

CORPORATE GOVERNANCE REPORT
(Year of 2025)

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

- Company name: Tien Phong Plastic Joint Stock Company
- Headquarter address: No. 2 An Da, Gia Vien Ward, Hai Phong City
- Telephone number: 0225.813979 Fax: 0225.3813989
 Email: contact@nhuatienphong.vn
- Charter capital: **1,710,382,200,000 VND**
- Ticker symbol: **NTP**
- Corporate governance model: General Meeting of Shareholders, Board of Directors, General Director/Director and Audit Committee under the Board of Directors
- Regarding the implementation of internal audit function: Implemented

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders:

On May 19, 2025, the Company held the Annual General Meeting of Shareholders at the Company's Grand Hall, No. 222 Mac Dang Doanh Street, Hung Dao Ward, Hai Phong City.

At the Meeting, shareholders discussed and voted to approve the submissions and resolutions of the General Meeting of Shareholders concerning various aspects of the Company's operations.

No.	Resolution/Decision No.	Date	Content
1	16/NQ-ĐHĐCĐTN 2025	May 19, 2025	Approval of the reports for 2024 and the 2020–2025 term; the plan for 2025 and the 2025–2030 term; and other issues under the authority of the General Meeting of Shareholders

II. Board of Directors (Annual Report):

1. Information about Board of Directors (BOD) members:

No.	Members of BOD	Job title	Date of becoming/ceasing to be a BOD member / Independent BOD member	
			Date of appointment	Date of dismissal
1	Dang Quoc Dung	Chairman		
2	Noboru Kobayashi	Vice Chairman		
3	Chu Văn Phương	Member		
4	Tran Ngoc Bao	Member		
5	Dao Anh Thang	Independent member		Dismissed as Independent BOD Member on May 19, 2025
6	Bui Duc Long	Member		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,	
9	Dang Phuong Lan	Member	Appointed as BOD Member on May 19, 2025	

2. Meetings of the Board of Directors

No.	Member of BOD	Number of meetings attended	Attendance rate	Reason for not attending
1	Dang Quoc Dung	5	100%	
2	Noboru Kobayashi	5	100%	
3	Chu Văn Phương	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

3. Supervisory activities of the Board of Directors over the Board of Management:

3.1. Expanded meeting of the Board of Directors on January 18, 2025

* **Participants:** Members of the Board of Directors and members of the Board of Management.

* **Contents:** At this meeting, the Board of Directors reviewed and provided opinions on the following matters:

- Report on the production and business performance for 2024 and the production and business plan for 2025 of Tien Phong Plastic Joint Stock Company (Parent Company) and Tien Phong Plastic Central Region Co., Ltd. (Subsidiary). Based on the reported production and business performance figures, the Board of Directors highly appreciated the efforts of the Board of Management and the business results achieved by the entities in 2024.

- Report on the financial position for 2024 and the implementation of investment activities in 2024 of Tien Phong Plastic Joint Stock Company (Parent Company).

- Report on the investment plan for 2025 of Tien Phong Plastic Joint Stock Company (Parent Company).

- Discussion on several fundamental issues related to the Annual General Meeting

of Shareholders in 2025.

3.2. Expanded meeting of the Board of Directors on April 22, 2025

* **Participants:** Members of the Board of Directors and members of the Board of Management.

* **Contents:**

- Report on the production and business performance for the first quarter of 2025 of Tien Phong Plastic Joint Stock Company (Parent Company) and Tien Phong Plastic Central Region Co., Ltd. (Subsidiary).

- Report on the financial position for the first quarter of 2025 of Tien Phong Plastic Joint Stock Company (Parent Company).

- Approval of matters related to the organization of the Annual General Meeting of Shareholders in 2025.

3.3. Expanded meeting of the Board of Directors on May 19, 2025

* **Participants:** Members of the Board of Directors and members of the Board of Management.

* **Contents:**

- Election of the positions of Chairman of the Board of Directors and Vice Chairman of the Board of Directors for the 2025–2030 term.

- Consolidation of the Audit Committee for the 2025–2030 term.

- Discussion on several other related matters.

3.4. Expanded meeting of the Board of Directors on July 19, 2025

* **Participants:** Members of the Board of Directors and members of the Board of Management.

* **Contents:**

- Report on the production and business performance for the first six months of 2025 of Tien Phong Plastic Joint Stock Company (Parent Company) and Tien Phong Plastic Central Region Co., Ltd. (Subsidiary).

- Report on the financial position for the first six months of 2025 of Tien Phong Plastic Joint Stock Company (Parent Company).

3.5. Expanded meeting of the Board of Directors on October 30, 2025

* **Participants:** Members of the Board of Directors and members of the Board of Management.

*** Contents:**

- Report on the production and business performance for the first nine months of 2025 of Tien Phong Plastic Joint Stock Company (Parent Company) and Tien Phong Plastic Central Region Co., Ltd. (Subsidiary).

- Report on the financial position for the first nine months of 2025 of Tien Phong Plastic Joint Stock Company (Parent Company).

4. Activities of the subcommittees under the Board of Directors:

4.1. Activities of the Development Strategy Subcommittee:

- In 2025, the Development Strategy Subcommittee held discussion sessions on Tien Phong Plastic's Vision, Mission, and Core Values, as well as the proposed corporate development strategy through 2035.

- Accordingly, the Company's development strategy comprises component strategies, including a business strategy to maintain the current market while expanding into new markets and developing new products; an R&D strategy; a human resources strategy; a corporate culture development strategy; and a digitalization and production efficiency enhancement strategy.

- The Subcommittee also submitted to the Board of Directors the draft corporate development strategy through 2035, while updating and incorporating additional comments from the Board of Directors to ensure that the strategy comprehensively covers all aspects of the Company's operations and is feasible.

4.2. Activities of the Human Resources and Remuneration Subcommittee:

- In 2025, the Human Resources and Remuneration Subcommittee held a working session with the Human Resources Department to discuss the overall organizational and human resources structure of the Company, as well as internal regulations and policies related to human resources such as recruitment, appointment, and remuneration. At the meeting, the Head of the Human Resources Subcommittee provided several orientations on the implementation of corporate culture initiatives and on human resources policies associated with cost management, with a view to enhancing the proactiveness and operational efficiency of the Company's departments.

- The Subcommittee also participated in providing consultancy and comments on the Company's management personnel evaluation and appointment activities.

4.3. Activities of the Corporate Governance Secretariat Subcommittee:

- In 2025, the Corporate Governance Secretariat Subcommittee performed its duties in accordance with the assigned responsibilities and work plan, ensuring that the Company's corporate governance activities complied with legal regulations and moved toward international best practices.
- The Subcommittee also carried out advisory and consultative functions for the Board of Directors and the Board of Leaders, and proposed training programs to enhance knowledge and professional expertise in corporate governance for management personnel.
- Implemented communication of four (04) Corporate Governance newsletters for the Board of Directors and the Board of Leaders.

5. Resolutions/Decisions of the Board of Directors (Annual Report):

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	03/QD-HĐQT	January 13, 2025	Decision of the Board of Directors on the payment of the first cash dividend advance for 2024	100%
2	05/NQ-HĐQT	January 20, 2025	Resolution of the Board of Directors approving the policy for entering into and performing contracts and transactions between the Company and related parties	100%
3	06/NQ-HĐQT	January 20, 2025	Resolution of the Board of Directors on the extension of the timeline for organizing the Annual General Meeting of Shareholders in 2025	100%
4	07/QD-HĐQT	January 22, 2025	Decision of the Board of Directors on the establishment of subcommittees assisting the Board of Directors	100%
5	08/QD-HĐQT	January 22, 2025	Decision of the Board of Directors on the issuance of the Regulations on the operation of subcommittees assisting the Board of Directors	100%
6	17/NQ-HĐQT	May 19, 2025	Resolution of the Board of Directors on the dismissal of the Deputy General Director in charge of Production	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
7	18/NQ-HĐQT	May 19, 2025	Resolution of the Board of Directors on the election of the Chairman of the Board of Directors for the 2025–2030 term	100%
8	19/NQ-HĐQT	May 19, 2025	Resolution of the Board of Directors on the election of the Vice Chairman of the Board of Directors for the 2025–2030 term	100%
9	20/QĐ-HĐQT	May 19, 2025	Decision of the Board of Directors on the consolidation of the Audit Committee	100%
10	23/QĐ-HĐQT	May 19, 2025	Decision of the Board of Directors on the assignment of duties to the Head of the Business Division	100%
11	24/QĐ-HĐQT	May 19, 2025	Decision of the Board of Directors on the assignment of duties to the Head of the Production Division	100%
12	26/QĐ-HĐQT	May 26, 2025	Decision of the Board of Directors on the consolidation of the Internal Audit Department	100%
13	27/QĐ-HĐQT	May 26, 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-HĐQT	May 26, 2025	Resolution of the Board of Directors on the payment of the second cash dividend for 2024	100%
15	30/QĐ-HĐQT	June 3, 2025	Decision of the Board of Directors on the consolidation of the Investment Council	100%
16	31/QĐ-HĐQT	June 3, 2025	Decision of the Board of Directors on the assignment of duties to the Head of the Chairman's Assistant Team	100%
17	34/QĐ-HĐQT	June 5, 2025	Decision of the Board of Directors on the consolidation of the Investment Council (replacing Decision No. 30)	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
18	35/QD-HĐQT	June 19, 2025	Decision of the Board of Directors on the payment of the second cash dividend for 2024	100%
19	40/QD-HĐQT	July 10, 2025	Decision of the Board of Directors approving the results of the share issuance to pay dividends	100%
20	53/QD-HĐQT	August 26, 2025	Decision of the Board of Directors on the issuance of the Regulations on assignment of management responsibilities and supervision over production and business activities among members of the Board of Directors	100%
21	54/QD-HĐQT	September 23, 2025	Decision of the Board of Directors on the appointment of the Deputy General Director in charge of Finance	57%
22	55/QD-HĐQT	September 23, 2025	Decision of the Board of Directors on the appointment of the Chief Accountant	57%
23	58/QD-HĐQT	September 21, 2025	Decision of the Board of Directors on the appointment of the Controller at Tien Phong Plastic Central Region Co., Ltd.	100%
24	60/QD-HĐQT	October 30, 2025	Decision of the Board of Directors on the appointment of the Deputy General Director of Business	57%
25	61/QD-HĐQT	October 30, 2025	Decision of the Board of Directors on the appointment of the Deputy General Director of Production	100%
26	63/QD-HĐQT	November 14, 2025	Decision of the Board of Directors on the issuance of the Financial Management Regulations	100%

III. Audit Committee (Annual Report):

1. Information on members of the Audit Committee:

On May 19, 2025, the Annual General Meeting of Shareholders 2025 approved the Board of Directors for the 2025–2030 term. Accordingly, the Board of Directors

issued Decision No. 20/QD-HĐQT dated May 19, 2025 on the consolidation of the Audit Committee.

No.	Audit Committee Member	Position	Commencement date	Cessation date	Professional qualification
1	Dao Anh Thang	Chairman	April 14, 2021	May 19, 2025	Master of Financial Analysis
2	Bui Duc Long	Member	May 5, 2023	May 19, 2025	Master of Economics
3	Vu Thi Minh Nhat	Chairman	May 19, 2025		Master of Business Administration
4	Dang Phuong Lan	Member	May 19, 2025		Master of Asset and Estate Management

2. Meetings of the Audit Committee:

No.	Audit Committee Member	Number of meetings attended	Attendance rate	Voting rate	Reason for non-attendance
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%	

3. 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 performed its duties in accordance with the Regulations on Organization and Operation of the Audit Committee through the following supervisory activities:

- Directly supervising the activities of the Board of Directors through meetings and the issuance of resolutions/decisions of the Board of Directors.
- Supervising the activities of the Board of Management through the implementation of resolutions of the 2025 Annual General Meeting of Shareholders

and resolutions of the Board of Directors, as well as the delegation and authorization mechanism between the Board of Directors and the General Director.

- Supervising the implementation of business operations and corporate management by the Board of Management.

- Supervising financial activities through the audited 2024 financial statements, the audited semi-annual 2025 financial statements, the quarterly financial statements for 2025, and assessing the impacts of material matters stated in the independent auditor's audit reports.

- Supervising the independent audit activities of the appointed independent auditing firm.

- Directing and supervising the implementation of the internal audit plan and the performance results of the Internal Audit Department.

- Directing and supervising compliance with the Company's internal rules and regulations, and supervising risk management activities to enhance the effectiveness of corporate governance.

- Directing the review of related-party transactions subject to approval by the Board of Directors and/or the General Meeting of Shareholders.

4. Coordination between the Audit Committee and the Board of Directors, the Board of Management and other managerial officers:

The Audit Committee, the Board of Directors, members of the Board of Management and other managerial officers of the Company have always maintained close and effective coordination, on the basis of compliance with applicable laws, internal regulations and in pursuit of the Company's objectives. Specifically:

- The Audit Committee has closely cooperated with members of the Board of Directors, members of the Board of Management and relevant managerial officers in the performance of its supervisory functions.

- The Board of Directors and the Board of Management have consistently created favorable conditions and promptly met information requests serving supervisory purposes. Relevant departments, divisions and factories have actively supported and coordinated in the performance of related tasks.

- The Audit Committee has periodically reported to the Board of Directors on the results of its supervisory activities.

5. Other activities of the Audit Committee (if any): None

IV. Board of Management:

No.	Member of the Board of Management	Date of Birth	Professional Qualifications	Date of Appointment / Dismissal
1	Chu Van Phuong	May 26, 1972	Master of Economics	
2	Nguyen Van Thuc	February 24, 1969	Bachelor of Labor Economics	
3	Ngo Thi Thu Thuy	September 28, 1970	Chemical Technology Engineer, Business Administration Engineer	Dismissed on 19/05/2025
4	Tran Nhat Ninh	January 14, 1971	Mechanical Engineer, Business Administration Engineer	
5	Tran Ngoc Bao	August 5, 1976	Bachelor of Economics, State-level Auditor	
6	Nguyen Van Cuong	June 6, 1978	Chemical Engineer	Appointed on 01/11/2025
7	Dao Anh Thang	December 2, 1991	Master of Finance	Appointed on 01/11/2025

V. Chief Accountant:

No.	Member of the Board of Management	Date of Birth	Professional Qualifications
Luu Thi Mai	December 11, 1982	Bachelor of Accounting and Auditing	

VI. Corporate Governance Training:

- The Company sent its employees to participate in the forum “Towards an Innovative Annual General Meeting Season” organized by the Vietnam Institute of Directors (VIOD) on 27 February 2025.

- The Company sent its employees to participate in an online conference on information disclosure organized by the State Securities Commission on 20 June 2025.

- The Company sent its employees to participate in a training program to enhance

awareness of the ASEAN Corporate Governance Scorecard (ACGS) organized by the State Securities Commission on 11 December 2025.

VII. List of Related Persons of the Public Company (Annual Report) and Transactions with Related Persons

1. List of internal persons and related persons of internal persons: *(As detailed in Appendix 03 – List of internal shareholders and related persons for the year 2025 attached).*

2. Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons, and related persons of internal persons: *(As detailed in Appendix 02 – Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons, and related persons of internal persons attached).*

3. Transactions between internal persons of the Company, related persons of internal persons and subsidiaries or companies controlled by the listed Company: None.

4. Transactions between the Company and other parties: None.

VIII. Share Transactions of Internal Persons and Related Persons of Internal Persons (Annual Report)

1. List of internal persons and related persons of internal persons: *(As detailed in Appendix 03 – List of internal shareholders and related persons for the year 2025 attached).*

2. Transactions of internal persons and related persons of internal persons in the Company's shares:

No.	Transaction Executing Party	Relationship with Internal Person	Number of Shares at Beginning of Period		Number of Shares at End of Period		Reason for Increase/Decrease (purchase, sale, conversion, bonus, etc.)
			Number of shares	Rate (%)	Number of shares	Rate (%)	
1	Company Trade Union	Internal person	3,890,579	2.73	4,600,579	3.23	Buy to increase ownership ratio

2	Company Trade Union	Internal person	4,600,579	3.23	5,535,579	3.88	Buy to increase ownership ratio
3	Tien Phong Plastic Southern JSC	Related person of an internal person	20,337,638	14.27	19,627,638	13.77	Sell to decrease ownership ratio
4	Tien Phong Plastic Southern JSC	Related person of an internal person	19,627,638	13.77	18,707,638	13.13	Sell to decrease ownership ratio

IX. Other Matters to be Noted: None.

Recipients:

- As stated above;
- Records at: HR Dept.

[Signature] **O.B.O THE BOARD OF DIRECTORS**
CHAIRMAN *[Signature]*



CHỦ TỊCH HĐQT
Đặng Quốc Dũng

APPENDIX 01. LIST OF RELATED PERSONS OF THE COMPANY IN 2025

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Ownership Document Number/ Date of issuance/ Place of issuance	Head office address/Contact address	Date of commencement of being a related person	Date of cessation of being a related person	Relationship with the Company
I. Related person as individual:								
1	Dang Quoc Dung	044C703666	Chairman of the Board of Directors			19/4/2019		Internal person
2	Chu Van Phuong	012C011037	Member of the Board of Directors, General Director			23/4/2018		Internal person
3	Noboru Kobayashi		Vice Chairman of the Board of Directors			19/4/2019		Internal person
4	Tran Ngoc Bao	005C166686	Member of the Board of Directors, Deputy General Director			06/4/2012		Internal person

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Ownership Document Number/ Date of issuance/ Place of issuance	Head office address/Contact address	Date of commencement of being a related person	Date of cessation of being a related person	Relationship with the Company
			in charge of Finance					
5	Trinh Van Tuan		Independent Member of the Board of Directors			19/5/2025		Internal person
6	Vu Thi Minh Nhat		Independent Member of the Board of Directors, Chairman of the Audit Committee			19/5/2025		Internal person
7	Dang Phuong Lan		Member of the Board of Directors, Member of the Audit Committee			19/5/2025		Internal person
8	Nguyen Van Thuc	005C166898	Deputy General Director			14/10/2015		Internal person

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Ownership Document Number/ Date of issuance/ Place of issuance	Head office address/Contact address	Date of commencement of being a related person	Date of cessation of being a related person	Relationship with the Company
9	Dao Anh Thang	408591	Deputy General Director			01/11/2025		Internal person
10	Tran Nhat Ninh	008C310081	Deputy General Director			22/7/2014		Internal person
11	Nguyen Van Cuong		Deputy General Director			01/11/2025		Internal person
12	Luu Thi Mai	005C166590	Chief Accountant			23/9/2022		Internal person

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Ownership Document Number/ Date of issuance/ Place of issuance	Head office address/Contact address	Date of commencement of being a related person	Date of cessation of being a related person	Relationship with the Company
13	Dang Quoc Minh	044C222466	Person in charge of Corporate Governance, Company Secretary			5/2020		Internal person
14	Tran Hung Cuong		Authorized Person for Information Disclosure			4/5/2018		Internal person
II. Related person as organization								
1	Tien Phong Plastic South JSC	044C602688				1/8/2023		Major shareholder (holding over 10% of NTP)
2	SEKISUI CHEMICAL CO., LTD.	009FCB2533				12/10/2017		Major shareholder (holding over 10% of NTP)

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Ownership Document Number/ Date of issuance/ Place of issuance	Head office address/Contact address	Date of commencement of being a related person	Date of cessation of being a related person	Relationship with the Company
3	State Capital Investment and Business Corporation (SCIC)					Since equitation		Major shareholder
4	Tien Phong Plastic Central Co., Ltd.					19/3/2012		Subsidiary
5	Tien Phong Land Co., Ltd.					18/5/2015		Subsidiary
6	Tien Phong Packaging JSC							Associate
7	Nam Dinh Water Supply Company							NTP holds over 10% of charter capital
8	Tien Phong Equipment Technology JSC							NTP holds over 10% of charter capital

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Ownership Document Number/ Date of issuance/ Place of issuance	Head office address/Contact address	Date of commencement of being a related person	Date of cessation of being a related person	Relationship with the Company
9	Plastic Additives JSC							The General Director is a member of the Board of Directors
10	Simple Investment JSC	MBS: 005C168666 VCBS: 009C399799 VPS: 026C095689						Mr. Tran Ngoc Bao is Chairman of the Board of Directors
11	Trade Union of Tien Phong Plastic JSC	002C268688				Since establishment		Internal person

APPENDIX 02. TRANSACTIONS BETWEEN THE COMPANY AND RELATED PERSONS OF THE COMPANY; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INTERNAL PERSONS, AND RELATED PERSONS OF INTERNAL PERSONS

No.	Name of individual/organization	Relationship with the Company	Ownership documentation number/date of issuance/place of issuance	Head office address / Contact address	Transaction date with the Company	Resolution No. / Decision No. of the GMS / BOD (if any)	Transaction description	Transaction value (VND)
1	Tien Phong Plastic Central Region Co., Ltd.	Subsidiary	2901503027 issued on 19/3/2012	Nam Cam Industrial Zone, Nghe An Province	01/01/2025 - 31/12/2025		Sale equipment	1,239,734,167
2	Tien Phong Plastic Central Region Co., Ltd.	Subsidiary	2901503027 issued on 19/3/2012	Nam Cam Industrial Zone, Nghe An Province	01/01/2025 - 31/12/2025		Sale services	2,957,291,332
3	Tien Phong Plastic Central Region Co., Ltd.	Subsidiary	2901503027 issued on 19/3/2012	Nam Cam Industrial Zone, Nghe An Province	01/01/2025 - 31/12/2025		Sale materials	10,945,876,250
4	Tien Phong Plastic Central Region Co., Ltd.	Subsidiary	2901503027 issued on 19/3/2012	Nam Cam Industrial Zone, Nghe An Province	01/01/2025 - 31/12/2025		Sale goods	56,489,302
5	Tien Phong Plastic Central Region Co., Ltd.	Subsidiary	2901503027 issued on 19/3/2012	Nam Cam Industrial Zone, Nghe An Province	01/01/2025 - 31/12/2025		Purchase services	575,822,286
6	Tien Phong Plastic Central Region Co., Ltd.	Subsidiary	2901503027 issued on 19/3/2012	Nam Cam Industrial Zone, Nghe An Province	01/01/2025 - 31/12/2025		Purchase goods	13,953,864,268

No.	Name of individual/organization	Relationship with the Company	Ownership documentation number/date of issuance/place of issuance	Head office address / Contact address	Transaction date with the Company	Resolution No. / Decision No. of the GMS / BOD (if any)	Transaction description	Transaction value (VND)
7	Tien Phong Plastic Central Region Co., Ltd.	Subsidiary	2901503027 issued on 19/3/2012	Nam Cam Industrial Zone, Nghe An Province	01/01/2025 - 31/12/2025		Profit transfer	203,275,081,024
8	Tien Phong Plastic South Joint Stock Company	Associate	3700829126 issued on 11/9/2017 in Binh Duong	Dong An II Industrial Zone, Binh Duong Ward, Ho Chi Minh City	01/01/2025 - 31/12/2025		Purchase goods	321,410,984,123
9	Tien Phong Plastic South Joint Stock Company	Associate	3700829126 issued on 11/9/2017 in Binh Duong	Dong An II Industrial Zone, Binh Duong Ward, Ho Chi Minh City	01/01/2025 - 31/12/2025		Sale goods	216,051,807,990
10	Tien Phong Plastic South Joint Stock Company	Associate	3700829126 issued on 11/9/2017 in Binh Duong	Dong An II Industrial Zone, Binh Duong Ward, Ho Chi Minh City	01/01/2025 - 31/12/2025		Others	212,051,000
11	Tien Phong Packaging Joint Stock Company	Associate	0200590620 issued on 27/07/2004	No. 02 An Da, Gia Vien Ward, Hai Phong City	01/01/2025 - 31/12/2025		Purchase goods	39,831,103,844
12	Tien Phong Packaging Joint Stock Company	Associate	0200590620 issued on 27/07/2004	No. 02 An Da, Gia Vien Ward, Hai Phong City	01/01/2025 - 31/12/2025		Sale goods	28,850,000

APPENDIX 03. LIST OF INTERNAL PERSONS AND THEIR RELATED PERSONS IN 2025

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
I	Dang Quoc Dung	044C703666	Chairman of the BOD			11,755,876	6.87	Internal person
1	Dang Quoc Nhuan							Biological father
2	Nguyen Thi Quyen							Biological mother
3	Dang Quoc Hung							Elder brother

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
4	Dang Quoc Khanh		Director of Marketing Department					Younger brother
5	Le Thi Thuy Hai	044C702888				818,415	0.48	Wife
6	Dang Quoc Minh	044C222466	Person in charge of Corporate Governance, Corporate Secretary, Deputy Director of the Purchasing Department			5,488,142	3.2	Biological offspring
7	Dang Thi Minh Huong	044C024568	Assistant to the Auditor, Assistant to the Chairman			3,484,800	2.03	Biological offspring

[illegible]

[illegible]

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
3	Chu Thi Loan							Elder sister
4	Chu Thi Kim Anh							Younger sister
5	Chu Van Dong		Market Development 1 Department Director					Younger brother
6	Chu Van Nam		Team leader					Younger brother
7	Nguyen Bich Thuy	012C001856				7,020	0.004	Wife

[illegible]

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
13	Vu Thi Xuan							Younger sister-in-law
14	Bui Thi Quyen							Younger sister-in-law
15	Tien Phong Plastic South Joint Stock Company	044C602688				22,449,165	13.13	Related to Mr. Phuong (Member of the Board of Directors)
16	Plastic Additives Joint Stock Company							Related to Mr. Phuong (Member of the

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								Board of Directors)
III	Noboru Kobayashi		Vice Chairman of the BOD					Internal person
1	Hiroko Kobayashi							Biological mother
2	Kiyoko Kobayashi							Wife
3	Sakina Kobayashi							Daughter
4	Syunsuke Kobayashi							Son

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5	Osamu Kobayashi							Elder brother
6	Ritsuko Kobayashi							Elder sister-in-law
7	Yoshirou Tanabe							Father-in-law
8	Masako Tanabe							Mother-in-law
9	SEKISUI CHEMICAL CO.,LTD	009FCB2533				25,656,229	15	Related to Mr. Noboru Kobayashi
10	Tien Phong Plastic South Joint Stock Company	044C602688				22,449,165	13.13	Related to Mr. Noboru Kobayashi (Member of the

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								Board of Directors)
IV	Tran Ngoc Bao	005C166686	Member of the Board of Directors, Deputy General Director			240,108	0.14	Internal person
1	Pham Thi Nga							Biological mother
2	Tran Bao Ngoc							Younger sister
3	To Thi Thu Thao							Wife

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
4	Tran Khanh Linh							Offspring
5	Tran Ngoc Bao Nam							Offspring
6	To Van Lien							Father-in-law
7	Vo Tien Dung							Younger brother-in-law
8	Nam Dinh Water Supply Company							Related to Mr. Bao (Member of the Board of Directors)

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9	Simple Investment Joint Stock Company	MBS: 005C168666 VCBS: 009C399799 VPS: 026C095689						Related to Mr. Bao (Member of the Board of Directors)
10	Tien Phong Technology and Equipment Joint Stock Company							Related to Mr. Bao (Head of the Supervisory Board)
11	Tien Phong Plastic South Joint Stock Company	044C602688				22,449,165	13.13	Related to Mr. Bao (Head of the Supervisory Board)
12	Tien Phong Land Co., Ltd.	x						Related to Mr. Bao (Chairman of the

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10	Nguyen Thi Hong Lien							Younger sister-in-law
11	Vu Thi Thu Trang							Younger sister-in-law
12	PC1 Group Joint Stock Company							Mr. Trinh Van Tuan is Chairman of the Board of Directors
13	Dong Anh Steel Pole Manufacturing Company Limited							Mr. Trinh Van Tuan is Chairman of the

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								Members' Council
14	Western Pacific Joint Stock Company							Mr. Trinh Van Tuan is Chairman of the Board of Directors
15	Cao Bang Iron and Steel Joint Stock Company							Mr. Trinh Van Tuan is Chairman of the Board of Directors
16	Tan Phat Mineral Joint Stock Company							Mr. Trinh Van Tuan is Chairman of the Board of Directors

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17	Japan Industrial Park Development Company - Hai Phong							Mr. Trinh Van Tuan is Chairman of the Members' Council
VI	Vu Thi Minh Nhat		Independent Member of the Board of Directors, Chairman of the Audit Committee					Internal person
1	Do Trong Thanh							Husband
2	Do Vu An Khanh							Offspring

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
3	Hoang Hai Nam							Husband
4	Hoang Minh Thanh							Offspring
5	Hoang Ngan Bao							Father-in-law
6	Vo Lan Anh							Mother-in-law

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
11	State Capital Investment and Business Corporation (SCIC)							Ms. Dang Phuong Lan is Deputy Head of Investment Division 2
12	Vietnam Fisheries Corporation - JSC							Ms. Dang Phuong Lan is Member of the Board of Directors
VIII	Nguyen Van Thuc	005C166898	Deputy General Director					Internal person
1	Nguyen Anh Duong							Elder brother

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
2	Nguyen Van Dong							Elder brother
3	Nguyen Van Thuong							Elder brother
4	Nguyen Van Hoat	005C161205						Elder brother
5	Nguyen Thi Sinh							Elder sister

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6	Nguyen Thi Chin							Younger sister
7	Nguyen Thi Thanh Xuan	005C166866						Wife
8	Nguyen Duc Luong							Offspring
9	Nguyen Minh Hanh							Offspring

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15	Nguyen Thi Phi							Elder sister-in-law
IX	Tran Nhat Ninh	008C310081	Deputy General Director			454	0.0002	Internal person
1	Dao Thi Phien							Biological mother
2	Tran Quang Sinh		Staff					Elder brother

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7	Ngo Thi Thanh Hoai							Elder sister-in-law
8	Do Trong Than							Father-in-law
9	Vu Thi Lanh							Mother-in-law

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6	Dao Anh Vu							Biological offspring
7	Nguyen Huu Truong							Father-in-law
8	Nguyen Thu Huong							Mother-in-law

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
4	Luong Thi Gia							Biological mother
5	Nguyen Thi Huong							Biological elder sister
6	Nguyen Van Thuong							Elder brother-in-law
7	Nguyen Thi Doan							Mother-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
8	Nguyen Thi Hong Van							Sister-in-law
9	Nguyen An Thai							Sister-in-law
XII	Luu Thi Mai	005C166590	Chief accountant					Internal person
1	Nguyen Mai Hung	005C168027						Husband

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
2	Nguyen Mai Kien							Offspring
3	Nguyen Mai Khue							Offspring
4	Vu Thi Hien							Biological mother
5	Nguyen Ngoc Huynh							Father-in-law
6	Mai Thi Khuyen							Mother-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
7	Luu Manh Quynh							Elder brother
8	Le Thi Giang							Sister-in-law
9	Nguyen Thi Mai Hang							Sister-in-law
10	Le Khanh Toan							Brother-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport/Business Registration Certificate	Contact address	Number of shares held at the end of the period	Shareholding ratio at the end of the period (%)	Notes
11	Tien Phong Real Estate Co., Ltd.							Related to Ms. Mai (as Chief Accountant)
XIII	Dang Quoc Minh	044C222466	Person in charge of Company Governance, Company Secretary			5,488,142	3.2	Internal person
1	Dang Quoc Dung	044C703666	Chairman of the BOD			11,755,876	6.87	Biological father
2	Le Thi Thuy Hai	044C702888				818,415	0.47	Biological mother

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3	Dang Thi Minh Huong	044C024568				3.484.800	2,03	Younger sister
4	Huynh Minh Hieu							Younger brother-in-law
5	Tien Phong Plastic Co., Ltd. Central Region							Related to Mr. Minh (Member of the Members' Council)
6	MH2 Investment and Trading Joint Stock Company							Related to Mr. Minh (Chairman of the Board of Directors)

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XIV	Tran Hung Cuong		Authorized person to disclose information					Internal person
1	Tran Van Ngan							Biological father
2	Pham Thi Tham							Biological mother
3	Tran Thi Thanh Huong							Elder sister

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4	Nguyen Thi Hoa							Wife
5	Tran Thi Thuy Duong							Offspring
6	Tran Thi Thuy Nhung							Offspring
7	Tran Nguyen Minh Anh							Offspring
8	Nguyen Xuan Nhat							Father-in-law
9	Nguyen Thi Phuong							Mother-in-law

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10	Ha Van Thang							Elder brother-in-law
XV	Tien Phong Plastic Co., Ltd. Central Region							
XVI	Tien Phong Land Co., Ltd.							
XVII	Trade Union of Tien Phong Plastic Joint Stock Company	002C268688				6,642,694	3.88	Internal person
1	Tran Do Khoa		Chairman of Trade Union			15,572	0.009	Related person

