

Hai Phong, June 23, 2025

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Number of shareholders attending and authorized:	25 shareholders attending in person and 19 shareholders attending by proxy, representing 43,306,516 shares, accounting for 61.86% of the total number of shares with voting rights.
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CONGRESS PROCESS (by time)

A. CONGRESS OPENING PROCEDURES

1. Flag salute, opening the congress

The Organizing Committee requests shareholders to hold a Flag Salute Ceremony, declare the opening of the Congress and invite Mr. Mai Thanh Phuong - Chairman of the Board of Directors to preside over the Congress.

2. Report on the results of the shareholder qualification examination and announcement of the conditions for holding the General Meeting

Head of the Shareholder Qualification Examination Committee - Mr. Nguyen Thanh Binh reported at the General Meeting the results of the shareholder qualification examination attending the General Meeting of Shareholders, at the opening time (at 08:40 a.m), the General Meeting met the conditions to proceed according to the provisions of the current Law with the following shareholder structure:

The number of shareholders attending and authorized shareholders attending the General Meeting was 42 shareholders, representing 43,290,016 shares, equal to 61.84% of the number of shares with voting rights, of which:

+ Attending in person: 23 shareholders, representing 34,858,794 shares, equal to 49.80% of the number of shares with voting rights

+ Attended by proxy: 19 shareholders, representing 8,431,222 shares, equal to 12.04% of the number of shares with voting rights

3. Personnel structure of the Presidium and the supporting committees at the Congress:

The personnel structure of the Presidium and the supporting committees at the Congress was approved by the General Meeting of Shareholders by raising voting cards at the Congress with the approval of 100% of the voting shares of the attending and authorized shareholders at the Congress. Specifically as follows:

Presidium:

– Mr. Mai Thanh Phuong - Chairman of the Board of Directors - Chairman

- Ms. Tran Hai Yen - Member of the Board of Directors and General Director
- Mr. Cao Van Tho - Member of the Board of Directors
- Mr. Pham Xuan Tri - Chief Financial Officer and Chief Accountant

Secretary of the Congress:

- Ms. Doan Ngoc Bich - Head of the Committee
- Ms. Dang Tu Oanh - Member

Voting Committee:

- Mr. Nguyen Thanh Binh - Head of the Committee
- Mr. Pham Ngoc Hieu - Member
- Ms. Hoang Thi Huyen - Member

4. Working Regulations and Agenda of the General Meeting:

At the time of voting, the total number of shareholders, representatives and authorized representatives registered to attend was 42 shareholders, representing 43,290,016 shares, equal to 61.84% of the number of shares with voting rights.

The General Meeting of Shareholders unanimously approved the Working Regulations of the General Meeting with 100% of the voting shares attending the General Meeting approving by raising voting cards.

The General Meeting of Shareholders unanimously approved the content and agenda of the General Meeting with 100% of the voting shares attending the General Meeting approving by raising voting cards.

B. MEETING CONTENT

1. Report on the activities of the Board of Directors and the Board of Supervisors in 2024 and the 2025 operation plan

- The Congress listened to Mr. Pham Xuan Tri read the Report on the activities of the Board of Directors in 2024 and the 2025 operation plan;
- The Congress listened to Ms. Mai Thi Thanh Hoa read the Report on the activities of the Board of Supervisors in 2024 and the 2025 operation plan.

2. The Congress listened to Mr. Pham Xuan Tri read the following Submissions:

- Proposal on approving remuneration for members of the Board of Directors and the Board of Supervisors;
- Proposal on the selection of an independent auditing firm for 2025;

- Proposal for approval of transactions with insiders and related parties of the company in 2025;
- Proposal for approval of the audited financial statements for 2024;
- Proposal on the profit distribution plan, appropriation to reserves, and dividend payment for 2024;
- Proposal for approval of changes and additions to detailed content in some business lines of the Company;
- Proposal for approval of Change of the Company's Management Structure; Amendment and Supplementation of the Company's Charter, Internal Corporate Governance Regulations, and the Board of Directors' Regulations;
- Proposal on continuing to implement the Plan to offer shares to increase Charter Capital.

3. **Discussion at the Meeting:** The Presidium invites Shareholders to give their opinions on the reports and proposals at the Meeting.

At the time of voting, the total number of shareholders representing and authorized to register to attend was 44 shareholders, representing and owning 43,306,516 shares and accounting for 61.86% of the total number of shares with voting rights, of which:

- The number of shareholders attending in person was 25 shareholders, representing 34,875,294 shares, accounting for 49.82% of the total number of shares with voting rights;
- The number of shareholders attending by proxy was 19 shareholders, representing 8,431,222 shares, accounting for 12.04% of the total number of shares with voting rights.

The shareholders agreed with the content of the Reports and Proposals and had no further comments.

C. VOTING

Under the direction of Mr. Nguyen Thanh Binh - Head of the Vote Counting Committee, the Congress voted on the issues. At the time of voting (at 11:05 a.m.), the total number of shareholders representing and authorized to attend was 44 shareholders, representing and owning 43,306,516 shares and accounting for 61.86% of the total number of shares with voting rights, of which:

- The number of shareholders attending directly was 25 shareholders, representing 34,875,294 shares, accounting for 49.82% of the total number of shares with voting rights;
- The number of shareholders attending by proxy was 19 shareholders, representing 8,431,222 shares, accounting for 12.04% of the total number of shares with voting rights.

According to the Program, the General Meeting of Shareholders (GMS) will vote on the contents including reports and proposals. Voting will be conducted in the form of ballots, specifically as follows:

- + Number of ballots issued: 27 ballots.
- + Number of ballots collected: 27 ballots.

D. RESULTS OF VOTING AND CONTENTS PASSED AT THE GENERAL MEETING

After reviewing the submissions and discussing related issues, the 2025 Annual General Meeting of Shareholders of Pha Le Plastic Production and Technology Joint Stock Company unanimously approved the following contents:

1. The Congress unanimously approved Report on the activities of the Board of Directors in 2024 and the 2025 operation plan

Option	Number of votes	Number of shares	% Number of voting shares attending the meeting
Valid	27	43,306,516	100.00%
Invalid	0	0	0.00%
Approval	27	43,306,516	100.00%
Disapproval	0	0	0.00%
Blank	0	0	0.00%

2. The Congress unanimously approved Report on the activities of the Board of Supervisors in 2024 and the 2025 operation plan

Option	Number of votes	Number of shares	% Number of voting shares attending the meeting
Valid	27	43,306,516	100.00%
Invalid	0	0	0.00%
Approval	27	43,306,516	100.00%
Disapproval	0	0	0.00%
Blank	0	0	0.00%

3. Approval of remuneration for members of the Board of Directors, the Board of Supervisors according to the content of Proposal No. 01/2025/TTr-HDQT

Option	Number of votes	Number of shares	% Number of voting shares attending the meeting
Valid	27	43,306,516	100.00%
Invalid	0	0	0.00%
Approval	27	43,306,516	100.00%
Disapproval	0	0	0.00%
Blank	0	0	0.00%

4. Approval of selecting an auditor for the 2025 Financial Statements according to the content of Proposal No. 02/2025/TTr-BKS

Option	Number of votes	Number of shares	% Number of voting shares attending the meeting
Valid	27	43,306,516	100.00%
Invalid	0	0	0.00%
Approval	27	43,306,516	100.00%
Disapproval	0	0	0.00%
Blank	0	0	0.00%

5. Approval of transactions with insiders and related parties of the company in 2025 according to the content of Proposal No. 03/2025/TTr-HDQT

Option	Number of votes	Number of shares	% Number of voting shares attending the meeting
Valid	27	43,306,516	100.00%
Invalid	0	0	0.00%
Approval	27	43,306,516	100.00%
Disapproval	0	0	0.00%
Blank	0	0	0.00%

6. Approval of the 2024 Audited Financial Statements according to the content of Proposal No. 04/2025/TTr-HDQT

Option	Number of votes	Number of shares	% Number of voting shares attending the meeting
Valid	27	43,306,516	100.00%
Invalid	0	0	0.00%
Approval	27	43,306,516	100.00%
Disapproval	0	0	0.00%
Blank	0	0	0.00%

7. Profit distribution plan, fund allocation in 2024 according to the content of Proposal No. 05/2025/TTr-HĐQT

Option	Number of votes	Number of shares	% Number of voting shares attending the meeting
Valid	27	43,306,516	100.00%
Invalid	0	0	0.00%
Approval	27	43,306,516	100.00%
Disapproval	0	0	0.00%
Blank	0	0	0.00%

8. Approval of changes and additions to detailed content in some business lines of the Company according to the content of Proposal No. 06/2025/TTr-HĐQT

Option	Number of votes	Number of shares	% Number of voting shares attending the meeting
Valid	27	43,306,516	100.00%
Invalid	0	0	0.00%
Approval	27	43,306,516	100.00%
Disapproval	0	0	0.00%
Blank	0	0	0.00%

9. Approval of Change of the Company's Management Structure; Amendment and Supplementation of the Company's Charter, Internal Corporate Governance Regulations, and the Board of Directors' Regulations according to the content of Proposal No. 07/2025/TTr-HĐQT

Option	Number of votes	Number of shares	% Number of voting shares attending the meeting
Valid	27	43,306,516	100.00%
Invalid	0	0	0.00%
Approval	27	43,306,516	100.00%
Disapproval	0	0	0.00%
Blank	0	0	0.00%

10. Approval of Continuing to implement the Plan to offer shares to increase Charter according to the content of Proposal No. 08/2025/TTr-HĐQT

Option	Number of votes	Number of shares	% Number of voting shares attending the meeting
Valid	27	43,306,516	100.00%
Invalid	0	0	0.00%
Approval	27	43,306,516	100.00%
Disapproval	0	0	0.00%
Blank	0	0	0.00%

END

The General Meeting of Shareholders ended at 11:30 a.m. on the same day.

The contents of the meeting were recorded in the Minutes and unanimously approved by the General Meeting of Shareholders.

The General Meeting of Shareholders authorized the Board of Directors to direct and decide on all related issues in the process of implementing the contents approved by the General Meeting of Shareholders.

The Minutes consist of 8 pages, made into 04 copies.

The Resolution of the 2025 Annual General Meeting of Shareholders will be made in writing and published in full on the website of Pha Le Plastics Manufacturing and Technology Joint Stock Company to notify all Shareholders in accordance with the provisions of the Law.

SECRETARY



Doan Ngoc Bich

CHAIRMAN



Mai Thanh Phuong

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

PHALE PLASTICS MANUFACTURING AND TECHNOLOGY JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 27, 2020;
- Pursuant to the Charter of organization and operation of Pha Le Plastics Manufacturing and Technology Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Pha Le Plastics Manufacturing and Technology Joint Stock Company.

RESOLVES

Article 1. The 2025 Annual General Meeting of Shareholders of Pha Le Plastics Manufacturing and Technology Joint Stock Company approves the following contents:

1. Approval of the report of the Board of Directors on activities in 2024 and operation plan for 2025

The approval voting rate is 100% of the number of voting shares attending the meeting and voting at the time of voting.

2. Approval of the report of the Board of Supervisors on activities in 2024 and operation plan for 2025

The approval voting rate is 100% of the number of voting shares attending the meeting and voting at the time of voting.

3. Approval of remuneration for members of the Board of Directors, the Board of Supervisors according to the content of Proposal No. 01/2025/TTr-HDQT

The approval voting rate is 100% of the number of voting shares attending the meeting and voting at the time of voting.

4. Approval of selecting an auditor for the 2025 Financial Statements according to the content of Proposal No. 02/2025/TTr-BKS



The approval voting rate is 100% of the number of voting shares attending the meeting and voting at the time of voting.

5. Approval of transactions with insiders and related parties of the company in 2025 according to the content of Proposal No. 03/2025/TTr-HĐQT

The approval voting rate is 100% of the number of voting shares attending the meeting and voting at the time of voting.

6. Approval of the 2024 Audited Financial Statements according to the content of Proposal No. 04/2025/TTr-HĐQT

The approval voting rate is 100% of the number of voting shares attending the meeting and voting at the time of voting.

7. Profit distribution plan, fund allocation in 2024 according to the content of Proposal No. 05/2025/TTr-HĐQT

The approval voting rate is 100% of the number of voting shares attending the meeting and voting at the time of voting.

8. Approval of changes and additions to detailed content in some business lines of the Company according to the content of Proposal No. 06/2025/TTr-HĐQT

The approval voting rate is 100% of the number of voting shares attending the meeting and voting at the time of voting.

9. Approval of Change of the Company's Management Structure; Amendment and Supplementation of the Company's Charter, Internal Corporate Governance Regulations, and the Board of Directors' Regulations according to the content of Proposal No. 07/2025/TTr-HĐQT

The approval voting rate is 100% of the number of voting shares attending the meeting and voting at the time of voting.

10. Approval of Continuing to implement the Plan to offer shares to increase Charter according to the content of Proposal No. 08/2025/TTr-HĐQT

The approval voting rate is 100% of the number of voting shares attending the meeting and voting at the time of voting.

Article 2. The 2025 Annual General Meeting of Shareholders of Pha Le Plastics Manufacturing and Technology Joint Stock Company assigns the Board of Directors, the

Board of Supervisors, and the Board of Management to implement the above contents in accordance with current regulations of law and the Company's Charter.

Article 3. This Resolution takes effect from the date of signing. The Board of Directors, the Board of Supervisors, the Board of Management, shareholders and related individuals shall implement the Resolution based on the Resolution./.

Recipients:

- Shareholders;
- BOD, BOM;
- Archive.

ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS



Mai Thanh Phuong



