

ANNUAL REPORT 2024

Viet Thanh Plastic Production and Trading Joint Stock Company



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I. GENERAL INFORMATION

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1. COMPANY OVERVIEW

- Company Name: VIET THANH PLASTIC PRODUCTION AND TRADING JOINT STOCK COMPANY
- Abbreviation: VIET THANH PLASTIC.JSC
- Stock Code: VTZ
- Business registration certificate: No. 0310710930 issued by the Department of Planning and Investment of Ho Chi Minh City. issued for the first time on 22/03/2011, changed for the 15th time on 23/12/2024 by the Department of Planning and Investment of Long An Province.
- Charter Capital: 761,598,330,000 VND
- Own Equity: 761,598,330,000 VND
- Head Office: 107 Street 2A, Zone 5, Binh Ta 1 Hamlet, Duc Hoa Ha Commune, Duc Hoa District, Long An Province..
- Industry of Operation: Production of primary plastics and synthetic rubber (Industry code: 2013)

2. Vision, Mission and Core Values

" With the vision of becoming a leading manufacturer of household plastics, Viet Thanh Plastic is committed to bringing high-quality, safe and environmentally friendly products. Our mission is to improve the quality of life of Vietnamese people through comfort and aesthetic products. The core values of Viet Thanh Plastic are built on the foundation of quality, creativity, dedication, responsibility and sustainable development "



Vision

Become a number one manufacturer and supplier of Recycled Plastic Products in VietNam, trusted and chosen by consumers choose. Towards the international market, affirming the position of Viet Thanh Plastic on the map of the regional plastics industry.



Mission

Providing quality plastic products for consumers' health and environmentally friendly. Bring to comfort and aesthetics the life of every Vietnamese family

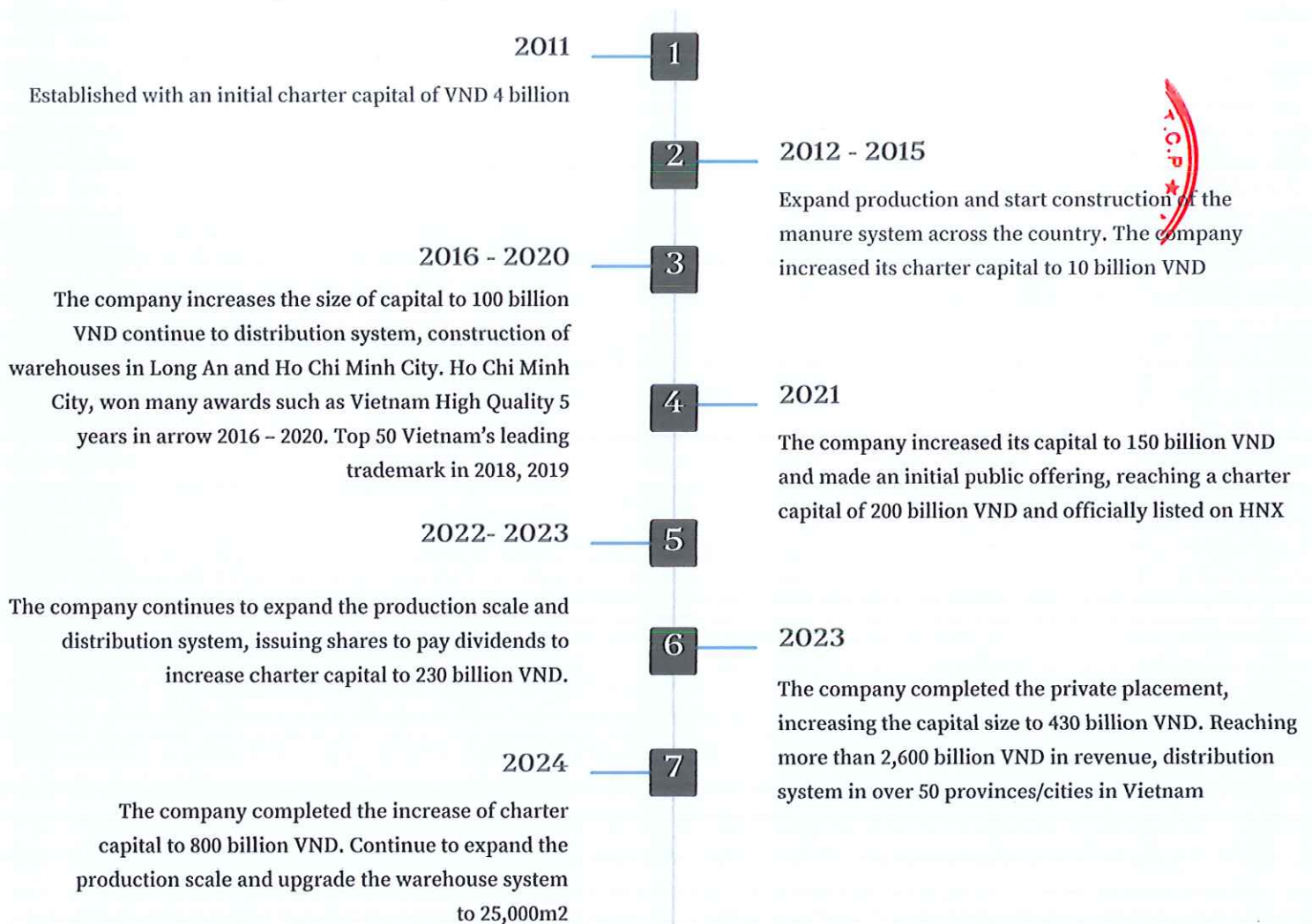


Core Values

Prestige – Cooperation – Professionalism
– Creativity – Social Responsibility

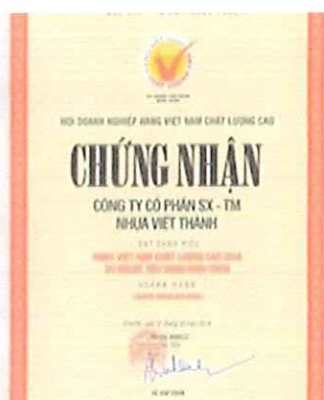
3. History of establishment and development

Viet Thanh Plastic Production and Trading Joint Stock Company was established in 2011, marking the step the beginning of the journey to build a prestigious plastic brand in Vietnam. In the early years, The company focuses on building a modern manufacturing factory in Long An, investing in advanced technology and develop a team of professional staff. Stage 2016 – 2020, Viet Thanh Plastic expands the distribution system nationwide, and at the same time promote exports to the Cambodian market. Up to now, The company has affirmed its position as one of the leading enterprises in the Vietnamese household plastic industry. The company has affirmed its position as one of the leading enterprises in the household plastic industry VietNam.



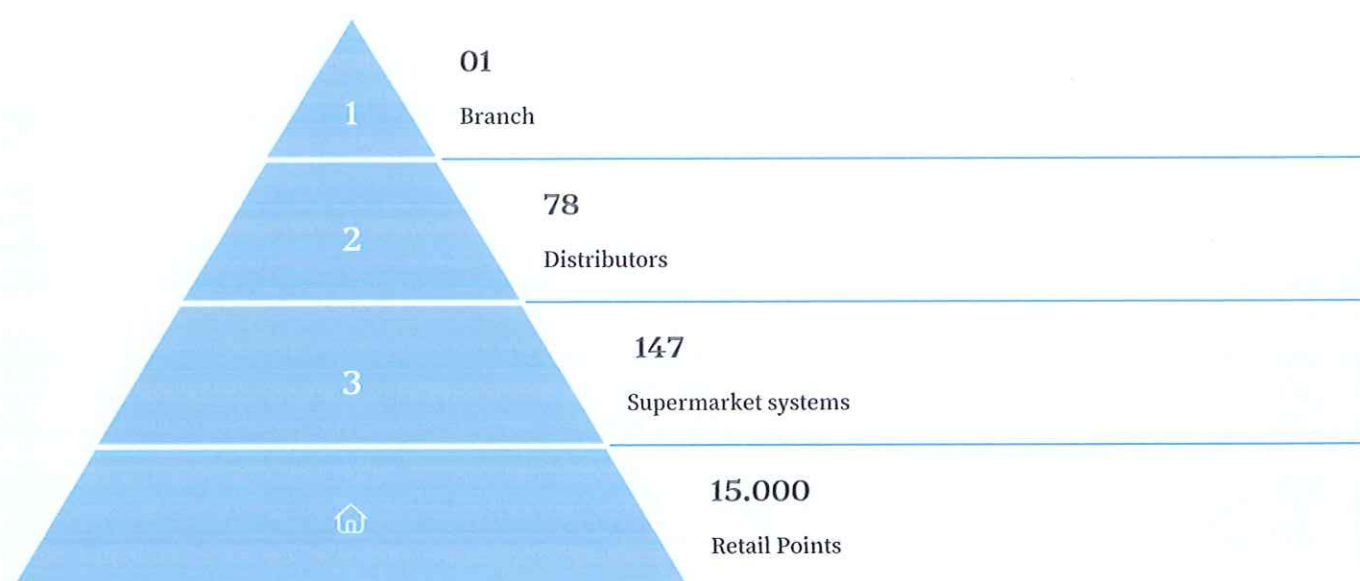
4. Achievements and Awards

Nhựa Việt Thành Viet Thanh Plastic is proud of the achievements and awards achieved during its operation. Continuously from 2016 to now, the company is honored to be certified by the Vietnam Association of High-Quality Goods Enterprises as "High-Quality Vietnamese Goods" voted by consumers. In 2018, Viet Thanh Plastic was also honored by the Vietnam Intellectual Property Association in the Top 50 Trademarks in Vietnam. In addition, the company has also received many certificates of merit and certificates from other prestigious organizations, recognizing positive contributions to the development of the plastics industry and socio-economy

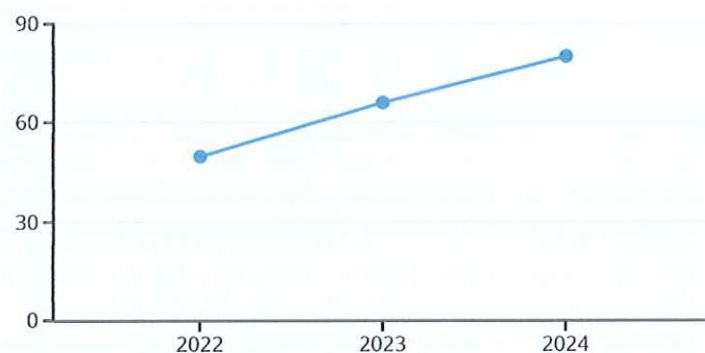


5. Operating Industries and Business Markets

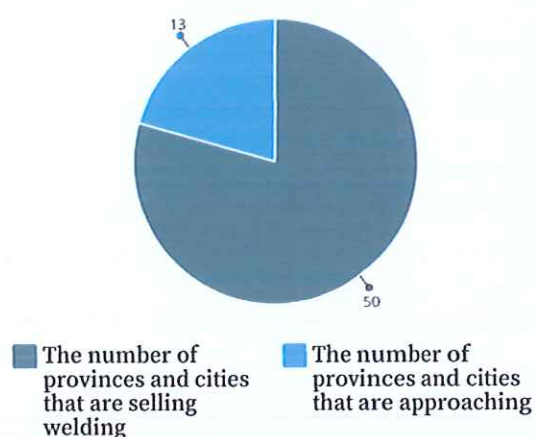
The company specializes in manufacturing and distributing household plastic products with high durability, safety, and aesthetics, serving the diverse needs of Vietnamese consumers. The product portfolio includes plastic cabinets, tables, chairs, shifts, jars,... Currently, Viet Thanh Plastic has built a wide distribution system in more than 50 provinces/cities across the country, and at the same time expanded online sales channels on major e-commerce platforms. In addition, the company also has a branch in Cambodia with 11 distributors, affirming its position in the regional market



VITZ's sales system in 2024



Number of Distributors in the period 2022 - 2024

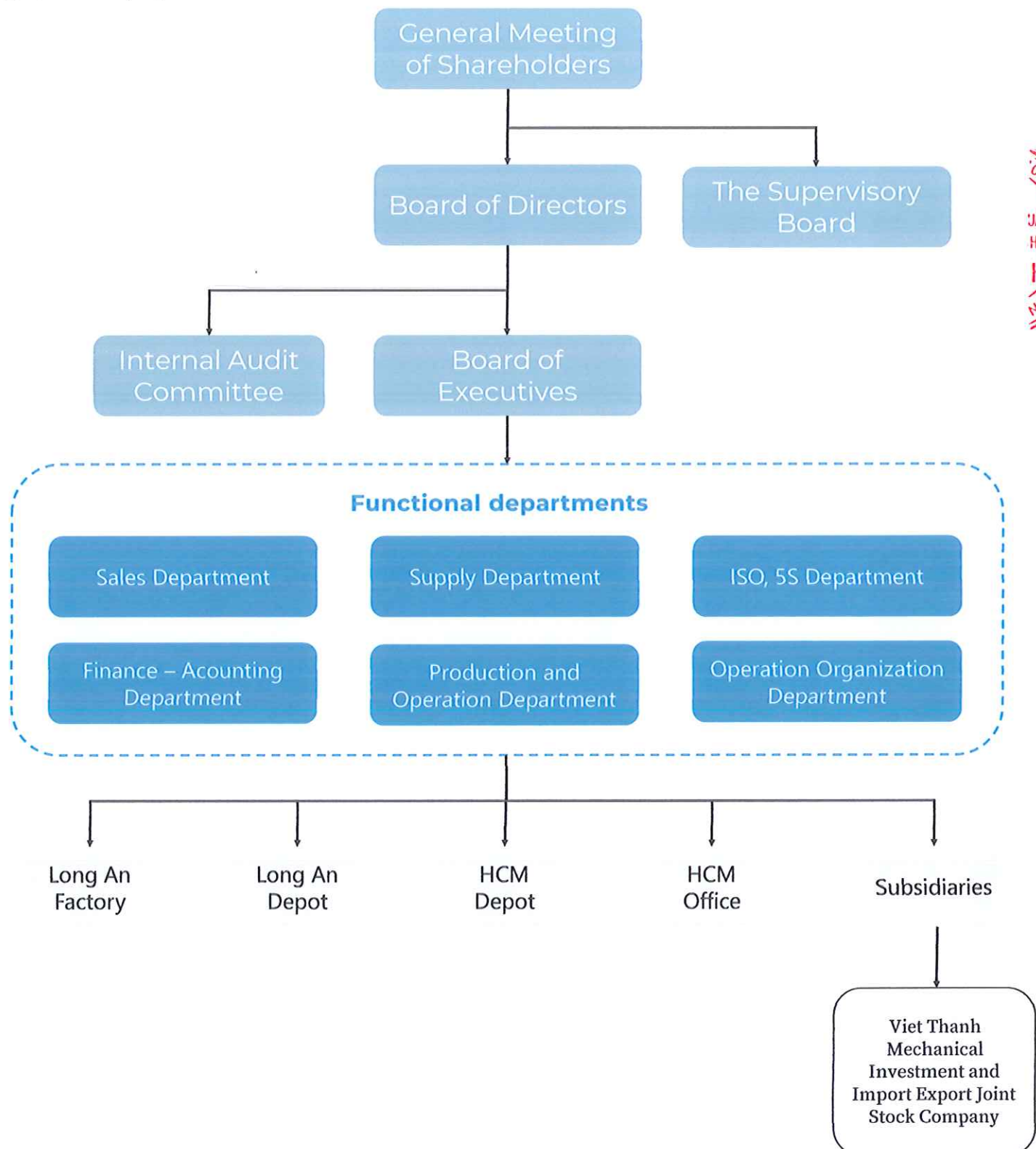


The number of provinces and cities that are selling welding

The number of provinces and cities that are approaching

6. Organizational and governance model

Viet Thanh Plastics' organizational model is built in a professional, lean and efficient direction, ensuring smooth coordination between departments to achieve common goals. At the head is the General Meeting of Shareholders, followed by the Board of Directors and the Supervisory Board. The Board of Directors operates production and business activities, manages factories, warehouses and representative offices. The company also has a subsidiary, Viet Thanh Mechanical Import and Export Investment Joint Stock Company.



7. Operational Orientation

Viet Thanh Plastic has determined a medium and long-term development strategy focusing on three main pillars: Research and development of new products; Develop the brand and expand the sales channel system; and Sustainable Development. In terms of products, the company will focus on strategic commodity groups such as pallets, trash cans, food boxes, and thermal shifts,... In terms of the market, the company continues to participate in high-quality Vietnamese goods fairs, install signboards for distributors, sell through supermarkets and online channels. Finally, Viet Thanh Plastic is committed to prioritizing the use of clean energy, reducing waste and actively participating in community activities

MEDIUM- AND LONG-TERM DEVELOPMENT STRATEGY

1

Focus on researching and developing new products

- The company aims to expand the R&D product research and development team, and the personnel in this department continue to be invested and expanded. The goal of the R&D team will be to focus on researching and improving molds for the following strategic product groups
- Pallet Group, Trash Bin of All Kinds, Ice Bin, Inner Food Box Group, Heat Shift Group, Lock & Lock Product Group, Kitchen Household Product Group.
- Groups of diverse designs, groups of chairs and cabinets according to high selling price segments, other household product groups add enough sizes and types needed by the market for products with high profit margins and large quantities.
- HDPE bottle blowing group: lubricating oil bottles, containers of all kinds

2

Develop the brand and promote the expansion of the system and sales channels

Continue to participate in high-quality Vietnamese goods fair booths

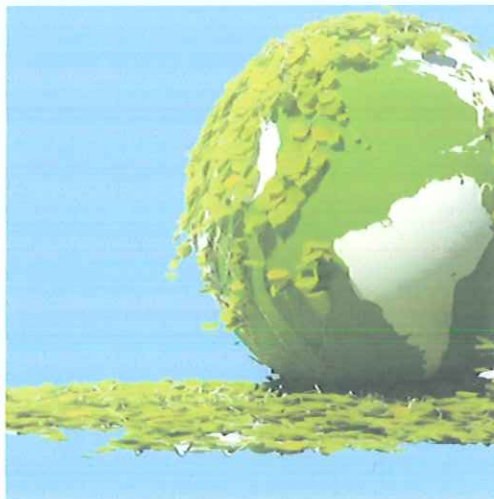
Focus on installing all signboards of all distributors, agents at level 1, level 2

Participate in sales in the super channel

Online and electronic channel sales

The dealer care system ensures that all eligible regional distributors have sales staff serving from 1 to 4 employees depending on the size of the

SUSTAINABLE DEVELOPMENT GOALS



For the environment

Prioritize the use of clean energy sources, energy-saving equipment, reduce greenhouse emissions

Reduce waste through recycling and reuse of by-products in production.



For society

Actively launch and implement emulation movements to develop Trade Unions, associations and social organizations in enterprises

Prioritize the recruitment of local workers, support training policies, welfare policies

Participating in activities for the community such as contributing social security resources through charity activities, visiting disadvantaged families,...

8. Risks

Technology Risks

Changes in consumer trends and environmental regulations require plastic businesses to invest in modern, low-emission and environmentally friendly production technology. However, investing in new machinery and production lines requires large capital, which not all companies can afford. If not renewed in time, businesses may encounter inefficient old lines, increasing production costs and reducing competitiveness in the market

Risk of Raw Material Price Fluctuations

Civil plastics are highly dependent on the supply of raw materials from petroleum and plastic resins, which have fluctuating prices due to the geopolitical situation, global supply and demand, and energy policies. The increase in raw material prices can seriously affect the profitability of businesses, especially those with low profit margins. In addition, the increasingly popular trend of using recycled plastics can also push up the price of this raw material, putting pressure on production costs.

Competitive Risks

The civil plastics industry is facing fierce competition from both domestic and international businesses. Companies from China, India and other Southeast Asian countries are constantly offering cheap products, putting great pressure on domestic businesses. In addition, the emergence of alternative materials such as paper, glass, and bioplastics is causing the market share of traditional plastics to gradually shrink. Without a strategy to innovate products and improve competitiveness, businesses may be eliminated from the market

Environmental Policy & Regulatory Risks

In 2025, the civil plastics industry in Vietnam will face many risks from increasingly tight environmental policies. The Law on Environmental Protection 2020 requires businesses to recycle or pay environmental fees according to the EPR mechanism, increasing production costs. At the same time, non-biodegradable plastic bags and single-use plastics will be banned or heavily taxed, forcing businesses to switch to more friendly materials. The environmental tax rate on plastics may continue to increase, affecting the cost of products. In addition, major export markets such as the EU and the US apply stricter recycled plastic standards, requiring businesses to innovate production technology. In the face of these challenges, plastic companies need to quickly invest in recycling technology, converting environmentally friendly products to maintain a competitive advantage

II. OPERATION SITUATION IN THE YEAR

1. Production and business activities

Viet Thanh Plastic currently provides 06 main plastic product groups including:

Table/Chair



Food Box



Corrugated Plastic



Cabinet



VIET THANH[®]

Household appliances



Jars, glasses and mugs



In addition to traditional product groups, in 2024, the Company has cooperated with partners to launch the Lumicasa brand specializing in high-end furniture lines.

Kitchen utensils



Household Goods



Interior & Exterior



THE FACTORY

The company currently has 03 main factories



The first factory

-No. 107 Street 2A, Zone 5, Binh Ta 1 Hamlet, Duc Hoa Ha Commune, Duc Hoa District, Long An Province



The second factory

Lot 2-4-6-8, Tan Duc Industrial Park, Duc Hoa Ha Commune, Duc Hoa District, Long An Province



The third factory

E3 Hoang Gia Industrial Park, Hamlet Moi 2, My Hanh Nam, Duc Hoa, Long An Province

The company's plastic injection molding factory covers an area of 12,000 m² and the consumer goods factory covers an area of 15,000 m², with an annual design capacity of about 40,000 tons of products. The company's production activities are also supported by a warehouse area of 25,000 m², which is enough to store goods for production activities and can be used to exploit commercial activities in combination with other units in the industry

BUSINESS RESULTS

Bo	Quota	2024 Plan	2024 Implement	%
1	Consolidated rev (billion VND)	3500	3.543	101%
2	Net income (billion VND)	60	58,7	96%
3	Expected dividend payout ratio (%)	10	06	60%

In 2024, Viet Thanh Plastic recorded revenue of VND 3,543 billion (up +33% compared to the previous year) and profit after tax (EBIT) of VND 58.7 billion (up +354% compared to the previous year). The parent company's revenue reached VND 3,544,588 million, equaling 133.4% of the revenue in 2023; The parent company's profit reached VND 58.6 billion, up 454% compared to the profit in 2023. Revenue in 2024 will increase sharply because the Company continues to expand the market through increasing distribution channels and expanding operating areas. Viet Thanh's products have been present in more than 147 supermarket systems in more than 50 different provinces and cities, cooperating with 78 distributors, including 11 foreign distributors. During the year, the Company completed the private placement of shares, successfully mobilizing VND 280 billion for the purpose of paying bank debts, which helped the Company settle high-interest loans and minimize financial costs. Accordingly, the Company's liabilities/equity ratio decreased from 2.4 times to 1.95 times, increasing the Company's financial safety level

2. Tổ chức và nhân sự

THE BOARD OF DIRECTORS



Mr NGUYỄN VĂN TUẤN

Chairman of the board of directors

Year of birth: 1973

Degree: Engineer

Experience: Nearly 30 years of experience in Plastic manufacturing industry

Shareholding ratio: 20.21%

Number of management positions held in other company: None



Mr PHAN VĂN QUÂN

Vice Chairman of the BOD, General Director

Year of birth: 1979

Degree: Bachelor of Economic

Experience: Nearly 25 years of experience in Plastic manufacturing industry

Shareholding ratio: 22.59 %

Number of management positions held in other company: None



Mr CÁI MINH GIÁC

Independent member of BOD

Year of birth: 1962

Degree: Mechanical Engineering, Master of Mechanics and Business Administration

Experience: 40 years of experience in the field of factory engineering, manufacturing mechanism

Shareholding ratio: 0%

Number of management positions held in other company: None



Mr LÊ QUỐC THANH LIÊM

Member of BOD

Year of birth: 1974

Degree: Mechanical Engineering

Experience: 30 years of experience in mechanical machinery operation

Shareholding ratio: 0%

Number of management positions held in other company: 01



Mr PHAN HÙNG CƯỜNG

Member of BOD

Year of birth: 1971

Degree: Engineer

Experience: Nearly 30 years of experience in Plastic manufacturing industry

Shareholding ratio: 0.05%

Number of management positions held in other company: None

BAN KIỂM SOÁT



Mr NGUYỄN TRỌNG HUY

Head of the Supervisory Board

Year of birth: 1979

Degree: Bachelor of economic

Shareholding ratio: 0.05%



Ms PHAN THỊ THANH LÝ

Member of the Supervisory Board

Year of birth: 1989

Degree: Bachelor of economic

Shareholding ratio: 0.03%



Mr PHẠM ĐỨC CƯỜNG

Member of the Supervisory Board

Year of birth: 1981

Degree: Bachelor of Economic Law

Shareholding ratio: 0.05%

THE BOARD OF EXECUTIVES



Mr PHAN VĂN QUÂN

Member of BOD, General Director



Mr NGUYỄN TRUNG NGỌC

Deputy General Director

Year of birth: 1977

Degree: Engineer

Shareholding ratio: 0.03%



Mr HỒ VĂN QUYÊN

Deputy General Director

Year of birth: 1972

Degree: Chemical Technology

Shareholding ratio: 0.03%



Ms NGUYỄN THỊ YẾN NGA

Chief Accountant

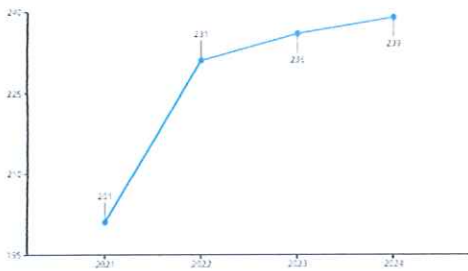
Year of birth: 1987

Degree: Bachelor of Economic

Shareholding ratio: 0%



POLICIES FOR EMPLOYEES

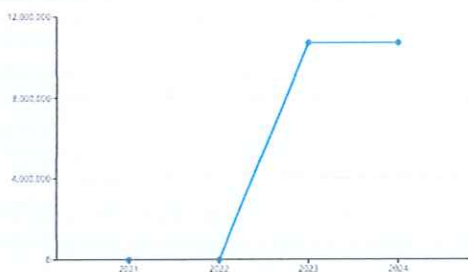


Fluctuations in the number of employees by year
(2021 – 2024)

Number of employees (as of 31/12/2024): 239
people

Training policy: The company always considers training as a key factor in human resource development, flexibly applying on-the-job training and sending personnel to participate in accelerated training classes, focusing on the financial and market sectors. With new personnel, the company has a clear orientation: the indirect sector will increase the recruitment of individuals with high professional qualifications, especially in research and development; Meanwhile, the Block directly focuses on selecting technical workers with mechanical backgrounds, have been well-trained, and continue to improve through internal training programs. The company always creates the best conditions for employees to master technology, operate and control modern machinery and equipment efficiently and safely

Salary and bonus policy: The average salary of the Company gradually increases over the years, the minimum wage will be changed according to the regulations of the State or/and the actual business development situation. Annually, the Company will evaluate the capacity of employees based on the personal work plan set at the beginning of the year and/or adjusted (if any) in the year approved by the management. In addition, the Company also has a bonus policy based on the results of work evaluation and personal evaluation at the end of the year; reward employees who make creative contributions, technical improvements, work efficiency or benefits to the Company



Fluctuations in average salary by year (2021 -
2024)

Welfare policy: The welfare policy is developed in great detail and is regularly researched, adjusted and supplemented by the Company's Board of Directors to create the best welfare for employees, thereby contributing to motivating and encouraging employees to contribute more to the development of the Company. The Company's welfare policies can be mentioned such as social insurance, health insurance, unemployment insurance, 24/24 health and accident insurance, movement activities, resort tourism, subsidies for special occasions in the year, etc.

Labor protection policy: All employees are equipped with standard protective equipment, undergo annual health checks to minimize risks as well as detect and treat occupational diseases in a timely manner. The Company's employees are entitled to participate in all 03 types of insurance, including: social insurance, health insurance, unemployment insurance and are considered to support policies and toxic compensation in the non-salary allowance regimes. Office buildings and factories are equipped with fire systems, fire alarms, fire extinguishers, and faucets to respond to emergency situations in a timely manner.

Policy changes for employees during the year: None

3. Investment situation for project implementation

SUBSIDIARIES AND ASSOCIATED

The company has 01 subsidiary, namely:

VIET THANH MECHANICAL IMPORT AND EXPORT INVESTMENT JOINT STOCK COMPANY

Business Registration Certificate: 1102006482 issued by the D&I of Long An province for the first time on 17/03/2022

Charter capital: 5,000,000,000 VND.

VTZ's actual contributed capital at the subsidiary: 4,700,000,000 VND

Company ownership ratio in Subsidiaries: 94%

Main production and business sectors: production, trade

Activities of subsidiaries in the year:

+ Operating revenue (2024): 24,748,227,273 VND

+ Net income (2024): 1,092,021,714 VND

MAJOR INVESTMENTS OF THE YEAR

In 2024, the Company will not have any major investments made during the year. The Company's main investment activities include the procurement of more production machinery and equipment, making long-term financial investments through Vietinbank bonds

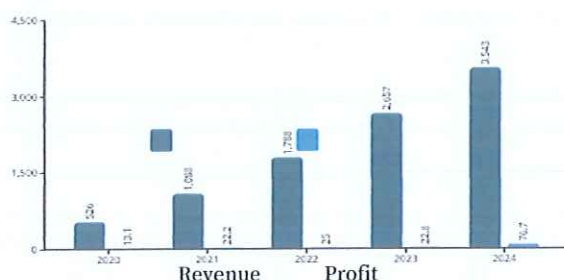
4. Financial Situation

Quota	Unit	Consolidation 2024	Consolidation 2023	Parent Company 2024	Parent Company 2023
1. Solvency norms					
+ Short-term payment ratio:	Lần	1,39	1,25	1,39	1,24
Short-term assets/ Short-term liabilities					
" + Quick payment ratio"	Lần	0,87	0,68	0,87	0,68
(Short-term assets - Inventory)/ Short-term liabilities					
2. Indicators of capital structure					
+ Debt/Total Assets Ratio	%	0,66	0,72	0,66	0,72
+ Debt/Equity Ratio	%	1,95	2,53	1,95	2,52
3. Indicators of operational capacity					
+ Inventory turnover:	Vòng	4,50	5,77	3,41	4,37
Cost of Goods Sold/Average Inventory					
+ Total asset turnover	Vòng	1,73	1,81	1,73	1,81
Net Revenue/Average Gross Assets					
4. Indicators of profitability					
+ Profit ratio/Net revenue	%	0,02	0,00	0,02	0,00
+ Profit ratio/equity	%	0,07	0,03	0,07	0,03
+ Ratio of profit to profit/total assets	%	0,02	0,01	0,02	0,01
+ Net Profit Ratio/Net Revenue	%	0,02	0,01	0,02	0,01

Source: Audited financial statements in 2024

In 2024, the Company has recorded many positive financial results, reflected in the obvious improvement in liquidity, capital structure and profitability indicators. Specifically, the short-term payment ratio increased from 1.25 to 1.39 and the quick payment ratio increased from 0.68 to 0.87, indicating that the Company is maintaining strong financial capacity, able to flexibly meet short-term obligations without relying heavily on inventory. At the same time, the Debt/Total Assets ratio decreased from 0.72 to 0.66 and the Debt/Equity ratio fell sharply from 2.53 to 1.95 – indicating a trend of decreasing financial leverage, strengthening the level of capital safety and transparency. In particular, profitability improved significantly with ROE increasing from 3% to 7% and ROA from 0.7% to 2%, reflecting the efficiency in using capital and assets to generate profits. Although the inventory turnover has decreased slightly, the Company is actively implementing inventory management and asset optimization solutions to increase operational efficiency. In general, the financial results achieved in the past year not only show the stability and sustainable growth of the Company, but also create a solid foundation to continue to expand the scale, enhance the value of the enterprise and solidify the confidence of shareholders and investors.

In 2024, the company recorded strong growth in both total assets, revenue, and profit. Specifically, Revenue Profit Revenue in the period of 2020 - 2024 total consolidated assets reached VND 2,410,521 million, up 43.08% compared to 2023, the Company's revenue increased by 33.37%



Rev – profit in the period of 2020 - 2024

The company has recorded outstanding financial results, clearly reflecting the solid development in both scale and business efficiency. Total assets increased sharply by 43% compared to 2023, reaching more than VND 2,410 billion, showing that the business is actively investing, expanding operational capacity and managing resources effectively. At the same time, net revenue reached VND 3,544 billion, up more than 33%, showing impressive growth in core business activities. In particular, profit after tax increased by nearly 355%, reaching VND 58.6 billion, affirming a strong improvement in profit margin and cost control. The outstanding growth of profits while the asset structure and capital remain safe shows that the Company is entering the stage of "reaping" the fruits of investment policies in the right direction, and at the same time creating a solid foundation to maintain high profitability. increase enterprise value and ensure sustainable benefits for the stock

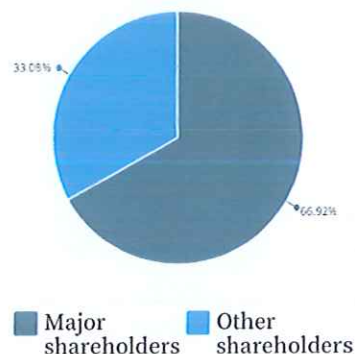
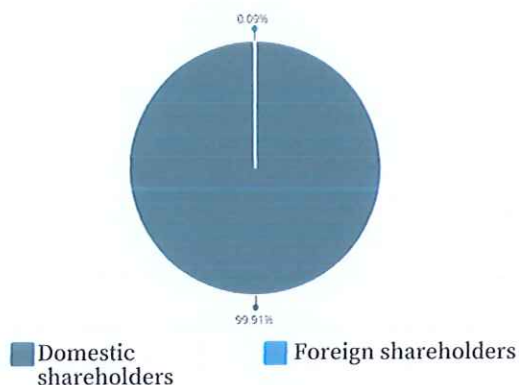
5. Shareholder structure and equity change

Total number of outstanding shares	76,159,833
Share type:	Common share
In which:	
Number of freely transferable shares	48,159,833
Number of shares restricted from transfer	28,000,000

STOCK INFORMATION

SHAREHOLDER STRUCTURE AS OF 31/12/2024

Maximum foreign ownership ratio of the Company: 51%



LIST OF MAJOR SHAREHOLDERS AS OF 31/12/2024

No	Name of Shareholder	Number of Shares	%
1	Nguyễn Văn Tuấn	15,393,063	20.21%
2	Phan Văn Quân	17,201,600	22.59%
3	Nguyễn Phúc Lợi	18,369,782	24.12%
Total		50,964,445	66.92%

CHANGES IN INVESTMENT CAPITAL IN THE YEAR

In 2024, the Company has completed 02 capital increases from 430,000,000,000 VND to 761,598,330,000 VND specifically:

1

Issuance of shares to pay dividends

Total value of successfully mobilized capital: 51,598,330,000 VND

Charter capital after offering: 481,598,330,000 VND

Form of offering: Issue shares to pay dividends in 2023 at the rate of 12%

Transfer restrictions: no restrictions

Approval agency: General Meeting of Shareholders, State Securities Commission.

2

Private Placement of Shares for Professional Securities Investors

Total value of successfully mobilized capital:
280,000,000,000 VND

Charter capital after offering: 761,598,330,000 VND

Form of offering: Private placement for professional securities investors

Restricted from transfer: private placement shares are restricted from transfer for 01 year from the end of the offering

Approval agency: General Meeting of Shareholders, State Securities Commission.

TREASURY STOCK TRADING

None

OTHER SECURITIES

None

6. Environmental and Social Impact Reports

MATERIAL RESOURCE MANAGEMENT

The total amount of raw materials used to produce and package the organization's main products and services during the year: 46,749 Tons (mainly plastic granules, additives for production activities) Percentage of recycled raw materials used to produce the organization's main products and services: Due to the characteristics of the Company's products, recycled raw materials are not currently used.

ENERGERGY CONSUMPTION

Direct and indirect energy consumption: Electricity consumption: Viscosity: Gasoline, oil: Energy saved through energy efficiency initiatives such as: Using energy-saving electric bulbs; Propagating and building awareness of saving electricity for employees

WATER CONSUMPTION

Supplier: PHU HUNG LONG WATER SUPPLY JSC
Amuont of water used in the year: 7,700 m3

COMPLIANCE WITH THE LAW ON ENVIRONMENTAL PROTECTION

Number of penalties for non-compliance with environmental laws and regulations: No Total amount of penalties for non-compliance with environmental laws and regulations: None

POLICIES RELATED TO EMPLOYEES

Number of employees, average salary for employees: 239 people with an average salary of 10,700,000 VND/month. Labor policy to ensure the health, safety and welfare of employees: detailed in the section on policies for employees.

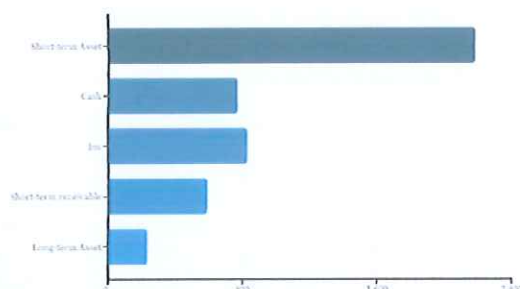
REPORTING ON RESPONSIBILITY TO LOCAL COMMUNITIES

During the year, the Company focused on stabilizing social security policies for employees, promoting the role of the Trade Union, ensuring the peace of mind of employees working in an increasingly competitive and difficult working environment

III. REPORT AND EVALUATION OF THE BOARD OF DIRECTORS

1. Assessment of financial and business situation

PROPERTY SITUATION



As of December 31, 2024, the Company's total assets reached 2,410,521 million VND (consolidated), a strong growth of about 43% over the same period last year, showing a significant trend of scale expansion. The asset structure shows that the proportion of short-term assets accounts for 90.5% of total assets – a very high level, reflecting good liquidity and flexibility in cash flow management. In particular, cash items and short-term financial investments grew outstandingly: cash and cash equivalents increased by 281%, while short-term financial investments increased by 428%, showing that businesses are having abundant financial resources and making good use of profitable short-term investment opportunities. Although receivables and inventories account for a high proportion (~65% of short-term assets), if the turnover is effectively controlled, it will contribute to maintaining stable cash flow. In addition, long-term assets account for about 9.5% of total assets, mainly fixed assets, showing that enterprises still maintain infrastructure investment at a reasonable level to serve long-term production and business activities. In general, the asset situation of enterprises in 2024 recorded many bright spots in terms of both scale and structural quality, creating a positive foundation for development strategies in the next period.

CAPITAL SITUATION

By the end of the year, the Company's total capital reached 2,410,436 million VND, a strong growth of 43% over the same period last year, the Company is significantly expanding its operational scale. During the year, the Company had 2 stock issuances to increase capital, reflecting a positive trend in consolidating the internal financial foundation. The ratio of liabilities to total capital decreased from 69% to 65%, leading to a decrease in the financial leverage ratio (debt/equity) from 2.26 times to 1.85 times, indicating that financial risks are being better controlled. The capital structure is still heavily inclined towards short-term debt, in which short-term loans and financial leases account for 91% of total debt, in line with the characteristics of short-term working capital financing. Along with long-term debt remaining low (only accounting for about 6% of total debt), the Company's capital structure is shifting in a safer and more sustainable direction, creating a favorable foundation for future capital mobilization as well as increasing attractiveness for investors



DEVELOPMENT PLAN

In 2025, in the context that Vietnam's economy has many positive recovery signals but still has potential risks of inflation, input costs and competitive pressure, the Company has determined the following key development orientations:

- Complete the revenue and output plan according to the targets approved by the General Meeting of Shareholders.
- Strengthen financial capacity, ensure stable cash flow and control operating costs.
- Develop the market and expand distribution, through:
 - Expand coverage in potential provinces and cities.
 - Participate in modern channels such as supermarkets, e-commerce platforms.
 - Apply DMS sales management system.
- Investing in product research and development, focusing on:
 - Bioplastics, recycling, environmentally friendly.
 - Improving designs in line with new consumer trends.
- Branding and digital media:
 - Increase your presence on Facebook, TikTok, Zalo OA, etc
 - Invest in synchronous brand identity from packaging to promotional materials.
- Improve the efficiency of human resource management:
 - Train sales and customer care skills.
 - Maintain salary and bonus policies associated with efficiency.
 - Implement welfare, insurance, and holiday bonus policies well.

IMPROVEMENT OF ORGANIZATIONAL STRUCTURE, POLICIES AND MANAGEMENT

In 2024, the Company has not made any further improvements in organizational structure, policies, and management



2. Assessment report related to the company's environmental and social responsibility

ASSESSMENT RELATED TO ENVIRONMENTAL INDICATORS

The company is always deeply aware of the responsibility to protect the environment in all production and business activities. The exploitation and use of input materials are always carried out within the scope of permission of management agencies, ensuring that they do not affect the geological structure in the mining area. The company absolutely does not use harmful chemicals in the production process, and is committed to not emitting emissions that pollute water, air and the surrounding environment. All production processes are strictly controlled to meet environmental and food safety standards, contributing to sustainable development with social responsibility.

ASSESSMENT RELATED TO CORPORATE RESPONSIBILITY FOR SOCIAL FACTORS

With the orientation of sustainable development centered on people, the Company always puts social factors as one of the important pillars in its long-term development strategy. The company is committed to building a safe, fair working environment and respecting human values. The HR policy is designed to ensure legitimate benefits for employees, from salary, bonus, insurance to training and career development opportunities. The company focuses on creating conditions for local unskilled workers to access stable job opportunities, improve skills and improve income, thereby contributing to improving the quality of life for the residential community in the area of operation.

In addition, the Company actively participates in community activities such as supporting people in difficult circumstances, accompanying local education, health and social security programs. These practical actions not only demonstrate the social responsibility of the enterprise but also contribute to building a sustainable relationship with the community, spreading human values and promoting local socio-economic development in a harmonious way.

ASSESSMENT RELATED TO EMPLOYEE ISSUES

In parallel with the commitment to the environment and society, the Company is currently creating stable jobs for more than 300 local workers, mainly people living in the province. The company always pays attention to occupational safety, takes care of the material and spiritual life of employees, creates a positive working environment, and encourages long-term commitment. All employees are assigned appropriate jobs, sign labor contracts in accordance with regulations and participate in training to improve their skills. With the characteristics of industries that require a lot of unskilled workers, the Company has significantly contributed to creating jobs and improving income for people in the region, clearly demonstrating the role and social responsibility of businesses to the local community.



IV. EVALUATION OF THE BOARD OF DIRECTORS OF THE COMPANY'S ACTIVITIES

Assessment of the Company's activities

The Board of Directors believes that 2024 is a challenging year for the Company in the context of increasing competitive pressure in the market, along with global macroeconomic fluctuations that directly affect customer consumption behavior and trends. However, with the spirit of solidarity, creativity and non-stop efforts, Viet Thanh Plastic's employees have actively adapted, dedicated to bring customers products that meet the criteria of "Outstanding quality – Reasonable price – Fast service". The company has expanded its distributor network, strengthened its presence in the market and is gradually trusted and accepted by consumers. In addition to business results, the Company continues to maintain a stable workforce, fully implement social security policies in accordance with the law, and at the same time implement many incentive programs to improve the spirit of attachment and motivation of employees, creating a sustainable human resource foundation for long-term development..

Evaluation of the activities of the Board of Executives

In 2024, the Board of Executives has successfully completed the tasks assigned by the General Meeting of Shareholders and the Board of Directors, in which the effective implementation of the approved plan targets is prominent. At the same time, the Board of Executives also actively monitors, urges and proposes implementation solutions to ensure the progress and quality of work in accordance with the orientation of the General Meeting of Shareholders and the Board of Directors. The inspection and supervision of compliance with the provisions of the Law on Enterprises, the Law on Securities, the Company's Charter and relevant legal documents are also strictly implemented. The Board of Directors highly appreciates the efforts and contributions of the General Director in the executive role, demonstrating strict compliance with the powers and responsibilities specified in the Company's Charter as well as resolutions and decisions of the General Meeting of Shareholders and the Board of Directors. The Board of Executives has always promoted the sense of responsibility, closely in directing and operating, promptly removing arising difficulties, making an important contribution to the stability and development of business activities in the past year..

Plans and orientations of the Board of Directors

The Board of Directors orients the 2025 operation plan as follows

- Continue to organize the Board of Directors to work professionally with a high sense of responsibility, well perform the direction and supervision of the implementation of management and administration tasks of the Board of Directors; efficiently
- Diversify products to meet the needs of new market segments. Continue to implement the plan to expand the consumption market, improve production capacity and control costs of the Company;
- Promote the development of sales channels through expanding and improving the capacity of Distributors
- Promote investment in new technologies to improve labor productivity, promote market research, identify market segments in which the Company has advantages, and at the same time look for new market segments in line with the Company's capacity
- Find and cooperate with strategic investors and professional investors with financial capacity to mobilize medium- and long-term capital to effectively serve the Company's production and business activities;
- Urging and closely supervising the implementation of Resolutions, Decisions and documents of the Board of Directors and the General Meeting of Shareholders;
- Promote business development activities, ensure the successful completion of the business plan in 2025; The main products are civil plastic, planning to expand investment and distribution of other household products
- Increase investment in Viet Thanh Mechanical Import and Export Investment Joint Stock Company – Subsidiary to improve financial capacity and self-production ability

1. Activities of the BOD

At the meetings of the Board of Directors, the Board of Directors shall consider, discuss and decide on the implementation of business contents according to the Resolution of the General Meeting of Shareholders. Resolutions approved by the Board of Directors in 2024 :

No.	Resolution No.	Date	Content
1	01/2024/VTZ/NQ-HDQT	08/01/2024	Resolution on 2024–2025 credit limit at Military Bank (MB) – East Saigon Branch
2	02/2024/VTZ/NQ-HDQT	31/01/2024	Resolution on 2024–2025 credit limit at Tien Phong Bank – Binh Thanh Branch
3	03/2024/VTZ/NQ-HDQT	02/02/2024	Resolution on convening the 2024 Annual General Meeting of Shareholders
4	04/2024/VTZ/NQ-HDQT	15/03/2024	Resolution on the time and agenda of the 2024 Annual General Meeting
5	05/2024/VTZ/NQ-HDQT	15/04/2024	Resolution on approving adjustments to the private placement proposal
6	06/2024/VTZ/NQ-HDQT	06/05/2024	Resolution on implementing the private share offering plan
7	07/2024/VTZ/NQ-HDQT	06/05/2024	Resolution on detailed plan for the use of proceeds from private share issuance
8	08/2024/VTZ/NQ-HDQT	17/05/2024	Resolution on approving related-party transactions
9	09/2024/VTZ/NQ-HDQT	20/05/2024	Resolution on selecting the audit firm for 2024 and signing the audit contract
10	10/2024/VTZ/NQ-HDQT	24/05/2024	Resolution on 2024–2025 credit limit at Woori Bank Vietnam – Bac Ninh Branch
11	11/2024/VTZ/NQ-HDQT	29/05/2024	Resolution on approving documents for private share offering registration
12	12/2024/VTZ/NQ-HDQT	12/06/2024	Resolution on implementing stock dividend payment plan
13	13/2024/VTZ/NQ-HDQT	19/06/2024	Resolution on replacing previous stock dividend issuance plan (Resolution 12/2024)
14	14/2024/VTZ/NQ-HDQT	19/06/2024	Resolution on implementing the updated plan for stock dividend issuance

No.	Resolution No.	Date	Content
15	15/2024/VTZ/NQ-HDQT	20/06/2024	Resolution on 2024–2025 credit limit at Standard Chartered Bank Vietnam – Ho Chi Minh City Branch
16	16/2024/VTZ/NQ-HDQT	20/06/2024	Resolution approving the dossier for private share issuance
17	17/2024/VTZ/NQ-HDQT	28/06/2024	Resolution on the record date for dividend share issuance
18	18/2024/VTZ/NQ-HDQT	28/06/2024	Resolution on 2024–2025 credit limit at BIDV – Binh Chanh Branch
19	19/2024/VTZ/NQ-HDQT	17/07/2024	Resolution approving related-party transaction with subsidiary
20	20/2024/VTZ/NQ-HDQT	18/07/2024	Resolution on guaranteeing loan for Viet Thanh Mechanical subsidiary at TPBank – Binh Thanh Branch
21	21/2024/VTZ/NQ-HDQT	24/07/2024	Resolution approving result of dividend share issuance
22	22/2024/VTZ/NQ-HDQT	01/08/2024	Resolution on 2024–2025 credit limit at VietinBank – HCMC Branch 12
23	23/2024/VTZ/NQ-HDQT	28/08/2024	Resolution on 2024–2025 credit limit at ABBank – Ly Ban Bich Branch
24	24/2024/VTZ/NQ-HDQT	27/11/2024	Resolution on timing and payment method for private share issuance
25	25/2024/VTZ/NQ-HDQT	29/11/2024	Resolution on 2024–2025 credit limit at Military Bank – West Saigon Branch
26	26/2024/VTZ/NQ-HDQT	03/12/2024	Resolution on 2024–2025 credit limit at VPBank – Saigon Branch
27	27/2024/VTZ/NQ-HDQT	03/12/2024	Resolution on 2024–2025 credit limit at Indovina Bank – Cho Lon Branch
28	28/2024/VTZ/NQ-HDQT	12/12/2024	Resolution on approval of private share issuance result, capital charter adjustment, and charter revision
29	29/2024/VTZ/NQ-HDQT	24/12/2024	Resolution on 2024–2025 credit limit at Bac A Bank – North Saigon Branch
30	30/2024/VTZ/NQ-HDQT	25/12/2024	Resolution on adjustment of timeline and capital usage plan from private issuance
31	31/2024/VTZ/NQ-HDQT	26/12/2024	Resolution to convene Extraordinary General Meeting 2024
32	32/2024/VTZ/NQ-HDQT	27/12/2024	Resolution to convene Extraordinary General Meeting 2025 (replacing Resolution No. 31/2024/VTZ/NQ-BOD)

ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS

The Board of Directors of the company consists of 01 independent member of the Board of Directors. Independent members of the Board of Directors have made many positive contributions, giving many objective and independent opinions to the activities of the Board of Directors, supervising the management and administration apparatus and preventing conflicts of interest, contributing to protecting the interests of shareholders. Members of the Board of Directors have made a report on the contents to be sent to the Board of Directors to report to the Annual General Meeting of Shareholders. Members of the Board of Directors independently assessed that the Board of Directors has organized and operated in accordance with the provisions of the Law, Charter and Operating Regulations of the Company, and at the same time is flexible and sensitive in directing and operating to help the Company overcome macro difficulties to achieve efficiency from business activities.

List of members of the Board of Directors participating in corporate governance programs in the year

List of Board members participating in corporate governance programs during the year: None

ACTIVITIES OF THE INTERNAL AUDIT COMMITTEE

The Board of Directors establishes an internal audit committee under the Board of Directors to ensure compliance with regulations on internal audit at listed companies in accordance with the provisions of Decree 05/2019/ND-CP. Activities of the Internal Audit Committee in 2024: The Internal Audit Committee under the Board of Directors in the year shall hold 01 meeting on the content of planning to coordinate with the Supervisory Board to make an internal audit plan for the year, monitor, supervise and assess risks in accordance with the law

2. Activities of the Supervisory Board

In 2024, the Supervisory Board will strengthen its role in inspection, control, and coordination with the Board of Directors and the Executive Board to closely follow the implementation process and evaluate the results of the implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors. Within the scope of the prescribed functions and tasks, the Supervisory Board also participates in supervising the audit work. Internal control, ensuring operation, production and business activities, complying with the provisions of the law and the Company's governance regulations, contributing to limiting risks in the fields of operation

The specific activities of the Control Board are as follows:

- Working with the audit unit on the Separate Financial Statements and the Reviewed Consolidated Financial Statements for the first 6 months of 2024, as well as the Audited Financial Statements for the first 6 months of 2024. The Supervisory Board has conducted a thorough appraisal of the financial statements to ensure accuracy and transparency;
- Consider the appropriateness of Resolutions and Decisions issued by the Board of Directors and the Board of Directors in the process of managing and administering business activities. At the same time, check the contents, order and procedures for promulgating documents related to corporate governance;
- Inspect and evaluate the process of building and implementing key business processes of the Company. Thereby, detecting potential risks or shortcomings early and proposing effective solutions;
- Closely supervise the Board of Directors and the Board of Directors in implementing the Resolutions of the General Meeting of Shareholders, ensuring the right roadmap and commitments;

Monitor compliance with the law, ensure that the Company operates in accordance with legal regulations, towards sustainable development and transparency

3. Salaries, bonuses, remuneration and related benefits

Position	Amount	Unit
Board of Directors (BOD), Supervisory Board (SB) – Full-time		
Chairman of the BOD (1 person)	60,000,000	VND
Vice Chairman cum General Director (1 person)	30,000,000	VND
BOD Member (1 person)	-	
SB Member (1 person)	-	
BOD, SB – Part-time		
BOD Members (2 persons)	-	
Head of Supervisory Board (1 person)	-	
SB Member (1 person)	-	
Other salaries, bonuses and benefits		
Deputy General Directors (2 persons)	671,756,138	VND
Other management personnel (2 persons)	381,976,204	VND
TOTAL	1,143,732,342	VND

Source: Audited financial statements in 2024

4. Insider and related person stock trading

No	Transaction Executioner	Number of shares owned at the beginning of the Period		Number of shares owned at the end of the period (31/12/2024)		Reasons for increase, decrease (buy,sell, convert, bonus...)
		Shares	Proportion	Shares	Proportion	
1	Nguyễn Văn Tuấn	8.015.235	18,64%	15.393.063	20,21%	<ul style="list-style-type: none"> Sold 3.200.000 shares due to personal needs Received stock dividend of 577.828 shares Buying in a private placement of 10.000.000 shares
2	Phan Văn Quân	6.430.000	14,95%	17.201.600	22,59%	<ul style="list-style-type: none"> Received dividends in shares of 771.600 shares Individual share issuance: 10.000.000 shares

5. Transactions between the company and related persons

No	Name	Relationship with company	Tax code	Head office Address	Time of Transaction	Resolution	Content
1	Viet Thanh Mechanical Import Export and Investment Joint Stock Company	Subsidiary	1102006482 17/03/2022 P&I Long An	107 Street 2A, Zone 5, Binh Ta 1 Hamlet, Duc Hoa Ha Commune, Duc Hoa District, Long An Province	2024	Resolution of the General Meeting of Shareholders No. 01/2024/VT Z/NQ	Buy a mold from a mechanical company with a value of 27,153,960,000 VND Revenue from service provision: 1,823,245,200 VND
2	Công ty Cổ phần Zlife Holdings	Related companies of major shareholders	0318381540 01/04/2024 P&I Hồ Chí Minh	No. 27, Street 59, Ward 10, District 6, Ho Chi Minh City	2024	08/2024/VT Z/NQ dated 17/05/2024	Sale of goods of Zlife Holdings company: 688,105,771,486 VND

FINANCIAL STATEMENTS

Audit opinion on financial statements for the fiscal year 2024

AUDIT OPINION ON CONSOLIDATED FINANCIAL STATEMENTS

The consolidated financial statements have honestly and reasonably reflected the material aspects of the financial situation of Viet Thanh Plastic Production and Trading Joint Stock Company as at December 31, 2024 as well as the results of business operations and cash flow for the fiscal year ended on the same day, at the same time, it is in accordance with accounting standards, the accounting regime of Vietnamese enterprises and legal regulations related to the preparation and presentation of consolidated financial statements.

We would like to remind readers of Commentary No. VII. 4 parts of the Explanation to the Consolidated Financial Statements. The Company has made retroactive adjustments due to the shortfall in interest expense in 2023 and the obligation to be paid related to the deposits of Mr. Nguyen Van Tuong in the amount of VND 10,544,807,364. Accordingly, the Company has made retroactive adjustments to a number of relevant indicators on the Consolidated Financial Statements for the fiscal year ended December 31, 2023

AUDIT OPINION ON THE PARENT COMPANY'S FINANCIAL STATEMENTS

The financial statements have honestly and reasonably reflected the material aspects of the financial situation of Viet Thanh Plastic Production and Trading Joint Stock Company as at December 31, 2024 as well as the results of business operations and cash flow for the fiscal year ended on the same day, and at the same time in accordance with accounting standards, the accounting regime of Vietnamese enterprises and legal regulations related to the preparation and presentation of financial statements.

1. Audited 2024 financial statements Full text of the company's 2024 audited financial statements posted on the website:
<https://vithacoplastic.com/quan-he-co-dong.htm>

To:
- HNX
- SSC
- Shareholders

REPRESENTATION
VIET THANH Plastic Production and Trading JSC
CÔNG TY
CƠ PHÂN SẢN XUẤT
VÀ THƯƠNG MẠI NHỰA
VIỆT THANH
H. ĐỨC HÒA - T. LONG AN
PHAN VĂN QUÂN
TỔNG GIÁM ĐỐC