-maintained health foundation is a prerequisite for employees to sustain performance, improve work quality, and accompany the Company in its long-term development.



## 04.

### FINANCE DIVISION



The year 2025 continued to mark positive progress for Tien Phong Plastic in maintaining stable growth, improving operational efficiency, and reinforcing a solid financial foundation. Amid fluctuations in the construction materials and technical infrastructure markets, the Company sustained its growth momentum through effective governance strategies, cost optimization, and expansion of product consumption markets. According to the 2025 Financial Statements, total revenue from sales and service provision reached

VND 6,950 billion, an increase compared to VND 5,828.55 billion in 2024. After deductions, net revenue amounted to VND 6,750.82 billion, reflecting steady expansion in operational scale as well as the effectiveness of the nationwide distribution system. This growth was driven by the Company's continued strengthening of its position in the production and trading of plastic construction materials, particularly plastic pipe products serving water supply, drainage, and urban technical infrastructure.

In 2025, the Company's business efficiency improved significantly, with pre-tax profit reaching VND 1,196.16 billion, up 34.64% compared to VND 888.45 billion in 2024. This result demonstrates the effectiveness of cost control measures, optimization of production and business activities, and enhanced operational productivity across the system.

After fulfilling tax obligations to the State, profit after tax reached VND 992.87 billion, a strong increase compared to VND 735.65 billion in 2024 (equivalent to an increase of 34.96%). The strong profit growth indicates that the Company has successfully improved profit margins through effective cost of goods sold management, control of selling expenses, and financial expenses. This not only enhances operational efficiency but also provides additional resources for investment and development plans in the coming period.

For shareholders, one of the key indicators reflecting investment efficiency is earnings per share (EPS). In 2025, the Company's EPS reached VND 5,805 per share, a notable increase compared to VND 5,161 per share in the previous year. This improvement affirms the Company's

ability to generate sustainable value for shareholders and enhances the attractiveness of its shares in the market.

In terms of asset scale, as of December 31, 2025, the Company's total assets reached VND 7,047.66 billion, up from VND 6,414.87 billion at the beginning of the year. This increase reflects the right strategic direction as the Company continues to invest in expanding production capacity, strengthening resources for business operations, and increasing inventory reserves to meet market demand.

The capital structure continued to be maintained in a safe and sustainable manner. Equity reached VND 4,231.80 billion, representing an increase of 15.42% compared to VND 3,666.37 billion at the beginning of the year, and accounted for a significant proportion of total capital. A high equity ratio enables the Company to maintain financial autonomy, minimize risks arising from interest rate fluctuations, and strengthen its investment capacity for long-term development projects.

Another positive highlight in 2025 was that profit from operating activities remained at a high level, reaching approximately VND 1,200.97 billion, a sharp increase compared to VND 885.06 billion in 2024. Stable positive cash flows from core operations demonstrate the sustainability of the Company's business model, while also providing an important source of funding for future investment activities and dividend payments. As of the end of 2025, cash and cash equivalents reached VND 532.86 billion, up from VND 446.32 billion at the beginning of the year, contributing to enhanced liquidity and providing financial

flexibility for the Company's subsequent development plans.

In 2025, the Finance Division continued to play a crucial role in ensuring the transparency, accuracy, and timeliness of financial information.

The preparation and disclosure of financial statements were carried out in full compliance with accounting standards and legal regulations.

At the same time, the Finance Division proactively

analyzed financial indicators and evaluated the performance of each business segment, thereby supporting the Board of Leaders in

making management decisions aligned with market conditions. In addition, the Division

strengthened coordination with other units within the Company to improve cost management efficiency, optimize capital structure, and control

financial risks. Budget management, raw material cost control, and evaluation of the effectiveness

of business and investment programs were strictly implemented, contributing to enhancing the efficiency of resource utilization.

It can be affirmed that, with a strong financial foundation, a sound capital structure, and the

ability to generate stable cash flows, Tien Phong Plastic has maintained its position as one of the leading enterprises in Vietnam's plastic

construction materials industry. The results achieved in 2025 not only create added value

for shareholders but also provide an important foundation for the Company to further expand its scale, enhance competitiveness, and achieve

sustainable development in the coming years.

Indicators	2024	2025	% increase/
decrease	6.414.871.527.523	7,047,661,472,102	9,86%
Total assets	6,414,871,527,523	7,047,661,472,102	9.86%
Net revenue	5,656,563,814,495	6,750,824,646,188	19.34%
Profit from business activities	885,058,912,782	1,200,966,003,353	35.69%
Other profits	3,391,152,017	4,797,953,153	41.49%
Profit before tax	888,450,064,799	1,196,168,050,200	34.64%
Profit after tax	735,659,511,537	992,866,044,209	34.96%
Dividend payout ratio / Earnings per share (EPS)	4,661	5,805	24.54%

Indicators	2023	2024	2025
<b>1. Liquidity ratios</b>			
+ Current ratio: <i>Current assets / Current liabilities</i>	1.4974	1.6274	1.8263
+ Quick ratio: <i>(Current assets – Inventories) / Current liabilities</i>	1.0019	1.2617	1.3145
<b>2. Capital structure ratios</b>			
+ Debt to total assets ratio	0.4287	0.4285	0.3995
+ Debt to equity ratio	0.7505	0.7496	0.6654
<b>3. Efficiency ratios</b>			
+ Inventory turnover: <i>Cost of goods sold / Average inventory</i>	2.6874	3.5925	3.2325
+ Total asset turnover: <i>Net revenue / Average total assets</i>	0.9842	0.9532	1.0029
<b>4. Profitability ratios</b>			
+ Net profit margin	0.1081	0.1301	0.1471
+ Return on equity (ROE)	0.1796	0.2007	0.2346
+ Return on assets (ROA): <i>Profit after tax / Total assets</i>	0.1026	0.1147	0.1409
+ Business profit margin: <i>Profit from business activities / Net revenue</i>	0.1266	0.1565	0.1779



# CHAPTER IV

## ASSESSMENT REPORT OF THE BOD

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# 01.

## ASSESSMENT OF THE COMPANY'S PERFORMANCE



The year 2025 marked a breakthrough phase, where the strategic orientations of Tien Phong Plastic not only remained at the level of “enhancement” but were truly integrated into a strong and consistent operational flow. The BOD decisively directed the realization of core values, promoted internal strengths, and amplified brand power to conquer new heights amid a highly volatile market environment.

Recognizing that corporate governance is central to maintaining stability, the BOM strengthened its organizational structure towards a streamlined and flexible model with 07 members, including two independent members. The independent members, acting as “objective supervisors,” play a key role in safeguarding the legitimate interests of minority shareholders and ensuring transparency and fairness in all strategic decisions of the Company. In addition, their presence brings independent professional perspectives from outside the organization, contributing to enhanced governance effectiveness and better control of potential conflicts of interest.

The optimization of supervision and risk management processes not only ensures transparency but also creates seamless coordination across all activities, from strategic direction to execution. Specialized subcommittees have actively fulfilled their roles, enabling the Board of Management to make accurate forecasts and thereby regulate production and business activities in a timely manner to respond to challenges arising from the global economy.

Throughout 2025, the BOM maintained strict discipline in organizing both periodic and ad hoc meetings, ensuring that all important decisions were issued in a timely manner. With a high attendance rate and strong sense of responsibility, the members of the Board of

Management formed a unified and cohesive body. Strategic decisions made during the year were grounded in in-depth analysis and long-term vision, enabling the Company not only to achieve its business targets but also to cultivate sustainable value and spread Tien Phong Plastic’s “aspiration” to shareholders and the broader community.

# 02.

## ASSESSMENT OF THE BOM'S PERFORMANCE

With the impressive results achieved in 2025, the BOM acknowledges and highly appreciates the determination and leadership of the General Director and the BOM in effectively mobilizing and integrating all resources, ensuring that the Company’s operations were carried out in a smooth and efficient manner. During the year, the BOM appointed two new Deputy General Directors for Production and for Business, marking a dynamic transition in the Company’s next-generation leadership team. Although they are relatively young, these Deputy General Directors possess substantial hands-on experience and modern management thinking, promising to bring new momentum to both internal operations and the Company’s market competitiveness. This represents a harmonious combination of innovative spirit and solid professional capabilities, serving as a core driving force in realizing the Company’s strategic objectives and sustainable growth.

In 2025, the BOM maximized its governance capabilities, enabling Tien Phong Plastic to

continue achieving new business milestones. Net revenue reached VND 6,750 billion, equivalent to 110.8% of the plan, while profit before tax reached VND 1,196 billion, sustaining growth momentum and reaffirming the Company’s leading position in the industry. Under flexible leadership and a strategic vision, the BOM not only optimized value chains in production and business activities but also proactively explored potential market segments and strictly controlled operating costs, thereby maximizing benefits for shareholders and stakeholders.

In addition to these strong financial results, the BOM focused on building an effective internal governance system, where information and processes are seamlessly connected, minimizing barriers. At the same time, corporate culture has continued to be strengthened through attractive remuneration policies and an inspiring working environment, helping to attract and retain high-quality human resources.

With these outstanding achievements, the BOM has affirmed its role as a key driving force in implementing strategic directions, steering Tien Phong Plastic forward with a spirit of innovation, strong aspiration, and commitment to sustainable development.



# 03.

## ASSESSMENT BY INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS AND THE AUDIT COMMITTEE

The Board of Directors for the 2025–2030 term comprises 02 independent members, of whom 01 independent member concurrently serves as Head of the Human Resources – Remuneration Sub-committee, and 01 independent member concurrently serves as Chairman of the Audit Committee.



### 3.1. Activities of the Independent Member of the BOD concurrently serving as Head of the Human Resources – Remuneration Sub-committee:

In the capacity as an Independent Member of the Board of Directors and Head of the Human Resources – Remuneration Sub-committee, the independent member has conducted assessments of the activities of the Board of Directors, the Board of Management, the Human Resources – Remuneration Sub-committee, as well as the Company's human resources and remuneration practices. Specifically:

- The BOD and the BOM have proactively implemented their functions; maintained a high level of compliance; and delivered generally good performance quality, fulfilling their roles in governance, orientation, and supervision of the Company's key activities within their authority.
- The Human Resources – Remuneration Sub-committee plays an advisory and supporting role to the Board of Directors in developing policy frameworks and HR procedures; and participates in reviewing and proposing matters related to appointment, dismissal, remuneration, and performance evaluation of the Board of Directors, the Board of Management, representatives, and senior management positions. This scope of work is of significant importance to the Company's governance quality.
- Human resources management has

a solid foundation and is undergoing transformation; however, the progress remains slow and requires stronger ambition and more accelerated transformation to ensure a workforce capable of leading the Company's strategic development for the 2026–2030 period.

- The Company's current remuneration policy is assessed as well-governed, prudent, and stable. However, it remains limited in terms of creating breakthrough growth incentives and attracting senior and mid-level talents.

### 3.2 Activities of the Audit Committee and Independent Members within the Audit Committee

In 2025, the Audit Committee fulfilled its duties as prescribed in the Charter of the Audit Committee through the following supervisory activities:

- Supervising compliance with laws, the Company's Charter, and internal regulations; monitoring the implementation of resolutions of the General Meeting of Shareholders, the Board of Directors, and the Board of Management.
- Supervising the implementation of the production and business plan.
- Reviewing quarterly/semi - annual/annual Financial Statements and assessing the impact of key matters highlighted in the Independent Auditor's Report.
- Recommending the selection of the independent auditing firm; evaluating its independence and objectivity, as well as the effectiveness of the audit process.
- Strengthening its role in directing and

supervising the Internal Audit function, and providing recommendations to enhance the effectiveness of the internal control system.

- Proactively identifying, analyzing, and recommending solutions for potential risks in the Company's business and financial operations, and advising the Board of Directors within the authority prescribed in the Company's Charter.

Through its supervisory activities, the Board of Directors has exercised its rights and obligations in accordance with applicable laws, in line with the resolutions of the General Meeting of Shareholders and the Company's Charter. The Board of Management has performed its functions and duties in compliance with regulations, actively implementing the resolutions of the General Meeting of Shareholders and the Board of Directors, and conducting management and executive activities in accordance with the law.

In 2025, the Audit Committee did not receive any complaints from shareholders.



# 04.

## ORIENTATION AND OPERATION PLAN OF THE BOD FOR 2026



### Reaching International Markets and Reinforcing Position



Accelerate the strategy of expanding into regional and global markets, bringing Tien Phong Plastic brand to conquer high-potential international markets. Focus on enhancing product quality standards to meet stringent technical barriers, thereby affirming the capabilities of a leading Vietnamese plastics enterprise on the global map.

### Green Product Pioneering Development



Prioritize resources for R&D activities to develop recycled and environmentally friendly product lines. This is not only a key business solution but also a core responsibility in the "Creating Green" journey, aiming toward sustainable development and a circular economy.

### Human Resources Strategy and Professional Culture

Develop a modern human resource management system, with a focus on attracting and nurturing high-quality personnel with strong mindset and expertise. Emphasize building a professional, disciplined, and creative working culture, creating an environment where each individual can grow alongside the Company's development.



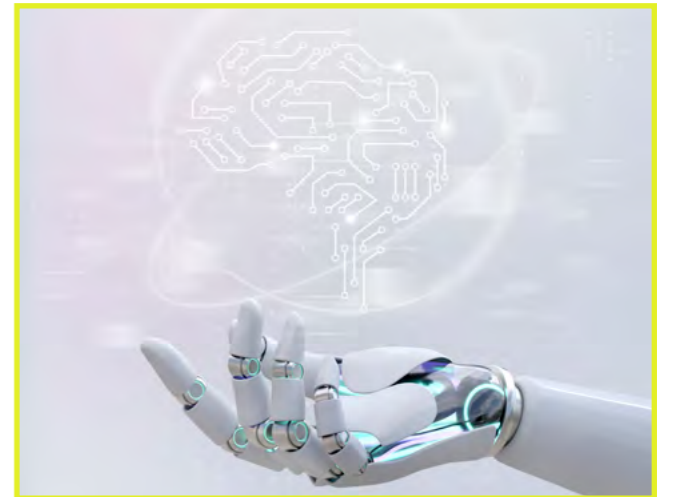
### Enhancing Governance in line with ESG Standards

Continue to improve the management structure in accordance with modern international governance standards. Strengthen transparency, accountability, and flexible risk management to best protect the interests of shareholders and stakeholders in the context of global integration.



### Promoting Comprehensive Automation and Digitalization

Promote automation in parallel with digital transformation, applying artificial intelligence (AI) and big data (Big Data) in supply chain management and smart manufacturing. Optimizing processes through technology will help minimize resource waste, enhance productivity, and effectively support the Company's sustainability goals.



### Market Development and Market Share Retention

Continue to implement flexible policies and raw material reserve plans; proactively monitor and keep abreast of domestic and international geopolitical fluctuations to make prompt and decisive decisions in alignment with the Company's development goals.



# CHAPTER V

## CORPORATE GOVERNANCE REPORT

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## 01.

## RESPONSIBILITIES OF THE BOARD OF DIRECTORS

The Board of Directors, as the governing body of the Company, has full authority on behalf of the Company to make decisions and exercise the rights and obligations of the Company, except for those falling under the authority of the General Meeting of Shareholders. Accordingly, the Board of Directors operates in compliance with applicable laws and the Company's Charter, implements resolutions of the General Meeting of Shareholders, supervises the activities of the Board of Management, and sets strategic directions for the Company's development.

*Members and structure of the Board of Directors*

No.	Members of the Board	Position	Date of commencement/cessation as BOD member/ Independent BOD member	
			Date of appointment	Date of dismissal
1	DANG QUOC DUNG	Chairman	Appointed as BOD Chairman on April 19, 2019	
2	NOBORU KOBAYASHI	Vice Chairman	Appointed as BOD Vice Chairman on April 19, 2019	
3	CHU VAN PHUONG	Member	Appointed as BOD Member on April 23, 2018	
4	TRAN NGOC BAO	Member	Appointed as BOD Member on April 23, 2018	
5	DAO ANH THANG	Independent Member	Appointed as Independent BOD Member on April 19, 2019	Dismissed as Independent BOD Member on May 19, 2025
6	BUI DUC LONG	Member	Appointed as BOD Member on April 28, 2023	Dismissed as BOD Member on May 19, 2025
7	TRINH VAN TUAN	Independent Member	Appointed as Independent BOD Member on May 19, 2025	
8	VU THI MINH NHAT	Independent Member	Appointed as Independent BOD Member on May 19, 2025	
9	DANG PHUONG LAN	Member	Appointed as BOD Member on May 19, 2025	

*Sub-committees under the Board of Directors:*

- Human Resources – Remuneration Sub-committee, headed by Mr. Trinh Van Tuan
- Strategy Development Sub-committee, headed by Mr. Noboru Kobayashi
- Corporate Governance Secretariat Sub-committee, headed by Mr. Nguyen Van Thuc

*Activities of the Board of Directors*

- In 2025, the Board of Directors held regular meetings to discuss, review, and provide directions and guidance for the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders and the Company's key activities. Attendance of members is as follows:

No.	Members of the Board	Number of meetings attended	Attendance rate	Reason for absence
1	Dang Quoc Dung	5	100%	
2	Noboru Kobayashi	5	100%	
3	Chu Van Phuong	5	100%	
4	Tran Ngoc Bao	5	100%	
5	Dao Anh Thang	2	40%	Dismissed on May 19, 2025
6	Bui Duc Long	2	40%	Dismissed on May 19, 2025
7	Trinh Van Tuan	3	60%	Appointed on May 19, 2025
8	Vu Thi Minh Nhat	3	60%	Appointed on May 19, 2025
9	Dang Phuong Lan	3	60%	Appointed on May 19, 2025

- The Board of Directors closely monitored the Company's production and business performance, provided direction, and exercised strict supervision over the Board of Management in operational, investment, financial, and other activities. At the same time, it promptly introduced timely and flexible solutions to ensure the most effective production and business operations under the socio-economic conditions of 2025.
- In addition, the Board of Directors regularly participated in meetings of the Board of Management to stay updated on the situation and provide prompt and effective direction.

**\* Resolutions/Decisions issued by the Board of Directors in 2025**

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	03/QD-HDQT	13/01/2025	Decision of the Board of Directors on the first interim cash dividend payment for 2024	100%
2	05/NQ-HDQT	20/01/2025	Resolution of the Board of Directors on the approval of the policy for entering into and executing contracts and transactions with related parties.	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
3	06/NQ-HDQT	20/01/2025	Resolution of the Board of Directors on the extension of the timeline for holding the 2025 Annual General Meeting of Shareholders	100%
4	07/QD-HDQT	22/01/2025	Decision of the Board of Directors on the establishment of sub-committees supporting the Board of Directors	100%
5	08/ QD-HDQT	22/01/2025	Decision of the Board of Directors promulgating the operating regulations of the sub-committees supporting the Board of Directors	100%
6	17/NQ-HDQT	19/5/2025	Resolution of the Board of Directors on the dismissal of the Deputy General Director in charge of Production	100%
7	18/NQ-HDQT	19/5/2025	Resolution of the Board of Directors on the election of the Chairman of the BOD for the 2025–2030 term	100%
8	19/NQ-HDQT	19/5/2025	Resolution of the Board of Directors on the election of the Vice Chairman of the BOD for the 2025–2030 term	100%
9	20/QD-HDQT	19/5/2025	Decision of the Board of Directors on the consolidation of the Audit Committee	100%
10	23/QD-HDQT	19/5/2025	Decision of the Board of Directors on assigning the position of Head of Business Division	100%
11	24/QD-HDQT	19/5/2025	Decision of the Board of Directors on assigning the position of Head of Production Division	100%
12	26/QD-HDQT	26/05/2025	Decision of the Board of Directors on the consolidation of the Internal Audit Department	100%
13	27/QD-HDQT	26/05/2025	Decision of the Board of Directors on the implementation of the plan for issuing shares to pay dividends for 2024	100%
14	28/NQ-HDQT	26/05/2025	Resolution of the Board of Directors on the second cash dividend payment for 2024	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
15	30/QD-HDQT	03/6/2025	Decision of the Board of Directors on the consolidation of the Investment Council	100%
16	31/QD-HDQT	03/6/2025	Decision of the Board of Directors on assigning the position of Head of the Chairman's Assistants Team	100%
17	34/QD-HDQT	05/6/2025	Decision of the Board of Directors on the consolidation of the Investment Council (replacing Decision No. 30)	100%
18	35/QD-HDQT	19/6/2025	Decision of the Board of Directors on the second cash dividend payment for 2024	100%
19	40/QD-HDQT	10/7/2025	Decision of the Board of Directors approving the results of the share issuance for dividend payment	100%
20	53/QD-HDQT	26/8/2025	Decision of the Board of Directors promulgating the regulation on assignment of management and supervisory responsibilities over production and business activities to BOD members	100%
21	54/QD-HDQT	23/09/2025	Decision of the Board of Directors on the appointment of the Deputy General Director in charge of Finance	57%
22	55/QD-HDQT	23/09/2025	Decision of the Board of Directors on the appointment of the Chief Accountant	57%
23	58/QD-HDQT	21/09/2025	Decision of the Board of Directors on the appointment of a Controller at Tien Phong Plastic Central Region Co., Ltd.	100%
24	60/QD-HDQT	30/10/2025	Decision of the Board of Directors on the appointment of the Deputy General Director in charge of Business	57%
25	61/QD-HDQT	30/10/2025	Decision of the Board of Directors on the appointment of the Deputy General Director in charge of Production	100%
26	63/QD-HDQT	14/11/2025	Decision of the Board of Directors promulgating the Financial Management Regulation	100%

## 02. INFORMATION DISCLOSURE TRANSPARENCY



One of the fundamental principles in the governance of a public company is the timely, complete, accurate, and transparent disclosure of information, ensuring equal access to information for all shareholders. Accordingly, the Company has issued its Information Disclosure Regulation and published it on the Company's website, and is committed to maintaining transparency and fairness in disclosing information to all shareholders and other stakeholders.

- Information disclosure is carried out by the Company's legal representative, being the Chairman of the Board of Directors, or an authorized information disclosure officer.
- Tien Phong Plastic conducts information disclosure through various channels, including the Company's website (<https://nhuatienphong.vn>); the information disclosure system of the State Securities Commission of Vietnam; the information disclosure system of the Hanoi Stock Exchange; and the electronic portal for issuers of the Vietnam Securities Depository and Clearing Corporation.
- In 2025, the Company continued to disclose information in both Vietnamese and English to ensure that foreign shareholders and investors can access information in the most timely and convenient manner, in compliance with information disclosure requirements applicable to large-scale public companies.
- In 2025, the Company did not record any violations of regulations on information disclosure. All disclosed information was simultaneously circulated internally to members of the Board of Directors and relevant departments to facilitate monitoring of the disclosure process.

## 03.

ENSURING THE RIGHTS  
OF SHAREHOLDERS  
AND THE INTERESTS  
OF STAKEHOLDERS**\* Shareholders' rights:**

Shareholders are the owners of the Company. Their rights are prescribed by Vietnamese laws and are also specifically stipulated in the Company's Charter.

- The Company ensures fair treatment through full, accurate, transparent, and timely information disclosure, enabling shareholders to make appropriate decisions.
- On an annual basis, the Board of Directors organizes the Annual General Meeting of Shareholders in compliance with legal procedures and requirements, ensuring effectiveness. At the General Meeting of Shareholders, shareholders are entitled to raise questions, engage in discussions, express opinions, and make recommendations in an open and equal manner. The Presidium provides satisfactory responses to shareholders' concerns and acknowledges their contributions to the Company. Minutes of the General Meeting of Shareholders are recorded accurately, fully, and promptly in accordance with legal regulations, and are disclosed together with

the Resolution of the General Meeting of Shareholders to the State Securities Commission of Vietnam, the Hanoi Stock Exchange, and published on the Company's website within 24 hours after the meeting.

- The Company pays dividends to shareholders annually:

In implementation of the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors executed the first interim cash dividend payment for 2025 at a rate of 15% on January 20, 2026. The remaining dividend for 2025 will be paid to shareholders after the 2026 Annual General Meeting of Shareholders.

In addition, in 2025, the Company issued shares to pay dividends at a ratio of 20%.

Transactions with related parties must be approved and conducted in a manner that ensures conflicts of interest are appropriately managed and that the interests of the Company and its shareholders are protected.

**Specifically:**

- Share transactions of insiders and related persons of insiders of the Company:

No.	Person conducting the transaction	Relationship with insider	Shares held at the beginning of the period		Shares held at the end of the period		Reason for increase/decrease (purchase, sale, conversion, bonus, etc.)
			Number of shares	Ownership (%)	Number of shares	Ownership (%)	
1	Company's Trade Union	Insider	3,890,579	2.73	4,600,579	3.23	Purchase to increase ownership ratio
2	Company's Trade Union	Insider	4,600,579	3.23	5,535,579	3.88	Purchase to increase ownership ratio
3	Tien Phong Plastic South JSC	Related person of insider	20,337,638	14.27	19,627,638	13.77	Sale to reduce ownership ratio
4	Tien Phong Plastic South JSC	Related person of insider	19,627,638	13.77	18,707,638	13.13	Sale to reduce ownership ratio

*As at December 31, 2025, the Company had transactions with related parties as follows:*

Related party	Type of transaction	Value (VND)
Tien Phong Plastic Central Region Co., Ltd.	NTP sells equipment	1,239,734,167
	NTP sells services	2,957,291,332
	NTP sells materials	10,945,876,250
	NTP sells goods	56,489,302
	NTP purchases services	575,822,286
	NTP purchases goods	13,953,864,268
	Profit transfer	203,275,081,024
Tien Phong Plastic South JSC	NTP purchases goods	321,410,984,123
	NTP sells goods	216,051,807,990
	Others	212,051,000
Tien Phong Packaging JSC	NTP purchases goods	39,831,103,844
	NTP sells goods	28,850,000

**\* Ensuring the interests of stakeholders:**

In addition to complying with regulations on shareholders' rights, the Company also ensures the interests of stakeholders related to its operations. During the year, the Company did not identify any transactions involving conflicts of interest with the Company.

# 04.

## REPORT OF THE AUDIT COMMITTEE



On May 19, 2025, the 2025 Annual General Meeting of Shareholders approved the Board of Directors for the 2025–2030 term. Accordingly, the Board of Directors issued Decision No. 20/QĐ-HĐQT dated May 19, 2025 on the consolidation of the Audit Committee.

No.	Members of the Audit Committee	Positions	Date of commencement as Audit Committee member	Date of cessation as Audit Committee member	Professional qualifications
1	Dao Anh Thang	Chairman	14/04/2021	19/05/2025	Master of Financial Analysis
2	Bui Duc Long	Member	05/05/2023	19/05/2025	Master of Economics
3	Vu Thi Minh Nhat	Chairman	19/05/2025		Master of Business Administration
4	Dang Phuong Lan	Member	19/05/2025		Master of Asset and Wealth Management

#### Meetings of the Audit Committee:

No.	Members of the Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Dao Anh Thang	2/2	100%	100%	
2	Bui Duc Long	2/2	100%	100%	
3	Vu Thi Minh Nhat	1/1	100%	100%	
4	Dang Phuong Lan	1/1	100%	100%	

#### Supervisory activities of the Audit Committee over the Board of Directors, the Board of Management, and shareholders:

The Audit Committee of Tien Phong Plastic Joint Stock Company has fulfilled its duties in accordance with the Charter of the Audit Committee through the following supervisory activities:

- Supervising compliance with laws, the Company's Charter, and internal regulations; monitoring the implementation of resolutions of the General Meeting of Shareholders, the Board of Directors, and the Board of Management.
- Supervising the implementation of the production and business plan.
- Reviewing quarterly/semi - annual/annual Financial Statements and assessing the impact of key matters highlighted in the Independent Auditor's Report.
- Recommending the selection of the independent auditing firm; evaluating its independence and objectivity, as well as the effectiveness of the audit process.
- Strengthening its role in directing and supervising the Internal Audit function, and providing

recommendations to enhance the effectiveness of the internal control system.

- Proactively identifying, analyzing, and recommending solutions for potential risks in the Company's business and financial operations, and advising the Board of Directors within the authority prescribed in the Company's Charter.

Through its supervisory activities, the Board of Directors has exercised its rights and obligations in accordance with applicable laws, in line with the resolutions of the General Meeting of Shareholders and the Company's Charter. The Board of Management has performed its functions and duties in compliance with regulations, actively implementing the resolutions of the General Meeting of Shareholders and the Board of Directors, and conducting management and executive activities in accordance with the law.

## 05.

### ACTIVITIES OF SUB-COMMITTEES UNDER THE BOD



#### 5.1. Activities of the Strategy Development Sub-committee

- In 2025, the Strategy Development Sub-committee conducted discussions on the Vision, Mission, and Core Values of Tien Phong Plastic, as well as the proposed development strategy of the Company through 2035.
- Accordingly, the Company's development strategy comprises several component strategies, including business strategy to maintain existing markets, expand into new markets and develop new products; R&D strategy; human resources strategy; corporate culture development strategy; and digital transformation and production efficiency enhancement strategy.
- The Sub-committee reported to the Board of Directors the draft development strategy of the Company through 2035, while incorporating additional feedback from the Board of Directors to ensure the strategy comprehensively covers all aspects of the Company's operations and remains feasible.

#### 5.2. Activities of the Human Resources - Remuneration Sub-committee

- In 2025, the Human Resources - Remuneration Sub-committee held working sessions with the Human Resources Department to discuss the overall organizational and personnel structure of the Company, as well as HR-related regulations and policies such as recruitment, appointment, and remuneration. During these sessions, the Head of the Sub-committee provided orientations on

implementing corporate culture and HR policies aligned with cost considerations to enhance proactiveness and operational efficiency across units.

- The Sub-committee also participated in advising and providing input on the evaluation and appointment of the Company's managerial personnel.

### 5.3. Activities of the Corporate Governance Secretariat Sub-committee

- In 2025, the Corporate Governance Secretariat Sub-committee performed its assigned duties and work plans in compliance with legal regulations, while aiming to align with international best practices in corporate governance.
- The Sub-committee also carried out advisory functions for the Board of Directors and the Board of Leaders, proposing training programs to enhance corporate governance knowledge and expertise for managerial staff.
- Implemented communication activities through 04 Corporate Governance newsletters for the Board of Directors and the Board of Leaders

## 06. TRANSACTIONS, REMUNERATION, AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT, AND AUDIT COMMITTEE



No.	Full name	Position	2024	2025
<b>THE BOARD OF DIRECTORS</b>				
1	Dang Quoc Dung	Chairman of the Board	5,135,414,249	6,063,766,396
2	Noboru Kobayashi	Vice Chairman of the Board	1,044,300,000	1,421,040,743
3	Chu Van Phuong (*)	Member of the Board	4,858,125,303	6,654,347,740
4	Tran Ngoc Bao (**)	Member of the Board	3,867,192,682	4,499,579,516
5	Bui Duc Long	Member of the Board	378,150,000	407,000,000
6	Dao Anh Thang	Independent member of the Board	2,143,435,500	511,978,500
7	Trinh Van Tuan	Independent member of the Board		527,400,000
8	Vu Thi Minh Nhat	Independent member of the Board		594,000,000
9	Dang Phuong Lan	Member of the Board		342,857,000
<b>THE BOARD OF MANAGEMENT</b>				
1	Nguyen Van Thuc	Deputy General Director	3,052,895,702	3,502,178,807
2	Ngo Thi Thu Thuy	Deputy General Director	2,562,608,095	1,443,306,202
3	Tran Nhat Ninh	Deputy General Director	2,565,208,103	2,928,610,697
4	Nguyen Van Cuong	Deputy General Director		1,831,040,743
5	Dao Anh Thang	Deputy General Director		1,770,053,163

(\*): Member of the Board of Directors concurrently serving as General Director

(\*\*): Member of the Board of Directors concurrently serving as Deputy General Director in charge of Finance.



# CHAPTER VI

## RISK MANAGEMENT REPORT

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# 01. RISK MANAGEMENT SYSTEM



Risk management is considered a critical tool to ensure effective governance and sustainable development of the enterprise.

At NTP, the risk management system is structured under the three lines of defense model:

The Board of Directors/Audit Committee serves as the corporate governance body, responsible to stakeholders for overseeing the organization. Accordingly:

**First line:** Functional units/departments of the business divisions and manufacturing plants - these are the units directly responsible for identifying, recognizing, assessing, controlling, reporting, and monitoring risks arising in business operations.

**Second line:** Functional/support departments with roles in providing professional support, supervision, and handling risk-related matters to ensure compliance and the effectiveness of processes and operations.

**Third line:** The Internal Audit function, established and directly managed by the Board of Directors, serves as a supporting unit to the Audit Committee. Through inspection, evaluation, and advisory activities, the Internal Audit function provides independent and objective assurance, as well as recommendations on the Company's risk management.

The Company's risk management process is as follows:

- **Context establishment:** Develop an understanding of the business environment affecting the Company's objectives and strategies, thereby determining the appropriate level of risk management.
- **Risk identification:** Identify events that

may impact the achievement of the Company's objectives and strategies, as well as production and business operations, including both company-level and unit-level risks.

- **Risk analysis and assessment:** Evaluate the likelihood and impact of risks; rank risks to determine priority levels for treatment and acceptable risk levels.
- **Risk treatment and response:** Define measures, action plans, and monitoring mechanisms to reduce risks to acceptable levels.
- **Risk monitoring:** Periodically assess the effectiveness of risk monitoring to ensure the continuity of the risk management process.

Through risk management activities, the Company is able to prevent and minimize unnecessary risks and losses, ensure operational stability, and enhance the efficiency of its production and business performance.

# 02. KEY RISKS AND CONTROL MEASURES



The key risks that may affect the Company's business operations include:

## 2.1. Environmental Risks

In the context of 2025, requirements for sustainable development and ESG standards have increasingly become essential for manufacturing enterprises. NTP faces risks related to occupational safety, environmental emissions, and compliance with environmental protection regulations, which may impact both employees' health and the Company's production and business operations. Potential risks include:

- Generation of solid waste and hazardous waste during the production process;
- High energy consumption;
- Noise, dust, and fire and explosion hazards;
- Risks of failing to promptly meet increasingly stringent environmental standards;
- Risks related to compliance with updated environmental legal regulations.

According to recommendations from the World Bank, manufacturing enterprises in the Asia-Pacific region are under increasing pressure to reduce emissions and enhance transparency in sustainability indicators, leading to higher requirements for technology investment and operating costs.

*Risk management approach:*

With the objective of enhancing production capacity and pursuing sustainable green development, the Company focuses on maintaining and effectively operating its environmental management system; conducting periodic inspections on occupational safety, hygiene, and fire prevention and fighting; and investing in upgrading production lines toward energy efficiency and emission reduction. At the same time, the Company strengthens training and raises awareness among employees; regularly disseminates and monitors compliance with safety procedures and operational regulations; and proactively updates and fully complies with legal requirements to minimize environmental impacts.



## 2.2. Financial Risks

In 2025, the global financial environment continues to face uncertainties due to prudent monetary policies in many major economies. The Company's reliance on imported raw materials exposes it directly to exchange rate fluctuations. At the same time, credit risks may arise from trading partners or financial institutions under unfavorable market conditions, affecting receivables recovery and cash flow. For NTP, key financial risks primarily include credit risk and foreign exchange risk.

*Risk management approach:*

**Credit risk:** The Company establishes stringent commercial credit policies; conducts customer due diligence prior to granting credit limits; and classifies customers based on risk levels. The Company prioritizes transactions with financially sound banks, while proactively analyzing market conditions to ensure a balance between efficiency and capital safety.

**Foreign exchange risk:** The Company closely monitors foreign exchange market movements; proactively manages foreign currency cash flows; and negotiates flexible contract terms, including price adjustment mechanisms in the event of significant exchange rate fluctuations, to mitigate adverse impacts on production costs.

## 2.3. Share Price Volatility Risk

As a company listed on the Hanoi Stock Exchange under the ticker NTP, the Company is subject to general fluctuations of the stock market. In 2025, Vietnam's capital market is influenced by international capital flows, interest rate volatility, and global geopolitical factors. The share price depends not only on the Company's production and business performance but is also affected by macroeconomic factors such as economic growth, fiscal and monetary policies, and changes in legal regulations. Share price volatility may impact shareholder sentiment and the Company's market image.

*Risk management approach:*

The Company ensures full, accurate, and transparent information disclosure in compliance with legal regulations; strengthens investor relations activities; maintains stable and effective business performance; and proactively communicates its long-term development strategy to reinforce investor confidence and market trust.



## 2.4. Business Risk Management

In 2025, amid continued impacts on the construction materials market from macroeconomic fluctuations, industry competition, and changes in trade policies, the Business Division identifies risk management as a critical component of its operational strategy to ensure stable growth and sustainable efficiency.

**Through proactive review and identification, the key risk groups include:**

- Market risk arising from demand fluctuations due to adjustments in the real estate market and public investment, as well as price competition and sales policy changes;
- Raw material and input cost risks: volatility in resin prices and logistics costs that may affect profit margins;
- Receivables and liquidity risks resulting from market expansion and the increasing proportion of project-based sales;
- Export risks: exchange rate fluctuations, and varying technical requirements and

international standards across different markets;

- Brand reputation risk related to product quality, after-sales services, and complaint handling;

**Proactive and multi-layered risk management approach:**

- Diversifying markets and customer structure to reduce dependence on any single segment or geographic area; increasing the proportion of project-based customers and high-standard export customers;
- Implementing flexible pricing policies and margin control, with close coordination with the Production Division and Finance Division to adjust sales plans in line with raw material fluctuations;
- Strengthening receivables management by applying internal credit assessment mechanisms for the distribution system and project customers; enhancing cash flow monitoring and capital turnover;
- Improving product quality standards and after-sales services to minimize complaint risks and safeguard brand reputation.



## 2.5. Legal and Compliance Risks

In 2025, Vietnam's legal system continues to be amended and supplemented to align with international practices, particularly in areas that may impact enterprises such as taxation, environment, labor, and securities. Frequent changes in legal regulations may give rise to risks if the Company fails to update them in a timely manner or does not fully implement the required measures.

Legal risks may include administrative penalties, contractual disputes, or negative impacts on the Company's brand reputation. In addition, increasingly stringent requirements for information transparency place greater demands on the continuous strengthening of the internal control system.

*Risk management approach:*

The Company assigns the Legal Department to regularly update new legal documents; provide timely advice to the Board of Leaders; organize internal training; and review contracts and operational procedures to ensure compliance with applicable regulations. At the same time, the Company proactively consults legal experts on complex matters or key projects.

## 2.6. Information Technology and Cybersecurity Risks

In the context of accelerated digital transformation, information technology systems play a critical role in corporate governance and operations. However, this also brings increasing risks related to information security and data protection.

Risks may arise from data breaches, cyberattacks, software failures, or data loss, which may disrupt operations or lead to disputes related to the use of unlicensed software and violations of data protection regulations. Such incidents may result in financial losses and seriously affect the Company's reputation.

*Risk management approach:*

The Company enhances investment in upgrading its security systems; implements periodic data backup mechanisms; strictly controls access rights; uses licensed software; and organizes training programs to raise cybersecurity awareness among employees. In addition, the Company establishes IT incident response procedures to minimize potential damages when risks occur.



## 2.7. Operational Risks

Amid ongoing risks of global supply chain disruptions due to geopolitical fluctuations and unstable logistics costs, the Company may face risks such as shortages of raw materials, delayed deliveries, or increased input costs. In addition, equipment failures, production interruptions, or shortages of highly skilled labor may also affect operational efficiency. If not effectively controlled, operational risks may lead to reduced productivity, increased costs, and an inability to meet order requirements.

*Risk management approach:*

Tien Phong Plastic diversifies its supplier base; maintains appropriate inventory levels; strengthens periodic maintenance of machinery and equipment; standardizes production processes; and enhances the capabilities of its technical workforce. At the same time, the Company applies real-time management and operational monitoring systems to improve control and responsiveness to arising situations.



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# CHAPTER VII

## SUSTAINABLE DEVELOPMENT REPORT

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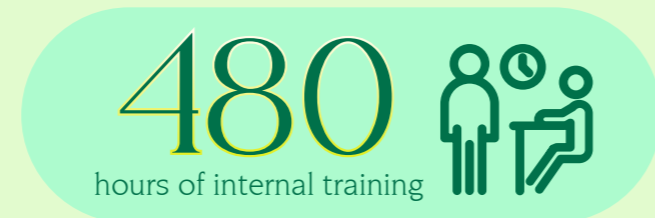
# 01. SUSTAINABLE DEVELOPMENT ORIENTATION OF TIEN PHONG PLASTIC

In 2025, as ESG standards increasingly become a fundamental requirement for listed companies, Tien Phong Plastic continues to identify sustainable development as a core, long-term strategy closely linked to growth objectives and the enhancement of competitiveness. Sustainable development is not only limited to environmental and social responsibilities but is also integrated into the Company's governance system, management practices, and business operations model.

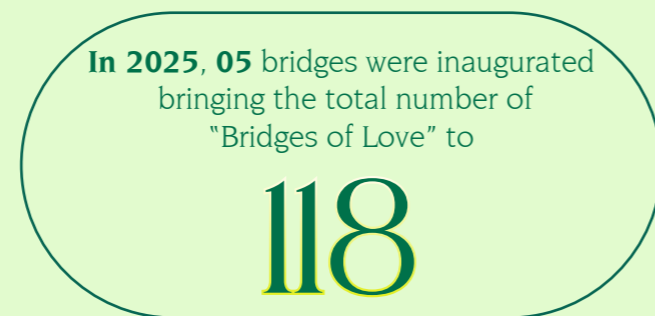
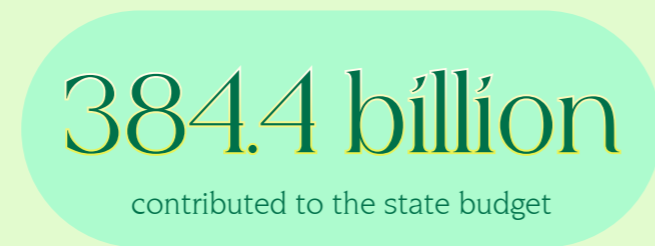
In 2025, the Company continued to maintain and progressively enhance its quality, environmental, and social responsibility management systems in alignment with international standards. The consistent application of advanced management systems has reaffirmed the Company's commitment to product quality, public health and safety, and its readiness to meet increasingly stringent sustainable development requirements in the future.

## II. Key figures and highlights

### Working environment



### Corporate social responsibility



### Sustainable governance

ISO 9001:2015	Quality Management System
ISO 14001:2015	Environmental Management System
ISO 50001:2018	Energy Management System
ISO 45001:2018	Occupational Health and Safety Management System

## 1.2. Greenhouse Gas Emission Reduction - A Step Forward in the Net Zero Roadmap

Vietnam has committed to achieving net-zero emissions by 2050 within the framework of international climate commitments announced at COP26. This represents a key national strategic direction to mitigate the impacts of climate change, while contributing to the global goals of the Paris Agreement in limiting the increase in global temperature to no more than 1.5°C above pre-industrial levels.

In the context of global climate commitments entering the stage of practical implementation, Tien Phong Plastic identifies greenhouse gas and carbon emission reduction as one of the key priorities in its sustainable development strategy. The Company focuses on optimizing the use of energy and resources in production, promoting the application of advanced technologies to reduce material consumption and minimize emissions. At the same time, research and development of plastic products with high durability, strong recyclability, and improved environmental friendliness is considered an important solution to contribute to building a sustainable construction and civil plastics industry.

In recent years, the Company has implemented the development of greenhouse gas inventory reports in accordance with the international standard **ISO 14064-1**, and conducted product **carbon footprint assessments under ISO 14067**. These activities enable the Board of Leaders to gain a clearer understanding of environmental impacts throughout the entire product life cycle,

from production and transportation to usage and post-consumption treatment. Based on this, the Company can identify opportunities for improvement, progressively reduce greenhouse gas emissions, enhance workplace environmental conditions, and improve resource efficiency. Through these efforts, the Company not only ensures compliance with government regulations on emission management and environmental protection but also aims to create long-term sustainable value for the business, its shareholders, and the community throughout its development journey.



**\* Greenhouse Gas Inventory Results**

Greenhouse gas inventory period: *from January 1, 2025 to December 31, 2025*

Category/ Emissions volume	Scope 1	Scope 2	Scope 3 (data up to Dec 2024)				Total
	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	
	Direct emissions	Indirect emissions from energy	Indirect emissions from transportation	Indirect emissions from use of suppliers' goods/services	Indirect emissions from the use of the Company's goods and services	Emissions from other sources	
<b>CO2e emissions (tons)</b>	1,149.244	33,646.10	3,533.99	222,955.16	NA	NA	261,284.49
<b>Ratio (%)</b>	0.4398%	12.8772%	1.353%	85.3304%	0%	0%	<b>100%</b>

**Details:**

No.	Emission source	Emissions (tCO2e)	Ratio (%)	Detailed calculation table
	Period	01/01/2025 - 31/12/2025		
<b>1</b>	<b>Scope 1 – Group 1: Direct emissions</b>	<b>1,149,244</b>	<b>0.4398%</b>	
0.1	GHG absorption from greenery	-86.5029	-0.0331%	A.1
1.1	Emissions from stationary combustion	45.2522	0.0173%	
1.1.1	LPG consumption for cooking	39.5251		B.1.1
1.1.2	LPG consumption for welding/cutting in Mechanical Factory	0.3585		B.1.2
1.1.3	Diesel oil for generators	1.2891		B.2
1.1.4	Gasoline for fire pumps	3.7382		B.3.1
1.1.5	Gasoline for lawn mowers	0.3413		B.3.2
1.2	Emissions from mobile combustion	504.7801	0.1932%	

No.	Emission source	Emissions (tCO2e)	Ratio (%)	Detailed calculation table
1.2.1	Gasoline for cars	133.8650		C.1
1.2.2	Diesel oil for forklifts	314.4429		C.2.1
1.2.3	Diesel oil for company vehicles, staff travel vehicles, buses	56.4722		C.2.2
1.3	Emissions from industrial processes	<b>0.0999</b>	<b>0.0000%</b>	
1.3.1	Emissions from N-Heptane used in CPVC pipe quality testing	0.0999		D.1
1.4	Emissions from fugitive GHG releases due to human activities	<b>685.6147</b>	<b>0.2624%</b>	
1.4.1	Refrigerants (R22; R410a; R134a; R600a; R407C) used in refrigeration, chillers, test cabinets, thermostatic tanks, air conditioning systems	634.5719		E.1
1.4.2	Emissions from use/refilling of fire extinguishers	0.6354		E.2
1.4.3	SF6 leakage in electrical switching systems	2.2491		E.3
1.4.4	Leakage from wastewater systems	48,1583		
1.4.4.1	CH4 leakage from anaerobic tanks in septic systems (before WWTP)	38,7731		E.4
1.4.4.2	CH4 leakage from anaerobic tanks in domestic wastewater treatment	0,8148		E.5
1.4.4.3	N2O emissions from aerobic tanks in domestic wastewater treatment	8,5704		E.6
<b>2</b>	<b>Scope 2 – Group 2: Indirect emissions from purchased energy</b>	<b>33,646.1007</b>	<b>12.8772%</b>	
2.1	Emissions from electricity consumption	33,646.1007	12.8772%	F.1
<b>3</b>	<b>Scope 3 – Group 3: Transportation-related emissions</b>	<b>3,533.9854</b>	<b>1.3525%</b>	
3.1	Transportation of raw materials and internal distribution	1,913.7743	0.7324%	G.1
3.2	Employee commuting (coaches, cars, buses)	1,538.6479	0.5889%	G.2.1; G.2.2; G.2.3
3.3	Business travel by air	53.1657	0.0203%	G.3.1
3.4	Business travel by car	1.3555	0.0005%	G.3.2
3.5	Business travel – accommodation-related emissions	27.0420	0.0103%	G.4

No.	Emission source	Emissions (tCO <sub>2</sub> e)	Ratio (%)	Detailed calculation table
4	<b>Scope 3 – Group 4: Emissions from use of products/services</b>	<b>222,955.1601</b>	<b>85.3304%</b>	
4.1	Use of input materials (PVC resin, color masterbatch, PVC powder, CaCO <sub>3</sub> , HDPE resin, PP-R resin, PP resin)	222,955.1601	85.3304%	H.1
5	<b>Total GHG emissions (1+2+3+4)</b>	<b>261,284.4902</b>	<b>100.00%</b>	

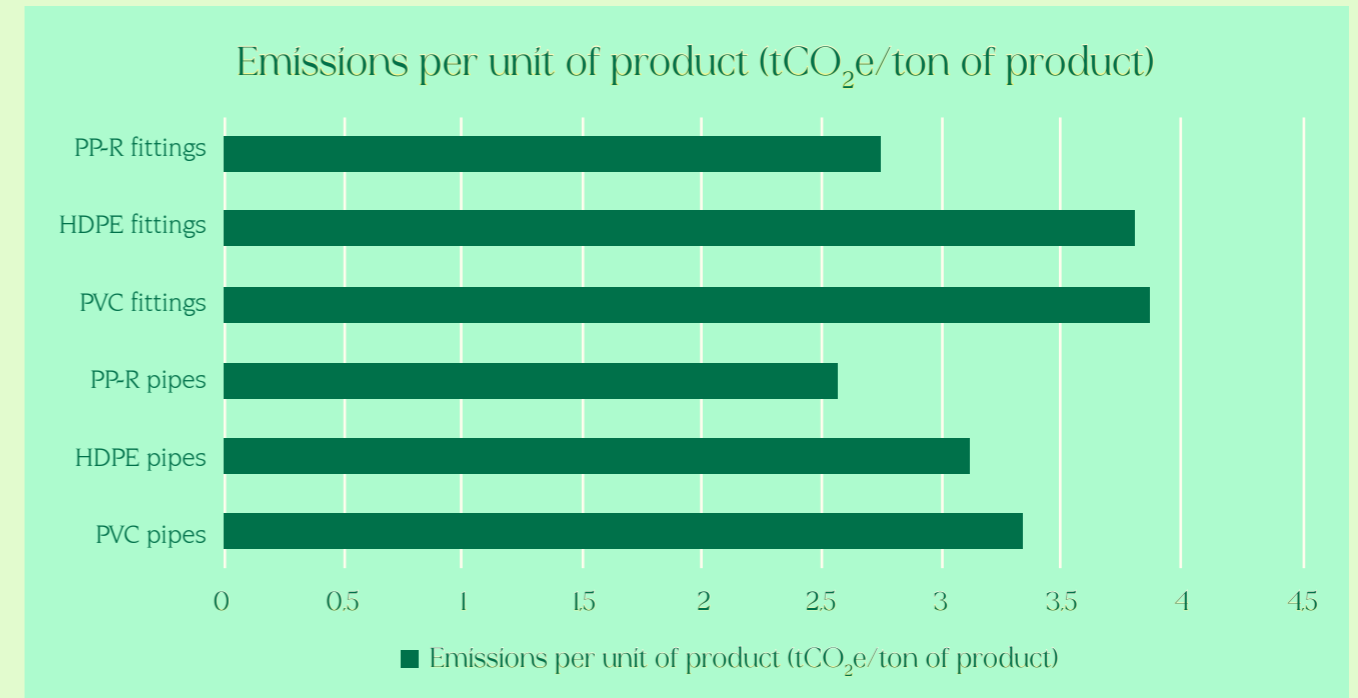
*GHG emissions per unit of product.*

This indicator reflects the total greenhouse gas emissions generated throughout the production of a single unit of product, including factors such as input materials, energy consumption, equipment operation, and environmental impacts at each stage of the production chain. Managing GHG emissions on a per-product basis serves as a key foundation for developing long-term emission reduction strategies, moving toward green production and sustainable development. The assessment results support the Company in formulating production policies,

selecting environmentally friendly materials, improving energy efficiency, and gradually reducing carbon intensity across the entire product life cycle.

By measuring and controlling GHG emissions per unit of product, the Company not only enhances environmental management efficiency but also contributes to fulfilling national and global commitments on climate change mitigation, while strengthening product competitiveness in the market amid increasingly stringent environmental standards.

Product	Emissions per unit of product	Unit
PVC pipes	3.34	tCO <sub>2</sub> e/ton of product
HDPE pipes	3.12	tCO <sub>2</sub> e/ton of product
PP-R pipes	2.57	tCO <sub>2</sub> e/ton of product
PVC fittings	3.87	tCO <sub>2</sub> e/ton of product
HDPE fittings	3.80	tCO <sub>2</sub> e/ton of product
PP-R fittings	2.75	tCO <sub>2</sub> e/ton of product

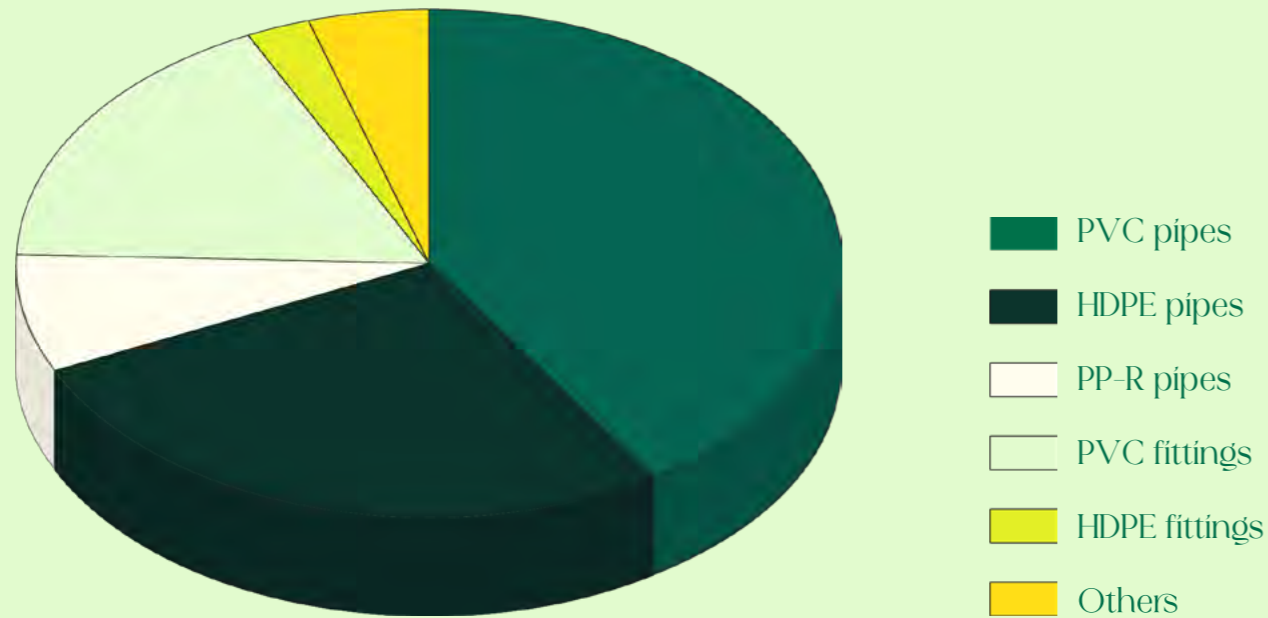


During the CFP reporting period, PVC pipes recorded the highest production volume and therefore accounted for the largest share of GHG emissions, at 40.87% of the Company’s total emissions. This was followed by HDPE pipes, which accounted for 27.31%. HDPE fittings had the lowest emission share, at 0.11%.

In addition to the six main product categories, the Company also manufactures auxiliary products such as electrical conduits and cable trays. However, due to their relatively low production volume, emissions from these products accounted for only 4.63% of the Company’s total GHG emissions during the reporting period.

Product	Total GHG emissions (tCO <sub>2</sub> e)	Emission ratio %
PVC pipes	27,326.02	40.87
HDPE pipes	18,256.49	27.31
PP-R pipes	5,048.71	7.55
PVC fittings	73.61	17.03
HDPE fittings	1,671.84	2.50
Others	3,096.15	4.63
<b>Total Company-wide emissions during the reporting period</b>	<b>66,865.01</b>	<b>100%</b>

Distribution of GHG emissions by product (%)



**\* Initiatives to prevent and mitigate climate change impacts**

Based on the climate change impacts identified by the Company during the CFP study, and in alignment with its product portfolio, the Company will consider implementing the following initiatives to prevent and mitigate the impacts of its products on climate change:

- Prioritize the use of cleaner raw materials with lower carbon footprints to reduce GHG emissions throughout the product life cycle;
- Prioritize sourcing raw materials from locations closer to the Company to minimize GHG emissions from transportation distances;
- Upgrade and replace production equipment and machinery, prioritizing modern, high-efficiency, energy-saving technologies to enhance energy utilization efficiency;
- Transition energy sources toward renewable

energy, such as solar energy;

- Shift from fossil fuels to biofuels;
- Minimize solid waste generation during production by reusing plastic scrap within the factory, thereby reducing GHG emissions;
- Implement tree planting on available land areas to absorb a significant portion of GHG emissions generated during the Company's production processes, contributing to environmental protection and sustainability.



**\* Assessment of Biogenic Carbon Impacts**

GHG emissions from biogenic carbon can have significant impacts on the environment and climate change. One of the key benefits of biogenic carbon is that substituting fossil-based inputs with bio-based sources in production processes can help reduce fossil carbon emissions into the atmosphere.

However, biogenic carbon may also have negative impacts on biodiversity if misused, particularly when natural forests are degraded or converted for production purposes or biomass extraction, instead of utilizing agricultural residues and by-products. Loss of biodiversity can reduce the

ecosystem's capacity to absorb GHGs from the atmosphere and may lead to ecological imbalance due to disrupted biological interactions among species in natural environments.

In this CFP study, the Company does not currently use biogenic carbon. However, should such use arise in the future, it will be necessary to implement careful management measures to ensure compliance with sustainability standards and environmental regulations. Advanced technologies and the development of renewable energy sources may also contribute to improving efficiency and reducing GHG emissions.

# 02.

## CORPORATE GOVERNANCE TOWARDS SUSTAINABLE DEVELOPMENT



In 2025, Tien Phong Plastic continued to emphasize sustainable development not only in environmental aspects but also across social and corporate governance dimensions. The Company maintained and expanded its corporate social responsibility activities through programs aimed at raising community awareness of environmental protection, promoting waste segregation, collection, and recycling of plastic waste. In addition, Tien Phong Plastic focused on human resource development, enhancing training and raising employees' awareness of sustainable development, while progressively adopting international standards in corporate governance to improve operational efficiency and competitiveness.

As a publicly listed company on the Hanoi Stock Exchange, the Company consistently prioritizes information transparency and full compliance with legal regulations on information disclosure. At the same time, Tien Phong Plastic continues to improve its governance system in line with best practices in the capital market. These efforts have been recognized as the Company was honored as one of the listed companies with strong corporate governance practices on HNX during the 2024–2025 period.

In the process of enhancing governance quality, the Company has implemented various solutions to refine its governance structure and strengthen the effectiveness of the Board of Directors. Following their establishment, the sub-committees under the Board of Directors, including the Strategy – Development Sub-committee, the Human Resources – Remuneration Sub-committee, and the Corporate Governance

Secretariat Sub-committee, have demonstrated their roles in providing advisory support and strategic orientation. These sub-committees assist the Board of Directors and the Board of Leaders in making well-informed decisions based on in-depth analysis and consultation in strategy formulation, decision-making, and improving governance effectiveness in a transparent, professional, and modern manner.

In parallel, Tien Phong Plastic continues to develop a modern governance system, enhancing the application of technology in management to optimize workflows, improve operational efficiency, and strengthen risk control capabilities. The Company also promotes internal training programs to ensure that its workforce is equipped with updated professional knowledge and new governance trends. At the same time, the Company maintains cooperation with reputable training organizations such as the Vietnam Institute of Directors (VIOD) and the Securities Research and Training Center to enhance governance capacity, contributing to building a transparent, effective, and sustainable corporate governance foundation in the long term. Specifically, the following training programs were implemented:

1. Corporate Governance Course – organized by the State Securities Commission of Vietnam.
2. Corporate Financial Management for CFOs – organized by VJCC.
3. Advanced Program on the Audit Committee – organized by VIOD.

In 2025, Tien Phong Plastic continued to maintain and strengthen its corporate governance system towards transparency, compliance, and efficiency. During the year, the Company recorded

no violations related to corporate governance, thereby affirming its discipline, compliance with laws, and the effectiveness of its internal control mechanisms and governance system.

Continuous efforts to improve the governance model have contributed to enhancing the Company's overall governance capacity, while establishing a solid foundation for sustainable, transparent, and efficient development in an increasingly competitive market with rising governance requirements. In parallel, Tien Phong Plastic places strong emphasis on building a safe, transparent, and environmentally friendly working environment. The Company strictly complies with regulations and standards on occupational health and safety, while fully fulfilling its social responsibilities toward employees, customers, and partners. Ensuring employees' rights, working conditions, and welfare is considered a core element of the Company's sustainable human resource development strategy.

The Company also maintains and enforces its Code of Conduct to build a corporate culture based on the core values of Pioneer – Sharing – Integrity – Creation – Credibility. The Code clearly defines standards of conduct in the workplace, in relationships with leaders, colleagues, customers, and partners, as well as each individual's responsibility toward the community and society. Through the implementation and dissemination of these standards across the organization, Tien Phong Plastic aims to build a professional, disciplined, and cohesive working environment, thereby strengthening its image, reputation, and brand in the market.

# 03.

## ENVIRONMENTAL PROTECTION INDICATORS



### \* Clean Raw Materials:

Within the Company's sustainable development orientation, raw materials are not only input factors for production but also a fundamental foundation shaping product quality and market value. Entering 2025 – a pivotal year under the theme "The Flow of Aspiration", the Company continues to accelerate its strategy of selecting, controlling, and optimizing raw material sources toward safety, stability, and environmental friendliness, thereby enhancing competitiveness and affirming its responsibility to the community. The Company continues to maintain and expand the use of raw materials with stable quality, clear origin, and compliance with international environmental standards. Raw material suppliers are periodically evaluated based on multiple criteria, including quality, supply stability, cost, compliance with safety standards, and environmental responsibility.

In 2025, the Company continues the production of large-diameter PVC-U pipes using organic calcium stabilizers.

The Company is gradually standardizing the use of CaZn and Tin (Sn) stabilizer systems for PVC-U pipes and fittings, contributing to improved safety, environmental friendliness, and alignment with the green production and sustainable development trends of the plastics industry.

In parallel with the selection of appropriate raw material sources, the Company has completed the transition to lead (Pb)-free stabilizer systems in the production of PVC-U pipes and fittings. This represents an important step toward aligning with global green production standards in the



plastics industry, while also demonstrating the Company's strong commitment to minimizing factors that may adversely affect public health. The transition process has been implemented in a stable and well-controlled manner, ensuring strict product quality control and maintaining compliance with technical specifications, durability, and performance standards. In addition, the Company continues to research and effectively utilize recycled materials and scrap materials with reasonable costs to manufacture product lines that meet technical and market requirements, such as double-wall corrugated pipes, modular underground tanks, and other specialized products. The effective utilization of these materials not only helps optimize production costs but also reduces resource waste and promotes a circular economy model within the plastics industry.

Alongside its raw material strategy, the Company has progressively enhanced automation in material feeding, compounding, and quality control processes to ensure consistency and precision in production. Modern equipment systems, combined with robotic arms and automation solutions, have been deployed across

many critical stages, improving productivity, minimizing human error, and ensuring product uniformity.

These efforts not only optimize production efficiency but also establish a sustainable value chain from raw materials to final products, where each product is created through technology, environmental responsibility, and the Company's aspiration for development. In the continuous flow of innovation and integration, clean raw materials serve as the starting point for the "The Flow of Aspiration", enabling the Company's products to expand their presence in the market and contribute positively to the sustainable development of society.



### \* Green Certification:

The year 2025 marks a significant milestone in the Company's sustainable development strategy, as its plastic pipes and fittings were officially awarded the **Singapore Green Building Product (SGBP) certification at the 4 Tickss – Leader** level by the Singapore Green Building Council (SGBC). This is the highest level within

the SGBP rating system, reflecting outstanding sustainability and environmental performance of construction materials. The SGBP certification framework evaluates products based on rigorous criteria, including raw material sourcing, manufacturing processes, emission levels, resource efficiency, and recyclability throughout the product lifecycle; in which the 4 Tickss rating is classified as “Leader”, reserved for products that demonstrate leading environmental performance and meet the highest sustainability standards of the industry.

Achieving the 4 Tickss certification not only affirms the technical quality of the Company’s products but also reflects its green development orientation. Certified products must comply with stringent requirements regarding material composition, minimizing the use of heavy metals or hazardous substances, while ensuring low emission levels to protect human health and the living environment. In addition, manufacturing processes are strictly controlled in terms of energy and water consumption, as well as waste generation, aiming toward cleaner production models and reducing carbon footprint across the entire value chain.

For Tien Phong Plastic, obtaining the SGBP 4 Tickss – Leader certification holds significant importance in enhancing brand positioning and affirming its capabilities in research and development of environmentally friendly construction materials. This certification demonstrates that the Company’s products meet rigorous international standards for environmental performance, while also facilitating participation in green building projects and sustainable infrastructure developments across the region. This achievement further reflects the

Company’s strong commitment to sustainable development orientation and ESG principles, thereby strengthening the reputation of Tien Phong Plastic among customers, partners, and investors. In the context of increasingly stringent environmental standards and the global shift toward green growth, the SGBP 4 Tickss certification provides the Company with a competitive advantage and reinforces its pioneering role in promoting green building materials in Vietnam.



**\* Waste Management:**

No.	Content	Unit	2024	2025
1	Domestic waste	m <sup>3</sup>	415	400
2	Industrial waste	m <sup>3</sup>	695	805
3	Hazardous waste	Kg	79,390	62,953

(Summary table of waste volume in 2024–2025)

In 2025, alongside the strong growth in production output and revenue, the volume of waste generated at Tien Phong Plastic experienced certain fluctuations. However, the data indicates that the Company has maintained effective control and reduction of several key waste categories, particularly domestic waste and hazardous waste.

Specifically, industrial waste in 2025 reached approximately 800 m<sup>3</sup>, increasing from 695 m<sup>3</sup> in 2024. This increase primarily resulted from the expansion of production scale, with both output and revenue growing significantly during the year. Nevertheless, the rise in waste remained within a controllable range and reflects a direct correlation with the growth of production and business activities, while also demonstrating that waste management processes continue to be stably maintained in compliance with environmental regulations.

Meanwhile, domestic waste decreased slightly from 415 m<sup>3</sup> in 2024 to 400 m<sup>3</sup> in 2025, equivalent to a reduction of approximately 3.6%. This result reflects the Company’s efforts to enhance awareness of resource conservation, strengthen

waste segregation at source, and optimize waste collection and treatment in daily operations.

Notably, hazardous waste recorded a significant decrease from 79,390 kg in 2024 to 62,953 kg in 2025, representing a reduction of approximately 21%. This positive outcome reflects the effectiveness of hazardous waste management measures implemented by the Company, including improvements in production processes, reduced use of high-risk chemicals, and strengthened control, collection, and treatment practices in full compliance with regulations.

Overall, despite strong growth in production and business activities in 2025, Tien Phong Plastic has continued to maintain effective environmental management, particularly in controlling and reducing hazardous waste. These results demonstrate that the Company is effectively implementing its sustainable development strategy, while progressively balancing production growth objectives with environmental protection responsibilities.

**\* Wastewater Management:**

In 2025, Tien Phong Plastic continued to focus on water management and usage across its production units in a manner that is efficient, economical, and aligned with the technical norms of each production line. Water consumption is regularly monitored at each plant and closely linked to production output and specific water usage benchmarks for each product type, thereby enabling strict control over water resource utilization across the entire system. Details for 2025 are as follows:

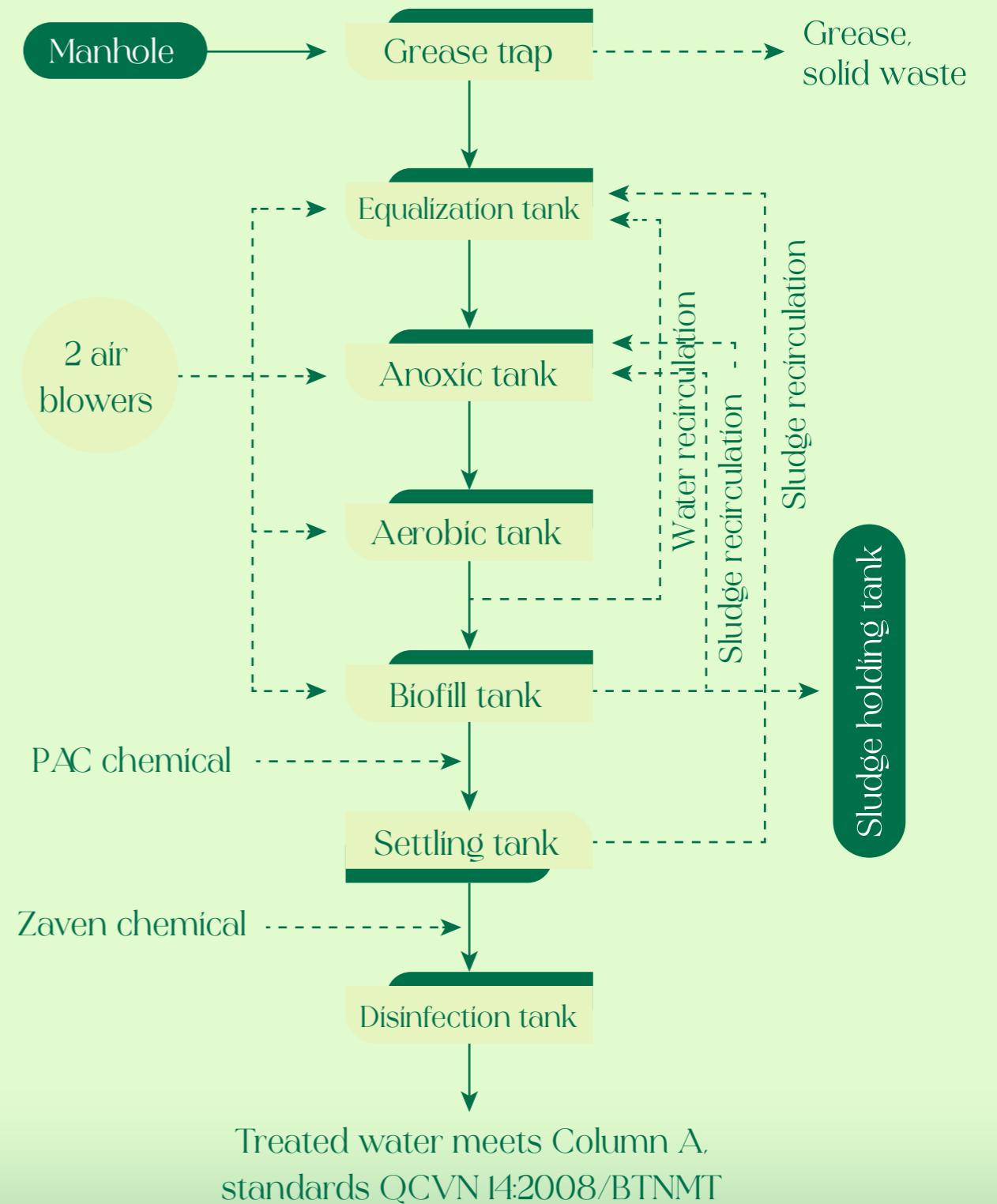
No.	Product	Unit	Quota	Actual	Actual/Plan ratio
1	PVC manufacturing factory	m <sup>3</sup>	33,085.3	31,204	94.31%
2	Oil bath belling PVC manufacturing factory	m <sup>3</sup>	982	362	36.86%
3	Fittings manufacturing factory (Site 1)	m <sup>3</sup>	11,176.3	11,998	107.35%
4	Fittings manufacturing factory (Site 2) + Oil bath belling	m <sup>3</sup>	12,333.8	11,537	93.54%
5	Oil bath belling fittings manufacturing factory (Site 2)	m <sup>3</sup>	1,784.1	997	55.88%
6	PE manufacturing factory	m <sup>3</sup>	25,994.8	26,555	102.15%

Data analysis indicates that water consumption across manufacturing factories in 2025 varied. The PE Manufacturing Factory and Fittings Manufacturing Factory – Site 1 recorded actual water consumption exceeding planned norms, reaching 102.15% and 107.35%, respectively. These variances were mainly attributable to the operational characteristics of production lines and fluctuations in output during certain periods of the year. Meanwhile, the PVC Manufacturing Factory and Fittings Manufacturing Factory – Site 2 maintained water consumption below planned norms, with performance ratios of 94.31% and 93.54%, respectively. These results demonstrate the effectiveness of water control and optimization measures implemented in

production processes at these factories. Regarding the oil bath belling system, in 2025 this function was transferred from Fittings Manufacturing Factory – Site 2 to the PVC Manufacturing Factory. Water consumption in the oil bath belling process was significantly lower than planned norms. Specifically, at the oil bath belling area of the PVC Manufacturing Factory, the performance ratio reached 36.86%, while at Fittings Manufacturing Factory – Site 2, it reached 55.88%. The lower-than-norm consumption indicates that production activities in these areas were well controlled, while also reflecting the effectiveness of water management and conservation measures implemented during the year.

- Wastewater treatment process

Wastewater treatment technology flow diagram



### \* Energy Management:

Amid rising energy costs and increasingly stringent sustainability requirements imposed on manufacturing enterprises, effective energy management and utilization have become one of the Company's key priorities. In 2025, the Company continued to implement synchronized energy management solutions to optimize operational efficiency, control production costs, and contribute to the achievement of sustainable development objectives.

No.	Equipment/Area	Average annual energy consumption (kWh) (Jan–Dec 2025)	Average annual energy consumption (TJ) (Jan–Dec 2025)	Company-wide ratio (Jan–Dec 2025)
1	PVC factory	19,304,647	69.497	37.10%
2	Fittings factory site 1	8,688,100	31.277	16.70%
3	Fittings factory site 2	3,155,287	11.359	6.06%
4	PE-PP factory	19,267,753	69.364	37.02%
5	Mechanical factory	273,410	0.984	0.53%
6	Total office area	1,343,099	4.835	2.58%
	<b>Total</b>	<b>52,039,976</b>	<b>187.344</b>	<b>96.10%</b>

*Ratio of each unit's electricity consumption compared to the Company's total electricity consumption from January to December 2025*

Total electricity consumption across all production units and office functions reached 52,039,976 kWh, equivalent to 187.344 TJ. The energy consumption structure shows that the majority of electricity is used in manufacturing factories, reflecting the characteristics of the plastics industry, which relies heavily on machinery, production lines, and energy-intensive equipment.

Among these, the PVC Manufacturing Factory and the PE-PP Manufacturing Factory recorded the highest electricity consumption, at 19,304,647 kWh and 19,267,753 kWh, accounting for 37.10% and 37.02%, respectively—together representing more than 74% of the Company's total electricity consumption.

In addition, the Fittings Manufacturing Factory – Area 1 consumed 8,688,100 kWh, accounting for 16.70% of the Company's total electricity consumption, while Fittings Manufacturing Factory – Area 2 consumed 3,155,287 kWh, equivalent to 6.06%. These factories play a critical role in the supply chain

of plastic products and fittings; therefore, their relatively high energy consumption is consistent with their operational scale.

The Mechanical Manufacturing Factory recorded total electricity consumption of 273,410 kWh, accounting for 0.53% of the Company's total, while office areas consumed 1,343,099 kWh, equivalent to 2.58%, indicating that energy usage remains predominantly concentrated in core production activities.

Monitoring and analyzing the detailed energy consumption structure of each area enables the

Company to obtain a comprehensive view of electricity usage efficiency, thereby developing appropriate management solutions, particularly focusing on high-consumption units to enhance energy-saving performance. In parallel with consumption control, the Company regularly evaluates energy efficiency by benchmarking against the 2024 energy baseline. The 2025 results show that several units achieved positive improvements in electricity savings, as presented in the comparison table below:

No.	Unit	Total electricity savings in 2025 compared to the 2024 energy baseline (kWh)	Percentage savings in 2025 compared to the 2024 energy baseline (%)
1	PVC factory	-371,036	-1.91%
2	Fittings factory (PVC injection moulding)	8,089	0.09%
3	Fittings factory (PE-PP injection moulding)	-510,649	-14.39%
5	PE-PP factory	-126,428	-0.87%

Specifically, the PVC Manufacturing Factory achieved electricity savings of 371,036 kWh, equivalent to 1.91% compared to the 2024 baseline. This result was driven by optimization of production line operations, improvements in equipment operation processes, and enhanced employee awareness of energy conservation. The PE-PP injection workshop achieved savings of 510,649 kWh, equivalent to 14.39% compared to the baseline year, representing a significant improvement within the Company's production system. In addition, the PE-PP Manufacturing Factory recorded savings of 126,428 kWh, or 0.87%, demonstrating continuous efforts to improve operational efficiency and reduce energy consumption. The PVC injection area under NMPT recorded a slight increase in electricity consumption of 8,089 kWh, equivalent to 0.09% compared to the baseline. However, this variance is negligible and primarily attributable to increased production output during the year, indicating that operations remained stable while energy consumption was maintained at a reasonable level.

Overall, the comparison with the baseline shows that the Company's energy management solutions have delivered positive results, contributing to reduced electricity consumption and optimized production costs. These results reflect the effectiveness of the technical and energy management measures implemented across the Company.



### \* Towards an Efficient Energy Management System

The results achieved in 2025 indicate that the Company's energy management practices are being progressively standardized and improved in terms of efficiency. The monitoring and analysis of energy consumption data by unit and by production line enable the Company to proactively identify high energy-consuming areas and implement timely improvement solutions.

In the coming period, the Company will continue to strengthen energy management solutions in a modern and sustainable direction. Key priorities include optimizing equipment operations, applying energy-saving technical solutions, enhancing operational management efficiency, and promoting energy-saving awareness among all employees.

Efficient energy use not only helps reduce production costs and improve business performance but also contributes to emission reduction and environmental protection. This is also one of the key factors enabling the Company to enhance its competitiveness and meet increasingly stringent market requirements for sustainable development.

With an increasingly well-established energy management foundation, Tien Phong Plastic will continue to promote energy-saving solutions, aiming toward efficient production, environmental friendliness, and long-term sustainable green development.

### \* Product Recycling

In line with its sustainable development orientation and strategic implementation, in 2025 Tien Phong Plastic continued to deploy solutions to promote recycling activities in production. The Company commits to using recycled materials in the manufacturing of plastic pipes and fittings, with a minimum recycled content of **approximately 5% by weight**, in compliance with relevant standards and regulations on recycled material ratios. In addition, the Company has established and maintained control procedures, as well as guidelines for the collection and treatment of post-production scrap and reusable materials, ensuring product quality while optimizing resource utilization and minimizing environmental impacts.



### \* Environmental Compliance

With the orientation toward becoming a sustainable enterprise, Tien Phong Plastic maintains a dedicated environmental function to monitor and ensure compliance with relevant legal regulations across all production and business activities. The Company regularly organizes training programs for employees on environmental protection, efficient and economical energy use, as well as compliance with occupational safety and environmental hygiene regulations. Tien Phong Plastic also collaborates with specialized agencies to conduct workplace environmental monitoring for indicators such as noise, dust, lighting, and microclimate conditions within factories; all results remain within permissible limits in accordance with current regulations. In 2025, the Company continued to strictly comply with environmental regulations, with no related violations recorded.

# 04. CORPORATE SOCIAL RESPONSIBILITY

Throughout 65 years of development, alongside contributing positively to the national economy, Tien Phong Plastic has been one of the exemplary enterprises always accompanying the community and joining hands with the Government in efforts to ensure social security, aiming toward sustainable development goals. The Company believes that an enterprise only truly develops when the social community develops together.

## Joining hands to support compatriots affected by Storms No. 10 and 11:



In 2025, in the face of serious damage caused by Storms No. 10 and 11 in the Central provinces, Tien Phong Plastic promptly implemented many practical support activities, joining hands with society to share losses and contributing to helping people stabilize their lives soon after the natural disasters.

With the spirit of "mutual affection and mutual love", the Company donated a total sponsorship fund of VND 1.7 billion, of which: VND 1 billion through the Vietnam Fatherland Front Committee of Hai Phong City, VND 500 million through the Vietnam Industry and Trade Union, and VND 200 million through the Vietnam Water Supply and Sewerage Association. The support resources were transferred to affected localities to serve rescue operations, essential infrastructure reconstruction, and to help residents return to normal life soon.

These timely and responsible contributions are not only material support but also Tien Phong Plastic's sincere sharing of the hardships faced by compatriots in flooded areas. Tien Phong Plastic believes that with the fine moral tradition of "loving others as you love yourself" and the united hands of the entire society, the damaged areas will soon overcome difficulties, stabilize, and restore production and business.

## The Bridges of Love Program:

Extending the compassionate journey through the Bridges of Love program initiated and implemented by Tien Phong Plastic over the past 9 years, in 2025, the Company completed and put into use 05 new bridges. These projects extend the spans of love from North to South, lighting up hope for regions still facing many difficulties and limitations.

Joining the atmosphere of the 50th Anniversary of Southern Liberation and National Reunification, while marking the golden milestone of the 65th Anniversary of the Company's Establishment, three bridges - No. 103 and No. 113 in Ong Quoi Hamlet, Thanh Phu Commune, Long An Province, and No. 118 in Vinh Vien A Commune, Hau Giang Province - were officially inaugurated with a total budget of nearly VND 5 billion. These bridges not only help hundreds of households travel safely, especially during the rainy and flood seasons, but also create favorable conditions for trade, agricultural transport, and improve educational and living opportunities for students and local people. Each project stands as a vivid symbol of the enterprise's determination to accompany

society and the community.

In the Central region, the Chà Lẩn Bridge (Bridge of Love No. 117) in Huu Lap Commune, Nghe An Province, was completed with a total budget of over VND 1.1 billion. The bridge is 12m long, 4.5m wide, with a 10-ton capacity and a composite steel beam-reinforced concrete slab structure. It meets the travel and freight transport needs of



219 households with 1,247 people of the Khmu ethnic group in Cha Lan and Noong O villages - an area that previously had only a single route to the commune center. This is also the second bridge Tien Phong Plastic has gifted to people in the border areas of Nghe An, following the Xop Kha Bridge (Bridge of Love No. 28) in Tuong Duong District in 2020.

The compassionate journey continued to reach the southernmost land of the country with the Rạch Cái Nhum Bridge (Bridge of Love No. 114) in Luong The Tran Commune, Ca Mau Province. The bridge, 35m long, 3.5m wide, with a 5-ton capacity and a total budget of VND 760 million, replaced a seriously degraded old iron bridge. It has become a safe and sustainable



connection route, opening up opportunities for infrastructure, economic, and educational development for over 200 households and hundreds of local students.

Every bridge erected is a story of compassion. After 9 years of traveling across all regions of the Fatherland, nearly 120 bridges bearing the blue color of hope have been built, carrying aspirations and dreams for a brighter future. Each bridge span connects two riverbanks, unites millions of hearts, lights up hope, and affirms Tien Phong Plastic's commitment to community service on its journey of sustainable development.



**Accompanying local charitable organizations**

Promoting the nation's humanitarian tradition of "loving others as you love yourself", for many years, Tien Phong Plastic has proactively coordinated with authorities at all levels, social organizations, and volunteer units to implement many practical humanitarian activities. These include supporting people with disabilities, orphans, and individuals in especially difficult circumstances in Hai Phong City as well as other localities nationwide.

On the occasion of the 2025 Year of the Snake Lunar New Year, responding to the "Tet of Compassion" program, Tien Phong Plastic collaborated with the Red Cross Society and the Hai Phong Charity Association to present 270 Tet gift sets, providing cash support, food, and essential supplies to underprivileged families in the area with a total budget of VND 135 million. Alongside this, the Company continued to provide monthly support for 6 lonely elderly people connected by the City Charity Association, contributing to sharing the burdens of life and bringing a warm, meaningful spring. Notably, with a spirit of deep gratitude, in 2025, Tien Phong Plastic continued to collaborate with the Association for Support of Martyrs' Families to build 02 charity houses (Nhà tình nghĩa) in Lao Cai Province for the families of Ms. Nguyen Thi Thanh (Thac Ba Commune) and Mr. Nguyen Ngoc Hau (Au Lau Ward), with a support level of VND 60 million per household. This contributes to caring for the lives of relatives of Vietnamese Heroic Mothers and martyrs' families, while providing spiritual encouragement and expressing gratitude for the great sacrifices made for the Fatherland's independence and freedom.



**Youth Union community activities**

In 2025, the Company's Youth Union continued to play a proactive role in spreading social responsibility through various meaningful and practical activities.



Responding to the program "Tien Phong Plastic Youth Accompanying Bridges of Love", the Youth Union mobilized members to donate and present gifts to disadvantaged students at preschool and primary school sites in Huu Lap Commune, Nghe An Province—where Bridges of Love No. 114 was constructed. In addition, the Youth Union contributed VND 20 million to the "Warm Winter 2024" program organized by Ngo Quyen District Youth Union to provide school supplies to Lac Giao Primary School (Cao Bang) and other schools in Cao Bang. It also participated in the "Warm Winter of Compassion 2025" and "Volunteer Spring 2026" programs in Nghe An, with a total contribution of VND 10 million. These charitable activities, maintained annually, not only provide material support



but also demonstrate the Company's long-term commitment to preserving and promoting humanitarian values, thereby affirming its role as a sustainable enterprise that integrates social responsibility into its long-term development strategy.



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# CHAPTER VIII

## FINANCIAL STATEMENTS

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## Corporate Information

Enterprise Registration Certificate No.	0200167782	30 December 2004
	The Company's Enterprise Registration Certificate has been amended several times, the most recent of which is dated 27 August 2025. The Enterprise Registration Certificate was issued by the Hai Phong Department of Finance (formerly known as Hai Phong Department of Planning and Investment).	
Board of Management	Mr. Dang Quoc Dung	Chairman
	Mr. Noboru Kobayashi	Vice Chairman
	Mr. Chu Van Phuong	Member
	Mr. Tran Ngoc Bao	Member
	Mr. Trinh Van Tuan	Independent Member (from 19/5/2025)
	Ms. Vu Thi Minh Nhat	Independent Member (from 19/5/2025)
	Ms. Dang Phuong Lan	Member (from 19/5/2025)
	Mr. Bui Duc Long	Member (until 19/5/2025)
	Mr. Dao Anh Thang	Independent Member (until 19/5/2025)
Board of General Directors	Mr. Chu Van Phuong	General Director
	Mr. Tran Nhat Ninh	Deputy General Director - Technology
	Mr. Nguyen Van Thuc	Deputy General Director - Internal Affairs
	Mr. Tran Ngoc Bao	Deputy General Director - Finance
	Mr. Nguyen Van Cuong	Deputy General Director-Production (from 1/11/2025)
	Mr. Dao Anh Thang	Deputy General Director - Business (from 1/11/2025)
	Ms. Ngo Thi Thu Thuy	Deputy General Director-Production (until 19/5/2025)
Audit Committee	Ms. Vu Thi Minh Nhat	Chairman (from 19/5/2025)
	Ms. Dang Phuong Lan	Member (from 19/5/2025)
	Mr. Dao Anh Thang	Chairman (until 19/5/2025)
	Mr. Bui Duc Long	Member (until 19/5/2025)
Registered Office	No. 2 An Da Road, Gia Vien Ward, Hai Phong City, Vietnam	
Auditor	KPMG Limited Vietnam	

## I. STATEMENT OF THE BOARD OF GENERAL DIRECTORS

The Board of General Directors of Tien Phong Plastic Joint Stock Company ("the Company") presents this statement and the accompanying consolidated financial statements of the Company and its subsidiaries for the year ended 31 December 2025.

Tien Phong Plastic Joint Stock Company's Board of General Directors is responsible for the preparation and true and fair presentation of the consolidated financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises and the relevant statutory requirements applicable to financial reporting. In the opinion of the Company's Board of General Directors:

- (a) the consolidated financial statements set out on pages 5 to 47 give a true and fair view of the consolidated financial position of the Company and its subsidiaries as at 31 December 2025, and of its consolidated results of operations and its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises and the relevant statutory requirements applicable to financial reporting; and
- (b) at the date of this statement, there is no reason to believe that the Company and its subsidiaries will not be able to pay its debts as and when they fall due.

The Board of General Directors has, on the date of this statement, authorised the accompanying consolidated financial statements for issue.

On behalf of the Board of General Directors,



Chu Van Phuong  
General Director

Hai Phong, 23 March 2026

## 2. INDEPENDENT AUDITOR'S REPORT

To the Shareholders and Board of Management

**Tien Phong Plastic Joint Stock Company**

We have audited the accompanying consolidated financial statements of Tien Phong Plastic Joint Stock Company ("the Company") and its subsidiaries, which comprise the consolidated balance sheet as at 31 December 2025, the consolidated statements of income and cash flows for the year then ended and the explanatory notes thereto which were authorised for issue by the Company's Board of General Directors on 23 March 2026, as set out on pages 5 to 47.

### **Management's Responsibility**

The Company's Board of General Directors is responsible for the preparation and true and fair presentation of these consolidated financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises and the relevant statutory requirements applicable to financial reporting, and for such internal control as the Board of General Directors determines is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation and true and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting

estimates made by the Company's Board of General Directors, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Auditor's Opinion**

In our opinion, the consolidated financial statements give a true and fair view, in all material respects, of the consolidated financial position of Tien Phong Plastic Joint Stock Company and its subsidiaries as at 31 December 2025 and of their consolidated results of operations and their consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises and the relevant statutory requirements applicable to financial reporting.

### **KPMG Limited**

Vietnam

Audit Report No. 25-02-00206-26-2



Phan My Linh  
Practicing Auditor Registration  
Certificate No. 3064-2024-007-1  
Deputy General Director

Hanoi, 23 March 2026

Phan Thi Thuy Linh  
Practicing Auditor Registration  
Certificate No. 3065-2024-007-1

### 3. CONSOLIDATED BALANCE SHEET

#### CONSOLIDATED BALANCE SHEET AS AT 31 DECEMBER 2025

Form B 01 – DN/HN

(Issued under Circular No. 200/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance)

	Code	Note	31/12/2025 VND	1/1/2025 VND
<b>ASSETS</b>				
<b>Current assets (100=110+120+130+140+150)</b>	<b>100</b>		<b>5,142,616,826,127</b>	<b>4,472,882,423,054</b>
<b>Cash and cash equivalents</b>	<b>110</b>	<b>4</b>	<b>446,315,838,831</b>	<b>532,864,832,803</b>
Cash	111		184,969,703,318	291,883,664,188
Cash equivalents	112		261,346,135,513	240,981,168,615
<b>Short-term financial investments</b>	<b>120</b>		<b>2,679,000,000,000</b>	<b>2,492,000,000,000</b>
Held-to-maturity investments	123	5(a)	2,679,000,000,000	2,492,000,000,000
<b>Accounts receivable – short-term</b>	<b>130</b>		<b>525,233,538,760</b>	<b>428,249,651,492</b>
Accounts receivable from customers	131	6	374,391,953,022	388,318,659,135
Prepayments to suppliers	132	7	157,108,744,682	66,751,850,700
Other receivables	136	8	49,798,904,863	28,721,429,057
Allowance for doubtful debts	137	9	(56,066,063,807)	(55,542,287,400)
<b>Inventories</b>	<b>140</b>	<b>10</b>	<b>1,441,053,821,794</b>	<b>1,005,126,876,948</b>
Inventories	141		1,441,634,282,813	1,005,160,488,222
Allowance for inventories	149		(580,461,019)	(33,611,274)
<b>Other current assets</b>	<b>150</b>		<b>51,013,626,742</b>	<b>14,641,061,811</b>
Short-term prepaid expenses	151	14(a)	47,231,768,642	12,467,355,826
Deductible value added tax	152		364,190,395	1,757,070,115
Taxes and others receivable from State Treasury	153	17	3,417,667,705	416,635,870
<b>Long-term assets (200=210+220+240+250+260)</b>	<b>200</b>		<b>1,905,044,645,975</b>	<b>1,941,989,104,469</b>
<b>Accounts receivable – long-term</b>	<b>210</b>		<b>8,272,496,736</b>	<b>-</b>
Accounts receivable from customers – long-term	211		8,272,496,736	-
<b>Fixed assets</b>	<b>220</b>		<b>1,237,052,346,647</b>	<b>1,265,480,616,982</b>
Tangible fixed assets	221	11	1,237,052,346,647	1,258,375,266,982
Cost	222		3,299,704,736,519	3,186,287,977,774
Accumulated depreciation	223		(2,062,652,389,872)	(1,927,912,710,792)
Intangible fixed assets	227	12	-	7,105,350,000
Cost	228		9,861,049,107	16,966,399,107
Accumulated amortisation	229		(9,861,049,107)	(9,861,049,107)
<b>Long-term work in progress</b>	<b>240</b>		<b>40,567,718,767</b>	<b>11,118,996,692</b>
Construction in progress	242	13	40,567,718,767	11,118,996,692
<b>Long-term financial investments</b>	<b>250</b>		<b>513,756,469,171</b>	<b>520,028,184,664</b>
Investments in associates	252	5(b)	403,731,280,571	360,002,996,064

#### CONSOLIDATED BALANCE SHEET AS AT 31 DECEMBER 2025 (CONTINUED)

Form B 01 – DN/HN

(Issued under Circular No. 200/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance)

	Code	Note	31/12/2025 VND	1/1/2025 VND
Equity investments in other entities	253	5(c)	101,360,188,600	101,360,188,600
Allowance for diminution in the value of long-term financial investments	254	5(c)	(1,335,000,000)	(1,335,000,000)
Held-to-maturity investments	255	5(a)	10,000,000,000	60,000,000,000
<b>Other long-term assets</b>	<b>260</b>		<b>105,395,614,654</b>	<b>145,361,306,131</b>
Long-term prepaid expenses	261	14(b)	104,830,863,457	144,555,266,991
Deferred tax assets	262		564,751,197	806,039,140
<b>TOTAL ASSETS (270 = 100 + 200)</b>	<b>270</b>		<b>7,047,661,472,102</b>	<b>6,414,871,527,523</b>
<b>RESOURCES</b>				
<b>LIABILITIES (300 = 310)</b>	<b>300</b>		<b>2,815,860,457,474</b>	<b>2,748,497,317,518</b>
<b>Current liabilities</b>	<b>310</b>		<b>2,815,860,457,474</b>	<b>2,748,497,317,518</b>
Accounts payable to suppliers	311	15	276,189,676,959	313,880,517,607
Advances from customers	312	16	923,316,290,451	668,967,092,614
Taxes and others payable to State Treasury	313	17	222,051,365,100	71,943,353,295
Payables to employees	314		54,952,889,058	54,748,719,227
Accrued expenses	315	18	139,708,299,205	121,204,259,409
Other payables – short-term	319	19	30,197,880,328	29,134,580,844
Short-term borrowings	320	20	1,164,867,540,430	1,481,765,662,365
Bonus and welfare fund	322	21	4,576,515,943	6,853,132,157
<b>EQUITY (400 = 410)</b>	<b>400</b>		<b>4,231,801,014,628</b>	<b>3,666,374,210,005</b>
<b>Owners' equity</b>	<b>410</b>	<b>22</b>	<b>4,231,801,014,628</b>	<b>3,666,374,210,005</b>
Share capital	411	23	1,710,382,200,000	1,425,322,840,000
Ordinary shares with voting rights	411a		1,710,382,200,000	1,425,322,840,000
Investment and development fund	418	25	1,217,621,008,916	1,217,621,008,916
Retained profits	421		1,303,797,805,712	1,023,430,361,089
Retained profits brought forward	421a		310,931,761,503	287,770,849,552
Profit for the current year	421b		992,866,044,209	735,659,511,537
<b>TOTAL RESOURCES (440 = 300 + 400)</b>	<b>440</b>		<b>7,047,661,472,102</b>	<b>6,414,871,527,523</b>

Prepared by

23 March 2026

Approved by


Luu Thi Mai  
Chief Accountant


Tran Ngoc Bao  
Deputy General Director - FinanceChu Van Phuong  
General Director

## 4. CONSOLIDATED STATEMENT OF INCOME

## CONSOLIDATED STATEMENT OF INCOME FOR THE YEAR ENDED 31 DECEMBER 2025

Form B 02 – DN/HN

(Issued under Circular No. 202/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance)

	Code	Note	2025 VND	2024 VND
Revenue from sales of goods	01	27	6,950,030,144,172	5,828,549,177,536
Revenue deductions	02	27	199,205,497,984	171,985,363,041
Net revenue (10 = 01 - 02)	10	27	6,750,824,646,188	5,656,563,814,495
Cost of sales	11	28	4,658,204,795,059	3,886,614,549,588
Gross profit (20 = 10 - 11)	20		2,092,619,851,129	1,769,949,264,907
Financial income	21	29	167,580,179,024	91,589,707,089
Financial expenses	22	30	168,204,392,495	139,218,133,590
In which: Interest expense	23		80,323,575,442	48,945,955,598
Share of profit in associates	24	5(b)	44,228,059,507	22,789,046,377
Selling expenses	25	31	640,321,377,371	632,851,000,442
General and administration expenses	26	32	294,936,316,441	227,199,971,559
Net operating profit {30=20+(21-22)+24-(25+26)}	30		1,200,966,003,353	885,058,912,782
Other income	31		13,226,835,902	9,160,434,942
Other expenses	32		18,024,789,055	5,769,282,925
Results of other activities (40=31-32)	40		(4,797,953,153)	3,391,152,017
Accounting profit before tax (50=30+40)	50		1,196,168,050,200	888,450,064,799
Income tax expense-current	51	34	203,060,718,048	152,572,687,369
Income tax expense-deferred	52	34	241,287,943	217,865,893
Net profit after tax (60=50-51-52)	60		992,866,044,209	735,659,511,537
Earnings per share				Restated
Basic earnings per share	70	35	5,224	3,885

23 March 2026

Prepared by


Luu Thi Mai  
Chief Accountant

Approved by


Tran Ngoc Bao  
Deputy General Director - FinanceChu Van Phuong  
General Director

## 5. CONSOLIDATED STATEMENT OF CASH FLOWS

CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2025 (INDIRECT METHOD)

Form B 03 – DN/HN

(Issued under Circular No. 202/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance)

	Code	2025 VND	2024 VND
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Profit before tax	01	1,196,168,050,200	888,450,064,799
Adjustments for			
Depreciation and amortisation	02	149,432,022,165	152,906,892,624
Allowances and provisions	03	1,070,626,152	606,312,141
Exchange loss/(gains) arising from revaluation of monetary items denominated in foreign currencies	04	38,925	(93,225,592)
Profits from investing activities	05	(211,612,617,334)	(114,991,321,047)
Interest expense	06	80,323,575,442	48,945,955,598
Operating profit before changes in working capital	08	1,215,381,695,550	975,824,678,523
Change in receivables	09	(44,764,888,095)	495,577,036,719
Change in inventories	10	(436,473,794,591)	153,474,335,456
Change in payables and other liabilities	11	249,434,587,040	622,826,050,394
Change in prepaid expenses	12	4,959,990,718	(10,547,783,493)
		<b>988,537,590,622</b>	<b>2,237,154,317,599</b>
Interest paid	14	(79,194,553,251)	(50,542,028,828)
Income tax paid	15	(66,565,505,317)	(134,752,586,784)
Other payments for operating activities	17	(73,385,145,800)	(67,832,049,000)
Net cash flows from operating activities	20	769,392,386,254	1,984,027,652,987
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for additions to fixed assets	21	(206,205,621,917)	(76,267,754,519)
Proceeds from disposals of fixed assets	22	11,098,373,494	996,181,819
Placement of deposits with terms of more than 3 months and investment in bonds	23	(3,042,000,000,000)	(3,092,000,000,000)
Receipts from collecting deposits with terms of more than 3 months	24	2,905,000,000,000	1,500,000,000,000
Payments for investments in other entities	25	-	(5,400,000,000)
Receipts of interests and dividends	27	149,476,235,736	86,708,070,413
Net cash flows from investing activities	30	(182,631,012,687)	(1,585,963,502,287)

## 5. CONSOLIDATED STATEMENT OF CASH FLOWS (continued)

**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025 (INDIRECT METHOD)**

**Form B 03 – DN/HN**  
*(Issued under Circular No. 202/2014/TT-BTC  
dated 22 December 2014 of the Ministry of Finance)*

	Code	2025 VND	2024 VND
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Proceeds from borrowings	33	5,012,179,022,663	3,667,473,186,002
Payments to settle loan principals	34	(5,329,077,144,598)	(3,888,447,826,518)
Payments of dividends	36	(356,330,710,000)	(129,575,334,000)
<b>Net cash flows from financing activities</b>	<b>40</b>	<b>(673,228,831,935)</b>	<b>(350,549,974,516)</b>
<b>Net cash flows during the year (50 = 20 + 30 + 40)</b>	<b>50</b>	<b>(86,467,458,368)</b>	<b>47,514,176,184</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>60</b>	<b>532,864,832,803</b>	<b>485,324,285,487</b>
<b>Effect of exchange rate fluctuations on cash and cash equivalents</b>	<b>61</b>	<b>(81,535,604)</b>	<b>26,371,132</b>
<b>Cash and cash equivalents at the end of the year (70 = 50 + 60 + 61) (Note 4)</b>	<b>70</b>	<b>446,315,838,831</b>	<b>532,864,832,803</b>

Prepared by



Luu Thi Mai  
Chief Accountant

23 March 2026

Approved by



Tran Ngoc Bao  
Deputy General Director - Finance



Chu Van Phuong  
General Director

## **TIEN PHONG PLASTIC JOINT STOCK COMPANY**

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