

No: 08/2025/CV-PICOMAT

Ha Noi, March 11th, 2025

UNUSUAL INFORMATION DISCLOSURE

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

1. Organization Name: PICOMAT PLASTIC JOINT STOCK COMPANY

- Stock symbol/Member code: PCH

- Address: Cau Lieu Village, Thach Xa Ward, Thach That District, Ha Noi, Viet Nam

Representative Office: 1st Floor, CT3B Building, No. 10 Thang Long Revenue, Me Tri Ward, Nam Tu Liem District, Hanoi.

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

2. Information disclosure content:

Picomat Plastic Joint Stock Company announces the organization of the 2025 Annual General Meeting of Shareholders as follows:

- **Time:** 9h00 AM on 14/04/2025

- **Place:** Hall 01 - X Hotel, Address: No. 38, Group 1, Dong Quang Ward, Thai Nguyen City, Thai Nguyen Province.

- **Participants:** Shareholders have the right to attend the 2025 AGM as per the list of securities holders prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of 05/03/2025. In case a shareholder is unable to attend, they may authorize another person to participate in the meeting.

3. This information has been disclosed on the company's website on 11/03/2025, at the following link: <https://picomat.com.vn/dai-hoi-co-dong>

We commit that the disclosed information is accurate and take full legal responsibility for its content.

Attached documents:

- Invitation notice;
- 2025 AGM meeting documents.

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



DAO THI KIM OANH

Attendance Code:

Ha Noi, March 11th, 2025

**INVITATION NOTICE (Template)
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

Dear Shareholders:

Address:

Shareholder registration number:

Number of shares owned:

The Board of Directors of Picomat Joint Stock Company ("Picomat") respectfully invites you to attend the Picomat Joint Stock Company Annual General Meeting of Shareholders (AGM) 2025, with the following details:

1. **Time:** 9:00 AM, 14/04/2025
2. **Place:** Hall 01 - X Hotel, **Address:** House No. 38, Group 1, Dong Quang Ward, Thai Nguyen City, Thai Nguyen Province.
3. **Participants:** Shareholders eligible to attend the AGM 2025 as listed in the securities holder registry prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) on 05/03/2025. If shareholders are unable to attend, they may authorize another person to participate in the meeting.
4. **Agenda and meeting materials:** The agenda and related materials for the AGM have been published on Picomat's official website. Shareholders can download the documents at: <https://picomat.com.vn/dai-hoi-co-dong>
5. **Participate in AGM:**

5.1 Shareholders or Authorized Representatives attending the AGM should bring the following documents:

- Meeting invitation notice;
- ID card/National ID/Passport;
- Authorization letter (if attending on behalf of a shareholder). Authorized persons are not allowed to delegate their authorization to a third party.

5.2 Registration for attendance and speaking at the AGM: To ensure smooth organization, shareholders or their representatives are kindly requested to confirm their attendance or authorization and register to speak at the AGM before 5:00 PM, 12/04/2025. Organizing Committee of AGM 2025:

PICOMAT JOINT STOCK COMPANY

Office: Floor 1, CT3B Building, No. 10 Thang Long Avenue, Me Tri Ward, Nam Tu Liem District, Ha Noi

Tel: (84-24) 6329 0555

Sincerely announce./.

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

(Signed)

DO THANH HAI

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



AGENDA FOR THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

PICOMAT PLASTIC JOINT STOCK COMPANY

Time: 9:00 AM, 14/04/2025

Place: Hall 01 - X Hotel, Address: No. 38, Group 1, Dong Quang Ward, Thai Nguyen City, Thai Nguyen Province.

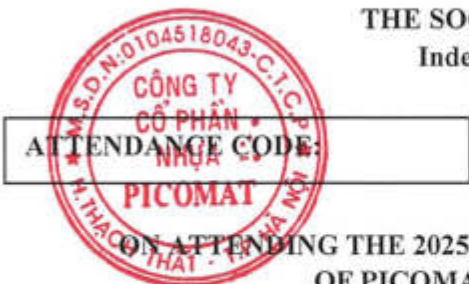
| Time | Content |
|--|--|
| 8:30 – 9:00 AM | Reception of delegates and shareholders, verification of procedures, and distribution of documents |
| 9:00 – 9:05 AM | Flag salute, announcement of the meeting's purpose, and introduction of participants |
| 9:05 – 9:10 AM | Report on the results of checking the qualifications of shareholders attending the meeting |
| 9:10 – 9:15 AM | Approval of the Presidium, Secretary, meeting agenda, and working regulations of the meeting |
| 9:15 – 10:25 AM | Approval of Board of Directors Report |
| | Approval of Independent Board of Directors member's assessment Report |
| | Approval of Board of Supervisors Report |
| | Approval of the content of Proposal No. 01/2025/TTr-HĐQT re: Audited Financial Statements for 2024 |
| | Approval of the content of Proposal No. 02/2025/TTr-HĐQT re: Business results of 2024 and business plan for 2025 |
| | Approval of the content of Proposal No. 03/2025/TTr-HĐQT re: Selecting an independent auditing for fiscal year 2025 |
| | Approval of the content of Proposal No. 04/2025/TTr-HĐQT-BKS re: Salaries and Remuneration of the Board of Directors and Board of Supervisors for 2024 and Plan for 2025 |
| | Approval of the content of Proposal No. 05/2025/TTr-HĐQT re: Signing, executing contracts and transactions with affiliated party which is subsidiary company |
| | Approval of the content of Proposal No. 06/2025/TTr-HĐQT re: Approval of the dismissal and election of additional members of the Board of Supervisors for the 2021-2026 term |
| | Approval of the content of Proposal No. 07/2025/TTr-HĐQT re: Removal of certain business lines and amendments, supplements to the Company's Charter |
| Approval of the content of Proposal No. 08/2025/TTr-HĐQT re: Report on the implementation results of assigned/authorized Matters from the 2024 Annual General Meeting of Shareholders | |
| Approval of the content of Proposal No. 09/2025/TTr-HĐQT re: Discontinuation of the Private Share Offering Plan for the Acquisition of PCLand Shares and Supplementation of Working Capital as per Proposal No. 09/2024/TTr-HĐQT dated March 20, 2024, approved by the 2024 Annual General Meeting of Shareholders | |
| Approval of the content of Proposal No. 10/2025/TTr-HĐQT re: 2024 profit distribution plan | |

| | |
|------------------|---|
| | Approval of the content of Proposal No. 11/2025/TTr-HDQT re: Issuance of shares for 2024 dividend payment |
| 10:25 – 10:30 AM | Other contents |
| 10:30 – 10:45 AM | The congress discussed the contents of the congress and participated in giving opinions and discussions |
| 10:45 – 10:50 AM | Instructions for recording voting ballots, election ballots and Shareholders casting votes, election ballots |
| 10:50 – 11:00 AM | Break |
| 11:00 – 11:10 AM | Announcement of voting results and election results for the member of Board of Supervisors for the 2021-2026 term |
| 11:10 – 11:20 AM | Approval of the Meeting Minutes and Resolution, and Closing of the meeting |

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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ATTENDANCE CODE: []

.....,2025

POWER OF ATTORNEY¹

ON ATTENDING THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF PICOMAT PLASTIC JOINT STOCK COMPANY

1. THE AUTHORIZING PARTY

Name of organization/individual:.....

Ownership Registration No:..... Date of issue..... Place of issue.....

Address:.....

Number of shares owned:.....(in words:.....)

2. THE AUTHORIZED PARTY

2.1. Name of organization/individual:.....

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

Address:.....

Tel:.....Email:.....

Number of shares authorized:.....(in words:.....)

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

Mr. Do Thanh Hai – Chairman of BOD

Number of shares authorizing:.....(in words:.....)

Mr. Nguyen Manh Thang – Member of BOD

Number of shares authorizing:.....(in words:.....)

Mr. Do Hai Dang – Member of BOD

Number of shares authorizing:.....(in words:.....)

Mrs. Dao Thi Kim Oanh – Member of BOD

Number of shares authorizing:.....(in words:.....)

Mrs. Nguyen Thi Thuy – Head of BOS

Number of shares authorizing:.....(in words:.....)

Mrs. Do Thi Thuy Linh – Member of BOS

Number of shares authorizing:.....(in words:.....)

Mrs. Do Thi Huong – Member of BOS

Number of shares authorizing:.....(in words:.....)

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

3. SCOPE, DURATION OF AUTHORIZATION

The authorized party on behalf of the authorizing party, shall attend the 2025 Annual General Meeting of Shareholders organized by Picomat Plastic Joint Stock Company and has the right to exercise all rights and obligations at the General Meeting of Shareholders related to the number of shares authorized.

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

This Power of Attorney shall be effective until the conclusion of the 2025 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company.

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

THE AUTHORIZED PERSON

(Sign with full name)

THE AUTHORIZING PERSON

(Sign with full name and stamp)

.....,2025

DRAFT

**WORKING REGULATIONS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY**

**CHAPTER I
GENERAL PROVISIONS**

Article 1. Scope of application

1. These regulation shall apply to the organization of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting" or the "AGM") of Picomat Plastic Joint Stock Company (hereinafter referred to as "Picomat").

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

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

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

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

1. Conditions for attending the General Meeting: Participants must be shareholders or proxy representatives with authorization in writing from one or more shareholders whose names are in the shareholder list of Picomat as of the record date 05/03/2025, as confirmed by the Vietnam Securities Depository and Clearing Corporation (VSDC).

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

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

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

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

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

e. Shareholders or proxy representatives arriving late, provided the General Meeting has not yet concluded, have the right to register and participate in voting on issues that have not yet been voted on during the meeting. In this case, the Chairman is not responsible for suspending the General Meeting and the validity of the votes conducted prior to that point will not be affected;

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

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

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

b. Dress appropriately.

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

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

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

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

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

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

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

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

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

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

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

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

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

- Prior to the AGM begins.

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

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

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

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

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

Article 4. Rights and Obligations of the Vote Counting Committee

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

2. The Vote Counting Committee is responsible for guiding on the use of Voting Cards, Voting Forms, conducting the vote counting, calculating and excluding related shareholders having no voting rights (if any) for each voting issue. In case the Vote Counting Committee is unable to accurately identify related shareholder(s) having no voting rights (due to insufficient information, or unclear or incomplete law regulations), the votes of all shareholders participating in the voting will still be counted in the vote counting result. After voting, the fact that the shareholders are identified as related persons having no voting rights, the resolution will still be valid if the necessary number of votes (after removing the votes of the related shareholders) still meets the conditions for approval as law regulations..

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

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

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

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

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

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

In case the Chairman of the Board of Directors is absent or unable to chair the meeting, or due to force majeure, the remaining members of the Board of Directors shall elect one among them to act as Chairman of the General Meeting based on majority voting. If the Board of Directors is unable to elect a Chairman, the Head of the Board of Supervisors shall lead the General Meeting to elect a Chairman, and the person that receives the highest number of votes shall be the Chairman of the General Meeting;

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

3. The Chairman appoints one or several secretaries for the AGM;

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

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

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

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

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

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

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

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

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

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

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

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

CHAPTER III

MEETING PROCEDURE

Article 7. Conditions for conducting the AGM

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

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

Article 8. Conduct of the AGM

1. The AGM shall be conducted per the agenda approved by the AGM.

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

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

Article 9. Approval of resolutions at the AGM

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

a. Classes of shares and the total number of shares in each class.

b. Changes of business lines and sectors.

c. Organizational and management restructure;

d. Investment projects or sale of Picomat's assets worth 35% or greater than 35% of total assets recorded in the latest financial statements of Picomat.

e. Reorganization or dissolution of Picomat;

f. Other cases as prescribed on Picomat's Charter.

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

Article 10. Voting Ballot, Voting Card

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

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

Article 11. Voting Procedures at the AGM

1. All items on the agenda of the AGM must be approved by collecting the votes of all attending shareholders using Voting Ballots/Voting Cards based on the number of shares owned and represented. Specifically:
 - (i) Voting Ballot (pink): Used for voting on the following matters: Composition of the Presidium, the Secretariat, and the Vote Counting Committee; Working regulations of the AGM; Agenda of the meeting; Contents of the Minutes and Resolutions of the General Meeting; Other simple matters of the General Meeting (if any).
 - (ii) Voting Card (yellow): Used for voting on all remaining matters of the General Meeting, except those specified in section (i), clause 1 of this Article.

2. Voting methods:

2.1. Direct voting using the "Voting Ballot":

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

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

2.2. Voting using the "Voting Card":

Voting on the contents listed in section (ii), clause 1, Article 11 of this Regulation will be conducted by secret ballot to ensure transparency and fairness. Shareholders vote on the items listed on the Voting Card by selecting "Approve," "Disapprove," or "No opinion" for each item or by choosing to approve all voting items.

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

Article 12. Speaking opinions at the AGM

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

Article 13. Minutes and Resolutions of the AGM

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

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

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

CHAPTER IV
ENFORCEMENT PROVISIONS

Article 14. Effectiveness of the Regulations

1. This Regulation consists of four (04) Chapters and fourteen (14) Articles and takes effect immediately after being approved by the AGM.
2. The Chairman of the AGM is responsible for conducting the meeting in accordance with this Regulation.
3. Shareholders, their authorized proxies, and all attendees of the AGM are responsible for complying with the provisions of this Regulations./.

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

DO THANH HAI

No: 01/2025/BC-HĐQT

Ha Noi, March 11th, 2025

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS AT THE 2025
ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and guiding documents;
- Pursuant to the Charter of Picomat Plastic Joint Stock Company;
- Pursuant to the Operating Regulations of the Board of Directors of Picomat Plastic Joint Stock Company.

The Board of Directors (BOD) respectfully reports to the Annual General Meeting of Shareholders (AGM) on the results of operations for the fiscal year 2024 as follows:

I. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

1. General assessment

- In 2024, the BOD continued to effectively perform its leadership, supervision, and strategic orientation roles amid a volatile market. The BOD made timely important decisions to maintain stability and sustainable development. Corporate governance was implemented in accordance with legal regulations and the company's Charter, ensuring transparency and management efficiency.
- The BOD focused on directing the implementation of business objectives, supervising the activities of the Board of Management and departments, ensuring the company operated according to the set plans. Additionally, the BOD regularly assessed market conditions and promptly adjusted strategies to adapt to fluctuations and risks.

2. Summary of the implementation of AGM resolutions in 2024

2.1 Business performance results in 2024:

- In 2024, the global economy continued to face many challenges, with growth momentum affected by geopolitical conflicts and supply chain disruptions. Domestically, the real estate and construction markets showed little improvement, directly impacting the interior sector and indirectly affecting the consumption of the company's plastic board products. Furthermore, 2024 marked the company's initial implementation of the trade plan for PVC powder raw materials, plastic additives and chemicals, with results not yet meeting expectations.
- Facing these challenges, the BOD frequently directed and worked closely with the Board of Management to proactively manage operations and flexibly adapt to market fluctuations, achieving the highest possible business results compared to the AGM – approved plan.

2.1.1 Consolidated business results for 2024

| No. | Target | 2023 | 2024 | Increase/decrease rate (%) |
|-----|---------------------|-----------------|-----------------|----------------------------|
| 1 | Total sales revenue | 124.650.435.594 | 195.093.628.708 | 56,51% |
| 2 | Charter capital | 219.999.900.000 | 241.999.640.000 | 10,00% |
| 3 | Profit before tax | 15.033.082.796 | 17.314.275.712 | 15,17% |
| 4 | Profit after tax | 12.297.857.776 | 12.857.134.636 | 4,55% |

2.1.2 Implementation status compared to the 2024 plan

| No. | Target | Plan | Actual | Percentage compared to plan (%) |
|-----|---------------------|-----------------|-----------------|---------------------------------|
| 1 | Total sales revenue | 235.400.000.000 | 195.093.628.708 | 82,88% |
| 2 | Charter capital | 417.999.890.000 | 241.999.640.000 | 57,89% |
| 3 | Profit before tax | 19.000.000.000 | 17.314.275.712 | 91,13% |
| 4 | Profit after tax | 15.200.000.000 | 12.857.134.636 | 84,59% |

- The company's sales revenue for 2024 reached 195.1 billion VND, up 56,51% from the same period last year and achieving 82,88% compared with target. Profit after tax reached nearly 12.9 billion VND, up 4,55% year-on-year and 84,59% compared with the plan. Although not reaching the target, given the challenging market conditions, this result reflects the management's and employees' efforts in maintaining growth momentum and stabilizing production and business activities.

2.2 About selecting of an independent audit firm for the Fiscal Year 2024

The company signed a contract with the Branch of MOORE AISC Auditing and Informatics Services Company Limited to audit the annual financial statements and review the semi-annual financial statements for 2024, as approved by the 2024 AGM.

2.3 Salary, remuneration, operating expenses, and other benefits of BOD members in 2024

At the 2024 AGM, the AGM approved the content of the Proposal No. 04/2024/TTr-HĐQT-BKS regarding the salary and remuneration of the Board of Directors and Board of Supervisors for 2023 and the plan for 2024. The total salary/remuneration for BOD members: 500.000.000 VND/năm. The Company has recorded the remuneration payment for the Board of Directors members in 2024 as follows:

| No. | Name | Position | Remuneration 2024 (VND) | Note |
|-----|-----------------------|-----------------|-------------------------|------|
| 1 | Mr. Do Thanh Hai | Chairman of BOD | 60.000.000 | |
| 2 | Ms. Dao Thi Kim Oanh | BOD member | 24.000.000 | |
| 3 | Mr. Do Hai Dang | BOD member | 24.000.000 | |
| 4 | Mr. Nguyen Manh Thang | BOD member | 24.000.000 | |
| 5 | Mr. Nguyen Trung Dung | BOD member | 24.000.000 | |
| 6 | TOTAL | | 156.000.000 | |

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

In 2024, the company signed a framework contract with its subsidiary – Hai Dang Materials Joint Stock Company for the supply of products and processing services. The total supply value amounted to 99.230.119.999 VND.

2.5 Results of implementing the plan to issue shares to pay dividends in 2023

After the AGM approved the stock issuance plan to pay the 2023 dividend, the BOD quickly met, discussed, and implemented the stock issuance plan for existing shareholders as plan approved by AGM. The results are as follow:

| Content | Contents the General Meeting of Shareholders approved | Implementation results |
|---|---|---|
| Dividend payment rate in 2023 by shares | 10%, equivalent to 2.199.999 shares | 10%, the number of successfully issued shares was 2.199.974 shares (25 shares were canceled due to odd shares) |
| Implementation time | In 2024 and after receiving approval from the State management agencies | Completed the issuance and received the decision approving additional listing from Hanoi Stock Exchange on August 2, 2024.. |

According to the authorization of the General Meeting of Shareholders, after completing the issuance of shares to pay dividends for 2023 to shareholders, the BOD amended Clause 1, Article 6 of the current Charter (regarding changes in charter capital and the number of circulating shares).

2.6 Implementation results of the shares private placement plan and the use of part of own capital to invest in PCLand Investment and Asset Management Joint Stock Company (PCLand)

In 2024, the BOD received a mandate from the General Meeting of Shareholders to implement the private placement plan to invest in purchasing shares of PCLand Investment and Asset Management Joint Stock Company according to proposal No: 09/2024/TTr-HĐQT dated March 20, 2024.

After receiving Official Letter No: 3745/UBCK-QLCB from the State Securities Commission regarding the registration dossier for the private placement of PCH shares, the BOD held a meeting and decided to temporarily suspend the implementation of the private placement plan for professional securities investors as approved by the General Meeting of Shareholders.

The BOD will seek opinions from the Annual General Meeting of Shareholders in 2025 regarding the suspension of the private placement plan to purchase PCLand shares and the aforementioned working capital supplementation.

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Summary of BOD meetings and decisions in 2024

2.1. BOD meetings:

Over the past year, the Board of Directors (BOD) held 14 in-person meetings, issuing 18 Decisions. Details are as follows:

| No. | BOD member | Number of BOD meetings attended | Attendance rate | Reason for absence |
|-----|-----------------------|---------------------------------|-----------------|--------------------|
| 1 | Mr. Do Thanh Hai | 14/14 | 100% | - |
| 2 | Mr. Do Hai Dang | 14/14 | 100% | - |
| 3 | Ms. Dao Thi Kim Oanh | 14/14 | 100% | - |
| 4 | Mr. Nguyen Trung Dung | 14/14 | 100% | - |
| 5 | Mr. Nguyen Manh Thang | 14/14 | 100% | - |

2.2. Resolutions/Decisions of the Board of Directors

| No. | Resolution/Decision No. | Date | Content | Approval rate |
|-----|-------------------------|------------|---|---------------|
| 1 | No: 01/2024/QĐ-HĐQT | 23/01/2024 | To approve of contracts/ transactions with related parties of the company | 100% |
| 2 | No: 02/2024/QĐ-HĐQT | 02/02/2024 | On borrowing capital and using assets as collateral at Vietnam Joint Stock Commercial Bank for Foreign Trade (VCB) - Quang Ninh Branch | 100% |
| 3 | No: 03/2024/QĐ-HĐQT | 20/02/2024 | To approve of the plan to organize the 2024 Annual General Meeting of Shareholders | 100% |
| 4 | No: 04/2024/QĐ-HĐQT | 11/03/2024 | On borrowing capital and using assets as collateral at Vietnam Technological and Commercial Joint Stock Bank (Techcombank) | 100% |
| 5 | No: 05/2024/QĐ-HĐQT | 20/03/2024 | To convene the meeting and set the agenda for the 2024 Annual General Meeting of Shareholders | 100% |
| 6 | No: 06/2024/QĐ-HĐQT | 22/04/2024 | To approve of the implementation of the Plan to issue shares to pay dividends in shares to existing shareholders according to Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 15, | 100% |

| No. | Resolution/Decision No. | Date | Content | Approval rate |
|-----|-------------------------|------------|---|---------------|
| | | | 2024 of the 2024 Annual General Meeting of Shareholders | |
| 7 | No: 07/2024/QĐ-HĐQT | 24/06/2024 | To approve of the closing of the shareholder list to exercise the right to receive shares issued due to 2023 dividend payment in shares | 100% |
| 8 | 08/2024/QĐ-HĐQT | 22/07/2024 | To approve of registering a change in the company's charter capital in the Enterprise Registration Certificate after completing the issuance to pay 2023 dividends to existing shareholders | 100% |
| 9 | 09/2024/QĐ-HĐQT | 22/07/2024 | To amend Clause 1, Article 6 of the Company's current Charter to comply with the change in charter capital. | 100% |
| 10 | 10/2024/NQ-HĐQT | 22/07/2024 | To approve of suspending the private placement plan for professional investors approved by the 2023 Extraordinary General Meeting of Shareholders of Picomat Plastic Joint Stock Company | 100% |
| 11 | 10-01/2024/NQ-HĐQT | 22/07/2024 | To approve of the Labor Rules of Picomat Plastic Joint Stock Company | 100% |
| 12 | No: 11-1/2024/QĐ-HĐQT | 16/09/2024 | To approve of a loan transaction for a related organization, PCLand Investment and Asset Management Joint Stock Company | 100% |
| 13 | No: 11-2/2024/QĐ-HĐQT | 16/09/2024 | Reappointment of Ms. Dao Thi Kim Oanh as the CEO of Picomat Plastic Joint Stock Company | 100% |
| 14 | No: 12-1/2024/QĐ-HĐQT | 28/09/2024 | Dismissal of a member of the Internal Audit Committee | 100% |
| 15 | No: 12-2/2024/QĐ-HĐQT | 28/09/2024 | Appointment of a member to the Internal Audit Committee | 100% |

| No. | Resolution/Decision No. | Date | Content | Approval rate |
|-----|-------------------------|------------|---|---------------|
| 16 | No: 13/2024/QĐ-HĐQT | 23/10/2024 | Approving the appointment of an authorized representative to manage the Company's shares at Hai Dang Material Joint Stock Company and nominate to join the Board of Directors | 100% |
| 17 | No: 14-1/2024/QĐ-HĐQT | 28/12/2024 | To approve of contracts/ transactions with related parties of the company | 100% |
| 18 | No: 14-2/2024/QĐ-HĐQT | 28/12/2024 | To approve of the contents of the Company's Collective Labor Agreement | 100% |

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

- *Regarding the activities of the independent Board member:* In 2024, the independent Board member fulfilled their role with a high sense of responsibility, strictly adhering to legal regulations, the Company Charter, and the Board of Directors' (BOD) operating regulations.
- The independent Board member demonstrated a strong sense of duty, providing objective, constructive, and independent opinions, ensuring transparency in governance and preventing conflicts of interest. Their analysis and recommendations supported the BOD and the Executive Board in making reasonable decisions that balanced the interests of the company, shareholders, and other stakeholders.
- *Results of independent member's evaluation of the Board of Directors' performance:*
- + In 2024, the BOD effectively performed its functions of strategic direction, oversight, and control over the company's management activities. In addition to official meetings to approve critical decisions, the BOD frequently organized working sessions with the Board of Management and departments to closely monitor business plan implementation, evaluate progress, and promptly adjust strategies and plans as needed. The BOD took necessary measures to ensure the company's operations complied with legal regulations and the best corporate governance standards.
- + The BOD provided timely direction to enhance the company's financial efficiency, such as supervising financial activities, making decisions on loans and investments, and managing risks to ensure strict legal compliance and optimize business performance.
- + Additionally, the BOD focused on building a solid corporate governance system. Management processes were reviewed and improved to optimize work efficiency and minimize risks. The BOD also closely monitored the implementation of labor policies, ensuring employee rights and creating a stable, professional working environment.

3. Activities of other committees under the Board of Directors

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

In 2024, the Internal Audit Team developed a plan and implemented checks on key areas, including:

- (i) Verifying compliance with legal regulations at the Company and its subsidiaries;
- (ii) Auditing, evaluating, reviewing, and improving the Procurement, Asset Management, and Utilization Process;
- (iii) Auditing and evaluating the sales, business processes, and debt recovery procedures;
- (iv) Reviewing information and data in the Financial Statements;
- (v) Checking and reviewing human resource and payroll management.

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

| No. | Name of organization/individual | Relationship with the Company | NSH no+ date of issue, place of issue | Address | Time of transactions with the Company | Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue) | Content, quantity, total value of transaction | Note |
|-----|---------------------------------------|---|---------------------------------------|--|---------------------------------------|---|---|------|
| 1 | Hai Dang Material Joint Stock Company | Subsidiary company | 0500478475 | Cau Lieu Village, Thach Xa Ward, Thach That District, Ha Noi | 2024 | - General Meeting of Shareholders Resolution No. 01/2023/NQ-DHĐCĐ dated June 19, 2023. - General Meeting of Shareholders Resolution No. 01/2024/NQ-DHĐCĐ dated April 15, 2024. | Contract principles for the purchase of goods from the subsidiary company. The total transaction value in 2024 until December 31, 2024, is 99.230.119.999 VND. | |
| | | | | | | | Receive dividend in 2023: 8.360.000.000 VND. | |
| 2 | Mr. Do Manh Tu | The affiliated person of internal person (Mr Do Thanh Hai and Mr Do Hai Dang) | 001063032003 | Cluster 6, Thach Xa Ward, Thach That District, Ha Noi | From 2019 | No: 0201/2019/NQ-DHĐCĐ dated January 02, 2019 | Lease agreement for a business location at Cau Lieu Village, Thach Xa Ward, Thach That District, Hanoi. (i) Rental area: 40m ² (ii) Rental price: 2.000.000 VND/ month (iii) Rental term: until the December 31, 2024 | |
| 3 | Mr. Do Manh Tu | The affiliated person of internal person (Mr Do Thanh Hai and Mr Do Hai Dang) | 001063032003 | Cluster 6, Thach Xa Ward, Thach That District, Ha Noi | From 2019 | None | Mr. Do Manh Tu leased a factory to Hai Dang Materials Joint Stock Company (iv) Rental area: 5.000m ² (v) Rental price: 70.000.000 VND/month (vi) Rental term: until May 30, 2033. | |

| No. | Name of organization/individual | Relationship with the Company | NSH no* date of issue, place of issue | Address | Time of transactions with the Company | Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue) | Content, quantity, total value of transaction | Note |
|-----|---|--|---------------------------------------|--|---|--|--|------|
| 4 | PCLAND Investment and Asset Management Joint Stock Company | - Affiliated organizations of internal person (Mr. Do Thanh Hai, Nguyen Trung Dung, Do Hai Dang) | 0107870863 | Cau Lieu Village, Thach Xa Ward, Thach That District, Ha Noi | From 2020 | No: 0201/2020/NQ-ĐHĐCĐ dated January 2, 2020 | Lease agreement contract for the 1st and 2nd floor with an area of 475 m2 at Lot 8A + 8B, Lot G5, Area A, Anh Dung IV Residential Area, Anh Dung Ward, Duong Kinh District, Hai Phong City. Rental price: 62.000.000 VND/month (VAT not included). Lease term: until December 31, 2025 | |
| | | 2024 | | | Decision of Board of Directors No. 11-1/2024/QĐ-HĐQT dated 16/09/2024 | The loan contract does not exceed 25.000.000.000 VND, the maximum loan term is until 15/09/2029, the interest rate for the first 12 months is 6.5%/year. The total loan value in 2024 until 31/12/2024 is: 14.000.000.000 VND | | |
| 5 | PCLAND Investment and Asset Management Joint Stock Company - Thai Nguyen Branch | - Branch of the Company's affiliated organization | 0107870863-001 | No. 38, Group 1, Dong Quang Ward, Thai Nguyen City, Thai Nguyen Province | 2024 | Decision of the BOD No. 01/2024/QĐ-HĐQT dated January 23, 2024 | Service provision contract principles. Total transaction value in 2024 until June 30, 2024 is: 145.352.000 VND | |

5. Supervision results with the General Director and other executives

In 2024, the Board of Directors (BOD) supervised the Board of Management to ensure that all company activities remained transparent, efficient, and in compliance with legal regulations and the Company's Charter. Specifically, the BOD conducted the following supervisory activities:

- The BOD regularly monitored and assessed business performance indicators. All production and business plans were closely supervised to ensure high quality and efficiency in implementation.
- The BOD reviewed and supervised the implementation of resolutions of the General Meeting of Shareholders and decisions of the BOD to ensure that key decisions were executed as planned and targeted, while also evaluating the effectiveness to make timely and appropriate adjustments.
- The BOD regularly checked and controlled costs and receivables. Additionally, it supervised financial disclosure and corporate governance matters to ensure transparency and compliance with current regulations.
- The BOD also monitored the company's labor policies to ensure fair and reasonable human resource management.
- Furthermore, the BOD supervised the implementation of information disclosure in accordance with regulations to ensure timely, accurate, and legally compliant information publication.

Through its supervision process in 2024, the BOD recognized that the Board of Management had made great efforts in implementing and complying with the resolutions of the General Meeting of

Shareholders and BOD. The Board of Management successfully achieved most of the business goals and tasks assigned. The BOD appreciates these contributions and expects the Board of Management to maintain and further improve its performance in the future.

III. 2025 ACTIVITY IMPLEMENTATION PLAN

In 2025, the company's field is expected to continue facing certain challenges, requiring businesses to adopt flexible and innovative strategies to sustain growth. The BOD recognizes that to enhance competitiveness and ensure long-term development, the company must maintain its market share in core products while expanding into potential sectors to diversify revenue streams and optimize operational efficiency. Based on these insights, the BOD has outlined the following strategic development plan for 2025:

1. About business operations

- + In 2025, the company will continue stabilizing production, maintaining market share, concurrently researching and developing new plastic board products while improving production processes to enhance aesthetics and environmental friendliness. Quality control will also be strengthened.
- + Strengthening cooperation with domestic and international PVC plastic powder and plastic additives and plastic field's chemical manufacturers to ensure a stable supply with good quality and competitive pricing.
- + Implementing a flexible pricing policy, especially for major customers and strategic partners. Additionally, expanding the product portfolio to enhance competitiveness.
- + Intensifying marketing efforts, boosting brand awareness through media channels, dealer networks, and participating in industry exhibitions when necessary to increase brand recognition and market expansion.
- + Investing in workforce training to improve the skills of production teams and building a specialized sales team to better support and advise customers.
- + Expanding production scale and considering investment in a new manufacturing plant if opportunities align with the company's development strategy.

2. About finance

- + Continuing to optimize capital management to reduce financial costs and improve capital utilization efficiency.
- + Seeking financial investment opportunities and other investment activities to enhance capital efficiency while ensuring safety and synergy with core business operations.
- + Conducting research, analysis, and evaluation of investment and M&A strategy opportunities to expand scale, increase competitiveness, and enhance operational efficiency.

3. About risk management

- + Strengthening financial controls, such as closely monitoring raw material price fluctuations, cash flow management, debt supervision, and capital optimization.
- + Monitoring exchange rate fluctuations, interest rates, and raw material costs to proactively implement suitable risk mitigation strategies.
- + Diversifying supply sources to ensure a stable supply chain, optimizing production processes to enhance efficiency and reduce material loss.
- + Implementing energy-saving measures and reducing material waste to optimize production costs.
- + Enhancing corporate governance, ensuring legal compliance in operations, and closely monitoring transparent and timely information disclosure.

4. Focus on corporate governance

- + Developing a modern governance system to optimize workflows, improve transparency, and enhance operational efficiency.
- + Building a high-quality workforce and providing training to improve professional skills and management capabilities for long-term company development.

C.P. * K.M.

No: 01/2025/BC-BKS

Ha Noi, March 11th, 2025

**REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;
- Pursuant to the Securities Law No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and related guiding documents;
- Pursuant to the Charter of Picomat Plastic Joint Stock Company;
- Pursuant to the Board of Supervisors operations regulations of Picomat Plastic Joint Stock Company.

The Board of Supervisors (BOS) hereby reports to the General Meeting of Shareholders (GMS) on the results of its inspection and supervision activities in the 2024 fiscal year and the plan for 2025 as follows:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2024:

1. Structure of the Board of Supervisors:

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

- Ms Nguyen Thi Thuy – Head of the Board of Supervisors
- Ms Do Thi Thuy Linh – Member
- Ms Do Thi Huong – Member

2. Activities of the Board of Supervisors in 2024

In 2024, the Board of Supervisors fully carried out its monitoring duties in compliance with legal regulations, the Company's Charter, Corporate Governance Regulations, and internal policies. Aiming to ensure transparency, compliance, and efficiency in the Company's operations, the Board of Supervisors conducted the following supervisory activities:

- Review, assess, and provide opinions on the Company's financial report. The Board of Supervisors appreciates the transparency and openness in the Company's financial information and business operations.
- Monitor and evaluate the effectiveness of asset utilization, risk management, and other business activities of the Company to ensure that the Company's assets are used efficiently.
- Inspected and monitored compliance with the Company's Charter, Corporate Governance Regulations, internal policies, and applicable laws in the operations of the Board of Directors and the Board of Management. This ensured that the decisions and activities of the Board of Directors and the Board of Management were always aligned with the common interests of the Company and its shareholders, as well as consistent with the Company's sustainable development strategy.
- Inspected and monitored the issuance and implementation of resolutions from the General Meeting of Shareholders and decisions of the Board of Directors to ensure they were executed in a proper, timely, and effective manner. This ensured that the objectives and plans approved by



the General Meeting of Shareholders were fully implemented, meeting the Company's development requirements.

- The Board of Supervisors has participated in a number of Board of Directors meetings and other important meetings to monitor, supervise and contribute opinions in the decision-making process.

3. Summary of Board of Supervisors Meetings

In 2024, the Board of Supervisors held two meetings, with a 100% attendance rate from all members and a 100% voting rate for the meeting contents.

| No | Resolution/Decision No. | Date | Content |
|----|-------------------------|------------|---|
| 1 | 01/2024/DB-BKS | 14/03/2024 | - Audited 2023 Financial Statements (both separate and consolidated); - Approved the draft Board of Supervisors activity report for the 2024 Annual General Meeting of Shareholders. |
| 2 | 02/2024/BB-BKS | 13/08/2024 | - Reviewed and audited the 2024 Semi-Annual Financial Statements (both separate and consolidated); - Approved the remuneration for Board of Supervisors members in 2024. |

4. Result of overseeing the Board of Directors, Board of Management, and Other Managers

In 2024, the Board of Supervisors continued its oversight activities of the Board of Directors (BOD) and the Board of Management with due diligence to ensure that the company's management and operations were conducted transparently, fairly, and efficiently, while safeguarding the interests of shareholders and stakeholders.

4.1. Result of overseeing the Board of Directors

- In 2024, the Board of Supervisors monitored the activities of the BOD to ensure compliance with legal regulations, the Company's Charter, and internal policies.
- The Board of Supervisors found that the BOD fulfilled its governance role by making key strategic, business, and investment decisions aligned with the Company's development goals. The BOD held meetings, discussions, and passed regulations in a timely and transparent manner.
- Additionally, the Supervisory Board supervised the implementation of the resolutions of the General Meeting of Shareholders. It was observed that the BOD effectively directed and monitored the Executive Board in executing assigned tasks in a timely, transparent, and efficient manner. The tasks assigned or authorized by the General Meeting of Shareholders have been promptly implemented by the BOD, which has also supervised the Board of Management to ensure timely, transparent, and effective execution.
- For matters approved by the GMS in 2024 but not yet implemented, the Board of Supervisors has requested the BOD to provide a report at the 2025 Annual General Meeting.

4.2. Result of overseeing the Board of Management, and Other Managers

- The Board of Supervisors monitored the Board of Management and key management personnel in executing the business strategy and plans set forth by the BOD and GMS. It was found that the Executive Board efficiently managed business operations, ensuring stable growth while complying with legal and internal regulations.
- The management team effectively handled financial management, cost control, and resource optimization, contributing to improved company performance. Risk management and compliance were also given due attention, ensuring the company's stability amid market fluctuations.
- The Board of Supervisors recommends that the Board of Management continue innovating and optimizing operational processes to enhance the company's competitiveness.

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

| No | Name of organization/individual | Relationship with the Company | NSH no* date of issue, place of issue | Address | Time of transactions with the Company | Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue) | Content, quantity, total value of transaction | Note |
|----|---------------------------------------|---|---------------------------------------|--|---------------------------------------|---|---|------|
| 1 | Hai Dang Material Joint Stock Company | Subsidiary Company | 0500478475 | Cau Lieu Village, Thach Xa Ward, Thach That District, Ha Noi | 2024 | - General Meeting of Shareholders Resolution No. 01/2023/NQ-DHĐCĐ dated June 19, 2023. | Contract principles for the purchase of goods from the subsidiary company. The total transaction value in 2024 until December 31, 2024, is 99.230.119.999 VND. | |
| | | | | | | - General Meeting of Shareholders Resolution No. 01/2024/NQ-DHĐCĐ dated April 15, 2024. | | |
| 2 | Mr Do Manh Tu | The affiliated person of internal person (Mr Do Thanh Hai and Mr Do Hai Dang) | 001063032003 | Cluster 6, Thach Xa Ward, Thach That District, Ha Noi | From 2019 | No: 0201/2019/NQ-DHĐCĐ dated January 02 nd , 2019 | Lease agreement for a business location at Cau Lieu Village, Thach Xa Ward, Thach That District, Hanoi. (i) Rental area: 40m2 (ii) Rental price: 2.000.000 VND/ month (iii) Rental term: until the December 31, 2024 | |

| No | Name of organization/individual | Relationship with the Company | NSH no* date of issue, place of issue | Address | Time of transactions with the Company | Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue) | Content, quantity, total value of transaction | Note |
|----|---|---|---------------------------------------|--|---------------------------------------|---|---|------|
| 3 | Mr Do Manh Tu | The affiliated person of internal person (Mr Do Thanh Hai and Mr Do Hai Dang) | 001063032003 | Cluster 6, Thach Xa Ward, Thach That District, Ha Noi | From 2019 | Không có | Mr. Do Manh Tu leased a factory to Hai Dang Materials Joint Stock Company (i) Rental area: 5.000m2 (ii) Rental price: 70.000.000 VND/year (iii) Rental term: until May 30, 2033. | |
| 4 | PCLAND Investment and Asset Management Joint Stock Company | - Affiliated organizations of internal person (Mr. Do Thanh Hai, Nguyen Trung Dung, Do Hai Dang) - Affiliated organizations of the Company | 0107870863 | Cau Lieu Village, Thach Xa Ward, Thach That District, Ha Noi | From 2020 | No: 0201/2020/NQ-DHĐCĐ dated January 02 nd , 2020 | Lease agreement contract for the 1st and 2nd floor with an area of 475 m2 at Lot 8A + 8B, Lot G5, Area A, Anh Dung IV Residential Area, Anh Dung Ward, Duong Kinh District, Hai Phong City. Rental price: 62.000.000 VND/ month (VAT not included). Lease term: until December 31, 2025 | |
| | | | | | 2024 | Decision of the BOD no: 11-1/2024/QĐ-HĐQT dated September 09 th , 2024 | Loan contract with a maximum amount not exceeding VND 25.000.000.000, a maximum loan term until September 15, 2029, and an interest rate of 6.5% per year for the first 12 months. The total loan value in 2024 up to December 31, 2024, is VND 14.000.000.000. | |
| 5 | PCLAND Investment and Asset Management Joint Stock Company - Thai Nguyen Branch | - Branch of the Company's affiliated organization | 0107870863-001 | No. 38, Group I, Dong Quang Ward, Thai Nguyen City, Thai Nguyen Province | From 2024 | Decision of the BOD no: 01/2024/QĐ-HĐQT dated January 23 rd , 2024 | Service provision contract principles. Total transaction value in 2024 until June 30, 2024 is: 145.352.000 VND | |

6. Salaries, remuneration, and operating expenses of the Board of Supervisors:

1. Salaries, remuneration, bonuses, operating expenses, and other benefits of the Board of Supervisors in 2024

Details of salaries, bonuses, and remuneration paid to each member of the Board of Supervisors in 2024 are as follows:

| No | Full name | Position | Salary/Bonus/Remuneration in 2024 | Note |
|----|---------------------|-------------|-----------------------------------|------|
| 1 | Ms Nguyen Thi Thuy | Head of BOS | 58.425.181 | |
| 2 | Ms Do Thi Thuy Linh | Member | 96.202.074 | |
| 3 | Ms Do Thi Huong | Member | 50.289.050 | |
| 4 | TOTAL | | 204.916.305 | |

The administrative and other expenses for the operation of the Board of Supervisors comply with the regulations of the Ministry of Finance, financial regulations, and the company's internal policies.

II. ON THE RESULTS OF SUPERVISING OF THE BOARD OF SUPERVISORS ABOUT THE COMPANY'S PERFORMANCE AND FINANCIAL SITUATION IN 2024.

1. Assessment of the company's financial situation in 2024:

- In 2024, the company continued to focus on its core business of manufacturing and supplying plastic boards for the furniture industry. Additionally, the company expanded its trading activities in raw materials, including PVC powder and plastic additives and chemicals.
- The Board of Supervisors has reviewed the contents of company's separate and consolidated financial statements for 2024. These financial statements were audited by the branch of Moore Aisc Auditing And Informatics Services Company Limited and received an unqualified audit opinion.
- The financial statements accurately reflect the company's financial position at December 31, 2024, as well as its business performance and cash flow for the financial period from January 1, 2024, to December 31, 2024, in compliance with current accounting laws and regulations. All financial statements for 2024 were prepared accurately and on time.
- Basic financial indicators from the 2024 financial statements are as follows:

- *Consolidated business results for 2024*

Unit: VND

| No. | Target | 2023 | 2024 | % Increase/Decrease |
|-----|---------------------|-----------------|-----------------|---------------------|
| 1 | Total sales revenue | 124.650.435.594 | 195.093.628.708 | 56,51% |
| 2 | Charter capital | 219.999.900.000 | 241.999.640.000 | 10,00% |
| 3 | Profit before tax | 15.033.082.796 | 17.314.275.712 | 15,17% |
| | Profit after tax | 12.297.857.776 | 12.857.134.636 | 4,55% |

- *Performance compared to the 2024 plan*

Unit: VND

| No. | Target | Planned | Achieved | % vs. plan |
|-----|---------------------|-----------------|-----------------|------------|
| 1 | Total sales revenue | 235.400.000.000 | 195.093.628.708 | 82,88% |
| 2 | Charter capital | 417.999.890.000 | 241.999.640.000 | 57,89% |
| 3 | Profit before tax | 19.000.000.000 | 17.314.275.712 | 91,13% |
| 4 | Profit after tax | 15.200.000.000 | 12.857.134.636 | 84,59% |

• *Consolidated assets*

Unit: VND

| No. | Target | 2023 | 2024 | % Increase/ Decrease |
|-----|----------------------|------------------------|------------------------|-------------------------|
| | Total assets | 270.339.071.591 | 283.620.919.180 | 4,91% |
| 1 | Current assets | 97.796.275.971 | 104.946.605.247 | 7,31% |
| 2 | Non – current assets | 172.542.795.620 | 178.674.313.933 | 3,55% |

• *Liabilities*

Unit: VND

| No. | Target | 2023 | 2024 | % Increase/ Decrease |
|-----|---------------------------|-----------------------|-----------------------|-------------------------|
| | Total liabilities | 20.513.498.144 | 21.381.711.097 | 4,23% |
| 1 | Current liabilities | 20.313.498.144 | 21.181.711.097 | 4,27% |
| 2 | Non – current liabilities | 200.000.000 | 200.000.000 | 0,00% |

2. Result of supervising the activities and financial performance in 2024:

- In 2024, the global economy faced persistent inflation, tight monetary policies, and geopolitical instability. Domestically, the stagnant real estate and construction sectors directly impacted the furniture market and the demand for interior materials. Amid these challenges, the company's Board of Directors and Executive Management implemented flexible adjustments to maintain stable business operations.
- On business result, the company's total revenue in 2024 exceeded 195 billion VND, a 56.51% increase from 2023, achieving 82.88% of the planned target. Profit before tax reached VND 17.3 billion, while profit after tax reached 12.8 billion VND, a 4.55% increase from the previous year, achieving 84.59% of the planned target.

- On financial, the company's total assets in 2024 reached 283.6 billion VND, increasing by 4.91% from 2023.
- On liabilities, total liabilities in 2024 amounted to 21.8 billion VND, a 4.23% increase from 2023, with short-term liabilities at 21.2 billion VND (up 4.26%).
- Despite market fluctuations, the company maintained stable operations, exercised prudent financial control, and adapted to economic difficulties. While some targets were not fully met, the results achieved still demonstrate the efforts of the Board of Directors, the General Director and the entire Company in expanding the market and optimizing costs to ensure sustainable development in the coming time.

3. Result of evaluating the coordination between the Board of Supervisors, Board of Directors, CEO, and Shareholders:

The Board of Supervisors received full cooperation from the Board of Directors, the Board of Management, and other company leaders in the process of performing the supervision function. Necessary documents and information were provided promptly as require of Board of Supervisors, ensuring transparency in supervision and the protection of shareholder rights. Through meetings and discussions with the Board of Directors and Board of Management, the Board of Supervisors effectively monitored the company's activities.

4. Petition:

Based on the result of overseeing the activities and financial in 2024, the Board of Supervisors acknowledges the company's efforts in maintaining stable operations amid economic challenges. However, to further enhance efficiency and ensure sustainable growth, the SB recommends to Board of Directors and Board of Management some contents as following:

- Developing a business strategy aligned with economic conditions, focusing on potential markets, and diversifying products and services to enhance competitiveness.
- Strengthening cost control, optimizing cash flow, and improving debt management to ensure financial stability.
- Review and strengthen human resources, improve the quality of management team, enhance training to meet the development requirements of the Company.
- Enhancing internal control mechanisms to prevent and mitigate operational risks.
- Improving corporate governance, ensuring transparency and efficiency in operation, and complying with legal and company's charter.

III. PLAN AND OPERATING ORIENTATION OF BOARD OF SUPERVISORS FOR 2025.

Based on the results of monitoring operations and finances in 2024, the Board of Supervisors sets out the following operational plans and directions for 2025:

- Continue reviewing and supervising financial reports to ensure transparency, accuracy and objectivity, and closely monitor debt and cash flow management to limit financial risks.

Ha Noi, March 11th, 2025

**INDEPENDENT BOARD OF DIRECTORS MEMBER' ASSESSMENT REPORT ON
THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024**

To: Esteemed Shareholders,

Hereinafter, I would like to present my assessment report on the activities of the Board of Directors in 2024:

**I. ACTIVITIES OF THE INDEPENDENT BOARD OF DIRECTORS MEMBER
IN 2024**

In 2024, as an Independent Member of the Board of Directors (BOD), I actively participated in activities with prudence, dedication, and in compliance with legal regulations and the Company's Charter. The main activities of the Independent Board of Directors Member during the year aimed to ensure transparency, objectivity, and efficiency in the Company's management and operations. Specifically, the Independent Board of Directors Member carried out the following:

- Fully participated in Board of Directors meetings, offering independent and objective opinions on critical Board of Directors decisions.
- Cooperated with the Board of Directors to supervise the Board of Management and relevant departments in implementing the BOD's resolutions and directives, ensuring adherence to the strategies and plans that Board of Directors set forth.
- Participated with the Board of Directors in reviewing, evaluating, and proposing measures to enhance corporate governance efficiency and risk control within the Company.
- Ensured transparency in related-party transactions and monitored legal regulations compliance.
- Collaborated with the Board of Directors to develop long-term strategies and sustainable development directions for the Company.

II. ASSESSMENT OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

1. About Board of Directors activities:

- In 2024, the Board of Directors effectively performed its functions of orientation, supervision, and control over the Company's management. In addition to official



meetings for passing important decisions, the Board of Directors frequently held working sessions with the Board of Management and departments to closely monitor the implementation of business plans, assess progress, and promptly adjust strategies and plans when necessary. The Board of Directors took necessary measures to ensure the Company's operations complied with legal regulations and best governance practices.

- The Board of Directors issued timely directives to improve the Company's financial performance, such as supervising financial activities, making borrowing and investment decisions, and overseeing risk management to ensure strict compliance with legal regulations and optimize business efficiency.
- Besides, the Board of Directors also prioritized building a corporate governance system. Management processes are reviewed and improved to optimize work efficiency and minimize risks. At the same time, the Board of Directors closely monitored labor policies, ensuring employee rights and fostering a stable, professional working environment.

2. About supervising the Board of Management

- In 2024, the Board of Directors effectively performed the supervisory role with the Board of Management to ensure that management activities aligned with the Company's overall development direction. The supervision focused on: (i) Implementing the business plan approved by the General Meeting of Shareholders; (ii) Overseeing the Company's management and operations; (iii) Monitoring the progress of plans assigned/authorized by the General Meeting of Shareholders and Board of Directors.
- Major and outstanding issues in the Board of Management's activities were proactively reported, discussed, and consulted with the Board of Directors for timely resolution and smooth company operations.
- The Board of Management made commendable efforts in managing the Company but still needs to continue enhancing management efficiency to better meet development demands.

3. About supervising the activities of Internal Audit Team

Internal audit activities were given due attention by the Board of Directors to ensure that internal control processes operated transparently and effectively. Regular supervision helped promptly identify potential risks and propose appropriate remedial measures. The Board of Directors issued specific directives to improve audit quality, ensuring compliance with legal regulations and accounting standards.

4. About supervising the business operations and financial status of the Company

- In 2024, the Company recorded significant growth in sales revenue, with an increase of 56.51% compared to 2023, and after-tax profit rose by 4.55%. Although these results did



not fully meet the expected plan, they reflected the Company's positive development amid a challenging market environment.

- Financial indicators were regularly checked and monitored by the Board of Directors to ensure the Company maintained financial stability, controlled costs effectively, and optimized resources. Business strategies were flexibly adjusted to adapt to market fluctuations, helping the Company sustain growth momentum and enhance competitiveness.
- Transactions involving company internal persons or affiliated persons of internal persons were approved by the General Meeting of Shareholders or Board of Directors in accordance with legal regulations. The content of such transactions was fully and promptly disclosed as required by law.

5. **General Assessment of the Board of Directors' Activities in 2024**

- In 2024, the Board of Directors effectively performed its role in directing, supervising, and corporating governance. The Board of Directors made timely important decisions, ensuring the efficient operation and sustainable development of the Company. Internal control, financial management, and strategic orientation were tightly executed, helping the Company achieve positive results, despite some targets not reaching the expected level.
- Additionally, the Board of Directors focused on creating a professional working environment, ensuring shareholder and employee rights. Amid a volatile market, the Board of Directors flexibly adjusted business plans and risk management practices, helping the Company maintain stability and growth.

Above is the Independent Board of Directors Member' Assessment Report on the Activities of The Board of Directors in 2024, respectfully submitted to the General Meeting of Shareholders for consideration and approval!

Sincerely thanks!

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



Nguyen Manh Thang

**PICOMAT PLASTIC
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 01/2025/TTr-HĐQT

Ha Noi, March 11th, 2025

PROPOSAL

Re: Audited Financial Statements for 2024

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

Pursuant to:

- *The Enterprise Law No. 59/2020/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *The separate and consolidated financial statements of Picomat Plastic Joint Stock Company for 2024, which have been audited.*

The Board of Directors hereby submits to the General Meeting of Shareholders for approval the separate and consolidated financial statements of the Company for 2024, which have been audited by the Branch of Moore AISC Auditig and Informatics Services Company Limited in accordance with the prescribed standards and reviewed by the Company's Board of Supervisors. Some basic indicators are as follows:

1. Balance Sheet

Unit: VND

| No | Assets | Separate FS (Parent Company) as of 31/12/2024 | Consolidated FS as of 31/12/2024 |
|-----------|---------------------------------------|---|----------------------------------|
| I | TOTAL ASSETS | 275.785.019.909 | 283,620,919,180 |
| 1 | Current Assets | 25.154.112.246 | 104,946,605,247 |
| 2 | Non-current Assets | 250.630.907.663 | 178,674,313,933 |
| II | TOTAL LIABILITIES & EQUITY | 275.785.019.909 | 283,620,919,180 |
| 1 | Liabilities | 19.231.555.553 | 21,381,711,097 |
| 2 | Owner's Equity | 256.553.464.356 | 262,239,208,083 |

2. Business Performance



Unit: VND

| No | Indicators | Separate FS as of 31/12/2024 | Consolidated FS as of 31/12/2024 |
|-----|--|------------------------------|----------------------------------|
| 1 | Revenue from sales and providing services | 173.796.693.902 | 195,093,628,708 |
| 2 | Cost of goods sold | 153.285.446.702 | 160,880,893,521 |
| 3 | Gross profit from sales and providing services | 20.361.533.953 | 34,061,345,546 |
| 4 | Net profit from business activities | 19.240.109.532 | 17,313,997,469 |
| 5 | Earnings before interest and tax | 19.236.563.698 | 17,314,275,712 |
| 6 | Profit after corporate income tax | 17.010.435.048 | 12,857,134,636 |
| | <i>Including:</i> | | |
| 6.1 | Profit after tax attributable to Parent Company shareholders | | 12,411,761,326 |
| 6.2 | Profit after tax attributable to non-controlling interests | | 445,373,310 |

Respectfully submits the financial statements to the General Meeting of Shareholders for review and vote through.

Respectfully submitted!

Recipients:

- As above;
- Board of Directors, Archives.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



DO THANH HAI

No.: 02/2025/TTr-HĐQT

Ha Noi, March 11th, 2025

PROPOSAL

Re: Business results of 2024 and business plan for 2025

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

Pursuant to:

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



1. Business performance results in 2024

* *The business performance results in 2024 are as follows:*

Unit: VND

| No. | Target | 2023 | 2024 | Increase/Decrease Rate (%) |
|-----|---------------------|-----------------|-----------------|----------------------------|
| 1 | Total sales revenue | 124.650.435.594 | 195.093.628.708 | 56,51% |
| 2 | Charter capital | 219.999.900.000 | 241.999.640.000 | 10,00% |
| 3 | Profit before tax | 15.033.082.796 | 17.314.275.712 | 15,17% |
| 4 | Profit after tax | 12.297.857.776 | 12.857.134.636 | 4,55% |
| 5 | Total assets | 270.339.071.591 | 283.620.919.180 | 4,91% |

In 2024, the company's business situation saw positive growth. Total consolidated sales revenue reached over 195 billion VND, increased 56.51% compared to 2023. Charter capital increased 10%, reached nearly 242 billion VND. Profit before tax and after tax respectively increased by 15.17% and 4.55%. This result reflects the efforts of the entire company in facing difficulties, challenges to ensure the company's stable operations.

* *The performance situation compared to the 2024 plan*

Unit: VND

| No. | Target | Plan | Performance | Rate compared to the plan (%) |
|-----|---------------------|-----------------|-----------------|-------------------------------|
| 1 | Total sales revenue | 235.400.000.000 | 195.093.628.708 | 82,88% |
| 2 | Charter capital | 417.999.890.000 | 241.999.640.000 | 57,89% |
| 3 | Profit before tax | 19.000.000.000 | 17.314.275.712 | 91,13% |
| 4 | Profit after tax | 15.200.000.000 | 12.857.134.636 | 84,59% |

Although the results of the targets have not fully met the planned goals, they still reflect that the company's business operations remain stable and efficient in the context of many challenges and difficulties in both the global and domestic economies.

2. Business plan for 2025

Based on the above direction and the ongoing plan, the Board of Directors of the Company has determined the key targets for the business plan in 2025 as follows:

Unit: VND

| No. | Target | 2024 | Plan for 2025 |
|-----|-----------------------------------|-----------------|-----------------|
| 1 | Total sales revenue | 195.093.628.708 | 210.700.000.000 |
| 2 | Profit before tax | 17.314.275.712 | 18.700.000.000 |
| 3 | Profit after corporate income tax | 12.857.134.636 | 13.800.000.000 |
| 4 | Charter capital | 241.999.640.000 | 254.099.622.000 |
| 5 | Dividend | 5% | 5% |

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

Sincerely submitted!

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



DO THANH HAI

No.: 03/2025/TTr-HĐQT

Ha Noi, March 11th, 2025

PROPOSAL

Re: Selecting an independent auditing for fiscal year 2025

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

Pursuant to:

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

Based on the proposal of the Board of Supervisors and the quality assessment of the auditing company, the Board of Directors respectfully submit to the General Meeting of Shareholders for approving regarding the selection of the auditing agency for 2025, specifically as follows:

1. Approval of the selection of an independent auditing company for the fiscal year 2025

To ensure the favourable execution of operations, the Board of Directors respectfully proposes that the General Meeting of Shareholders select the branch of Moore Aisc Auditing And Informatics Services Company Limited as the entity responsible for auditing the financial statements for the year and reviewing the semi-annual financial statements for 2025.

2. In case that the branch of Moore Aisc Auditing And Informatics Services Company Limited is not suitable, the Board of Directors respectfully proposes that the General Meeting of Shareholders authorize the Board of Directors to select another auditing company from the list of auditing companies approved by the State Securities Commission for 2025, in accordance with legal regulations, to carry out the audit of the annual financial statements and review the semi-annual financial statements for 2025.

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

Sincerely submitted!

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN
CÔNG TY
CƠ PHÂN
NHỰA
PICOMAT
H. THẠCH THẮT - TP. HÀ NỘI



DO THANH HAI

No: 04/2025/TTr-HĐQT-BKS

Ha Noi, March 11th, 2025

PROPOSAL

*Re: Salaries and Remuneration of the Board of Directors and Board of Supervisors for 2024 and
Plan for 2025*

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



Pursuant to:

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

The Board of Directors ("BOD") hereby reports to the General Meeting of Shareholders ("GMS") for review and approval of the salaries and remuneration of the Board of Directors (BOD), the Board of Supervisors (BOS), and other managers of the Company for 2024, as well as the payment plan for 2025, as follows:

1. Report on salaries and remuneration of the Board of Directors, Board of Supervisors, and other managers in 2024

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

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

1.2. Status of payment of salaries, remuneration and income in 2024 for the Board of Directors, Board of Supervisors and other managers of the Company

Total payments made to the BOD, BOS, and other managers of the Company in 2024 are as follows:

- Total salary/remuneration for the Board of Directors: 156.000.000 VND/year.
- Total salary/remuneration for the Board of Supervisors: 204.916.305 VND/year.
- Total salary/remuneration for the General Director: 385.453.769 VND/year.
- Total salary/remuneration for other managers: 440.470.974 VND/year.

The salary for the General Director and other managers is paid by the Company based on their labor contracts and/or the actual time spent in their positions, as well as their individual performance.

2. Salary and Remuneration Plan for the Board of Directors and Board of Supervisors in 2025

Based on the actual situation and the production and business plan targets for 2025, the BOD would like to submit to the GMS for approval the total salary and remuneration fund of the BOD and the BOS of the Company in 2025 as follows:

- Total salary, bonus/remuneration for BOD members: 500.000.000 VND/year.
- Total salary, bonus/remuneration for BOS members: 400.000.000 VND/year.

The BOD proposes that the GMS authorize the Chairman of the BOD to decide on specific salary/remuneration levels for members of the BOD and assign the Head of the BOS to decide on specific salary/remuneration levels for members of the BOS within the total salary/remuneration levels mentioned above.

The BOD respectfully submits this proposal for the GMS's review and approval.

Respectfully submitted!

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS



DO THANH HAI



No.: 05/2025/TTr-HĐQT

Ha Noi, March 11th, 2025

PROPOSAL

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

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

Pursuant to:

- *The Enterprise Law No. 59/2020/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019 và and documents amending, supplementing and guiding the implementation of the laws;*
- *The Charter of Organization and Operation of Picomat Plastic Joint Stock Company*
- *The Company's operating status.*

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

I therefore, the Board of Directors of Picomat Plastic Joint Stock Company respectfully submits to the General Meeting of Shareholders for review and approval the contents of the Principle Contract between Picomat Plastic Joint Stock Company and its subsidiary - Hai Dang Material Joint Stock Company, as follows:

1. Approve the contents of the Principle Contract signed between Picomat Plastic Joint Stock Company and its subsidiary - Hai Dang Material Joint Stock Company. The total transaction value shall not exceed VND 300.000.000.000 (*Three hundred billion VND*).
2. Transaction approval period: From 01/07/2025 to 30/06/2026.
3. The Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to decide, direct and supervise the signing and execution of the transactions, ensuring the interests of Picomat Plastic Joint Stock Company and compliance with legal regulations and the Company's Charter.

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

Sincerely thanks!

Recipients:

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

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



DO THANH HAI

No.: 06/2025/TTr-HĐQT

Ha Noi, March 11th, 2025

PROPOSAL

*Re: Approval of the dismissal and election of additional members of the Board of Supervisors
for the 2021-2026 term*

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

Pursuant to:

- *The Enterprise Law No. 59/2020/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *The Charter of Organization and Operation of Picomat Plastic Joint Stock Company;*
- *The resignation letter of Ms. Nguyen Thi Thuy dated 14/02/2025.*
- *The resignation letter of Ms. Do Thi Thuy Linh dated 24/02/ 2025.*

Recently, the Board of Directors of the Company ("BOD") has received the Resignation Letter from the post of the Board of Supervisors ("BOS") member of Ms. Nguyen Thi Thuy and Ms. Do Thi Thuy Linh for personal reasons. Therefore, to ensure the continuity of BOS' operations, as well as in accordance with the provisions of the Enterprise Law, the Company's Charter and corporate governance normal practices, the Company's BOD respectfully submits to the General Meeting of Shareholders ("GMS") for consideration and vote to approve the dismissal and election of additional members of the Board of Supervisors of Picomat Plastic Joint Stock Company for the 2021 - 2026 term. Specifically as follows:

1. Approval of the dismissal of members of the Board of Supervisors for the 2021-2026 term

The BOD respectfully submits to the GMS the dismissal of members of the Board of Supervisors for the 2021-2026 term from 14/04/2025 for the members named below:

| No. | Member's full name | Position |
|-----|--------------------|------------------------------|
| 1 | Nguyen Thi Thuy | Head of Board of Supervisors |



| | | |
|---|------------------|--------------------------------|
| 2 | Do Thi Thuy Linh | Member of Board of Supervisors |
|---|------------------|--------------------------------|

2. Approval of the election of additional members of the Board of Supervisors for the remaining time of the 2021-2026 term.

- Number of additional members of the Board of Supervisors to be elected: 02 members
- Standards and conditions for candidates for the Board of Supervisors's member and voting method: According to the provisions of the Company's Charter and relevant laws. Details in the Regulation on election of members of the Board of Supervisors for the 2021-2026 term.

3. Approval of the list of candidates nominated by the incumbent Board of Supervisors for the GMS to elect as members of the Board of Supervisors for the 2021-2026 term (in case the number of candidates for the BOS through nomination and candidacy is still insufficient) as follows:¹:

| No. | Name of candidate nominated by the BOS: | ID card/Citizen ID card/Passport | Qualifications |
|-----|---|----------------------------------|------------------------|
| 1 | Nguyen Thi Thao | 036185015901 | Bachelor of Economics |
| 2 | Dam Ngoc Anh | 001301030040 | Bachelor of Accounting |

(The candidate's information is attached below)

Respectfully submits to the GMS for your consideration and approval.!

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS



DO THANH HAI

¹ *Applicable in case the number of candidates for the Supervisory Board through nomination and candidacy is still insufficient.*

**PICOMAT PLASTIC
JOINT STOCK COMPANY**

No: 1103-2/2025/TB-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, March 11th, 2025

NOTIFICATION

(Regarding nomination and candidacy for additional members of the Board of Supervisors for the 2021-2026 term)

Pursuant to:

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

Picomat Plastic Joint Stock Company (the “Company”) hereby respectfully notifies all shareholders of the nomination and candidacy process for members of the Board of Supervisors (“BOS”) to be elected as additional members for the 2021-2026 term, with the following details:

- **Number of additional members elected to the Board of Supervisors for the 2021 – 2026 term:**
02 members

1. Conditions for nomination and candidacy for the Board of Supervisors

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

- Shareholders or representative of shareholders group holding more than 10% to less than 20% of voting shares may nominate 01 candidate;
- Shareholders or representative of shareholders group holding from 20% to less than 30% of voting shares may nominate up to 02 candidates;
- Shareholders or representative of shareholders group holding from 30% to less than 40% of voting shares may nominate up to 03 candidates;
- Shareholders or representative of shareholders group holding from 40% to less than 50% of voting shares may nominate up to 04 candidates;
- Shareholders or representative of shareholders group holding more than 50% to less than 60% of voting shares may nominate up to 05 candidates;



- Shareholders must submit complete and valid nomination and candidacy dossiers within the prescribed time frame.
- If the number of candidates nominated and self-nominated is insufficient, the current Board of Supervisors may nominate additional candidates to ensure the required number of candidates. The list of candidates nominated by the current Board of Supervisors will be publicly announced at the General Meeting of Shareholders before the election takes place.

2. Eligibility criteria for Board of Supervisors candidates

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

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

3. Application documents for nomination and candidacy to the Board of Supervisors

3.1 Application documents must include:

- Nomination/candidacy letter for the Board of Supervisors;
- Candidate's Curriculum Vitae with a recent photo;
- Certified copy of the candidate's ID card/Citizen ID/Passport;
- Certified copies of degrees and certificates proving the candidate's professional qualifications;
- Confirmation of the number of shares owned by the nominating shareholder or shareholder group, or an equivalent document issued by the securities company where the shareholder/shareholder group holds an account, or by the Vietnam Securities Depository and Clearing Corporation (VSDC), based on the final registration date of 05/03/ 2025.



Relevant candidate information and the Nomination/Candidacy Letter are available on PICOMAT's website at: www.picomat.com.vn

Application documents for nomination and candidacy must be submitted to Picomat Plastic Joint Stock Company by 4:00 PM on 12/04/2025, at the following address:

Annual General Meeting of Shareholders 2025 Organizing Committee – Picomat Plastic Joint Stock Company

Address: 1st Floor, CT3B Building, No. 10 Thang Long Avenue, Me Tri Ward, Nam Tu Liem District, Hanoi

Tel: 024.6329.0555

The application package must be clearly labeled: "*Application for Nomination/Candidacy to the Board of Supervisors for the 2021-2026 term*".

The Organizing Committee will compile the list of eligible candidates for official nomination and election at the 2025 Annual General Meeting of Shareholders.

Sincerely notify!

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN OF THE BOARD OF DIRECTORS



DO THANH HAI



Ha Noi, April ... , 2025

DRAFT

**ELECTION REGULATION
MEMBERS OF BOARD OF SUPERVISORS IN TERM 2021-2026
PICOMAT PLASTIC JOINT STOCK COMPANY**

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

The Picomat Plastic Joint Stock Company's General Meeting of Shareholders ("GMS") conduct the election of Board of Supervisors's ("BOS") members for the term 2021-2026 according to the following regulations:

Article 1. Scope and Applicability

1. This regulations apply to the election of additional BOS members for the 2021 - 2026 term of Picomat Plastic Joint Stock Company ("PICOMAT") at the 2025 Annual General Meeting of Shareholders.
2. Eligible voters: Shareholders who own voting shares or authorized proxy representatives with voting rights (as per the shareholder list finalized on 05/03/2025 and are present at the meeting..

Article 2. Number, standards of BOS candidates:

1. Number of members: Electing 01 additional BOS member for the 2021 - 2026 term
2. Standard for BOS members:
 - Not belonging to the categories of persons specified in Clause 2, Article 17 of the Enterprise Law;
 - Having training in one of the following majors: economics, finance, accounting, auditing, law, business administration or other majors relevant to the Company's business activities;
 - Not having family relations with members of the Board of Directors, the General Director or other managers;
 - Not being the Company's manager, and do not necessarily need to be a shareholder or an employee of the Company;
 - Not working in the Company's accounting or finance department;
 - Not being a member or employee of an auditing organization that has accepted conducting the audit of the company's financial statements in the previous three consecutive years;
 - Other standards and conditions in accordance with relevant laws and the company's Charter.

Article 3: Nomination conditions for BOS members

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

- Shareholders or groups of shareholders holding over 10% to under 20% of total voting shares have the right to nominate 01 candidate;
- Shareholders or groups of shareholders holding over 20% to under 30% of total voting shares have the right to nominate maximum 02 candidates;
- Shareholders or groups of shareholders holding over 30% to under 40% of total voting shares have the right to nominate maximum 03 candidates;
- Shareholders or groups of shareholders holding over 40% to under 50% of total voting shares have the right to nominate maximum 04 candidates;
- Shareholders or groups of shareholders holding over 50% to under 60% of total voting shares have the right to nominate maximum 05 candidates;
- Shareholders must submit valid nomination documents and candidate documents within the stipulated deadline;
- In case the number of candidates through nomination and candidature is insufficient, the incumbent BOS may nominate additional candidates to ensure a sufficient number of BOS candidates. The candidate list nominated by the incumbent BOS will be announced clearly before the election at the General Meeting of Shareholders.

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

1. Dossier of candidacy, nomination shall consist of:

- Application of nomination/candidacy for BOS members (in required form);
- Curriculum vitae of the candidate (in required form);
- Certified copy of citizen ID card/citizen identity card/passport/ other legal or business registration certificate of the nominating shareholder and the candidate;
- Certified copies of degrees and certificates proving the candidate's qualifications;
- A certificate confirming the number of shares owned by the nominating shareholder or shareholder group, or an equivalent document issued by the securities company where the shareholder/shareholder group opened an account, or by the Vietnam Securities Depository and Clearing Corporation(VSDC) issued and confirmed (based on the finalized shareholder list on the last registration date, 05/03/ 2025).

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

2. Dossier of candidacy/nomination must be sent to the organizing committee before 16:00 on 12/04/2025, to the following address:

The organizing committee of the 2025 Annual General Meeting of Shareholders - Picomat Plastic Joint Stock Company

- Address: Floor 1, CT3B Building, No. 10 Thang Long Avenue, Me Tri Ward, Nam Tu Liem District, Ha Noi

- Telephone: 024.6329.0555

- The dossier of candidacy/nomination must be clearly written: "Dossier of candidacy/nomination for BOS member (2021 - 2026 term)".

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

4. In case shareholders do not nominate enough candidates or the candidates do not meet the standards and conditions according to regulations after 12/04/2025, the incumbent BOS shall nominate additional candidates by the Enterprises Law's regulations and the Company's Charter.

Article 5: Voting method

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

2. Shareholders or proxy representatives attending the meeting may accumulate all or part of their votes to elect a candidate or apportion their votes for some or all of the candidates. However, shareholders or proxy representatives only apportion votes to the number of candidates up to the number of BOS members to be additionally elected (for the 2025 General Meeting of Shareholders, votes may be allocated to 2 candidates).

Example:

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

1.000 (shares) x 02 (BOS member to be elected) = 2.000 votes

- *Shareholders may only accumulate the total votes to one candidate or a part of the votes to one candidate (the total votes for the candidates equal to or less than 2,000).*

Article 6: Conducting procedures of election

1. Voting ballots:

The BOS member's election voting ballots are issued by PICOMAT, listing shareholder code, number of shares and number of voting ballots that multiplied (x) by the number of elected members of the BOS, and the list of nominated candidates to BOS.

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

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

- Being issued by the organizing committee of the General Meeting, with PICOMAT's official circle stamp;
- With signature of the shareholder or proxy representative;
- Not be torn, crossed out, erased, or revised.

b. An invalid voting ballot is one of the following cases:

- Not being issued by the Organizing Committee of the General Meeting;
- Not having PICOMAT's official circle stamp;
- Be torn, crossed out, erased, altered, or containing names of candidates who are not

- Without the signature of the shareholder or proxy representative;
- Recording additional information or markings;
- Having a total number of votes to candidates exceeding the total number of shareholder's voting rights;
- Voting for the number of candidates exceeded the number of SB members to be additionally elected;
- Be submitted to the Vote Counting Committee after the voting period has ended and the ballot box has been sealed;
- Invalid voting ballots will not be counted in the election results.

c. How to record the voting ballot

- If voting for candidates, the shareholder records the number of votes in the "Number of Votes" column in the corresponding row of that candidate's name;
- If no candidate is voted for, the shareholder writes "0" or leaves the "Number of Votes" column blank in the corresponding row of that candidate's name;
- The shareholders/proxy representatives may accumulate all votes to one or multiple candidates or choose not to vote for any candidate;
- In case the shareholder makes a mistake while recording the voting ballot on condition that has not yet placed it in the ballot box, they have the right to directly meet the Head of the Vote Counting Committee to switch the voting ballot to ensure shareholders's right.

3. Voting Principles:

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

4. Regulations on Vote Counting:

a. The Vote Counting Committee shall conduct the vote counting as the following regulations:

- The Vote Counting Committee shall work in a separate room/area;
- The Vote Counting Committee may use electronic technical means and technical specialists to assist in the vote-counting process;
- Verify the validity of the voting ballots;
- Verify sequentially each ballot and record the vote counting results;
- Seal all voting ballots and hand them over to the Chairman.

b. Form and announce of the Vote Counting Minutes:

- After completing the vote counting, the Vote Counting Committee shall form the Vote Counting Minutes;

- The Vote Counting Committee shall announce the vote counting results to the General Meeting.

Article 7: Principles of being elected BOS members

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

Article 8: Complaints regarding election and vote counting

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

Article 9: Implementation effectiveness

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

**ON BEHALF THE GENERAL MEETING
OF SHAREHOLDERS**

CHAIRMAN

DO THANH HAI

FORM 1: CANDIDACY LETTER FOR THE BOARD OF SUPERVISORS
(Attached: Election Regulations for the Board of Supervisors for the 2021 - 2026 term)

**PICOMAT PLASTIC
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

**CANDIDACY LETTER FOR THE BOARD OF SUPERVISORS
PICOMAT PLASTIC JOINT STOCK COMPANY
TERM: 2021 - 2026**

**To: THE ORGANIZING COMMITTEE OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY**

Full name: Shareholder code:
ID/ Citizen ID No.: Date of issue: Place of issue:
Permanent address:
Educational background: Major:
Currently holding: shares (*In words:*)
Equivalent to% of the total voting shares.

Pursuant to the provisions of the Enterprise Law, the Company's Charter, and Election Regulations, I meet the eligibility requirements to be a candidate for the position of a member of the Board of Supervisors of the Company. Therefore, I voluntarily apply for the position of a member of the Board of Supervisors of Picomat Plastic Joint Stock Company for the 2025 Annual General Meeting of Shareholders.

If elected, I commit to dedicating my passion, capabilities, and continuous learning efforts to contribute to the development of Picomat Plastic Joint Stock Company.

I hereby certify the accuracy and truthfulness of the information provided in this application and the attached documents.

Sincerely thanks./.

..... 2025

Applicant

(Signature, Full name, and Seal if applicable)

Attached Documents:

- *Curriculum vitae self-declared by the candidate (according to the provided template).*
- *Certified copies of citizen ID/passport and educational qualifications;*
- *Permanent residence book/Temporary residence registration or equivalent document;*

FORM 2: NOMINATION LETTER FOR BOARD OF SUPERVISORS MEMBER

For individual/organizational shareholders

(Attached is the Regulation on election of Board of Supervisors members for the term 2021 - 2026)

**PICOMAT PLASTIC
JOINT STOCK COMPANY**

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

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

Individual/Organization Name:
ID Card/Citizen ID/Business Registration No.: Date of Issue:
..... Place of Issue:.....

Address:

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

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

Pursuant to the provisions of the Law on Enterprises, the Company's Charter, the Election Regulations, and Announcement No. dated .../.../2025 of the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company regarding the nomination and candidacy for the Board of Supervisors for the 2021 - 2026 term, I/We hereby nominate:

Mr.(Ms.):

Date of Birth:

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

Permanent Address:

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

Currently owns: shares (*Bằng chữ*.)

Corresponding to% of the total voting shares.

I/We affirm that the above-nominated individual(s) meet all the eligibility criteria to be nominated as a member of the Board of Supervisors as stipulated by the Law on Enterprises, the Company's Charter, and the Election Regulations for the Supervisory Board at the 2025 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company.

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

Sincerely thanks!

....., 2025

Attached Documents:

1. Curriculum vitae self-declared by the nominee;
2. Permanent residence book/Temporary residence registration or equivalent document;
3. Valid authorization letter (if the shareholder authorizes another person to make the nomination);
4. Certified copy of Citizen ID/Passport and academic qualifications of the candidate.

SHAREHOLDER

(Signature, full name, and seal if applicable)

FORM 3: NOMINATION LETTER FOR BOARD OF SUPERVISORS MEMBER

For individual/organizational shareholders

(Attached is the Regulation on election of Board of Supervisors members for the term 2021 - 2026)

PICOMAT PLASTIC

THE SOCIALIST REPUBLIC OF VIETNAM

JOINT STOCK COMPANY

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

TERM: 2021 - 2026

To: **ORGANIZING COMMITTEE OF THE 2025 ANNUAL GENERAL MEETING
OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY**

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

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

Pursuant to the Law on Enterprises, the Company's Charter, the Election Regulations, and Announcement No. dated .../.../2025 of the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company, regarding the nomination and candidacy for the Board of Supervisors for the 2021 - 2026 term, we hereby nominate:

- 1.....
- 2.....

(Attached are the nominee's resume and relevant documents related to the personnel nominated under this application).

We confirm that the above-nominated individuals fully meet the eligibility requirements to be nominated as members of the Supervisory Board, as stipulated by the Law on Enterprises, the Company's Charter, and the regulations on election of members of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company..

Additionally, we unanimously appoint:

Mr. (Ms):

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

As the representative of the nominating group, responsible for carrying out the nomination procedures in compliance with the regulations on nomination, candidacy, and election of Board of Directors members.

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

Sincerely thanks!

Ha Noi, 2025

Nominator/Group Representative

(Signature, full name, and seal if any)

Attached Documents:

1. Curriculum vitae self-declared by the nominee.
2. Permanent residence book/Temporary residence registration or equivalent document.

FORM 4: CANDIDATE'S CURRICULUM VITAE

(Attached: Regulations on the Additional Election of members of the Board of Supervisors for the 2021 - 2026 term)



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CURRICULUM VITAE

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

| Duration | Institution | Training major | Certificate |
|----------|-------------|----------------|-------------|
| | | | |
| | | | |

11. Employment history:

| Duration | Workplace | Position |
|----------|-----------|----------|
| | | |
| | | |

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

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

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

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

- 16. Outstanding debts to the organization:
- 17. Remuneration and other benefits received from the organization:
- 18. Interests related to the organization's interests:
- 19. I hereby undertake:
 - + All the above information is true. If any false information is found, I shall take full legal responsibility.
 - + Have not violated any regulations regarding the nomination and candidacy for the Board of Supervisors as per the Company's regulations and applicable laws.
 - + If elected as a member of the Board of Supervisors, I will perform my duties honestly, prudently, and in the best interest of the Company.

....., 2025

Company confirmation

APPLICANT



**PICOMAT PLASTIC
JOINT STOCK COMPANY**

No: 1103-3/2025/TB-HĐQT

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Ha Noi, March 11th, 2025

LIST AND RELATED INFORMATION OF CANDIDATES FOR SUPPLEMENTARY ELECTION TO THE BOARD OF SUPERVISORS FOR THE 2021-2026 TERM

Pursuant to the nomination of candidates for the supplementary election of members to the Supervisory Board of Picomat Plastic Joint Stock Company (“Company”) for the 2021-2026 term by the Company’s Board of Supervisors, the list and information of the candidates are as follows:

1. MS. NGUYEN THI THAO

- Full Name: **NGUYEN THI THAO**
- Date of Birth: 20/02/1985
- Permanent Address: Skypark Residence Apartment, No. 3 Ton That Thuyet, Dich Vong Hau, Cau Giay, Ha Noi
- Educational Qualification: Bachelor’s degree in Economics
- Work process:



| Period | Workplace | Position |
|-------------------------------------|--------------------------------------|---|
| From March 2008 to June 2008 | Nam Cuong Group Limited Company | HR Department Staff |
| From October 2010 to September 2023 | Thai Duong Group Joint Stock Company | General Affairs Department Staff |
| From December 2023 to Present | Picomat Plastic Joint Stock Company | Administration and Personnel Department Staff |

- Positions held at other organizations: None
- Number of Shares held: 0 shares
- Related interests with the Company and its related parties of the Company: None
- Debts to organizations: None
- Conflicts interest with the Company (if any): None

2. MS DAM NGOC ANH

- Full Name: **DAM NGOC ANH**
- Date of Birth: 22/03/2001
- Permanent Address: Thai Hoa Village, Binh Phu Ward, Thach That District, Ha Noi
- Educational Qualification: Bachelor in Accounting
- Work process:

| Period | Workplace | Position |
|-------------------------------|---|--------------------|
| From October 2023 to May 2024 | Military Commercial Joint Stock Bank (MB) | Intern |
| From May 2024 to Present | Van Tuong Trading Development Limited Company | General Accountant |

- Positions held at other organizations: None
- Number of Shares held: 0 shares
- Related interests with the Company and its related parties of the Company: None
- Debts to organizations: None



No: 07/2025/TTr-HDQT

Ha Noi, March 11th, 2025

PROPOSAL

Re: Removal of certain business lines and amendments, supplements to the Company's Charter

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



Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- The Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- The Charter of Picomat Plastic Joint Stock Company;
- The Company's production and business operations and actual development.

To align with the Company's actual business activities, the Board of Directors has reviewed its registered business lines to ensure better alignment with its operational scope. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the removal of certain business lines and amendments, supplements to the Company's Charter, as detailed below:

1. Approval of the removal of the following business lines from the Company's registered business activities list, detailed as following:

| No. | Business line | Business line code |
|-----|--|--------------------|
| 1 | Activities of centers, agencies, consultants, referrals and labor and employment brokers Details: Activities of employment consultancy, introduction, and brokerage agencies (Article 3 of Decree 196/2013/ND-CP) | 7810 |
| 2 | Travel agent | 7911 |
| 3 | Tour operator activities | 7912 |
| 4 | Cargo handling | 5224 |

2. Approval to authorize the Company's legal representative to carry out tasks related to the change of business lines, including but not limited to:
 - a. Completing the procedures to notify the competent State authority regarding the changes in business lines, including adjustments to detailed descriptions within the scope of the business codes approved by the General Meeting of Shareholders in this Proposal, in compliance with legal regulations and the approval of the relevant authorities;

- b. Performing other tasks related to the modification of the Company's business lines in accordance with legal regulations.
3. Approval to amend Clause 1, Article 4 of the current Company Charter after finishing the removal of the aforementioned business lines. The General Meeting of Shareholders assigns the Board of Directors to adjust the above content in the Company's charter after completing the elimination of business lines and occupations.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2025 for consideration and approval.

Respectfully submitted./.

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

ĐO THANH HAI



No.: 08/2025/TTr-HĐQT

Ha Noi, March 11th, 2025

PROPOSAL

*Re: Report on the implementation results of assigned/authorized Matters
from the 2024 Annual General Meeting of Shareholders*

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

Pursuant to:

- *The Enterprise Law No. 59/2020/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020 of the Prime Minister detailing the implementation of certain provisions of the Securities Law;*
- *The Charter of Organization and Operation of Picomat Plastic Joint Stock Company.*

At the 2024 Annual General Meeting of Shareholders, the GMS approved several contents and at the same time assigned/authorized the Board of Directors to implement. The Board of Directors of Picomat Plastic Joint Stock Company respectfully reports to the General Meeting of Shareholders on the implementation situation. Specifically as follows:

1. Report on the implementation results of assigned/authorized contents from the 2024 the General Meeting of Shareholders

In 2024, the Board of Directors took the tasks assigned/authorized by the General Meeting of Shareholders and completed them. Specifically:

- Selected an independent auditing company for the 2024 fiscal year as per Proposal No. 03/2024/TTr-HĐQT dated March 20, 2024;
- Signed and executed contracts and transactions with the affiliated party which is the subsidiary, as per Proposal No. 05/2024/TTr-HĐQT dated March 20, 2024;
- Conducted the related tasks to complete issuing stocks and paying dividends for 2023 in accordance with Proposal No. 07/2024/TTr-HĐQT dated March 20, 2024. Accordingly, the company successfully issued 2,199,974 shares to pay dividends for 2023 to existing shareholders. These shares were additionally listed and made available for trading starting from August 16, 2024. The Board of Directors has also amended Clause 1, Article 6 of the company's current Charter to accord with the change in charter capital level after completing issuing stocks and paying dividends for 2023.

2. Report on assigned/authorized contents from the 2024 General Meeting of Shareholders that have not been implemented

In 2024, the Board of Directors received the tasks from the General Meeting of Shareholders to implement the plan for a private placement of shares to invest in acquiring shares of PCLand Investment



and Asset Management Joint Stock Company (“PCLand”), in accordance with Proposal No. 09/2024/TTr-HDQT dated March 20, 2024.

After receiving official letter No. 3745/UBCK-QLCB from the State Securities Commission regarding the registration dossier for PCH’s private placement of shares. The Board of Directors organized a meeting and decided to temporarily suspend the implementation of the private placement plan for professional securities investors, which had been approved by the General Meeting of Shareholders.

The Board of Directors will ask for the opinion from the 2025 Annual General Meeting of Shareholders about stopping the implementation of the private placement plan to acquire PCLand shares and supplementing working capital in accordance with Proposal No. 09/2024/TTr-HDQT dated March 20, 2024.

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

Sincerely submitted./.

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

DO THANH HAI



**PICOMAT PLASTIC
JOINT STOCK COMPANY**

No: 09/2025/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, March 11th, 2025

PROPOSAL

Re: Discontinuation of the Private Share Offering Plan for the Acquisition of PCLand Shares and Supplementation of Working Capital as per Proposal No. 09/2024/TTr-HĐQT dated March 20, 2024, approved by the 2024 Annual General Meeting of Shareholders

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

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *The Charter of Organization and Operation of Picomat Plastic Joint Stock Company;*
- *Resolution of the General Meeting of Shareholders No. 01/2024/NQ-ĐHĐCĐ dated April 15, 2024;*
- *Official Dispatch No. 3745/UBCK-QLCB regarding the registration dossier for the private share offering of PCH, issued on June 14, 2024.*

At the 2024 Annual General Meeting of Shareholders, the General Meeting approved Proposal No. 09/2024/TTr-HĐQT dated March 20, 2024, regarding the continuation of the private share offering plan to acquire PCLand shares and supplement working capital as per Proposal No. 11/2023/TTr-HĐQT dated October 27, 2023, which was previously approved by the Extraordinary General Meeting of Shareholders in 2023.

Upon receiving Official Dispatch No. 3745/UBCK-QLCB from the State Securities Commission of Vietnam ("SSC") regarding the registration dossier for the private share offering of PCH, the Board of Directors has reviewed and assessed the current situation. It has determined that the present time is not suitable for implementing the aforementioned private share issuance plan.

Therefore, the Board of Directors respectfully submits this proposal for the General Meeting of Shareholders to review and approve the discontinuation of the private share offering plan for the acquisition of PCLand shares and supplementation of working capital as outlined in Proposal No. 09/2024/TTr-HĐQT dated March 20, 2024, which was approved at the 2024 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits this matter to the 2025 Annual General Meeting of Shareholders for review and approval.

Respectfully submitted./.

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS



Do Thanh Hai

PROPOSAL

Re: 2024 profit distribution plan

To: THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Prime Minister, detailing the implementation of certain provisions of the Securities Law;*
- *The Charter of Organization and Operation of Picomat Plastic Joint Stock Company;*
- *The 2024 business results of Picomat Plastic Joint Stock Company.*

The Board of Directors respectfully submits to the General Meeting of Shareholders the proposed 2024 profit distribution plan, as follows:

| No. | Target | Unit | Implementation plan |
|-----|---|------|-----------------------|
| 1 | Undistributed after-tax profit according to the 2024 consolidated financial statements | VND | 13.400.943.818 |
| | - Accumulated profit from previous years | VND | 989.182.492 |
| | - Profit for 2024 | VND | 12.411.761.326 |
| 2 | 2024 Profit distribution plan | VND | 12.099.982.000 |
| | - Dividend payment in shares (at a rate of 5% of charter capital) | VND | 12.099.982.000 |
| 3 | Remaining profit after dividend distribution | VND | 1.300.961.818 |

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

Respectfully submitted./.

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS



DO THANH HAI

PROPOSAL

Re: Issuance of shares for 2024 dividend payment

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

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Prime Minister, detailing the implementation of certain provisions of the Securities Law;*
- *The Charter of Organization and Operation of Picomat Plastic Joint Stock Company.*

The Board of Directors of Picomat Plastic Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the 2024 dividend payment with the following details:

Based on the consolidated business results as of December 31, 2024, the Board of Directors (BOD) proposes a 2024 dividend payment in shares at a rate of 5% of the total outstanding shares at the time of issuance, estimated at 1.209.998 shares, equivalent to VND 12.099.982.000 (Twelve billion, ninety-nine million, nine hundred eighty-two thousand Vietnamese dong).

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

1. Approval of the share issuance plan for 2024 dividend payment (Attached issuance plan).
 - 1.1 Implementation timeline: In 2025, after obtaining approval from relevant regulatory authorities.
 - 1.2 We respectfully request that the General Meeting of Shareholders authorize the Board of Directors to amend and supplement the contents related to the issuance plan when requested by the management agency as prescribed.
2. Approval of amendments to Clause 1, Article 6 of the Company's Charter following the completion of the share issuance for 2024 dividend payment. The General Meeting of Shareholders authorizes the Board of Directors to implement these amendments accordingly after finishing issuing shares to pay dividends.



The Board of Directors respectfully submits this matter to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS



DO THANH HAI



PICOMAT PLASTIC JOINT STOCK COMPANY

Head Office: Cau Lieu Village, Thach Xa Ward, Thach That District, Hanoi, Vietnam

Representative Office: 1st Floor, CT3B Building, No. 10 Thang Long Revenue, Me Tri Ward, Nam Tu
Liem District, Hanoi

Điện thoại: 024.6329.0555



**PLAN FOR STOCK ISSUANCE TO PAY DIVIDENDS
FOR 2024**



HANOI, MARCH 2025

LEGAL BASIS FOR THE ISSUANCE

This stock issuance plan is presented at the 2025 Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company. The plan is formulated based on:

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

The Board of Directors respectfully submits this stock issuance plan for approval at the AGM to pay dividends for 2024 as follows:

1. Plan for stock issuance to pay dividends for 2024

| | |
|---|--|
| Stock Name | : Stock of Picomat Plastic Joint Stock Company |
| Type of Stock | : Common Stock |
| Par Value | : 10.000 VND/share |
| Stock symbol | : PCH |
| Issuer | : Existing shareholders as per the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the record date for receiving dividends in shares. |
| Number of outstanding shares | : 24.199.964 shares |
| Issuance method | : Issuance by exercise of rights |
| Exercise rate (expected) | : 5% (20 : 1) (shareholders holding 20 shares will receive 1 dividend share) |
| Estimated number of shares to be issued | : 1.209.998 shares |
| Estimated total issuance value at par | : 12.099.982.000 VND |
| Source of issuance | : Undistributed after-tax profit based on the audited consolidated financial statements of 2024 |
| Expected increase in charter capital | : 12.099.982.000 VND |
| Issuance form | : Stock issuance to pay dividends for 2024 |
| Rounding plan and handling of fractional shares plan (if any) | : The number of shares allocated to existing shareholders will be rounded down to the nearest unit, and any fractional shares (if any) will be canceled. Example: Shareholder A holds 1.025 shares. The |

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estimated dividend shares received would be: $1,025 * 5\% = 51,25$ shares. Applying the rounding rule, Shareholder A will receive 51 shares, and the fractional 0,25 share will be canceled.

Expected issuance timeline : The AGM authorizes the BOD to determine the specific issuance time after approval by the AGM and the State Securities Commission of Vietnam (SSC).

Transfer restrictions on shares issued to pay dividends : No restrictions

Distribution method : For deposited securities: owners complete procedures to receive dividends at securities companies where depository accounts are opened.

For unregistered securities: the owner completes the procedures to receive dividends at Picomat Plastic Joint Stock Company, Address: 1st Floor, CT3B Building, No. 10 Thang Long Boulevard, Me Tri Ward, Nam Tu Liem District, Hanoi on working days of the week. When receiving dividends, shareholders must present their ID card/citizen ID card and Certificate of Share Ownership.

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

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

- The General meeting of shareholders authorizes the BOD and/or the Chairman of the BOD to execute and complete all necessary procedures related to the stock issuance plan as outlined in Section 1, including but not limited to:
 - i. Selecting the issuance timing in 2025, completing necessary procedures for implementation, making amendments as required, and preparing related documents for approval by the competent authority for capital increase. The BOD will report the capital increase at the next General meeting of shareholders.
 - ii. Completing necessary procedures for amending the company's business registration to reflect the charter capital increase, updating the company's Charter accordingly after increasing the charter capital, and reporting the results at the next General meeting of shareholders.
 - iii. Executing necessary procedures for securities depository, additional stock registration, and updating the Securities Registration Certificate at the Vietnam Securities Depository and Clearing Corporation, as well as listing the additional shares on the Hanoi Stock Exchange;



iv. Other relevant matters related to the issuance plan.

The Board of Directors respectfully submits this plan for the approval of the Annual General Meeting of Shareholders.

Respectfully submit./.

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS



DO THANH HAI





Voting Form

AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

| |
|--|
| SHAREHOLDER'S ATTENDANCE CODE |
|--|

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

.....

NUMBER OF SHARES OWNED:.....SHARES

NUMBER OF SHARES AUTHORIZED FOR PROXY:.....SHARES

TOTAL NUMBER OF VOTING FORMS¹:.....

Ha Noi,,2025


SHAREHOLDER/SHAREHOLDER REPRESENTATIVE
(SIGNATURE AND FULL NAME)

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

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK

BALLOT

ELECTION OF BOARD OF SUPERVISORS MEMBERS


SHAREHOLDER:

SHAREHOLDER CODE:

NUMBER OF SHARES REPRESENTED/OWNED:

NUMBER OF AUTHORIZED SHARES:

TOTAL SHARES (*):

TOTAL VOTES (= (^) x 2):

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

List of candidates for the Board of Supervisors

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

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

Shareholder/Authorized representative
Signature and full name

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY



VOTING CARD

Shareholder's full name:.....

Address:.....

ID number/ Citizens ID number:..... Date of issue: Place of issue:.....

Number of voting shares*:.....

VOTING CONTENTS:

Choose to agree with all voting items (tick here)

1. Approval of Board of Directors Report

Agree Disagree No opinion

2. Approval of Independent Board of Directors member' assessment Report

Agree Disagree No opinion

3. Approval of Board of Supervisors Report

Agree Disagree No opinion

4. Approval of the content of Proposal No. 01/2025/TTr-HĐQT re: Audited Financial Statements for 2024

Agree Disagree No opinion

5. Approval of the content of Proposal No. 02/2025/TTr-HĐQT re: Business results of 2024 and business plan for 2025

Agree Disagree No opinion

6. Approval of the content of Proposal No. 03/2025/TTr-HĐQT re: Selecting an independent auditing for fiscal year 2025

Agree Disagree No opinion

7. Approval of the content of Proposal No. 04/2025/TTr-HĐQT-BKS re: Salaries and Remuneration of the Board of Directors and Board of Supervisors for 2024 and Plan for 2025

Agree Disagree No opinion

* Including number of shares owned and number of shares authorized.

8. Approval of the content of Proposal No. 05/2025/TTr-HĐQT re: Signing, executing contracts and transactions with affiliated party which is subsidiary company

Agree Disagree No opinion

9. Approval of the content of Proposal No. 06/2025/TTr-HĐQT re: Approval of the dismissal and election of additional members of the Board of Supervisors for the 2021-2026 term

Agree Disagree No opinion

10. Approval of the content of Proposal No. 07/2025/TTr-HĐQT re: Removal of certain business lines and amendments, supplements to the Company's Charter

Agree Disagree No opinion

11. Approval of the content of Proposal No. 08/2025/TTr-HĐQT re: Report on the implementation results of assigned/authorized Matters from the 2024 Annual General Meeting of Shareholders

Agree Disagree No opinion

12. Approval of the content of Proposal No. 09/2025/TTr-HĐQT re: Discontinuation of the Private Share Offering Plan for the Acquisition of PCLand Shares and Supplementation of Working Capital as per Proposal No. 09/2024/TTr-HĐQT dated March 20, 2024, approved by the 2024 Annual General Meeting of Shareholders

Agree Disagree No opinion

13. Approval of the content of Proposal No. 10/2025/TTr-HĐQT re: 2024 profit distribution plan

Agree Disagree No opinion

14. Approval of the content of Proposal No. 11/2025/TTr-HĐQT re: Issuance of shares for 2024 dividend payment

Agree Disagree No opinion

..... 2025

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

DRAFT

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PICOMAT PLASTIC JOINT STOCK COMPANY

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments and guiding documents;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments and guiding documents;*
- *Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing certain provisions of the Law on Securities;*
- *The Charter of Picomat Plastic Joint Stock Company;*
- *The minutes of the Annual General Meeting of Shareholders of Picomat Plastic Joint Stock Company No. 01/2024/BB-ĐHĐCĐ dated .../04/2025.*

RESOLVE:

Article 1: Approval of Board of Directors Report

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

Article 2: Approval of Independent Board of Directors members' assessment report

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

Article 3: Approval of Board of Supervisors Report

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

Article 4: Approval of the content of Proposal No. 01/2025/TTr-HĐQT re: Audited Financial Statements for 2024

The General Meeting of Shareholders unanimously approves the separate and consolidated audited financial statements for 2024, audited by the branch of Moore Aisc Auditing And Informatics Services Company Limited.

Article 5: Approval of the content of Proposal No. 02/2025/TTr-HĐQT re: Business results of 2024 and business plan for 2025

1. Business performance results in 2024

** The business performance results in 2024 are as follows:*

Unit: VND

| No. | Target | 2023 | 2024 | Increase/Decrease Rate (%) |
|-----|---------------------|-----------------|-----------------|----------------------------|
| 1 | Total sales revenue | 124.650.435.594 | 195.093.628.708 | 56,51% |

| No. | Target | 2023 | 2024 | Increase/Decrease Rate (%) |
|-----|-------------------|-----------------|-----------------|----------------------------|
| 2 | Charter capital | 219.999.900.000 | 241.999.640.000 | 10,00% |
| 3 | Profit before tax | 15.033.082.796 | 17.314.275.712 | 15,17% |
| 4 | Profit after tax | 12.297.857.776 | 12.857.134.636 | 4,55% |
| 5 | Total assets | 270.339.071.591 | 283.620.919.180 | 4,91% |

In 2024, the company's business situation saw positive growth. Total consolidated sales revenue reached over 195 billion VND, increased 56.51% compared to 2023. Charter capital increased 10%, reached nearly 242 billion VND. Profit before tax and after tax respectively increased by 15.17% and 4.55%.

** The performance situation compared to the 2024 plan*

Unit: VND

| No. | Target | Plan | Performance | Rate compared to the plan (%) |
|-----|---------------------|-----------------|-----------------|-------------------------------|
| 1 | Total sales revenue | 235.400.000.000 | 195.093.628.708 | 82,88% |
| 2 | Charter capital | 417.999.890.000 | 241.999.640.000 | 57,89% |
| 3 | Profit before tax | 19.000.000.000 | 17.314.275.712 | 91,13% |
| 4 | Profit after tax | 15.200.000.000 | 12.857.134.636 | 84,59% |

Although the results of the targets have not fully met the planned goals, they still reflect that the company's business operations remain stable and efficient in the context of many challenges and difficulties in both the global and domestic economies.

2. Business plan for 2025

Based on the above direction and the ongoing plan, the Board of Directors of the Company has determined the key targets for the business plan in 2025 as follows:

Unit: VND

| No. | Target | 2024 | Plan for 2025 |
|-----|-----------------------------------|-----------------|-----------------|
| 1 | Total sales revenue | 195.093.628.708 | 210.700.000.000 |
| 2 | Profit before tax | 17.314.275.712 | 18.700.000.000 |
| 3 | Profit after corporate income tax | 12.857.134.636 | 13.800.000.000 |

| | | | |
|---|-----------------|-----------------|-----------------|
| 4 | Charter capital | 241.999.640.000 | 254.099.622.000 |
| 5 | Dividend | 5% | 5% |

Article 6: Approval of the content of Proposal No. 03/2025/TTr-HĐQT re: Selecting an independent auditing for fiscal year 2025

The Meeting approve to select the branch of Moore Aisc Auditing And Informatics Services Company Limited as the entity responsible for auditing the financial statements for the year and reviewing the semi-annual financial statements for 2025.

In case that the branch of Moore Aisc Auditing And Informatics Services Company Limited is not suitable, the General Meeting of Shareholders authorize the Board of Directors to select another auditing company from the list of auditing companies approved by the State Securities Commission for 2025, in accordance with legal regulations, to carry out the audit of the annual financial statements and review the semi-annual financial statements for 2025.

Article 7: Approval of the content of Proposal No. 04/2025/TTr-HĐQT-BKS re: Salaries and Remuneration of the Board of Directors and Board of Supervisors for 2024 and Plan for 2025

The Meeting unanimously approved the Report on salaries and remuneration of the Board of Directors, the Board of Supervisors and other managers in 2023 and the Salary and Remuneration Plan of the Board of Directors and the Board of Supervisors in 2024

1. Report on salaries and remuneration of the Board of Directors, Board of Supervisors, and other managers in 2024

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

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

1.2. Status of payment of salaries, remuneration and income in 2024 for the Board of Directors, Board of Supervisors and other managers of the Company

Total payments made to the Board of Directors, Board of Supervisors, and other managers of the Company in 2024 are as follows:

- Total salary/remuneration for the Board of Directors: 156.000.000 VND/year
- Total salary/remuneration for the Board of Supervisors: 204.916.305 VND/year
- Total salary/remuneration for the General Director: 385.453.769 VND/year
- Total salary/remuneration for other managers: 440.470.974 VND/year

The salary for the General Director and other managers is paid by the Company based on their labor contracts and/or the actual time spent in their positions, as well as their individual performance.

2. Salary and Remuneration Plan for the Board of Directors and Board of Supervisors in 2025

Based on the actual situation and the production and business plan targets for 2025, the Board of Directors would like to submit to the General Meeting of Shareholders for approval the total salary and remuneration fund of the Board of Directors and the Board of Supervisors of the Company in 2025 as follows:

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

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

Article 8: Approval of the content of Proposal No. 05/2025/TTr-HĐQT re: Signing, executing contracts and transactions with affiliated party which is subsidiary company

The Meeting unanimously approved:

1. Approve the contents of the Principle Contract signed between Picomat Plastic Joint Stock Company and its subsidiary company – Hai Dang Material Joint Stock Company. The total transaction value shall not exceed VND 300.000.000.000 (*Three hundred billion VND*).
2. Transaction approval period: From 01/07/2025 to 30/06/2026.
3. The Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to decide, direct and supervise the signing and execution of the transactions, ensuring the interests of Picomat Plastic Joint Stock Company and compliance with legal regulations and the Company's Charter.

Article 9: Approval of the content of Proposal No. 06/2025/TTr-HĐQT re: Approval of the dismissal and election of additional members of the Board of Supervisors for the 2021-2026 term

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

Article 10: Approval of the content of Proposal No. 07/2025/TTr-HĐQT re: Removal of certain business lines and amendments, supplements to the Company's Charter

The Meeting unanimously approved:

1. Approval of the removal of the following business lines from the Company's registered business activities list, detailed as following:

| No. | Business line | Business line code |
|-----|--|--------------------|
| 1 | Activities of centers, agencies, consultants, referrals and labor and employment brokers Details: Activities of employment consultancy, introduction, and brokerage agencies (Article 3 of Decree 196/2013/ND-CP) | 7810 |
| 2 | Travel agent | 7911 |
| 3 | Tour operator activities | 7912 |
| 4 | Cargo handling | 5224 |

2. Approval to authorize the Company's legal representative to carry out tasks related to the change of business lines, including but not limited to:
 - a. Completing the procedures to notify the competent State authority regarding the changes in business lines, including adjustments to detailed descriptions within the scope of the business codes approved by the General Meeting of Shareholders in this Proposal, in compliance with legal regulations and the approval of the relevant authorities;
 - b. Performing other tasks related to the modification of the Company's business lines in accordance with legal regulations.
3. Approval to amend Clause 1, Article 4 of the current Company Charter after finishing the removal of the aforementioned business lines. The General Meeting of Shareholders assigns the Board of Directors to adjust the above content in the Company's charter after completing the elimination of business lines and occupations.

Article 11: Approval of the content of Proposal No. 08/2025/TTr-HĐQT re: Report on the implementation results of assigned/authorized Matters from the 2024 Annual General Meeting of Shareholders

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

Article 12: Approval of the content of Proposal No. 09/2025/TTr-HĐQT re: Discontinuation of the Private Share Offering Plan for the Acquisition of PCLand Shares and Supplementation of Working Capital as per Proposal No. 09/2024/TTr-HĐQT dated March 20, 2024, approved by the 2024 Annual General Meeting of Shareholders

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

Article 13: Approval of the content of Proposal No. 10/2025/TTr-HĐQT re: 2024 profit distribution plan

The Board of Directors respectfully submits to the General Meeting of Shareholders the proposed 2024 profit distribution plan, detailed as follows:

| STT | Target | Unit | Implementation plan |
|-----|--|------|---------------------|
| 1 | Undistributed after-tax profit according to the 2024 consolidated financial statements | VND | 13.400.943.818 |
| | - Accumulated profit from previous years | VND | 989.182.492 |
| | - Profit for 2024 | VND | 12.411.761.326 |
| 2 | 2024 Profit distribution plan | VND | 12.099.982.000 |
| | - Dividend payment in shares (at a rate of 5% of charter capital) | VND | 12.099.982.000 |
| 3 | Remaining profit after dividend distribution | VND | 1.300.961.818 |

Article 14: Approval of the content of Proposal No. 11/2025/TTr-HĐQT re: Issuance of shares for 2024 dividend payment

The General Meeting unanimously approved the Company's 2024 dividend payment with the following contents:

I. Plan for stock issuance to pay dividends for 2024

| | |
|---|---|
| Stock Name | : Stock of Picomat Plastic Joint Stock Company |
| Type of Stock | : Common Stock |
| Par Value | : 10.000 VND/share |
| Stock symbol | : PCH |
| Issuer | : Existing shareholders as per the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the record date for receiving dividends in shares. |
| Number of outstanding shares | : 24.199.964 shares |
| Issuance method | : Issuance by exercise of rights |
| Exercise rate (expected) | : 5% (20 : 1) (shareholders holding 20 shares will receive 1 dividend share) |
| Estimated number of shares to be issued | : 1.209.998 shares |
| Estimated total issuance value at par | : 12.099.982.000 VND |
| Source of issuance | : Undistributed after-tax profit based on the audited consolidated financial statements of 2024 |
| Expected increase in charter capital | : 12.099.982.000 VND |
| Issuance form | : Stock issuance to pay dividends for 2024 |
| Rounding plan and handling of fractional shares plan (if any) | : The number of shares allocated to existing shareholders will be rounded down to the nearest unit, and any fractional shares (if any) will be canceled. Example: Shareholder A holds 1.025 shares. The estimated dividend shares received would be: $1,025 * 5\% = 51,25$ shares. Applying the rounding rule, Shareholder A will receive 51 shares, and the fractional 0,25 share will be canceled. |

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

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

- The General meeting of shareholders authorizes the BOD and/or the Chairman of the BOD to execute and complete all necessary procedures related to the stock issuance plan as outlined in Section 1, including but not limited to:
 - i. Selecting the issuance timing in 2025, completing necessary procedures for implementation, making amendments as required, and preparing related documents for approval by the competent authority for capital increase. The Board of Directors will report the capital increase at the next General meeting of shareholders.
 - ii. Completing necessary procedures for amending the company's business registration to reflect the charter capital increase, updating the company's Charter accordingly after increasing the charter capital, and reporting the results at the next General meeting of shareholders.;
 - iii. Executing necessary procedures for securities depository, additional stock registration, and updating the Securities Registration Certificate at the Vietnam Securities Depository and Clearing Corporation, as well as listing the additional shares on the Hanoi Stock Exchange;
 - iv. Other relevant matters related to the issuance plan.

- II. Time of execution:** Within 2025 and after obtaining approval from the relevant State regulatory authorities.
 - The General Meeting of Shareholders authorizes the Board of Directors to amend and supplement relevant contents of the issuance plan as required by regulatory authorities in accordance with the law.
- III.** Approval of Amendment to Clause 1, Article 6 of the Company’s Current Charter after completing the issuance of shares for the 2024 dividend payment. The General Meeting of Shareholders assigns the Board of Directors to adjust the mentioned content in the Company’s Charter accordingly after the issuance of shares for the 2024 dividend payment.

Article 15: Approval of the election results for the Board of Supervisors members for the 2021-2026 term

The General Meeting Shareholders unanimously approves the additional election of two members to the Board of Supervisors for the 2021-2026 term (as per the attached information). Specific details:

- Mr./Ms., Citizen ID No.:
- Mr./Ms., Citizen ID No.:

Article 16: Validity

This resolution has been approved by the General Meeting of Shareholders and takes effect from the date of signing. The General Meeting of Shareholders authorizes the Board of Directors to concretize it into specific plans and tasks for implementation./.

Recipients:

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

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

DO THANH HAI