

PETROVIETNAM CA MAU
FERTILIZER JOINT STOCK COMPANY
**PETROVIETNAM PACKAGING
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 110 /PPC-TCHC

Bac Lieu, March 14 th, 2025

*Re: Annual Report 2024
Petrovietnam Packaging
Joint Stock Company*

To:

- **The State Securities Commission of Viet Nam;**
- **Ha Noi Stock Exchange.**

1. Name of organization: PETROVIETNAM PACKAGING JOINT STOCK COMPANY
2. Stock code: PBP
3. Address: Lot A1-3, Tra Kha Industrial Park, Ward 8, Bac Lieu City, Vietnam
4. Tel: (84) - 2913 957 555 Fax: (84) - 2913 957 666
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6. Contents of disclosure: Annual Report 2024 Petrovietnam Packaging Joint Stock Company (*Attached*).
7. This information was published on the company's website, as in the link www.pbp.vn.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Sincerely!

Recipient:

- As above.
- Archive: VT.

**PERSON AUTHORIZED TO DISCLOSE
INFORMATION**



Nguyễn Thanh Nhuan

PETROVIETNAM CA MAU FERTILIZER JOINT STOCK COMPANY
PETROVIETNAM PACKAGING JOINT STOCK COMPANY



ANNUAL REPORT 2024
PETROVIETNAM PACKAGING
JOINT STOCK COMPANY

Bac Lieu, March 10, 2025

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PART I. GENERAL INFORMATION

1. Company Overview

General Information

| | | |
|--|---|--|
| Name of company | : | Petrovietnam Packaging Joint Stock Company |
| Name of company in English | : | PETROVIETNAM PACKAGING JOINT STOCK COMPANY |
| Abbreviation | : | PPC |
| Business Registration Certificate No. | : | 1900437757, initially issued by the Department of Planning and Investment of Bac Lieu Province on June 11, 2010, and amended for the 13th time on July 3, 2023 |
| Charter capital | : | 47,995,160,000 VND |
| Address | : | Lot A 1-3, Tra Kha Industrial Zone, Ward 8, Bac Lieu City, Bac Lieu Province |
| Telephone | : | (0291) 395.7555 |
| Fax number | : | (0291) 395.7666 |
| Website | : | http://pbp.vn |
| Securities code | : | PBP |
| Stock Exchange | : | HNX |

Vision

To become a leading enterprise in Vietnam, possessing prestige and standing in the packaging and fertilizer production and business sector through a sustainable development strategy.

Mission

To create high-quality products. To ensure the interests of employees, customers, and investors.

Core Values

PRESTIGE

Building a reputable brand, ensuring transparency in production and business activities.

RESPONSIBILITY

The company always puts the highest dedication and responsibility in each product to preserve the good image of the brand as well as the trust of customers.

FRIENDLINESS

All of the Company's activities are geared towards sustainable development and environmental friendliness.

INNOVATION

Constantly innovating, creating, and applying new scientific - technical and technological advances to management and production to improve production capacity and quality, diversifying products - service to meet the needs of domestic and foreign customers.

Establishment and development process

| Important Milestones | |
|----------------------|---|
| Year 2010 | On June 10, 2010, the Vietnam Oil and Gas Packaging Joint Stock Company was officially established; On June 28, 2010, the groundbreaking ceremony for the Bac Lieu Oil and Gas Packaging Manufacturing Plant Project was held at Lot A 1-3, Tra Kha Industrial Zone, Ward 8, Bac Lieu City, Bac Lieu Province. |
| Year 2011 | Complete the project, transfer technology. Sign a product packaging contract with Petrovietnam Ca Mau Fertilizer Joint Stock Company (PVCFC). |
| Year 2012 | In April 2012, the packaging production plant officially commenced operations and started commercial activities. In December 2012, PPC officially became a subsidiary of PVCFC. |
| Year 2013 | The packaging capacity reaches 100% of its design. |
| Year 2014 | Operation and successful assembly of BOPP film products on the coating machine. |
| Year 2015 | On January 27, 2015, Vietnam National Petroleum Packaging Joint Stock Company was officially listed on the Hanoi Stock Exchange (HNX) with the stock code PBP. |
| Year 2016 | On December 16, 2016, the Bac Lieu Petrochemical Fertilizer Plant project was completed and put into operation. PPC reached a milestone of 20 million commercial products supplied to the market. |
| Year 2017 | Launch the N Humate + TE fertilizer product in the market. PBP has been awarded ISO 9001:2015 certification. |
| Year 2018 | The company increased its capital to 45,709,940,000 VND by issuing shares as dividends to shareholders at a rate of 12%. |
| Year 2019 | PPC continues to increase its capital to 47,995,160,000 VND through the issuance of dividend shares for shareholders. The company has completed the restructuring of its management apparatus towards a leaner and more efficient model. |
| Year 2020 | The Company completed its production and business plan before the Covid-19 pandemic and saltwater intrusion in the Southwest region 5 days ahead of schedule. |
| Year 2021 | The company successfully completed its business and production plan 10 days ahead of schedule and effectively implemented COVID-19 prevention and control measures. |

| Important Milestones | |
|----------------------|--|
| Year 2022 | The company successfully completed its business and production plan. |
| Year 2023 | The company exceeded its business and production plan, with pre-tax profit surpassing the target by 26%. |
| Year 2024 | The company achieved its business and production plan 30 days ahead of schedule. PBP was granted ISO 9001:2015 and ISO 14001:2015 certifications, as well as product conformity certification for fertilizers. |

Key Achievements

Over the past 14 years of establishment and development, PPC has continuously strived with perseverance, a strong spirit of unity among its employees, a sustainable development strategy, and an advanced technological foundation. Today, the company has become one of the leading enterprises in Vietnam in the production and business of high-quality packaging products, with a primary focus on woven PP bags, PE-coated PP bags, and BOPP laminated bags.

In 2015, PPC was awarded a Certificate of Merit by the Minister of Industry and Trade and the General Director of Vietnam National Oil and Gas Group for outstanding achievements in business and production activities.

In 2016, The company received a Certificate of Merit from the Prime Minister for its exceptional performance in business and production, contributing to the cause of socialist construction and national defense.

In 2019, PPC restructured its management system towards greater efficiency and streamlined operations. Furthermore, the company proactively established and developed its own fertilizer distribution channel.

In 2020, PPC was awarded a Certificate of Merit by Vietnam National Oil and Gas Group.

In 2024, The company received a Certificate of Recognition from the People's Committee of Bac Lieu Province for meeting the standards of "Safety in Security and Order" as an institution, enterprise, and educational establishment.

2. Business lines and locations of the business

The Company's main business lines include:

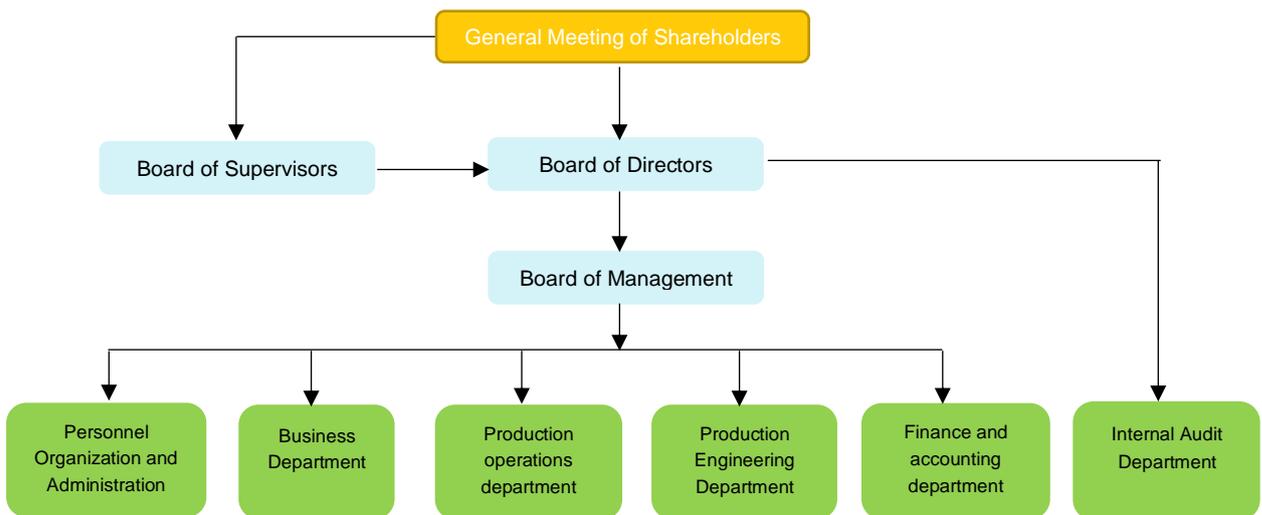
Manufacturing packaging; trading in PP, PE, and Cotton sewing threads for packaging; wholesale of virgin plastic materials; wholesale of fertilizers; business and printing of PP/PE packaging and PP woven fabric for the agriculture sector and other industries; advertising; road freight transportation; other road passenger transportation; manufacturing fertilizers and nitrogen compounds.

Location of business:

PPC operates in providing products both domestically and internationally. The main business areas include Cà Mau, Ho Chi Minh City, the Mekong Delta region, and Southeastern Viet Nam

3. Information about governance model, business organization and managerial apparatus

Company organizational chart



Enterprise type: Joint Stock Company. The company is organized according to the following model:

- **General Meeting of Shareholders (GMS):** Comprising all shareholders with voting rights, the GMS is the highest decision-making body of the Company.
- **Board of Directors (BOD):** The governing body of the Company, the BOD has full authority to represent the Company in making decisions and executing rights and obligations not under the jurisdiction of the GMS. The Company's BOD consists of five members, responsible for overseeing the activities of the General Director and other management divisions.
- **Board of Supervisors (BOS):** The BOS holds the responsibility and authority to supervise the Board of Directors and the General Director in managing and operating the Company, as well as in accounting and financial reporting, ensuring accuracy, legality, systematic compliance, and consistency.
- **Board of Management (BOM):** The General Director is responsible for managing the Company's daily business operations and is accountable to the BOD and GMS for all decisions related to the Company's production and business activities.

4. Development orientation

Parent Company

Petrovietnam Ca Mau Fertilizer Joint Stock Company (PVCFC) (holds 51.03% of PPC's shares)

Charter capital: 5,294,000,000,000 VND

Address: Lot D, Ward 1 Industrial Park, Ngo Quyen Street, Ward 1, Ca Mau City, Ca Mau Province

PVCFC's main business activity is the production and trading of fertilizers.

Subsidiaries, associated companies: None.

The Company's main objectives

Build a streamlined and efficient management apparatus to enhance operational capacity and optimize operating processes.

Ensure safe and stable operations for the fertilizer production plant and packaging plant, optimizing business production efficiency.

Proactively maintain, preserve, and periodically repair to ensure continuous operation, minimizing production interruptions.

Meet customer demand fully in terms of both quantity and quality, enhancing satisfaction and brand reputation.

Effectively control costs, optimize pricing while ensuring product quality, thereby creating a competitive advantage.

Maintain domestic market share, expand into international markets, and gradually elevate the brand's presence.

Invest in technology, develop new products to meet increasingly diverse market demands.

Enhance quality and diversify fertilizer products, creating sustainable value for the agricultural sector.

Increase benefits for employees and shareholders, ensuring harmonious and sustainable development of the Company.

Medium and Long-Term Development Strategy

Become a leading enterprise in the Southwest and Southeast regions in the production and trading of packaging products, with high-quality PP packaging production as the core business.

Continue developing the packaging segment, aiming for an output of 25-30 million bags/year.

Increase market share in the packaging segment from external customers by at least 30%, while promoting the export of packaging and fertilizer products to Cambodia.

Promote the processing of new fertilizer products for PVCFC and undertake fertilizer processing for external partners to ensure maximum plant capacity.

Objectives for the Environment, Society, and Community

PPC always aims to combine production and business activities with responsibility towards the environment, society, and community.

Environmental Protection: Apply modern production technology, minimize environmental impact, and strictly comply with safety and waste treatment regulations.

Sustainable Development: Combine economic growth with social responsibility, aiming for a green and energy-saving production model.

Caring for Employees' Lives: Continuously improve welfare regimes and enhance the material and spiritual lives of employees.

Supporting the community: Collaborate with organizations and local governments to carry out charitable programs, assist disadvantaged families, support orphaned children, and help Vietnamese heroic mothers, contributing to building a humane and united society.

5. Risks

Economic Risks

The economy has not fully recovered, purchasing power has decreased, affecting the demand for packaging and fertilizers.

Fluctuations in global oil, energy, and raw material prices due to war and inflation, leading to increased production costs.

Export difficulties, especially in the agricultural and packaging sectors, affecting the Company's consumer market.

Legal Risks

Legal policies regarding corporate law, securities law, environmental law, taxes, and labor may change, increasing compliance costs.

Increasingly stringent international trade regulations impacting export market expansion plans.

Legal risks related to economic contracts with domestic and international partners and customers.

Raw Material Price Volatility Risk

The prices of raw materials in the plastic industry (PP, PE) are highly volatile and closely follow global oil prices, making it difficult to control production costs.

The impact of climate change leads to droughts, which affect agricultural production and reduce the demand for fertilizers and domestic packaging.

Fluctuations in foreign exchange rates can increase the cost of imported raw materials, affecting profit margins.

Other Risks

Intense competition from domestic and international businesses, especially companies with advanced technology and lower production costs.

Limitations in applying science and technology and e-commerce to expand sales channels and reach new customers.

Personnel fluctuations and difficulties in retaining skilled workers affect productivity and production quality.

PART II: OPERATIONS IN THE YEAR

1. Situation of production and business operations

The Company's production-business situation in 2024

The global economy is experiencing slow growth, with inflation remaining high, while export markets face significant challenges. Domestically, the economy is under dual pressure from external fluctuations and internal constraints, including trade markets, supply chains, investment, monetary policy, and finance, all of which impact business operations.

In response to these challenges, PPC has proactively implemented measures to ensure stable operations, optimize efficiency, and adapt flexibly, aiming to achieve its 2024 business and production targets.

| Target | Unit | FY 2023 | Plan 2024 | FY 2024 | FY 2024/ Plan 2024 | FY 2024/ FY 2023 |
|-----------------------------------|--------------------|---------------|---------------|---------------|-----------------------|---------------------|
| Production Output | | | | | | |
| Packaging | Million Packages | 25.57 | 26.46 | 28.48 | 107.63% | 111.39% |
| Fertilizer | Thousand Tons | 1.15 | 4.13 | 4.34 | 105.13% | 378.09% |
| Sales Volume | | | | | | |
| Packaging | Million Packages | 25.75 | 26.80 | 28.49 | 106.32% | 110.63% |
| Fertilizer | Thousand Tons | 11.17 | 9.85 | 8.32 | 84.46% | 74.49% |
| Revenue | Billion VND | 361.66 | 350.00 | 371.84 | 106.24% | 102.82% |
| Packaging | Billion VND | 219.10 | 254.81 | 264.01 | 103.61% | 120.50% |
| Fertilizer | Billion VND | 134.80 | 93.32 | 98.83 | 105.91% | 73.32% |
| Other Revenue | Billion VND | 5.84 | 0.64 | 7.39 | | 126.65% |
| Financial Revenue | Billion VND | 1.91 | 1.21 | 1.59 | | |
| Other Income | | 0.01 | 0.02 | 0.02 | | |
| Profit Before Tax | Billion VND | 10.17 | 9.17 | 10.47 | 114.14% | 102.93% |
| Profit After Tax | Billion VND | 8.02 | 7.25 | 8.14 | 112.30% | 101.48% |
| Percentage Dividend Payout | % | 9.0 | 8.5 | | | |

- In 2024, the Packaging Plant ensured a proactive and sufficient supply of packaging, meeting the schedule and quality requirements for the packaging operations of the Ca Mau Fertilizer Plant as well as external customers. The plant produced 28.48 million bags, achieving 107.63% of the 2024 target and 111.39% compared to 2023, successfully completing the set plan. Fertilizer production reached 4.34 thousand tons, achieving 105.13% of the 2024 target and 378.09% compared to 2023.

- Revenue for 2024 reached VND 371.84 billion, achieving 106.24% of the 2024 target and 102.82% compared to 2023, successfully meeting the planned objectives.

- Profit Before Tax for 2024 amounted to VND 10.47 billion, exceeding the 2024 target by 14.14% and surpassing 2023 by 2.93%, completing the set plan.

- Profit After Tax for 2024 was VND 8.14 billion, exceeding the 2024 target by 12.30% and surpassing 2023 by 1.48%, successfully achieving the planned goals.

2. Organization and Personnel

List of Members of Board of Management

| No. | Name | Position | Note |
|-----|------------------------|------------------|---|
| 1 | Mr. Nguyen Trung Kien | Director | Appointed on January 23, 2019 Reappointed on January 22, |
| 2 | Mr. Nguyen Thanh Nhuan | Deputy Director | Reappointed on May 26, 2022 |
| 3 | Mr. Tran Minh Nhat | Chief Accountant | Appointed on April 16, 2024 |

Curriculum Vitae of the Members of Board of Management

MR. NGUYEN TRUNG KIEN - DIRECTOR

Date of Birth: August 13, 1975

| | |
|------------------------------------|---|
| Qualification: Mechanical Engineer | |
| Work Experience | |
| From 06/1997 to 08/2001 | Operation Engineer at Gas Processing and Trading Company |
| From 08/2001 to 03/2005 | Mechanical Engineer, Technical Department, Phu My Fertilizer Plant Project Management Unit |
| From 03/2005 to 04/2008 | Mechanical Team Leader, Mechanical - Electrical - Automation Department, Phu My Fertilizer Plant, PetroVietnam Fertilizer and Chemicals Corporation - JSC |
| From 04/2008 to 09/2008 | Deputy Head of Technical Department, Phu My Fertilizer Plant, PetroVietnam Fertilizer and Chemicals Corporation - JSC |
| From 09/2008 to 07/2011 | Mechanical Repair Workshop Director at Phu My Fertilizer Plant, PetroVietnam Fertilizer and Chemicals Corporation - JSC |
| From 07/2011 to 08/2012 | Deputy Technical Director, Deputy Director in charge of Petroleum Construction Maintenance & Repair JSC - Southern Branch |
| From 08/2012 to 05/2013 | Deputy Head of Maintenance Management Board, Ca Mau Petroleum Fertilizer Company Limited |
| From 05/2013 to 02/2016 | Head of Maintenance Management Board, Ca Mau Petroleum Fertilizer Company Limited |
| From 02/2016 to 10/2017 | Deputy Director of Fertilizer Factory and Head of Maintenance Management Board at PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo) |
| From 10/2017 to 01/2019 | Deputy Head of Investment Planning Board at PVFCCo |
| From 06/2018 - 06/2023 | Board of Directors' members of Petrovietnam Packaging Joint Stock Company |
| From 06/2023 to present | |
| From 01/2019 to 2024-01 | Director of Petrovietnam Packaging Joint Stock Company |
| From 01/2024 to present | |
| Number of shares personally owned | 0 shares |

| | |
|--|---|
| Number of shares authorized to represent | 577,355 shares, equivalent to 12.03% of charter capital |
|--|---|

MR. NGUYEN THANH NHUAN - DEPUTY DIRECTOR

Date of Birth: March 2, 1981

| Qualification: Electrical - Electronic Engineer | |
|---|--|
| Work Experience | |
| From 01/2006 - 04/2011 | Electrical - Electronic Engineer at NiGiCo Seafood Co., Ltd. |
| From 04/2011 - 03/2012 | Technician - Production Shift Leader at Petrovietnam Packaging Joint Stock Company |
| From 03/2012 - 06/2012 | Team Leader of Maintenance - Repair Team at Petrovietnam Packaging Joint Stock Company |
| From 06/2012 - 09/2012 | Deputy Supervisor in charge of techniques at Petrovietnam Packaging Joint Stock Company |
| From 09/2012 - 04/2015 | Director Assistant - Head of Quality Control - Maintenance Department at Petrovietnam Packaging Joint Stock Company |
| From 04/2015 - 10/2015 | Deputy Head of Technical - Material Department and Head of Technical - Production Department at Petrovietnam Packaging Joint Stock Company |
| From 10/2015 - 04/2016 | Head of Management - Technical Department at Petrovietnam Packaging Joint Stock Company |
| From 04/2016 - 03/2019 | Deputy Director of Petrovietnam Packaging Joint Stock Company |
| From 03/2019 - 02/2020 | Deputy Director of Petrovietnam Packaging Joint Stock Company - In charge of Production Operation Department |
| From 02/2020 - 05/2022 | Deputy Director of Petrovietnam Packaging Joint Stock Company |
| From 05/2022 - nay | |
| Number of shares personally owned | 0 shares |

MR. TRAN MINH NHAT - CHIEF ACCOUNTANT

Date of Birth: February 2, 1992

| Qualification: Master of Business Administration, Bachelor of Accounting - Auditing | |
|---|---|
| Work Experience | |
| From 08/2015 - 05/2018 | Accountant at Bac Lieu Tourism Joint Stock Company |
| From 03/2019 - 10/2020 | Specialist at Viet A Commercial Joint Stock Bank, Bac Lieu Branch |
| From 07/2021 - 06/2023 | Accountant at PVFCCo |

| | |
|-----------------------------------|---|
| From 06/06/2023 - 15/4/2024 | In charge of accounting, Deputy Head of Finance - Accounting Department at Petrovietnam Packaging Joint Stock Company |
| From 16/4/2024 - nay | Chief Accountant of Petrovietnam Packaging Joint Stock Company |
| Number of shares personally owned | 0 shares |

Changes in Board of Directors' members, Supervisory Board members, and Members of Board of Management:

| No. | Resolution/Decision | Name | Position | Date of appointment/ Dismissal |
|-----|---|-----------------------|----------------------------|--------------------------------|
| 01 | Resolution No: 01/NQ-ĐHCĐ, dated 30/05/2024 | Mr. Dinh Nhat Duong | Board of Directors' member | Dismissed on 30/05/2024 |
| 02 | Resolution No: 01/NQ-ĐHCĐ, dated 30/05/2024 | Mrs. Tran Nhu Quynh | Board of Directors' member | Reappointed on 30/05/2024 |
| 03 | Resolution No: 01/NQ-ĐHCĐ, dated 30/05/2024 | Mr. Do Thanh Hung | Board of Directors' member | Appointed on 30/05/2024 |
| 04 | Resolution No: 01/QĐ-PPC-HĐ, dated 22/01/2024 | Mr. Nguyen Trung Kien | Director | Reappointed on 22/01/2024 |
| 05 | Resolution No: 02/QĐ-PPC-HĐ, dated 16/04/2024 | Mr. Tran Minh Nhat | Chief Accountant | Appointed on 16/04/2024 |

Personnel Structure

| TT | Items | Quantity (people) | Percentage |
|----|---|-------------------|----------------|
| | I By Qualification Level | 220 | 100.00% |
| | - College, university, postgraduate | 44 | 20.00% |
| | - Professional secondary school | 16 | 7.67% |
| | - Professional primary school | 8 | 3.64% |
| | - General education and technical workers | 152 | 69.09% |
| | II By Type of Employment Contract | 220 | 100.00% |
| | - Fixed-term contract | 51 | 23.18% |
| | - Indefinite-term contract | 166 | 75.46% |
| | - Seasonal contract (daily work) | 0 | 0.00% |
| | - Probationary contract | 3 | 1.36% |
| | III By Age Group | 220 | 100.00% |
| | - Under 30 years old | 34 | 15.45% |
| | - 30-39 years old | 110 | 50.00% |
| | - 40-49 years old | 65 | 29.55% |

| TT | Items | Quantity (people) | Percentage |
|----|---------------------|-------------------|----------------|
| | - 50-55 years old | 11 | 5.00% |
| | IV By gender | 220 | 100.00% |
| | - Male | 148 | 67.27% |
| | - Female | 72 | 32.73% |

Human Resources Policy

People are a crucial factor in the Company's operation and development. In addition to enhancing business efficiency, the Company also focuses on improving the quality of its employees, specifically:

- The Company has developed training programs and employee development plans at each level, tailored to specific positions, to ensure the provision of necessary skills and knowledge for task completion.
- The Company consistently complies with all legal policies and benefits for employees, including Social Insurance (SI), Health Insurance (HI), and Unemployment Insurance (UI) based on actual salaries. Additionally, it maintains union activities, including Party Committee, Trade Union, and Youth Union. The Company also implements favorable employee-related policies such as 24/7 personal accident insurance, periodic health check-ups, severance benefits for retirees, salary adjustments, and annual bonuses on public holidays. Employees are also eligible for quarterly performance bonuses, semi-annual achievement rewards, and domestic training programs.
- The Company's reward policy is closely linked to work performance and business efficiency, creating motivation for employees to work proactively.
- The Company actively organizes physical and sports activities to promote employee well-being. The management encourages and facilitates these initiatives through internal tournaments, friendly matches, and competitions in football and table tennis. These activities are well-structured to help employees maintain good health, recharge energy, and foster teamwork.
- In 2024, the Company organized various cultural and sports activities to enhance employees' health and morale. It established communal dining areas for workers, formed sports clubs with high participation rates, and provided timely support to employees facing severe illnesses or financial difficulties. Additionally, the Company conducted programs to encourage continuous learning, collaboration, and knowledge sharing among employees.

3. Investment and Project Implementation Status

In 2024, PPC carried out investment procedures in accordance with regulations, with implementation progress and value adhering to the approved plan.

- The laminating machine passed final acceptance and settlement in August 2024 (machinery purchase value: 7,850.39 million VND, approved budget and final settlement investment value: 8,025.47 million VND).

- The printing machine passed final acceptance and settlement in November 2024 (machinery purchase value: 4,937.76 million VND, approved budget and final settlement investment value: 4,998.524 million VND).

- Material Staging Area: the project was completed and settled in June 2024 (settlement value: 2,973.86 million VND, approved budget: 3,063.49 million VND carried over from the 2023 capital plan).

4. Financial Status

Financial Situation

| Indicator | Unit | FY 2023 | FY 2024 | FY 2024/ FY 2023 |
|---------------------------------|-------------|---------|---------|---------------------|
| Total asset value | Billion VND | 125.07 | 152.31 | 121.78% |
| Net revenue | Billion VND | 359.73 | 370.23 | 102.92% |
| Profit from business activities | Billion VND | 10.16 | 10.48 | 103.08% |
| Other profit | Billion VND | 0.01 | (0.01) | -110.85% |
| Profit before tax | Billion VND | 10.17 | 10.47 | 102.93% |
| Profit after tax | Billion VND | 8.02 | 8.14 | 101.48% |
| Dividend payout ratio | % | 53.86% | 50.12% | 93.06% |

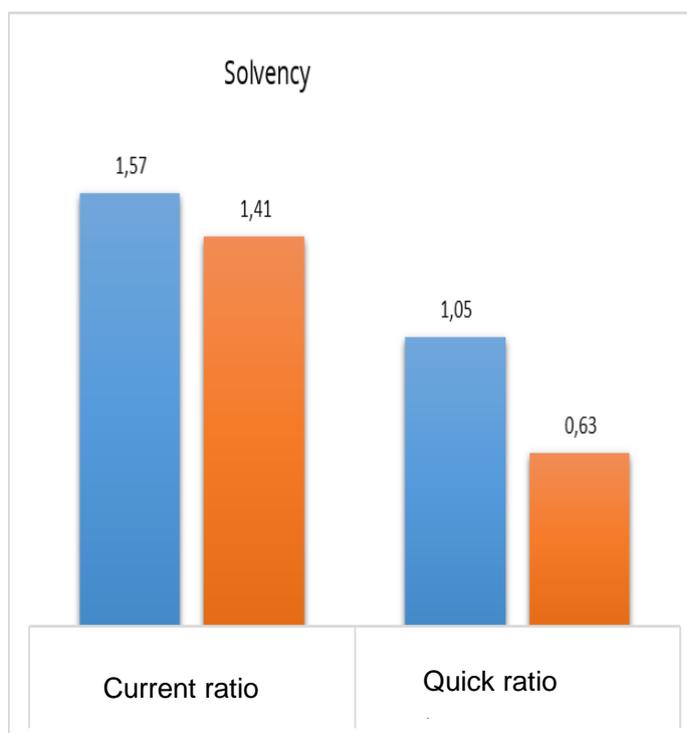
Key Financial Indicators

| Indicator | Unit | Year 2023 | Year 2024 |
|--|-------|--------------|--------------|
| 1. Solvency ratio | | | |
| + Current ratio: | Times | 1.57 | 1.41 |
| + Quick ratio: | Times | 1.05 | 0.63 |
| 2. Capital structure ratios | | | |
| + Debt-to-asset ratio: | Times | 0.46 | 0.55 |
| + Debt-to-equity ratio: | Times | 0.87 | 1.22 |
| 3 Operation capability Ratio | | | |
| + Inventory turnover: | Times | 9.93 | 7.83 |
| + Total asset turnover: | Times | 2.73 | 2.67 |
| 4. Profitability ratios | | | |
| + Profit after tax/ Net revenue Ratio: | % | 2.23% | 2.20% |
| + Profit after tax/ total capital Ratio | % | 12.17% | 11.99% |
| + Profit after tax/ Total assets Ratio | % | 6.08% | 5.87% |
| + Profit from business activities/ Net revenue Ratio | % | 2.83% | 2.83% |

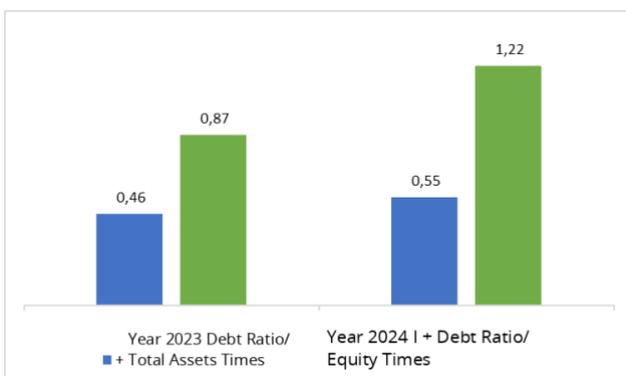
Solvency ratio

Although PPC's current and quick ratios decreased, the increase in current assets and significant rise in inventory suggest that the company is better prepared in terms of production resources, particularly in the context of business expansion.

However, the decrease in the quick ratio from 1.05 times to 0.63 times may reflect an increase in inventory, reducing the ability to pay short-term debts with highly liquid assets. If the company has an effective inventory management strategy, ensuring a reasonable turnover rate, the financial situation will remain well-controlled.



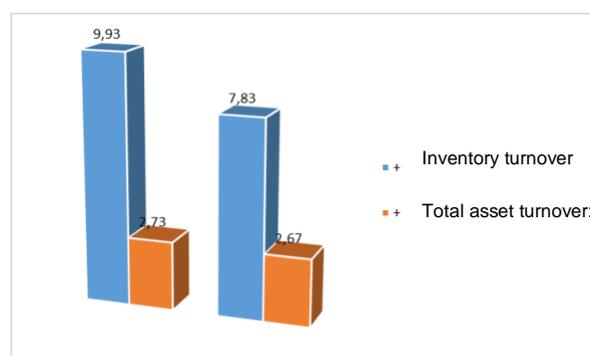
Capital Structure Ratios



Overall, the Company's capital structure indicators are relatively stable, increasing compared to 2023. PPC's utilization of debt for profitable investments, such as production expansion, equipment upgrades, and strategic ventures, appears judicious, as the generated profits adequately offset interest expenses.

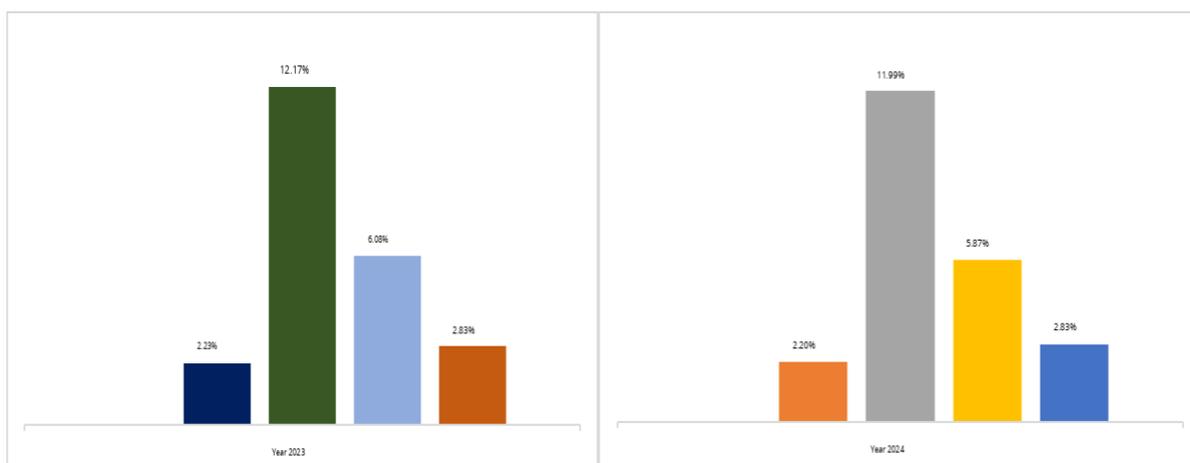
Operating Capacity Ratios

Inventory turnover decreased from 9.93 to 7.83 cycles. Total asset turnover slightly declined from 2.73 to 2.67 cycles. This is attributed to a significant increase in inventory from 28.94 billion to 58.17 billion, due to the proactive stockpiling of raw materials and products to facilitate planned production expansion and meet market demands in 2025; this constitutes a prudent preparatory strategy for 2025.



Profitability Ratios

Due to the prevailing industry-wide challenges in 2024, the Profit from operating activities/Net revenue ratio remained constant at 2.83%, indicating the stability of PPC's core business performance.



5. Shareholders structure, change in the owner's equity.

Share Information as of 31/12/2024

- Company's Charter capital: 47,995,160,000 VND
- Total issued shares: 4,799,516 shares
- Number of outstanding shares: 4,799,516 shares
- Number of treasury shares: 0 shares
- Share type: Common shares
- Par value: 10,000 VND/share

Shareholder Structure as of 28/10/2024

| No. | Subject | Number of shareholders | Number of shares owned | Percentage |
|--------------|------------------------------|------------------------|------------------------|----------------|
| | | (people) | (shares) | |
| 1 | Domestic shareholders | 462 | 4,792,211 | 99.85% |
| - | Organization | 3 | 2,802,967 | 58.40% |
| - | Individual | 459 | 1,989,244 | 41.45% |
| 2 | Foreign shareholders | 6 | 7,305 | 0.15% |
| - | Organization | 2 | 1,105 | 0.02% |
| - | Individual | 4 | 6,200 | 0.13% |
| Total | | 468 | 4,799,516 | 100,00% |

Charter Capital Change Status

In 2024, PPC did not change its Charter capital.

Treasury Stock Transactions: None.

Other Securities: None.

6. Report on the Company's Environmental and Social Impact

PPC conducts its production and business activities in conjunction with environmental protection, safety, and social security responsibilities. It consistently adheres to environmental regulations, ensuring fire prevention and labor safety at the factory. In 2024, the Company implemented social welfare activities in collaboration with local authorities, creating jobs for local workers (over 90% of PPC's workforce is local). We consistently aim to improve production processes, optimize energy consumption, and minimize waste and emissions.

Environmental Impact:

(Total direct and indirect greenhouse gas (GHG) emissions; GHG emission reduction initiatives and measures)

Total direct greenhouse gas (GHG) emissions: 339.37 tons of CO₂ equivalent

Total indirect greenhouse gas (GHG) emissions: 3,510.82 tons of CO₂ equivalent

Measures and initiatives to reduce GHG emission: None.

Raw Material Management

In the Company's packaging production process, more than 30% of defective products are recycled and reused. In the packaging manufacturing industry, utilizing recycled materials significantly contributes to cost savings. To minimize waste to the lowest possible level, the Company's leadership consistently encourages employees to enhance creativity and innovation in production, aiming to reduce defective products as much as possible. This approach helps optimize input costs while ensuring profitability.

a) The total amount of raw materials used for the manufacture and packaging of the products as well as services of the organization during the year.

- Fertilizer Production:

| Raw material name | Unit | Quantity |
|-----------------------------------|-------|-----------|
| Humic Acid | kg | 619,795 |
| MAP | kg | 23,000 |
| MOP | kg | 10,110 |
| Urea Fertilizer | kg | 2,068,650 |
| Additives | kg | 1,180,418 |
| Talc Powder | kg | 9,885 |
| Coating Agent | kg | 1,784 |
| PE C900 Sewing Thread (PB Humate) | kg | 157 |
| Ink Solvent (PB Humate) | l | 28 |
| Printing Ink (PB Humate) | l | 5 |
| DO Oil (PB Humate) | l | 81,699 |
| Peat | kg | 2,100 |
| Drawstring (PB Humate) | Cover | 529 |
| Black Pigment N-J (PB Humate) | kg | 170 |
| Coffee grounds | kg | 2,673 |
| Soybean meal | kg | 3,787 |

| Raw material name | Unit | Quantity |
|-------------------|------|----------|
| Crushed rice husk | kg | 40,760 |

- Packaging Production:

| Raw material name | Unit | Quantity |
|--|----------------|------------|
| PP Resin | kg | 3,419,000 |
| PE Resin | kg | 1,307,200 |
| Colorant | kg | 8,200 |
| Solvent | kg | 38,906 |
| Printing Ink | kg | 18,925 |
| PP Woven Fabric | kg | 251,414 |
| Sewing thread | kg | 36,056 |
| PE Roll | kg | 193,810 |
| Taical | kg | 153,700 |
| Bleaching Agent | kg | 200 |
| Matte Film | m ² | 10,167,040 |
| Nylon Bag Tie | kg | 3,445 |
| Cardboard Sheet | piece | 16,219 |
| Various Lubricants | l | 100 |
| Komatsu Forklift Transmission Oil | l | 40 |
| Hitachi Air Compressor Oil (General Use) | lit | 40 |
| Cow Fat | kg | 24 |
| Hydraulic Oil | lit | 80 |
| Various Engine Oils | lit | 3,600 |
| Aromatic Gasoline (General Use) | l | 5 |

b) The percentage of materials recycled to produce products and services of the organization.

- Packaging Production: Recycled plastic used in production accounts for 30.11% (124,239 kg recycled, 37,408 kg used).

Energy Consumption

a) Energy consumption - directly and indirectly.

Electricity consumption rate: for the Packaging Factory, the electricity consumption rate is 0.99 kWh/kg of product; for the Fertilizer Factory, it is 65 kWh/ton. Electricity price: 1,992 VND/kWh.

Diesel oil consumption rate for the Fertilizer Factory: 18 lits/ton (for the N.Humate +Te fertilizer line).

- Electricity: Packaging Factory 4,910,527 kWh, Fertilizer Factory 415,357 kWh

- Diesel oil: 123,271.86 lits

b) Energy savings through initiatives of efficiently using energy:

The Company's primary energy consumption consists of electricity and diesel oil. As a manufacturing enterprise frequently operating high-powered machinery, the electricity consumption demand is substantial. Therefore, the Company consistently implements energy-saving measures across production lines within the factory.

Furthermore, the Company also undertakes practical actions such as participating in Earth Hour, switching off lights when not in use, and organizing training sessions to guide employees on operational principles, operating technologies, and technical solutions for efficient energy use within systems, alongside safe and efficient operational techniques. This contributes to enhancing energy management and conservation knowledge among workers and management personnel, resulting in production cost savings and improved business performance. Concurrently, the Company prioritizes investing in new equipment and maintaining existing equipment to minimize resource and fuel consumption.

c) The report on energy saving initiatives (providing products and services to save energy or use renewable energy); report on the results of these initiatives. None

Water Consumption

For manufacturing plants in general, water usage is mandatory. PPC utilizes 100% of its water from the municipal water supply. The company generates no production wastewater. Water used in production is recycled and reused, with losses only occurring due to evaporation. Domestic wastewater is treated via septic tanks (wastewater from restrooms) or undergoes preliminary treatment (wastewater from the canteen and handwashing) before flowing into the Industrial Park's drainage system.

Water usage: Packaging Plant 6,237 m³, Fertilizer Plant 7,763 m³.

Percentage and total amount of recycled and reused water. Water is recycled and reused in the fiber and coating stages of the Packaging Plant (cooling tower) and in the dust treatment system of the Fertilizer Plant (dust suppression system), but the amounts are not measured.

Compliance with environmental protection laws.

The company has been certified to ISO 14001:2015 and, throughout its operations, strictly adheres to environmental protection laws, controlling waste and emissions pollution. PPC is committed to complying with regulations issued by the Ministry of Natural Resources and Environment regarding water resources, incident response, and relevant technical standards within the industry.

Additionally, the company has established Quality, Safety, and Environmental Policies; implemented regulations for economical energy consumption; and conducted awareness campaigns to enhance employees' sense of responsibility towards the community and the environment.

In 2024, PPC maintained stringent control over all emission sources and prevented any serious environmental incidents.

a) Number of times the company is fined for failing to comply with laws and regulations on environment. None.

b) The total amount to be fined for failing to comply with laws and regulations on the environment. None.

Policies related to employees.

Average income of employees (excluding the Management Board).

| Indicator | Unit | Year 2023 | Year 2024 |
|---------------------------|--------------------------|-----------|-----------|
| Total Number of Employees | People | 217 | 220 |
| Average income | million VND/month/person | 11,27 | 11,59 |

Labor policies aim to ensure the health, safety, and welfare of workers: compliance with the number of working hours per day and the number of working days per week. Female workers are entitled to maternity leave and related benefits before and after childbirth. The mental well-being of workers is also emphasized, including allowances for travel when returning to their hometown, birthday celebrations, and festivities.

Training policy.

The company highly values its workforce, recognizing it as the primary factor determining success in all of PPC's activities. In 2024, the company focused on implementing internal and external training programs to enhance employees' professional skills. The company's training policy is implemented according to a plan for each task, encouraging and facilitating individuals to develop their capabilities to assume higher positions.

Salary and bonus policy.

Establishing a salary and bonus policy based on productivity and work quality, ensuring competitiveness with businesses in the same industry, to motivate and encourage employees to demonstrate initiative and creativity in their work.

Implementing a salary payment policy based on employees' job titles. Annual performance reviews are conducted to determine salary increases and promotions for individuals with outstanding achievements.

The company consistently rewards individuals and teams for cost savings, technical innovations, outstanding task completion, or contributions deemed appropriate by the company's rewards committee.

In 2024, PPC provided salaries and bonuses, including a 13th-month salary and bonuses for New Year's Day, Lunar New Year, April 30th, May 1st, September 2nd, and year-end performance.

Welfare and Remuneration Policy

All employees of the Company are enrolled in and benefit from the prescribed insurance schemes. Allowances such as hazard pay, concurrent position allowance, and position allowance are paid in full and on time for each pay period.

PPC fully implements social insurance, health insurance, and unemployment insurance policies in accordance with legal regulations. Additionally, there is PVI health care insurance, personal accident insurance, and retirement insurance.

The Company's Trade Union always cares about the material and spiritual life of its employees. Regular assistance is provided to employees facing difficult circumstances, illness, or disease, thereby offering timely encouragement to employees and their families, demonstrating the Company's compassion for its workforce.

Annually, the Company organizes health checkups and occupational disease examinations for all employees, as well as travel and vacation opportunities.

Responsibility to the Community

Sustainable development arises not only from within the enterprise, but also from the community and society. Philanthropic activities not only serve to enhance the Company's image, but they are also central to the Board of Directors' focus on societal well-being, pursuing shared stability and progress.

Moreover, the Company prioritizes employment creation for local residents.

Policy of regular and ad-hoc subsidies: supporting individuals facing exceptionally difficult circumstances, such as children, the elderly, disabled individuals, and impoverished people, through providing cash, services, and goods.

PART III. REPORTS AND ASSESSMENTS OF THE BOARD OF MANAGEMENT

1. Report of the Board of MANAGEMENT

SWOT Analysis of PPC's Current Status

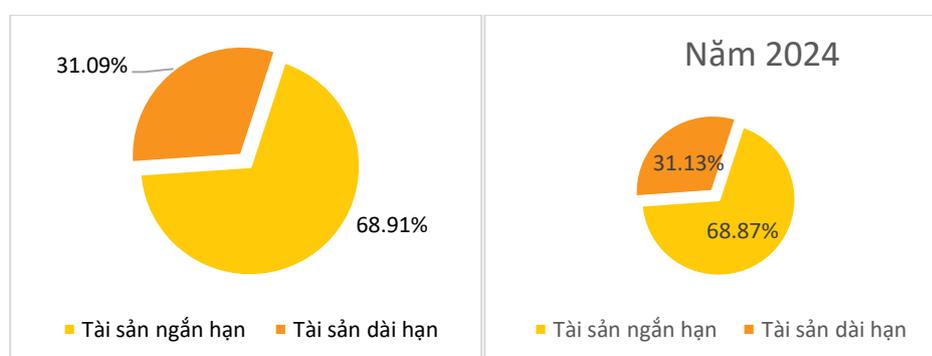
| Product quality (S) | Selling expenses (W) | Equipment investment (O) | Infrastructure and machinery (T) |
|--|---|---|--|
| PPC maintains stringent quality control systems, from raw materials to finished products, ensuring high product standards. | PPC's unfavorable geographical location results in high transportation costs, hindering market development and expansion. | Investing in modern technologies and equipment enhances productivity, reduces costs, and ensures product quality. | Deteriorating infrastructure and equipment increase maintenance costs, negatively impacting production efficiency. |

2. Financial Position

Asset Status

Total Asset Structure

| Items | Unit | 31/12/2023 | 31/12/2024 |
|---------------------------|--------------------|-------------------|-------------------|
| Current Assets | VND | 86.18 | 104.90 |
| Cash and cash equivalents | Billion VND | 22.54 | 3.12 |
| Short-term receivables | Billion VND | 4.12 | 7.66 |
| Inventories | Billion VND | 28.60 | 58.17 |
| Other short-term assets | Billion VND | 0.91 | 0.95 |
| Long-term assets | Billion VND | 38.89 | 47.41 |
| Total assets | Billion VND | 125.07 | 152.31 |



Current assets experienced a slight decrease of 0.03%, from 68.91% to 68.87%. This suggests a minor shift in PPC's cash flow and inventory.

Non-current assets exhibited a marginal increase of 0.03%, rising from 31.09% to 31.13%. This may be associated with investments in fixed assets.

However, 2024 presented economic difficulties with inflationary pressures, directly impacting PPC's packaging production operations. Nevertheless, PPC executed financial investments and achieved favorable debt recovery, generating substantial cash flow and augmenting the Company's cash reserves.

Liabilities Status

Capital Structure

| Indicator | Unit | 31/12/2023 | 31/12/2024 |
|-----------------|--------------|------------|------------|
| Payables | Billion Dong | 58,03 | 83,57 |
| Short-term Debt | Billion Dong | 55,06 | 74,51 |
| Long-term Debt | Billion Dong | 2,96 | 9,06 |
| Equity | Billion Dong | 67,04 | 68,74 |
| Total Capital | Billion Dong | 125,07 | 152,31 |

PPC's liabilities primarily consist of short-term debt, representing nearly 89.16% of total liabilities in 2024. Long-term debt comprises 10.84% of total debt, entirely attributed to bank loans allocated for investments in fixed asset acquisition and construction.

Equity increased marginally by 2.53% (from 67.04 billion to 68.74 billion), indicating ongoing capital accumulation, albeit at a modest rate compared to liabilities.



Improvements in organizational structure, policies, and management

The organizational structure and functions of the Departments/units have been reviewed and adjusted since 2023-04, with current assessments indicating positive outcomes in operations due to the adjustments, and better coordination and task implementation among Departments/units, avoiding overlaps.

In 2024, the Company consolidated its management structure of the Packaging Production Branch - Production and Business Department. This restructuring improved management, made operations among departments/production teams more methodical and flexible. In 2024-07, the Company established an Internal Audit Department, commencing internal audit operations.

Updates to employee policies are made in compliance with legal regulations. Corporate governance and management adhere to the Company's internal governance regulations, the Company Charter, the Law on Enterprises, and regulations concerning listed companies.

Furthermore, the Company rigorously complies with legal regulations concerning information disclosure, completing reporting and information transparency obligations required of listed companies on time. This demonstrates management transparency while preserving trust from shareholders, investors, and PPC's partners.

3. Development plans in future

Safe and stable operation of the Packaging Production Plant at 100% of design capacity and the Fertilizer Plant achieving a minimum output of 7,500 tons.

Develop a plan and organize the implementation of maintenance work for the Packaging Plant and the Fertilizer Plant to operate efficiently and continuously.

Review and update the production consumption quota set for the packaging and fertilizer segments.

Implement data digitization in production, business, and corporate governance operations.

Develop a plan and implement the ESG program at the enterprise.

Strictly comply with regulations on Fire Prevention and Fighting, and Occupational Safety and Health at the Enterprise.

Continue to perfect the organizational structure to ensure effective operation of the Company.

Implement anti-corruption and anti-waste practices.

Continue to implement and develop the corporate culture.

Perform other duties as assigned by the General Meeting of Shareholders of PPC.

Specific Business Production Plan for 2025

| Indicator | Unit | Plan 2025 |
|--------------------------|---------------------------|------------------|
| Production output | | |
| Packaging | <u>Million packages</u> | 27,00 |
| Fertilizer | <u>Thousand tons</u> | 7,50 |
| Sales volume | | |
| Packaging | <u>Million packages</u> | 27,00 |
| Fertilizer | <u>Thousand tons</u> | 10,00 |
| Revenue | <u>Billion VND</u> | 307,29 |

| Indicator | Unit | Plan 2025 |
|--------------------------------------|--------------------|------------------|
| Packaging | <u>Billion VND</u> | 243,40 |
| Fertilizer | <u>Billion VND</u> | 63,00 |
| Other revenues | <u>Billion VND</u> | |
| Financial revenue | <u>Billion VND</u> | 0,88 |
| Other income | <u>Billion VND</u> | |
| Profit before tax | <u>Billion VND</u> | 9,35 |
| Profit after tax | <u>Billion VND</u> | 7,48 |
| Percentage of dividend payout | <u>%</u> | 8,50 |

Implementation Solutions

Production Management:

- Establish production plans and material plans on a weekly/monthly/quarterly/annual basis for the Packaging Factory and the Fertilizer Factory more scientifically to meet the 2025 plan.
- Proactively predict and promptly warn of risks related to production conditions to ensure that production progress adheres closely to the plan.
- Based on the production plan, proactively prepare and reserve fertilizer materials with long procurement times to ensure that they meet the needs of the production process.
- Periodically continue to update, supplement, and complete the Quality Control System comprehensively, while strengthening training for the direct production department.
- Maintain a strict quality control system from input materials to finished products, ensuring that there are no returned goods incidents due to subjective reasons or lack of control. Reduce the number of non-conformances by 10% compared to 2024 and have no non-conformances of serious level.
- In 2025, improvements will be made to the quality of woven yarn to enhance the quality of packaging products and meet customer requirements.
- Research, test, and evaluate new materials for production (minimum 10 new types of materials).
- Implement sharing of technical instructions regarding electrical and mechanical aspects.
- Establish specific maintenance plans for each machine cluster, accurately reflecting the actual condition.
- Ensure stable machine operation to guarantee the implementation of the established production plan.
- Register 3 improvement initiatives in 2025.
- Develop Occupational Safety and Health, and Fire Prevention and Control plans in compliance with legal regulations, closely adhering to the business production plan. Conduct synthesis, analysis, and periodic quarterly reporting.
- Enhance control effectiveness through periodic internal assessments (twice a year).
- Strengthen compliance monitoring through the activities of the Safety and Hygiene team; Conduct quarterly internal training.
- Improve machinery, equipment, and work processes to eliminate or mitigate hazards that could lead to recurring incidents.

Business Management:

- Serve the packaging needs effectively for internal customers, namely PVCFC and KVF.
- Maintain cooperative relationships with traditional customers.
- Further exploit major rice importers in Vietnam and the Southeast Asian region.
- Concentrate resources on building and developing the fertilizer business segment, gradually affirming product quality and brand reputation with customers.
- Develop specialized product lines for each region.

- Develop product formulations needed by the market to boost sales volume.

Human Resource Management:

- Allocate and arrange human resources in accordance with the situation of each phase.
- Ensure training activities closely adhere to the actual requirements of each department, assisting employees in further enhancing their professional competence, developing skills, and ensuring the uniform quality of the human resources team to meet increasingly effective work and enhance productivity.
- Encourage departments to share practical experiences and successful lessons to disseminate knowledge and improve work efficiency.
- Evaluate the effectiveness of each training program based on criteria such as skill improvement, increased productivity, and cost reduction.
- Build a corporate culture and promote the role and strength of organizations, fostering collective strength in production and business.

Financial Management:

- Ensure sufficient financial resources to maintain production and business activities while meeting the needs of sustainable development investment.
- Optimize costs in all activities, from production to operation, to improve business efficiency and profits.
- Monitor and analyze expenses in real-time; Establish cost assessment criteria to detect and eliminate unnecessary expenses.

4. Explanation of the Director's Board regarding audit opinions.

According to the 2024 audited financial statements, the independent audit unit, Deloitte Vietnam Co., Ltd., issued an unqualified audit opinion on the 2024 financial statements of Petrovietnam Packaging Joint Stock Company; therefore, the Director's Board has no further comments.

5. Report evaluating the Company's environmental and social responsibilities.

Assessment related to environmental indicators.

Information presented in Part II, Operational Status of the Year.

Assessment concerning the labor issues.

Utilize job performance evaluation results in refining human resource management policies.

Utilize job performance evaluation results in labor remuneration.

Utilize job performance evaluation results in employee placement and utilization.

Utilize job performance evaluation results in promotion and advancement.

Utilize job performance evaluation results in training and development.

Utilize job performance evaluation results in fostering employee morale.

Utilize job performance evaluation results in improving the working environment and conditions.

Evaluation related to the Company's responsibility to the local community.

Recognize that the stable and sustainable existence and development in society depend heavily on human factors and the Company's business environment. Therefore, fulfilling social responsibilities will help the Company achieve:

- Enhance the brand value and prestige of the company, as well as expand the business scale and increase profits for the enterprise.

- Attracting highly skilled and competent personnel to enhance productivity and efficiency in production-business operations and create high-quality products. Furthermore, effectively fulfilling social responsibilities helps businesses retain specialized employees, contributing to affirming the "soft power" of the enterprise.
- Assisting the enterprise in effectively implementing management activities within the company and other responsibilities in society.
- Ensuring the stable and sustainable development of the enterprise.
- Additionally, in 2024, PPC actively collaborated with agencies and departments in Bac Lieu province to implement social welfare programs and community support: donating over 500 gifts to disadvantaged households in the area, participating in sponsoring programs to support people in difficulty, such as contributing to the fund for the poor, awarding scholarships to poor and overcoming students; supporting the making of solar lights in Vinh Loi district... Building a strong relationship between the enterprise and the community, enhancing the prestige and image of the Company in the province.
- PPC has fully fulfilled its financial obligations to the State, contributing over 4.09 billion VND through taxes and fees. This demonstrates compliance with the law and corporate responsibility to the community, while contributing to the local socio-economic development.

PART IV: ASSESSMENT OF THE BOARD OF DIRECTORS

1. Assessment of the Board of Directors on the Company's activities in 2024

Production-business situation in 2024

The global economy experienced slow growth, inflation remained high, while export markets faced difficulties. Domestically, the economy suffered a dual impact from external fluctuations and limitations (import-export markets, supply chains, investment, currency, finance...), impacting production-business.

Facing these challenges, PPC proactively implemented solutions to ensure stable operation, optimize efficiency, and adapt flexibly, aiming to achieve the 2024 production-business plan.

Status of implementation of production-business plan exceeding the plan



Production output of packaging for the year 2024: 28,479 thousand packages

- Achieved 107.63% of the 2024 plan
- Achieved 111.39% compared to the same period in 2023

Packaging Consumption Output in 2024: 28,490 thousand packages

- Achieved 106.32% compared to the 2024 plan
- Achieved 110.63% compared to the same period in 2023

Total Revenue in 2024: 371.84 billion VND

- Achieved 106.24% compared to the 2024 plan
- Equals 102.82% compared to the same period in 2023

Pre-tax Profit in 2024: 10.47 billion VND

- Achieved 114.14% compared to the 2024 plan
- Achieved 102.93% compared to the same period in 2023

OTHER TASKS

- In 2024, PPC adhered to all corporate governance regulations for listed companies and ensured compliance with information disclosure requirements as mandated by law. Furthermore, PPC continued its restructuring efforts, streamlining operations, and establishing an Internal Audit Department (IAD) in accordance with regulations and the company's actual needs.
- PPC consistently prioritizes human resource development, organizing specialized training programs to enhance employees' skills. The company actively recognizes, rewards, and fosters a culture of innovation among its staff.
- The company strictly complies with legal regulations in business operations, fulfilling all tax obligations, social insurance requirements, and accounting policies as mandated. Additionally, PPC actively engages in corporate social responsibility (CSR) initiatives, supporting local communities and assisting underprivileged families.
- PPC fully complies with state-issued accounting policies and standards, maintaining well-organized financial records and documents to promptly meet the inspection and audit requirements of regulatory authorities.
- The company remains committed to CSR efforts, supporting local communities, neighboring areas, and assisting disadvantaged workers' families.

Environmental and social responsibility of the Company

- Preserving and developing the company's cultural identity
- Protecting employee rights
- Anti-corruption
- Environmental protection
- Creating favorable working conditions for employees
- Bridging the gap between employees and leaders
- For the benefit of the community

2. Assessment of the Board of Directors on the activities of the Board of Directors

In 2024, the Board of Directors made positive achievements in directing the Company's business activities, specifically:

The Board of Directors and the Director Board coordinated activities based on the principles of flexibility, harmony, and ensuring the benefits of the Company and shareholders. The corporate governance-management relationship between the Board of Directors and the Director of the Company is always in close coordination and implemented in accordance with the Charter and corporate governance regulations.

The Director Board and other management officials of the Company complied with the law, current regulations, and the Company's Charter; striving to implement and complete the Resolutions of the General Meeting of Shareholders and the Board of Directors. Although there were many difficulties in 2024, the Director Board made efforts, provided timely direction, and ensured the completion of the set plan.

- Accomplish the objectives set forth in the 2024 plan.
- Ensure Company operations and employee livelihoods amidst the global economic downturn.

- Establish cost planning and control methods for each cost center to enhance cost control effectiveness.
- Maintain stable annual dividends for shareholders.
- Restructure the Company for streamlined operations.

Additionally, there are some limitations.

- Infrastructure and facilities have deteriorated and lack synchronized investment.
- Depreciated machinery and equipment lack a replacement investment plan.
- There aren't many notable innovation initiatives.

Plan for 2025

2025 Plan Objectives

| Indicator | Unit | Plan 2025 |
|--------------------------------------|---------------------------|------------------|
| <u>Production output</u> | | |
| <u>Packaging</u> | <u>Million packages</u> | 27,00 |
| <u>Fertilizer</u> | <u>Thousand tons</u> | 7,50 |
| <u>Sales volume</u> | | |
| <u>Packaging</u> | <u>Million packages</u> | 27,00 |
| <u>Fertilizer</u> | <u>Thousand tons</u> | 10,00 |
| Revenue | <u>Billion VND</u> | 307,29 |
| Packaging | <u>Billion VND</u> | 243,40 |
| Fertilizer | <u>Billion VND</u> | 63,00 |
| Other revenues | <u>Billion VND</u> | |
| Financial revenue | <u>Billion VND</u> | 0,88 |
| Other income | <u>Billion VND</u> | |
| Profit before tax | <u>Billion VND</u> | 9,35 |
| Profit after tax | <u>Billion VND</u> | 7,48 |
| Percentage of dividend payout | <u>%</u> | 8,50 |

Regarding business strategy

Increase market share in packaging and fertilizers: achieve 28.2 – 30.0 million bags and 14.1 – 15.0 thousand tons of fertilizer, respectively.

Implement data digitization in production, business operations, and company management.

Develop and implement an ESG program within the enterprise.

Key Task Orientations for 2025

Establish and complete synchronous infrastructure.

Strengthen human resource training to enhance labor productivity.

Regularly review and update the consumption quota for packaging and fertilizer production.

Invest in new machinery, equipment, and factories to enhance production capacity and improve product quality.

Continue to refine and build a corporate culture that fosters a sustainable development environment and motivation.

Orientation for the period 2021-2025

Packaging Sector

- Focus all resources on meeting all of Đạm Cà Mau's packaging needs, while investing in and enhancing product quality to protect the PVCFC brand. Increase the proportion of packaging supplied to external customers, promote packaging exports to other countries such as Laos and Cambodia, and ensure that packaging output reaches 30 million bags annually.

Fertilizer Sector

- Maintain production of N. Humate, NPK, and NPK Humic fertilizer products.
- Serve as the processing unit for PVCFC's new fertilizer trial products and process for external partners to ensure maximum plant production capacity.
 - Production - Market
 - Enhance the proficiency and technical skills of machinery operation.
 - Thoroughly apply the 5S and Kaizen programs to eliminate waste and increase production efficiency.
 - Continuously improve and research new technologies to maximize machinery capacity.
 - Enhance product quality to effectively meet the high-quality packaging segment.
 - Diversify products and services to effectively serve domestic and international customer needs.
 - Lead in product quality and pricing.
 - Provide enthusiastic, friendly, and attentive customer service.
 - Demonstrate goodwill in partnerships and collaborations with customers and associates.
 - Continuously learn and seek business development opportunities.
 - Establish and maintain the motto: "Prestige - Quality - Safety - Efficiency."
 - Implement effective sales policies to build and position the brand in the market. Furthermore, leverage media and internet platforms to promote brand awareness, products, and capabilities to a broad range of potential customers.

PART V: CORPORATE GOVERNANCE

1. Board of Directors

List of Members of the Board of Directors

| No. | Name | Position | Start date Board of Directors' members |
|-----|-----------------------|---|--|
| 01 | Mr. Nguyen Duc Thuan | Chairman of the Board of Directors | Member of the Board of Directors on June 21, 2018 Chairman of the Board of Directors on November 22, 2019 Reappointed Member of the Board of Directors on June 8, 2023 Reappointed Chairman of the Board of Directors on June 8, 2023 |
| 02 | Mr. Nguyen Trung Kien | Board of Directors' members | Board Member on June 21, 2018 Board Member reappointed on June 8, 2023 |
| 03 | Mr. Tran Thien Hong | Independent members of the Board of Directors | Independent Board Member reappointed on June 24, 2020 |
| 04 | Mr. Dinh Nhat Duong | Board of Directors' members | Board Member on November 22, 2019 Board Member dismissed on May 30, 2024 |
| 05 | Ms Tran Nhu Quynh | Board of Directors' members | Board Member on November 22, 2019 Reappointed Board Member on May 30, 2024 |
| 06 | Mr. Do Thanh Hung | Board of Directors' members | Board Member on May 30, 2024 |

Curriculum Vitae of the Members of the Board of Directors

MR. NGUYEN DUC THUAN - CHAIRMAN OF THE BOARD OF DIRECTORS

Date of Birth: March 8, 1974

| | |
|--|---|
| Qualification: Engineer of Waterway and Road Transport Economics | |
| Work Experience | |
| From 01/1998 - 09/1999 | Worked at Gas Processing and Trading Company |
| From 09/1999 - 05/2002 | Specialist, Planning - Technical Department at Project Management Unit No. 1 and 5 Le Duan, Vietnam Oil and Gas Corporation |
| From 05/2002 - 08/2007 | Technical Specialist for Phu My Gas Pipeline Project Management Unit, Ho Chi Minh City |
| From 08/2007 - 06/2014 | Director of Petroleum Real Estate Joint Stock Company Branch, Ho Chi Minh City |

| | |
|--|--|
| Qualification: Engineer of Waterway and Road Transport Economics | |
| From 07/2014 - 21/11/2019 | Deputy Head of Office, Ca Mau Petroleum Fertilizer Joint Stock Company |
| From 21/06/2018 - 21/11/2019 | Deputy Head of Office, Ca Mau Petroleum Fertilizer Joint Stock Company, concurrently Board of Directors' members of Petrovietnam Packaging Joint Stock Company |
| From 22/11/2019 - present | Chairman of the Board of Directors, Petrovietnam Packaging Joint Stock Company |
| From 10/01/2024 - present | Board of Directors' members, Ca Mau Petroleum Fertilizer Joint Stock Company |
| Number of personally owned shares | 0 shares |

MR. NGUYEN TRUNG KIEN – Member of the Board of Directors

Date of Birth: August 13, 1975

Information has been presented in Part II, Curriculum Vitae of the Board of Management.

MR. TRAN THIEN HONG – Independent Member of the Board of Directors

Date of Birth: April 3, 1951

| | |
|-----------------------------------|---|
| Work Experience | |
| From 1975 - 1985 | Worked at Binh Minh Construction Cooperative |
| From 1985 - present | Home-based wood furniture trading business |
| Từ 04/2015 - present | Independent Board of Directors' members, Petrovietnam Packaging Joint Stock Company |
| Number of personally owned shares | 0 shares |

MR. DINH NHAT DUONG - Member of the Board of Directors

Date of Birth: August 7, 1980

| | |
|---------------------------|---|
| Qualification: Accounting | |
| Work Experience | |
| From 09/2005 - 09/2006 | Audit Assistant at SGN Audit Partnership Company |
| From 12/2006 - 04/2010 | Audit Assistant at Bac Dau Auditing Limited Liability Company |
| From 04/2010 - 01/2011 | Auditor at Bac Dau Auditing Limited Liability Company |
| From 02/2011 - 05/2011 | Deputy Head of Accounting Department, DKVN Energy Technology Corporation (PVEIC) |
| From 05/2011 - 10/2013 | Chief Accountant at EIC Vietnam Valuation Limited Liability Company |
| From 04/2014 - 05/2015 | Director at Duong Minh Accounting Services and Consulting Limited Liability Company |

| Qualification: Accounting | |
|-----------------------------------|---|
| From 07/2015 - 11/2016 | Specialist, Finance Department at Accounting, Ca Mau Petroleum Fertilizer Joint Stock Company |
| From 11/2016 - 11/2020 | Head of Accounting Department, Finance Department at Accounting, Ca Mau Petroleum Fertilizer Joint Stock Company |
| From 12/2020 - 05/2023 | Internal Auditor at Internal Audit Department, Ca Mau Petroleum Fertilizer Joint Stock Company |
| From 05/2023 - present | Deputy Head, Internal Audit Department, concurrently Assistant to the Chairman of the Board of Directors, Ca Mau Petroleum Fertilizer Joint Stock Company |
| From 22/11/2019 - 29/5/2024 | Board of Directors' members at Petrovietnam Packaging Joint Stock Company |
| Number of personally owned shares | 0 shares |

MS. TRAN NHU QUYNH - Member of the Board of Directors

Date of Birth: August 18, 1979

| Qualification | Bachelor of Economics |
|-----------------------------------|---|
| From 11/2001 - 08/2005 | HACCP Secretary, Specialist at Factory 2 - Ca Mau Import-Export Processing Joint Stock Company |
| From 09/2005 - 08/2008 | Specialist, Sales Department at Ca Mau Import-Export Processing Joint Stock Company |
| From 09/2008 - 01/2010 | Specialist, Planning and Economy Department at Ca Mau Gas-Power-Fertilizer Complex Project Management Unit |
| From 02/2010 - 01/2011 | Deputy Head of Investment Planning Department at Ca Mau Gas-Power-Fertilizer Complex Project Management Unit |
| From 08/2012 - 10/2014 | Deputy Head of Strategic Planning Division (now Planning – Investment Division) at Ca Mau Petroleum Fertilizer Limited Liability Company (now Ca Mau Petroleum Fertilizer Joint Stock Company) |
| From 10/2014 - 01/2015 | Deputy Head of Strategic Planning Division (now Planning – Investment Division) at Ca Mau Petroleum Fertilizer Limited Liability Company (now Ca Mau Petroleum Fertilizer Joint Stock Company) Board of Directors' members at Petrovietnam Packaging Joint Stock Company |
| From 02/2015 - 06/2018 | Head of Investment Planning Division, Ca Mau Petroleum Fertilizer Joint Stock Company, Board of Directors' members at Petrovietnam Packaging Joint Stock Company |
| From 06/2018 - nay | Head of Investment Planning Division, Ca Mau Petroleum Fertilizer Joint Stock Company |
| From 22/11/2019 - 29/05/2024 | Board of Directors' members at Petrovietnam Packaging Joint Stock Company |
| From 30/05/2024 - present | |
| Number of personally owned shares | 0 shares |

MR. DO THANH HUNG - Member of the Board of Directors

Date of Birth: March 5, 1975

| | |
|----------------------------------|--|
| Qualification | Master of Business Administration, Petroleum Refining Engineer, Bachelor of Political Economics |
| From 01/06/1998 - 31/03/2003 | Specialist, Crude Oil and Petroleum Products Department, Research and Development Center for Petroleum Processing - PetroVietnam - No. 4 Nguyen Thong, District 3, Ho Chi Minh City |
| From 01/04/2003 - 30/06/2006 | Specialist, Project Economics Department, Research and Development Center for Petroleum Processing - PetroVietnam - No. 4 Nguyen Thong, District 3, Ho Chi Minh City |
| From 01/07/2006 - 30/09/2010 | Specialist, Investment Department (Project Investment) - Project Team Leader, Vietnam Petroleum Finance Joint Stock Corporation - Ho Chi Minh City Branch |
| From 01/10/2010 - 31/03/2011 | Assistant to the Board of Directors, Southern Region, Vietnam Petroleum Finance Joint Stock Corporation - 208 Nguyen Trai, District 1, Ho Chi Minh City |
| From 01/04/2011 - 30/06/2011 | Deputy Head of Capital Mobilization and Financial Services Department, Vietnam Petroleum Finance Joint Stock Corporation - Saigon Branch - 18th Floor, 1-5 Le Duan, District 1, Ho Chi Minh City |
| From 01/07/2011 - 31/12/2015 | Head of Marketing Synthesis Department, Vietnam Joint Stock Commercial Bank for Industry and Trade - Branch 7, Ho Chi Minh City |
| From 01/01/2016 - present | Company Secretary, in charge of corporate governance - Ca Mau Petroleum Fertilizer Joint Stock Company (PVCFC) |
| From 30/05/2024 - present | Board of Directors' members at Petrovietnam Packaging Joint Stock Company |
| Number of shares held personally | 0 shares |

Sub-committees of the Board of Directors

The Board of Directors has not established any sub-committees. The Board's activities are assigned to members to review certain matters under the Board's authority for decision-making. Concurrently, the Board supervises, directs, and urges the Board of Management to implement the Resolutions/Decisions of the Board of Directors.

Activities of the Board of Directors

During the period from 01/01/2024 to 31/12/2024, the Board of Directors held meetings with the participation of members as follows:

| No. | Name | Position | Number of meetings attended | Reasons for absence |
|-----|-----------------------|------------------------------------|-----------------------------|---------------------|
| 01 | Mr. Nguyen Duc Thuan | Chairman of the Board of Directors | 04/04 | |
| 02 | Mr. Nguyen Trung Kien | Board of Directors' members | 04/04 | |

| No. | Name | Position | Number of meetings attended | Reasons for absence |
|-----|---------------------|---|-----------------------------|------------------------------|
| 03 | Mr. Tran Thien Hong | Independent members of the Board of Directors | 04/04 | |
| 04 | Mr. Dinh Nhat Duong | Board of Directors' members | 02/02 | Dismissal date: May 30, 2024 |
| 05 | Mrs. Tran Nhu Quynh | Board of Directors' members | 04/04 | |
| 06 | Mr. Do Thanh Hung | Board of Directors' members | 02/02 | Appointment on May 30, 2024 |

Resolutions/Decisions of the Board of Directors

| No. | Number and symbol | Date/Month/Year | Content |
|-----|-------------------|-----------------|---|
| 01 | 01-NQ/PPC/HĐ | 04/01/2024 | Resolution on personnel work |
| 02 | 02-NQ/PPC/HĐ | 24/01/2024 | Resolution of the Board of Directors meeting on January 24, 2024 |
| 03 | 03-NQ/PPC/HĐ | 29/3/2024 | Resolution of the Board of Directors meeting on March 29, 2024 |
| 04 | 04-NQ/PPC/HĐ | 29/3/2024 | Resolution on personnel work |
| 05 | 05-NQ/PPC/HĐ | 01/4/2024 | Resolution on organizing the 2024 Annual General Meeting of Shareholders |
| 06 | 06-NQ/PPC/HĐ | 01/4/2024 | Resolution on the settlement of the 2023 salary fund |
| 07 | 07-NQ/PPC/HĐ | 02/5/2024 | Resolution on the 2024 labor, salary and remuneration plan |
| 08 | 08-NQ/PPC/HĐ | 07/5/2024 | Resolution on approving documents for the 2024 Annual General Meeting of Shareholders |
| 09 | 09-NQ/PPC/HĐ | 05/6/2024 | Resolution on assigning tasks and activities of the Board of Directors in 2024 |
| 10 | 10-NQ/PPC/HĐ | 01/07/2024 | Regarding the establishment of the Internal Audit Department |
| 11 | 11-NQ/PPC/HĐ | 03/07/2024 | Regarding personnel work |
| 12 | 12-NQ/PPC/HĐ | 23/07/2024 | Regarding the Board of Directors meeting of Quarter II/2024 |
| 13 | 13-NQ/PPC/HĐ | 15/10/2024 | Regarding the payment of 2023 dividends |
| 14 | 14-NQ/PPC/HĐ | 22/10/2024 | Regarding the Board of Directors meeting of Quarter III/2024 |
| 15 | 15-NQ/PPC/HĐ | 19/12/2024 | Regarding the approval of the list of credit institutions and deposit limits |

| No. | Number and symbol | Date/Month/Year | Content |
|-----|-------------------|-----------------|---|
| 16 | 16-NQ/PPC/HĐ | 26/12/2024 | Regarding the adjustment of the 2024 production-business plan |
| 17 | 17-NQ/PPC/HĐ | 26/12/2024 | Regarding the 2025 production-business plan |
| 18 | 01-QĐ/PPC/HĐ | 22/01/2024 | Decision on the Appointment of Director |
| 19 | 02-QĐ/PPC/HĐ | 16/4/2024 | Decision on the Appointment of Chief Accountant |
| 20 | 03-QĐ/PPC/HĐ | 26/4/2024 | Decision on the Issuance of the Salary and Bonus Regulation |
| 21 | 04-QĐ/PPC/HĐ | 15/5/2024 | Decision on the Issuance of the Financial Management Regulation |
| 22 | 05-QĐ/PPC/HĐ | 15/5/2024 | Decision on the Issuance of the Cash Flow Management Regulation |
| 23 | 06-QĐ/PPC/HĐ | 30/5/2024 | Corporate Governance Regulations |
| 24 | 07-QĐ/PPC/HĐ | 30/5/2024 | Regulations on the Operation of the Board of Directors |
| 25 | 08 - QĐ/PPC/HĐ | 01/07/2024 | Regarding the Establishment of the Internal Control Department |
| 26 | 9 - QĐ/PPC/HĐ | 01/07/2024 | Regarding the Issuance of the Company's Organizational Chart |
| 27 | 10 - QĐ/PPC/HĐ | 05/07/2024 | Regarding the Appointment of Deputy Head of Internal Control Department |
| 28 | 11 - QĐ/PPC/HĐ | 23/07/2024 | Regarding the Issuance of the Employee Policy |
| 29 | 12 - QĐ/PPC/HĐ | 28/07/2024 | Regarding the Internal Audit Plan |
| 30 | 13 - QĐ/PPC/HĐ | 29/07/2024 | Regarding the Establishment of the Internal Audit Team |
| 31 | 14 - QĐ/PPC/HĐ | 22/10/2024 | Salary and Bonus Regulations |
| 32 | 15 - QĐ/PPC/HĐ | 20/11/2024 | Internal Audit Process |

Supervisory Activities of the Board of Directors over the Directors

Pursuant to the Company's Charter and regulations, the Board of Directors has supervised the Director's activities in implementing the Resolutions of the General Meeting of Shareholders, the Resolutions of the Board of Directors, and assigned tasks.

Supervision is conducted through reports from the Director at regular Board of Directors meetings, and members of the Board of Directors participate in the Board of Management's regular meetings. Furthermore, the Board of Directors regularly communicates and collaborates with the Board of Management regarding related issues in deploying production and business activities and the Company's development orientation.

Activities of the Independent Member of the Board of Directors

Mr. Tran Thien Hong – Independent Member of the Board of Directors fully participated in all Board of Directors meetings during the year. He performed the rights and obligations of an independent member of the Board of Directors in accordance with the Company's charter and legal regulations.

2. Board of Supervisors

List of Members of the Board of Supervisors

| No. | Name | Position | Start Date Supervisor |
|-----|------------------------|------------------------------------|--|
| 01 | Mr. Le Canh Khanh | Member of the Board of Supervisors | Head of the Board of Directors since June 8, 2023 |
| 02 | Ms. Nguyen Thi Le Hang | Supervisor | Head of Supervisory Board from April 14, 2016 - June 20, 2018 Supervisor from June 21, 2018 - Present |
| 03 | Ms. Nguyen Hoai Phuong | Supervisor | Supervisor from June 24, 2020 |

Curriculum Vitae of the Members of the Board of Supervisors

MR. LE CANH KHANH – Head of the Board of Supervisors

Date of Birth: September 28, 1970

| Qualification: Bachelor of Economics | |
|--------------------------------------|---|
| Work Experience | |
| From 09/1992 - 06/1996 | Chief Accountant of the Shrimp Center - Can Tho University, Chief Accountant - Can Tho Automobile Mechanical Joint Stock Company |
| 07/1996- 12/2002 | Credit Specialist, FOS Development Support Program, Vinh Long Province |
| 01/2005 - 02/2011 | Chief Accountant of Can Tho Automobile Mechanical Joint Stock Company (CAMECO) |
| 03/2011 - 06/06/2023 | Chief Accountant of Petrovietnam Packaging Joint Stock Company (PPC) |
| From 08/06/2023 - present | Head of the Board of Supervisors of Petrovietnam Packaging Joint Stock Company (PPC) |
| From 12/06/2023 - present | Member of the Board of Supervisors of Petrovietnam Ca Mau Fertilizer Joint Stock Company |
| Number of personally owned shares | 1,470 shares, equivalent to 0.03% of charter capital |

MS. NGUYEN THI LE HANG – Member Of The Board Of Supervisors

Date of Birth: October 12, 1982

| Qualification: Bachelor of Accounting | |
|---------------------------------------|---|
| Work Experience | |
| From 10/2005 - 05/2007 | Sales Accountant, Vinh Tuong Industrial Joint Stock Company, District 10, Ho Chi Minh City |
| From 06/2007 - 08/2008 | Warehouse Accountant, Nha Tinh Tuy Joint Stock Company, District 10, Ho Chi Minh City |
| From 09/2008 - 09/2010 | Accountant, V.L.C Accounting Consulting Limited Liability Company |
| From 10/2010 - 01/2012 | Sales Accountant, Honda Nam Suong 2 Store, Nam Suong Coffee Limited Liability Company in Bac Lieu City |
| From 07/2012 - 04/2016 | Sales Materials Accountant and Cashier, Petrovietnam Packaging Joint Stock Company |
| From 14/04/2016 - 20/06/2018 | Head of Supervisory Board, Petrovietnam Packaging Joint Stock Company |
| From 9/2018 - 01/2019 | Deputy Head of Sales and Marketing Department in charge of Planning, Petrovietnam Packaging Joint Stock Company |
| From 21/06/2018 - present | Controller, Petrovietnam Packaging Joint Stock Company |
| From 02/2019 - 04/07/2024 | Deputy Head of Sales Department, Petrovietnam Packaging Joint Stock Company |
| From 05/07/2024 - present | Deputy Head of Internal Audit Department, Petrovietnam Packaging Joint Stock Company |
| Number of personally owned shares | 0 shares |

MS. NGUYEN HOAI PHUONG - Member Of The Board Of Supervisors

Date of Birth: January 27, 1983

| Qualification: Bachelor of Economics | |
|--------------------------------------|---|
| Work Experience | |
| Từ 03/2007 đến 12/2007 | General Accountant at Bac Lieu Housing Development Construction Joint Stock Company |
| Từ 12/2007 đến 10/2008 | Teller at Nam Viet Commercial Joint Stock Bank, Bac Lieu Branch |
| Từ 10/2008 đến 05/2009 | Controller at An Binh Commercial Joint Stock Bank, Bac Lieu Branch |
| Từ 05/2009 đến 03/2014 | Deputy Head of Treasury and Accounting Department in charge of Treasury and Accounting Department at An Binh Commercial Joint Stock Bank, Bac Lieu Branch |
| Từ 03/2014 tháng 12/2014 | Deputy Head of Accounting and Treasury Department at An Binh Commercial Joint Stock Bank, Bac Lieu Branch |
| Từ 12/2014 đến 12/2015 | Deputy Head of Internal Services & Transactions Department, also in charge of Accounting at An Binh Commercial Joint Stock Bank, Bac Lieu Branch |

| Qualification: Bachelor of Economics | |
|--------------------------------------|---|
| Từ 12/2015 đến 02/2017 | Deputy Head of Internal Services & Transactions Department at An Binh Commercial Joint Stock Bank, Bac Lieu Branch |
| Từ 03/2017 đến 09/2018 | Accountant and Center Manager at the Tax Service Accounting Center |
| Từ 10/2018 đến 12/2018 | Deputy Head in charge of Transaction Accounting and Treasury at Viet A Commercial Joint Stock Bank, Bac Lieu Branch |
| Từ 01/2019 đến 05/2019 | Deputy Head of Transaction Accounting and Treasury at Viet A Commercial Joint Stock Bank, Bac Lieu Branch |
| Từ 05/2019 đến 07/2019 | Head of Hoa Binh Transaction Office at Viet A Commercial Joint Stock Bank, Bac Lieu Branch |
| Từ 08/2019 đến 04/2020 | Deputy Head of Transaction Accounting and Treasury at Viet A Commercial Joint Stock Bank, Bac Lieu Branch |
| Từ 04/2020 - present | Planning Specialist at Petrovietnam Packaging Joint Stock Company |
| Từ 06/2020 - present | Member Of The Board Of Supervisors at Petrovietnam Packaging Joint Stock Company |
| Number of personally owned shares | 0 shares |

Meetings during the year

| No. | Name | Position | Number of meetings attended | Reasons for absence |
|-----|------------------------|------------------------------------|-----------------------------|---------------------|
| 01 | Mr. Le Canh Khanh | Head of the Board of Supervisors | 5/5 | |
| 02 | Ms. Nguyen Thi Le Hang | Member of the Board of Supervisors | 5/5 | |
| 03 | Ms. Nguyen Hoai Phuong | Member of the Board of Supervisors | 5/5 | |

Supervisory Activities of the Board of Supervisors over the Board of Directors and the Board of Management

The Board of Supervisors participates in the Board of Directors meetings, reviews the Company's financial reports, and supervises the activities of the Board of Directors and the Board of Management:

- The Board of Directors and the Board of Management consistently uphold their responsibilities in leadership and administration, prioritizing the Company's interests and concentrating on its development and growth.
- Implementing assigned functions and tasks as stipulated in the Company's Charter and the Enterprise Law. All Resolutions/Decisions, directives of PVCFC, and Resolutions of the General Meeting of Shareholders are strictly, fully, and promptly executed by the Company.
- Reviewing quarterly business performance reports, semi-annual financial reports, and audited annual financial reports before submission to the Board of Directors. The Company has prepared financial statements on time and in accordance with the Accounting Law, accounting standards, and prevailing legal regulations.
- The issuance and implementation of internal regulations and rules of the Board of Directors and the Company's Executive Board are always given top priority. Fundamentally, the regulations,

processes, and rules are consistent with the joint-stock company model and the Company's operational status and are strictly and fully implemented by officials and employees. The Company is continuing to review, supplement, and amend the regulations and rules to serve management and administration.

- The Director's decisions and directives are all issued within the appropriate authority, legally and promptly, to effectively manage the Company's operations.
- The Board of Directors and the Board of Management have strictly complied with regulations on information disclosure in the Securities market as prescribed by law.

The coordination among the Board of Supervisors with the activities of the Board of Directors, the Executive Board, and other managers:

- The Board of Supervisors regularly communicates and discusses with the Board of Directors, the Executive Board, and other managers of the Company.
- The Head of the Board of Supervisors is invited to all Board of Directors meetings to assess the implementation of orientations and strategies, establish new orientations, and propose strategic solutions based on the current situation, which serve as a basis for implementation.
- The Board of Directors has provided the Board of Supervisors with all Board meeting materials for review and feedback. The Executive Board has facilitated the Board of Supervisors in collecting information and documents related to the Company's production and business activities upon request.
- Minutes of Board of Directors' meetings are sent to the Board of Supervisors for updates and timely feedback.
- In addition to inspection and supervision, during the drafting and issuance of regulations and rules, and the organization of production and business activities, the Board of Supervisors, with its expertise, has participated in consulting and providing suggestions for improvement and alignment with the actual situation.

3. Transactions, remuneration, and benefits of the Board of Directors, the Board of Supervisors, and the Executive Board.

Remuneration of the Board of Directors, the Executive Board, and the Board of Supervisors.

Unit: Dong.

| No. | Name | Position | Salary, remuneration | Bonus, other benefits | Total | Note |
|-----------|-----------------------------|------------------------------------|----------------------|-----------------------|-------------|------|
| I | Board of Directors | | | | | |
| 1 | Nguyen Duc Thuan | Chairman of the Board of Directors | 162,334,150 | 130,975,085 | 293,309,235 | |
| 2 | Tran Nhu Quynh | Board of Directors' members | 110,303,625 | - | 110,303,625 | |
| 3 | Tran Thien Hong | Board of Directors' members | 110,303,625 | - | 110,303,625 | |
| 4 | Dinh Nhat Duong | Board of Directors' members | 45,959,844 | - | 45,959,844 | |
| 5 | Do Thanh Hung | Board of Directors' members | 64,343,780 | - | 64,343,780 | |
| II | Board of Supervisors | | | | | |

| No. | Name | Position | Salary, remuneration | Bonus, other benefits | Total | Note |
|------------|----------------------------|--|----------------------|-----------------------|-------------|------|
| 1 | Le Canh Khanh | Head of the Board of Supervisors | 478,099,175 | 50,528,396 | 528,627,571 | |
| 2 | Nguyen Thi Le Hang | Member of the Board of Supervisors | 69,750,821 | - | 69,750,821 | |
| 3 | Nguyen Hoai Phuong | Member of the Board of Supervisors | 69,750,821 | - | 69,750,821 | |
| III | Board of Management | | | | | |
| 1 | Nguyen Trung Kien | Board of Directors' members and Director | 826,982,358 | 135,975,085 | 962,957,443 | |
| 2 | Nguyen Thanh Nhuan | Deputy Director | 496,189,415 | 67,631,434 | 563,820,849 | |
| 3 | Tran Minh Nhat | Chief Accountant | 261,662,386 | 5,000,000 | 266,662,386 | |

Insider trading: None.

Contracts or transactions with internal shareholders.

In 2024, the Company conducted transactions of buying and selling packaging and Petrovietnam Ca Mau Fertilizer Joint Stock Company is the parent company - major shareholder (holding 51.03% of the Company's charter capital).

Training courses on corporate governance.

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, the Executive Director, other managers, and the Company Secretary in accordance with regulations on corporate governance.

PART VI: FINANCIAL STATEMENTS

(as attached)

The above is the 2024 annual report of Vietnam Oil and Gas Packaging Joint Stock Company (PPC).

Recipients:

- Archived: General Affairs Division

Director



NGUYEN TRUNG KIEN

PETROVIETNAM PACKAGING JOINT STOCK COMPANY
(Incorporated in the Socialist Republic of Vietnam)

**AUDITED FINANCIAL
STATEMENTS**

For the year ended 31 December 2024



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PETROVIETNAM PACKAGING JOINT STOCK COMPANY

Lot A 1-3, Tra Kha Industrial Park, Ward 8
Bac Lieu City, Bac Lieu Province, Vietnam

STATEMENT OF THE EXECUTIVE BOARD

The Executive Board of PetroVietnam Packaging Joint Stock Company (the “Company”) presents this report together with the Company’s financial statements for the year ended 31 December 2024.

THE BOARD OF DIRECTORS AND EXECUTIVE BOARD

The members of the Board of Directors and Executive Board of the Company during the year and to the date of this report are as follows:

Board of Directors

| | |
|-----------------------|-----------------------------------|
| Mr. Nguyen Duc Thuan | Chairman |
| Ms. Tran Nhu Quynh | Member |
| Mr. Tran Thien Hong | Independent member |
| Mr. Nguyen Trung Kien | Member |
| Mr. Do Thanh Hung | Member (Appointed on 30 May 2024) |
| Mr. Dinh Nhat Duong | Member (Resigned on 30 May 2024) |

Executive Board

| | |
|------------------------|-------------------------|
| Mr. Nguyen Trung Kien | Chief Executive Officer |
| Mr. Nguyen Thanh Nhuan | Executive Officer |

EXECUTIVE BOARD’S STATEMENT OF RESPONSIBILITY

The Executive Board of the Company is responsible for preparing the financial statements, which give a true and fair view of the financial position of the Company as at 31 December 2024, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting. In preparing these financial statements, the Executive Board is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting principles have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business; and
- Design and implement an effective internal control system for the purpose of properly preparing and presenting the financial statements so as to minimize errors and frauds.

The Executive Board is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the financial position of the Company and that the financial statements comply with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting. The Executive Board is also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities.



PETROVIETNAM PACKAGING JOINT STOCK COMPANY

Lot A 1-3, Tra Kha Industrial Park, Ward 8

Bac Lieu City, Bac Lieu Province, Vietnam

STATEMENT OF THE EXECUTIVE BOARD (Continued)

The Executive Board confirms that the Company has complied with the above requirements in preparing these financial statements.

For and on behalf of the Executive Board,



Nguyen Trung Kien
Chief Executive Officer

26 February 2025

Số: 0511 /VN1A-HN-BC

INDEPENDENT AUDITORS' REPORT

To: Shareholders
The Board of Directors and Executive Board
PetroVietnam Camau Fertilizer Joint Stock Company

We have audited the accompanying financial statements of PetroVietnam Camau Fertilizer Joint Stock Company (the "Company"), prepared on 26 February 2025, as set out from page 05 to page 29, which comprise the balance sheet as at 31 December 2024, the income statement, the cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory information.

Executive Board's Responsibility for the Financial Statements

The Executive Board is responsible for the preparation and fair presentation of these financial statements in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting and for such internal control as the Executive Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

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

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

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

INDEPENDENT AUDITORS' REPORT (Continued)

Opinion

In our opinion, the separate financial statements present fairly, in all material respects, the financial position of the Company as at 31 December 2024, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting.



Tran Xuan Anh
Deputy General Director
Audit Practising Registration Certificate
No. 0723-2023-001-1

DELOITTE VIETNAM AUDIT COMPANY LIMITED

26 February 2025
Hanoi, S.R. Vietnam

Nguyen Cong Cuong
Auditor
Audit Practising Registration Certificate
No. 3992-2022-001-1

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BALANCE SHEET
 As at 31 December 2024

Unit: VND

| ASSETS | Codes | Notes | Closing balance | Opening balance |
|---|------------|----------|------------------------|------------------------|
| A. CURRENT ASSETS | 100 | | 104,901,214,406 | 86,182,109,845 |
| I. Cash and cash equivalents | 110 | 4 | 3,121,473,191 | 22,543,505,044 |
| 1. Cash | 111 | | 3,121,473,191 | 12,543,505,044 |
| 2. Cash equivalents | 112 | | - | 10,000,000,000 |
| II. Short-term financial investments | 120 | 5 | 35,000,000,000 | 30,000,000,000 |
| 1. Held-to-maturity investments | 123 | | 35,000,000,000 | 30,000,000,000 |
| III. Short-term receivables | 130 | | 7,658,818,917 | 4,121,243,096 |
| 1. Short-term trade receivables | 131 | 6 | 7,198,122,077 | 3,661,908,723 |
| 2. Short-term advances to suppliers | 132 | | 228,316,050 | 14,586,000 |
| 3. Other short-term receivables | 136 | 7 | 363,501,370 | 485,465,753 |
| 4. Provision for short-term doubtful debts | 137 | | (131,120,580) | (40,717,380) |
| IV. Inventories | 140 | 8 | 58,166,939,145 | 28,603,773,206 |
| 1. Inventories | 141 | | 58,166,939,145 | 28,935,620,018 |
| 2. Provision for devaluation of inventories | 149 | | - | (331,846,812) |
| V. Other short-term assets | 150 | | 953,983,153 | 913,588,499 |
| 1. Short-term prepayments | 151 | 9 | 284,592,989 | 504,485,069 |
| 2. Value added tax deductibles | 152 | | 669,390,164 | 409,103,430 |
| B. NON-CURRENT ASSETS | 200 | | 47,412,808,939 | 38,889,400,917 |
| I. Long-term receivables | 210 | | 511,526,016 | - |
| 1. Other long-term receivables | 216 | 7 | 511,526,016 | - |
| II. Fixed assets | 220 | | 43,575,223,891 | 34,259,396,026 |
| 1. Tangible fixed assets | 221 | 10 | 32,362,935,075 | 34,259,396,026 |
| - Cost | 222 | | 131,649,757,854 | 127,995,202,323 |
| - Accumulated depreciation | 223 | | (99,286,822,779) | (93,735,806,297) |
| 2. Finance lease assets | 224 | 11 | 11,212,288,816 | - |
| - Cost | 225 | | 11,983,425,797 | - |
| - Accumulated depreciation | 226 | | (771,136,981) | - |
| 3. Intangible assets | 227 | | - | - |
| - Cost | 228 | | 380,000,000 | 380,000,000 |
| - Accumulated amortisation | 229 | | (380,000,000) | (380,000,000) |
| III. Long-term assets in progress | 240 | | - | 2,186,058,460 |
| 1. Long-term construction in progress | 242 | | - | 2,186,058,460 |
| IV. Other long-term assets | 260 | | 3,326,059,032 | 2,443,946,431 |
| 1. Long-term prepayments | 261 | 9 | 3,326,059,032 | 2,443,946,431 |
| TOTAL ASSETS (270=100+200) | 270 | | 152,314,023,345 | 125,071,510,762 |

The accompanying notes are an integral part of these financial statements

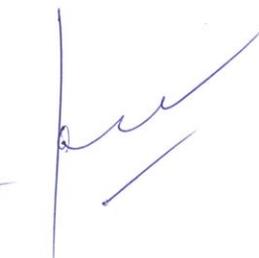
BALANCE SHEET (Continued)
 As at 31 December 2024

Unit: VND

| RESOURCES | Codes | Notes | Closing balance | Opening balance |
|--|------------|-----------|------------------------|------------------------|
| C. LIABILITIES | 300 | | 83,569,463,167 | 58,026,682,492 |
| I. Current liabilities | 310 | | 74,506,967,116 | 55,062,202,617 |
| 1. Short-term trade payables | 311 | 13 | 14,333,200,920 | 21,380,304,453 |
| 2. Short-term advances from customers | 312 | 14 | 47,792,464,908 | 23,755,529,116 |
| 3. Taxes and amounts payable to the State budget | 313 | 12 | 698,180,985 | 992,261,730 |
| 4. Payables to employees | 314 | | 7,476,096,999 | 6,769,987,015 |
| 5. Short-term accrued expenses | 315 | 15 | 502,987,452 | 344,942,641 |
| 6. Other current payables | 319 | | 72,130,379 | 65,483,489 |
| 7. Short-term loans and obligations under finance leases | 320 | 16 | 3,236,405,438 | 1,238,940,633 |
| 8. Bonus and welfare funds | 322 | 18 | 395,500,035 | 514,753,540 |
| II. Long-term liabilities | 330 | | 9,062,496,051 | 2,964,479,875 |
| 1. Long-term loans and obligations under finance leases | 338 | 17 | 9,062,496,051 | 2,964,479,875 |
| D. EQUITY | 400 | | 68,744,560,178 | 67,044,828,270 |
| I. Owners' equity | 410 | 19 | 68,744,560,178 | 67,044,828,270 |
| 1. Owner's contributed capital | 411 | | 47,995,160,000 | 47,995,160,000 |
| - Ordinary shares carrying voting rights | 411a | | 47,995,160,000 | 47,995,160,000 |
| 2. Investment and development fund | 418 | | 12,535,801,899 | 10,931,716,848 |
| 3. Retained earnings | 421 | | 8,213,598,279 | 8,117,951,422 |
| - Retained earnings accumulated to the prior year end | 421a | | 74,204,162 | 97,526,166 |
| - Retained earnings of the current year | 421b | | 8,139,394,117 | 8,020,425,256 |
| TOTAL RESOURCES (440=300+400) | 440 | | 152,314,023,345 | 125,071,510,762 |



Trinh Thanh Truc
Preparer



Tran Minh Nhat
Chief Accountant



Nguyen Trung Kien
Chief Executive Officer

26 February 2025

The accompanying notes are an integral part of these financial statements

INCOME STATEMENT
 For the year ended 31 December 2024

Unit: VND

| ITEMS | Codes | Notes | Unit: VND | |
|--|-------|-------|-----------------|-----------------|
| | | | Current year | Prior year |
| 1. Gross revenue from goods sold and services rendered | 01 | 22 | 370,255,844,016 | 359,733,249,950 |
| 2. Deductions | 02 | 22 | 25,609,584 | - |
| 3. Net revenue from goods sold and services rendered (10=01-02) | 10 | | 370,230,234,432 | 359,733,249,950 |
| 4. Cost of sales | 11 | 23 | 339,743,119,898 | 328,665,461,422 |
| 5. Gross profit from goods sold and services rendered (20=10-11) | 20 | | 30,487,114,534 | 31,067,788,528 |
| 6. Financial income | 21 | 25 | 1,587,992,730 | 1,914,937,742 |
| 7. Financial expenses | 22 | 26 | 594,041,105 | 272,689,047 |
| - In which: Interest expense | 23 | | 593,490,561 | 272,629,649 |
| 8. Selling expenses | 25 | 27 | 6,422,931,138 | 6,364,572,879 |
| 9. General and administration expenses | 26 | 27 | 14,580,816,230 | 16,181,093,575 |
| 10. Operating profit (30=20+(21-22)-(25+26)) | 30 | | 10,477,318,791 | 10,164,370,769 |
| 11. Other income | 31 | | 23,550,000 | 7,313,265 |
| 12. Other expenses | 32 | | 31,656,515 | - |
| 13. (Loss)/profit from other activities (40=31-32) | 40 | | (8,106,515) | 7,313,265 |
| 14. Accounting profit before tax (50=30+40) | 50 | | 10,469,212,276 | 10,171,684,034 |
| 15. Current corporate income tax expense | 51 | 28 | 2,329,818,159 | 2,151,258,778 |
| 16. Net profit after corporate income tax (60=50-51) | 60 | | 8,139,394,117 | 8,020,425,256 |
| 17. Basic earnings per share | 70 | 29 | 1,357 | 1,229 |



Trinh Thanh Truc
Preparer



Tran Minh Nhat
Chief Accountant



Nguyen Trung Kien
Chief Executive Officer

26 February 2025

The accompanying notes are an integral part of these financial statements

CASH FLOW STATEMENT

For the year ended 31 December 2024

Unit: VND

| ITEMS | Codes | Current year | Prior year |
|---|-------|------------------|------------------|
| I. CASH FLOWS FROM OPERATING ACTIVITIES | | | |
| 1. Profit before tax | 01 | 10,469,212,276 | 10,171,684,034 |
| 2. Adjustments for: | | | |
| Depreciation and amortisation of fixed assets | 02 | 6,322,153,463 | 5,746,370,034 |
| Provisions | 03 | (241,443,612) | 331,846,812 |
| Foreign exchange gain arising from translating foreign currency items | 04 | (734,490) | (383,117) |
| Gain from investing activities | 05 | (1,041,100,017) | (1,914,495,227) |
| Interest expense | 06 | 593,490,561 | 272,629,649 |
| 3. Operating profit before movements in working capital | 08 | 16,101,578,181 | 14,607,652,185 |
| Change in receivables | 09 | (4,543,956,154) | (2,631,995,989) |
| Change in inventories | 10 | (29,231,319,127) | 8,660,625,761 |
| Change in payables (excluding accrued loan interest and corporate income tax payable) | 11 | 17,694,652,070 | (17,465,174,036) |
| Increases in prepaid expenses | 12 | (662,220,521) | 174,149,522 |
| Interest paid | 14 | (561,093,545) | (274,807,192) |
| Corporate income tax paid | 15 | (2,575,724,040) | (1,758,182,203) |
| Other cash inflows | 16 | - | 300,000,000 |
| Other cash outflows | 17 | (2,239,351,314) | (1,708,947,600) |
| Net cash used in operating activities | 20 | (6,017,434,450) | (96,679,552) |
| II. CASH FLOWS FROM INVESTING ACTIVITIES | | | |
| 1. Acquisition and construction of fixed assets and other long-term assets | 21 | (1,608,760,147) | (6,395,973,433) |
| 2. Cash outflow for lending, buying debt instruments of other entities | 23 | (50,000,000,000) | (30,000,000,000) |
| 3. Cash recovered from lending, selling debt instruments of other entities | 24 | 45,000,000,000 | 50,000,000,000 |
| 4. Interest earned, dividends and profits received | 27 | 1,185,264,400 | 2,106,002,077 |
| Net cash (used in)/generated by investing activities | 30 | (5,423,495,747) | 15,710,028,644 |
| III. CASH FLOWS FROM FINANCING ACTIVITIES | | | |
| 1. Proceeds from borrowings | 33 | 515,420,631 | 3,231,784,008 |
| 2. Repayment of borrowings | 34 | (1,266,633,133) | (2,636,250,532) |
| 3. Repayment of obligations under finance leases | 35 | (2,911,059,244) | - |
| 4. Dividends and profits paid | 36 | (4,319,564,400) | (4,079,588,600) |
| Net cash used in financing activities | 40 | (7,981,836,146) | (3,484,055,124) |
| Net (decrease)/increase in cash (50=20+30+40) | 50 | (19,422,766,343) | 12,129,293,968 |
| Cash and cash equivalents at the beginning of the year | 60 | 22,543,505,044 | 10,413,827,959 |
| Effects of changes in foreign exchange rates | 61 | 734,490 | 383,117 |
| Cash and cash equivalents at the end of the year (70=50+60+61) | 70 | 3,121,473,191 | 22,543,505,044 |

Trinh Thanh Truc
Preparer

Tran Minh Nhat
Chief Accountant

Nguyen Trung Kien
Chief Executive Officer

26 February 2025

The accompanying notes are an integral part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

These notes are an integral part of and should be read in conjunction with the accompanying financial statements

1. GENERAL INFORMATION

Structure of ownership

PetroVietnam Packaging Joint Stock Company ("Company") was established in Vietnam in the form of a joint stock company under Enterprise Registration Certificate No. 1900437757 dated 11 June 2010 and the its 13th amendment dated 03 July 2023 issued by the Department of Planning and Investment of Bac Lieu province.

Headquarter of the Company is located at Lot A 1-3, Tra Kha Industrial Park, Ward 8, Bac Lieu City, Bac Lieu Province.

The Company was approved to become a public interested entity from 30 December 2014 under Decision No. 7234/UBCK-QLPH dated 30 December 2014 of the State Securities Commission.

Since 27 January 2015, the Company's shares have been listed on the Hanoi Stock Exchange (HNX) with the stock code PBP according to Notice No. 28/QD-SGDHN dated 20 January 2015 of the Hanoi Stock Exchange.

The total number of employees of the Company as at 31 December 2024 is 220 (as at 31 December 2022: 219).

Operating industry and principal activities

The operating industry of the Company includes:

- Manufacture of plastic products;
- Other specialized wholesale not elsewhere classified: primary plastics and fertilizers;
- Printing PP/PE packaging, PP fabric for agriculture and other industries;
- Advertising;
- Transport of goods by road;
- Other road passenger transport; and
- Manufacture of fertilizers and nitrogen compounds.

The Company's principle activities are production and trading of PP/PE packaging and fertilizers.

Normal production and business cycle

The Company's normal production and business cycle is carried out for a time period of 12 months or less.

Disclosure of information comparability in the financial statements

Comparative figures are the figures of the audited financial statements for the year ended 31 December 2023.

The basic earnings per share figure on the income Statement of the prior year is restated to conform to the comparison with the current year's figures as presented in Note 29.

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2. ACCOUNTING CONVENTION AND FINANCIAL YEAR

Accounting convention

The accompanying financial statements, expressed in Vietnam Dong (VND), are prepared under the historical cost convention and in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting.

The accompanying financial statements are not intended to present the financial position, results of operations and cash flows in accordance with accounting principles and practices generally accepted in countries and jurisdictions other than Vietnam.

Financial year

The Company's financial year begins on 01 January and ends on 31 December.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies, which have been adopted by the Company in the preparation of these financial statements, are as follows:

Estimates

The preparation of financial statements in conformity with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting requires the Executive Board to make estimates and assumptions that affect the reported amounts of assets, liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the financial year. Although these accounting estimates are based on the Executive Board's best knowledge, actual results may differ from those estimates.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, bank, demand deposits and short-term, highly liquid investments (not exceeding 3 months) that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Financial investments

Held-to-maturity investments

Held-to-maturity investments comprise investments that the Company has the positive intent or ability to hold to maturity, including term deposits.

Held-to-maturity investments are recognised on a trade date basis and are initially measured at acquisition price plus directly attributable transaction costs. Post-acquisition interest income from held-to-maturity investments is recognised in the income statement on accrual basis.

Held-to-maturity investments are measured at cost less provision for impairment of held-to-maturity investments.

Provision for impairment of held-to-maturity investments is made in accordance with prevailing accounting regulations.

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Receivables

Receivables represent the amounts recoverable from customers or other debtors and are stated at book value less provision for doubtful debts.

Provision for doubtful debts is made for receivables that are overdue for six months or more, or when the debtor is in dissolution, in bankruptcy, or is experiencing similar difficulties and so may be unable to repay the debt.

Inventories

Inventories are stated at the lower of cost and net realisable value. Cost comprises direct materials and where applicable, direct labour costs and those overheads, that have been incurred in bringing the inventories to their present location and condition. Issue cost is calculated using the weighted average method. Net realisable value represents the estimated selling price less all estimated costs to completion and costs to be incurred in marketing, selling and distribution. The Company applies perpetual method to account for inventories.

The evaluation of necessary provision for inventory obsolescence follows current prevailing accounting regulations which allow provisions to be made for obsolete, damaged, or sub-standard inventories and for those which have costs higher than net realisable values as at the balance sheet date.

Leasing

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee. All other leases are classified as operating leases.

The Company as lessee

Assets held under finance leases are recognised as assets of the Company at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are charged to profit or loss, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the Company's general policy on borrowing costs.

Assets held under finance leases are depreciated over their expected useful lives on the same basis as owned assets. However, when there is no reasonable certainty that ownership will be obtained by the end of the lease term, assets are depreciated over the shorter of the lease term and their useful lives, as follows:

| | <u>Year</u> |
|----------------------|-------------|
| Machinery, equipment | 5 |

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. The costs of purchased tangible fixed assets comprise their purchase prices and any directly attributable costs of bringing the assets to their working conditions and locations for their intended use.

Tangible fixed assets are depreciated using the straight-line method [over their following estimated useful lives, detail as below:

| | <u>Year</u> |
|---|-------------|
| Buildings and structures | 5 - 20 |
| Machinery and equipment | 5 - 12 |
| Motor vehicles and transmission equipment | 8 |
| Office equipment | 3 - 5 |

Prepayments

Prepayments are expenses which have already been paid but relate to results of operations of multiple accounting periods. Prepayments include costs of repair and maintenance, tools and supplies issued for consumption, materials and spare parts and other prepaid expenses which are expected to provide future economic benefits to the Company. These expenditures have been capitalised as prepayments, and are allocated to the income statement using the straight-line method in accordance with the current prevailing accounting regulations.

Profit distribution

The Company's after-tax profit is distributed as dividends to shareholders after being approved by the General Meeting of Shareholders.

The amount of dividends declared and paid from undistributed profits is based on shareholders' approval at the Annual General Meeting of Shareholders.

Bonus and welfare fund

The bonus and welfare fund is appointed from the Company's profit after corporate income tax to be used for rewards, material benefits, serving the needs of community welfare, improving and enhancing the material and spiritual life of employees. The establishment and use of the bonus and welfare fund must comply with the current accounting and financial regulations.

Investment and Development fund

The investment and development fund is appropriated from the Company's profit after corporate income tax and is used to invest in expanding the scale of production, business or in-depth investment of the Company. The appropriation and use of the investment and development fund must comply with the current accounting and financial regulations.

Segment reports

A segment is a distinguishable component of the Company that is engaged either in providing related products or services (business segment), or in providing products or services within a particular economic environment (geographical segment). Such a segment is subject to risks and rewards that are different from those of other segments. The Company's primary format for segment reporting is based on business segments.

Segment information is prepared and presented in accordance with the accounting policies applied to the preparation and presentation of the Company's financial statements in order to help users of the financial statements understand and evaluate the Company's overall performance.

Revenue recognition

Revenue from the sale of goods is recognised when all five (5) following conditions are satisfied:

- (a) the Company has transferred to the buyer the significant risks and rewards of ownership of the goods;
- (b) the Company retains neither continuing managerial involvement to the degree usually associated with; ownership nor effective control over the goods sold;
- (c) the amount of revenue can be measured reliably;
- (d) it is probable that the economic benefits associated with the transaction will flow to the Company; and
- (e) the costs incurred or to be incurred in respect of the transaction can be measured reliably.

Revenue of a transaction involving the rendering of services is recognised when the outcome of such transactions can be measured reliably. Where a transaction involving the rendering of services is attributable to several years, revenue is recognised in each years by reference to the percentage of completion of the transaction at the balance sheet date of that years. The outcome of a transaction can be measured reliably when all four (4) following conditions are satisfied:

- (a) the amount of revenue can be measured reliably;
- (b) it is probable that the economic benefits associated with the transaction will flow to the Company;
- (c) the percentage of completion of the transaction at the balance sheet date can be measured reliably; and
- (d) the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

Interest income is accrued on a time basis, by reference to the principal outstanding and at the applicable interest rate.

Sales deductions

Sales deductions include sale discount and sale return.

Sales deductions incurred in the same year of the related revenue from sales of products, goods and rendering of services are recorded as a deduction from the revenue of that year/period. In case that sales deductions for sales of products, goods or rendering of services sold in the year incurred after the balance sheet date but before the issuance of the financial statements, the Company recorded as revenue deductions for the year.

Foreign currencies

Transactions arising in foreign currencies are translated at exchange rates ruling at the transaction date. The balances of monetary items denominated in foreign currencies as at the balance sheet date are retranslated at the exchange rates of commercial bank where the Company usually transacts on the same date. Exchange differences arising from the translation of these accounts are recognised in the income statement.

Borrowing costs

Borrowing costs are recognised in the income statement in the year when incurred unless they are capitalised in accordance with Vietnamese Accounting Standard No. 16 "Borrowing costs". Accordingly, borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their

intended use or sale. Investment income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets is deducted from the cost of those assets. For specific borrowings for the purpose of construction of fixed assets and investment properties, borrowing costs are capitalised even when the construction period is under 12 months.

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Income tax expense represents the sum of the tax currently payable and deferred tax.

The tax currently payable is based on taxable profit for the year. Taxable profit differs from profit before tax as reported in the income statement because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible.

Deferred tax is recognised on significant differences between carrying amounts of assets and liabilities in the financial statements and the corresponding tax bases used in the computation of taxable profit and is accounted for using balance sheet liability method. Deferred tax liabilities are generally recognised for all temporary differences and deferred tax assets are recognised to the extent that it is probable that taxable profit will be available against which deductible temporary differences can be utilised.

Deferred tax is calculated at the tax rates that are expected to apply in the year when the liability is settled or the asset realised. Deferred tax is charged or credited to profit or loss, except when it relates to items charged or credited directly to equity, in which case the deferred tax is also dealt with in equity.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities and when they relate to income taxes levied by the same tax authority and the Company intends to settle its current tax assets and liabilities on a net basis.

For fertilizer production and trading activities: According to Official Dispatch No. 380/CT-TTHT dated 2 April 2018 of the Bac Lieu Provincial Tax Department, the Bac Lieu Petroleum Fertilizer Factory project is identified as a new investment project. Therefore, the Company is determined to enjoy corporate income tax incentives as follows: preferential tax rate of 17% for a period of 10 years from January 1, 2016; at the same time, tax exemption for 2 years from the time the Company has taxable income, 50% reduction of payable tax in the next 4 years applicable to newly established enterprises from investment projects in areas with difficult socio-economic conditions. The Company has not had taxable income from fertilizer production and trading activities.

For business activities other than fertilizer production and trading, the Company is obliged to pay corporate income tax at the current corporate income tax rate calculated on taxable income from other business activities.

The determination of the tax currently payable is based on the current interpretation of tax regulations. However, these regulations are subject to periodic variation and their ultimate determination depends on the results of the tax authorities' examinations.

Other taxes are paid in accordance with the prevailing tax laws in Vietnam.

4. CASH AND CASH EQUIVALENTS

| | <u>Closing balance</u> | <u>Opening balance</u> |
|----------------------|------------------------|------------------------|
| | VND | VND |
| Cash on hand | 80,798,373 | 89,397,194 |
| Bank demand deposits | 3,040,674,818 | 12,454,107,850 |
| Cash equivalents | - | 10,000,000,000 |
| | <u>3,121,473,191</u> | <u>22,543,505,044</u> |

5. SHORT-TERM FINANCIAL INVESTMENTS

| | <u>Closing balance</u> | | <u>Opening balance</u> | |
|--|------------------------|-----------------|------------------------|-----------------|
| | VND | | VND | |
| | Cost | Carrying amount | Cost | Carrying amount |
| Short-term held-to-maturity investments | | | | |
| - Term deposits (i) | 35,000,000,000 | 35,000,000,000 | 30,000,000,000 | 30,000,000,000 |

- (i) Represents term deposits in VND at Vietnam Joint Stock Commercial Bank For Industry and Trade – Bac Lieu branch with original maturities of more than 06 months, with the rate of 4.2% per annum (as at 31 December 2023: 4.5% per annum).

6. SHORT-TERM TRADE RECEIVABLES

| | <u>Closing balance</u> | <u>Opening balance</u> |
|--|------------------------|------------------------|
| | VND | VND |
| Tan Long Group Joint Stock Company | 4,751,239,000 | - |
| Quang Ngai Sugar Joint Stock Company | 1,577,253,600 | 531,360,000 |
| Hieu Nhan High tech Farming Joint Stock Company | 301,344,000 | 626,400,000 |
| Others | 568,285,477 | 2,504,148,723 |
| | <u>7,198,122,077</u> | <u>3,661,908,723</u> |
| <i>In which:</i> | | |
| Short-term trade receivables from related parties (Details stated in Note 31) | 247,686,102 | - |

7. OTHER RECEIVABLES

| | <u>Closing balance</u> | <u>Opening balance</u> |
|--|------------------------|------------------------|
| | VND | VND |
| a. Current | | |
| Accrued interest receivable from term deposits | 338,301,370 | 482,465,753 |
| Deposits | 17,000,000 | 3,000,000 |
| Advances to employees | 8,200,000 | - |
| | <u>363,501,370</u> | <u>485,465,753</u> |
| b. Non-current | | |
| Deposits | 511,526,016 | - |
| | <u>511,526,016</u> | - |

8. INVENTORIES

| | Closing balance | | Opening balance | |
|----------------------|-----------------------|------------------|-----------------------|----------------------|
| | Cost | VND Provision | Cost | VND Provision |
| Raw materials | 25,430,275,897 | - | 19,381,350,891 | - |
| Work in progress | 569,102,353 | - | 2,542,306,483 | - |
| Finished goods | 16,417,560,895 | - | 7,011,962,644 | (331,846,812) |
| Goods on consignment | 15,750,000,000 | - | - | - |
| | 58,166,939,145 | - | 28,935,620,018 | (331,846,812) |

9. PREPAYMENTS

| | Closing balance | | Opening balance | |
|---|-----------------|----------------------|-----------------|----------------------|
| | | VND | | VND |
| a. Current | | | | |
| Tools and supplies issued for consumption | | 97,744,343 | | 282,883,782 |
| Materials, spare parts | | 11,825,001 | | 17,841,667 |
| Others | | 175,023,645 | | 203,759,620 |
| | | 284,592,989 | | 504,485,069 |
| b. Non-current | | | | |
| Materials, spare parts | | 455,966,875 | | 1,072,302,375 |
| Repair and maintenance costs | | 2,288,347,698 | | 947,191,792 |
| Tools and supplies issued for consumption | | 581,744,459 | | 415,801,897 |
| Others | | - | | 8,650,367 |
| | | 3,326,059,032 | | 2,443,946,431 |

PETROVIETNAM PACKAGING JOINT STOCK COMPANY
NOTES TO THE FINANCIAL STATEMENTS (Continued)

FORM B 09-DN

10. INCREASES, DECREASES IN TANGIBLE FIXED ASSETS

| | Buildings and structures | Machinery and equipment | Motor vehicles and transmission equipment | Office equipment | Total |
|---------------------------------|-----------------------------|----------------------------|---|------------------|-----------------|
| | VND | VND | VND | VND | VND |
| COST | | | | | |
| Opening balance | 53,777,225,742 | 65,301,275,333 | 8,366,626,842 | 550,074,406 | 127,995,202,323 |
| Additions | 2,751,197,349 | 775,300,000 | - | 128,058,182 | 3,654,555,531 |
| Reclassification | (622,547,980) | 622,547,980 | - | - | - |
| Closing balance | 55,905,875,111 | 66,699,123,313 | 8,366,626,842 | 678,132,588 | 131,649,757,854 |
| ACCUMULATED DEPRECIATION | | | | | |
| Opening balance | 30,250,317,855 | 55,928,656,368 | 7,165,099,082 | 391,732,992 | 93,735,806,297 |
| Charge for the year | 3,067,591,748 | 2,014,887,801 | 402,848,502 | 65,688,431 | 5,551,016,482 |
| Reclassification | (5,187,900) | 5,187,900 | - | - | - |
| Closing balance | 33,312,721,703 | 57,948,732,069 | 7,567,947,584 | 457,421,423 | 99,286,822,779 |
| NET BOOK VALUE | | | | | |
| Opening balance | 23,526,907,887 | 9,372,618,965 | 1,201,527,760 | 158,341,414 | 34,259,396,026 |
| Closing balance | 22,593,153,408 | 8,750,391,244 | 798,679,258 | 220,711,165 | 32,362,935,075 |

The cost of the Company's tangible fixed assets as at 31 December 2024 includes VND 55,293,667,973 (as at 31 December 2023: VND 53,724,441,473) of fixed assets which have been fully depreciated but are still in use.

As presented in Note 17, the company has pledged all fixed assets formed from Bac Lieu Fertilizer Production Plant Project and other fixed assets formed from granted loans to secure its bank loans from Vietnam Joint Stock Commercial Bank for Industry and Trade - Bac Lieu branch. The carrying amount of those fixed assets as at 30 June 2024 was VND 26,025,545,426 (as at 31 December 2023: VND 27,679,948,877).

11. INCREASE AND DECREASE IN FINANCIAL LEASE ASSETS

| | Machinery and equipment VND |
|---------------------------------|-----------------------------------|
| COST | |
| Opening balance | - |
| Additions | 11,983,425,797 |
| Closing balance | <u>11,983,425,797</u> |
| ACCUMULATED DEPRECIATION | |
| Opening balance | - |
| Charge for the year | 771,136,981 |
| Closing balance | <u>771,136,981</u> |
| NET BOOK VALUE | |
| Opening balance | <u>-</u> |
| Closing balance | <u><u>11,212,288,816</u></u> |

According to financial leasing contracts No. 71.24.02/CTTC dated 05 April 2024, No. 71.24.03/CTTC dated 05 April 2024 with Vietnam Joint Stock Commercial Bank for Foreign Trade Financial Leasing Company Limited, Ho Chi Minh City Branch, the Company has the right to choose to buy back the assets at the end of the lease term.

12. TAXES AND AMOUNTS PAYABLE TO THE STATE BUDGET

| | Opening balance VND | Payable during the year VND | Paid during the year VND | Closing balance VND |
|----------------------|---------------------------|-----------------------------------|--------------------------------|---------------------------|
| Value added tax | - | 1,385,303,268 | 1,385,303,268 | - |
| Corporate income tax | 837,185,973 | 2,329,818,159 | 2,575,724,040 | 591,280,092 |
| Personal income tax | 155,075,757 | 251,183,654 | 299,358,518 | 106,900,893 |
| Land rental | - | 76,505,846 | 76,505,846 | - |
| License tax | - | 3,000,000 | 3,000,000 | - |
| Fees and charges | - | 42,294,302 | 42,294,302 | - |
| | <u>992,261,730</u> | <u>4,088,105,229</u> | <u>4,382,185,974</u> | <u>698,180,985</u> |

13. SHORT-TERM TRADE PAYABLES

| | Closing balance VND | Opening balance VND |
|--|--------------------------------------|--------------------------------------|
| | Amount/Amount able to be paid off | Amount/Amount able to be paid off |
| Trung Son Producing Trading Service Plastic Packaging Joint Stock Company | 1,903,399,452 | 406,522,357 |
| Lien Minh Import Export Trade Investment Company Limited (LIMICO) | 292,516,400 | 3,801,048,510 |
| Quang Tran Phat Company Limited | 61,050,240 | 4,402,350,000 |
| Others | 12,076,234,828 | 12,770,383,586 |
| | <u>14,333,200,920</u> | <u>21,380,304,453</u> |
| <i>In which</i> | | |
| Short-term trade payables to related parties (Details stated in Note 31) | 1,549,800 | - |

14. SHORT-TERM ADVANCES FROM CUSTOMERS

| | <u>Closing balance</u> | <u>Opening balance</u> |
|--|------------------------|------------------------|
| | VND | VND |
| PetroVietnam Ca Mau Fertilizer Joint Stock Company | 31,978,740,750 | 23,752,206,958 |
| Hung Thanh Agricultural Materials Company Limited | 15,787,500,000 | - |
| Other | 26,224,158 | 3,322,158 |
| | <u>47,792,464,908</u> | <u>23,755,529,116</u> |
| <i>In which:</i> | | |
| Advances from related parties (Details stated in Note 31) | <u>31,978,740,750</u> | <u>23,752,206,958</u> |

15. SHORT-TERM ACCRUED EXPENSES

| | <u>Closing balance</u> | <u>Opening balance</u> |
|---------------------|------------------------|------------------------|
| | VND | VND |
| Electricity expense | 342,028,859 | 216,381,064 |
| Interest expense | 35,958,593 | 3,561,577 |
| Other accruals | 125,000,000 | 125,000,000 |
| | <u>502,987,452</u> | <u>344,942,641</u> |

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NOTES TO THE FINANCIAL STATEMENTS (Continued)

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16. SHORT-TERM LOANS AND OBLIGATIONS UNDER FINANCE LEASES

| | Opening balance | | In the year | | Closing balance | |
|--|----------------------|--------------------------------------|----------------------|----------------------|----------------------|--------------------------------------|
| | Amount | VND Amount able to be paid off | Increases | VND Decreases | Amount | VND Amount able to be paid off |
| Current portion of long-term loans (see Note 17) | 1,238,940,633 | 1,238,940,633 | 1,406,373,006 | 1,266,633,133 | 1,378,680,506 | 1,378,680,506 |
| Current portion of long-term obligations under finance leases (see Note 17) | - | - | 4,768,784,176 | 2,911,059,244 | 1,857,724,932 | 1,857,724,932 |
| | 1,238,940,633 | 1,238,940,633 | 6,175,157,182 | 4,177,692,377 | 3,236,405,438 | 3,236,405,438 |

17. LONG-TERM LOANS AND OBLIGATIONS UNDER FINANCE LEASES

| | Opening balance | | In the year | | Closing balance | |
|--|----------------------|--------------------------------------|-----------------------|----------------------|-----------------------|--------------------------------------|
| | Amount | VND Amount able to be paid off | Increases | VND Decreases | Amount | VND Amount able to be paid off |
| Long-term bank loans (i) | 4,203,420,508 | 4,203,420,508 | 515,420,631 | 1,266,633,133 | 3,452,208,006 | 3,452,208,006 |
| Long-term obligations under finance leases (ii) | - | - | 11,757,752,727 | 2,911,059,244 | 8,846,693,483 | 8,846,693,483 |
| | 4,203,420,508 | 4,203,420,508 | 12,273,173,358 | 4,177,692,377 | 12,298,901,489 | 12,298,901,489 |
| In which: | | | | | | |
| - Amount due for settlement within 12 months | 1,238,940,633 | 1,238,940,633 | | | 3,236,405,438 | 3,236,405,438 |
| - Amount due for settlement after 12 months | 2,964,479,875 | 2,964,479,875 | | | 9,062,496,051 | 9,062,496,051 |

(i) Represents long-term loans from Vietnam Joint Stock Commercial Bank for Industry and Trade - Bac Lieu Branch under loan contracts No. DN4-1111/2021-HDCVDADT/NHCT862-CTY BBDK dated 18 November 2021, DN-2501/2022-HDCVDADT/NHCT862-CTY BBDK dated 25 January 2022, DN-0308/2022-HDCVDADT/NHCT862-CTY BBDK dated 09 August 2022, DN-1605/2023-HDCVDADT/NHCT862-CTY BBDK dated 16 May 2023, DN-2011/2023-HDCVDADT/NHCT862-CTY BBDK dated 20 November 2023, DN-2211/2023-HDCVDADT/NHCT862-CTY BBDK dated 22 November 2023, DN-2706/2024-HDCVDADT/NHCT862-CTY BBDK dated 10 July 2024 with a loan term from 3 to 5 years to serve the purpose of investing in purchasing and constructing fixed assets of the Company. These loans are secured by assets belonging to the Project "Investment in construction of Bac Lieu Fertilizer Production Plant" and other fixed assets formed from loan capital (Note 10). The interest rate of the loans for the financial year ending 31 December 2024 is from 8% per annum to 12% per annum (the financial year ended 31 December 2023: from 8.9% per annum to 12% per annum).

- (ii) Represents long-term obligation under finance lease from Joint Stock Commercial Bank for Foreign Trade of Vietnam Leasing Company, Ho Chi Minh City Branch under financial leasing contracts No. 71.24.02/CTTC dated 05 April 2024 and No. 71.24.03/CTTC dated 05 April 2024 with a financial leasing term of 60 months. The interest rate of financial leases for the finance year ended 31 December 2024 is 7.6% per annum.

Long-term loans and obligations under finance lease are repayable as follows:

| | <u>Closing balance</u> | <u>Opening balance</u> |
|--|-----------------------------|-----------------------------|
| | VND | VND |
| On demand or within one year | 3,236,405,438 | 1,238,940,633 |
| In the second year | 3,152,506,932 | 1,213,527,000 |
| In the third to fifth year inclusive | 5,909,989,119 | 1,750,952,875 |
| | <u>12,298,901,489</u> | <u>4,203,420,508</u> |
| Less: Amount due for settlement within 12 months (shown under current loans and obligations under finance lease) | 3,236,405,438 | 1,238,940,633 |
| Amount due for settlement after 12 months | <u><u>9,062,496,051</u></u> | <u><u>2,964,479,875</u></u> |

18. BONUS AND WELFARE FUND

| | <u>Closing balance</u> | <u>Opening balance</u> |
|-----------------------------|---------------------------|---------------------------|
| | VND | VND |
| Opening balance | 514,753,540 | 281,152,924 |
| - Appropriation to the fund | 2,120,097,809 | 1,642,548,216 |
| - Fund utilization | (2,239,351,314) | (1,408,947,600) |
| Closing balance | <u><u>395,500,035</u></u> | <u><u>514,753,540</u></u> |

19. OWNERS' EQUITY

Movement in owners' equity

| | <u>Owners' contributed capital</u> | <u>Investment and development fund</u> | <u>Retained earnings</u> | <u>Total</u> |
|---------------------------------------|------------------------------------|--|--------------------------|-----------------------|
| | VND | VND | VND | VND |
| Prior year's opening balance | 47,995,160,000 | 9,918,903,186 | 6,832,476,644 | 64,746,539,830 |
| Profit for the year | - | - | 8,020,425,256 | 8,020,425,256 |
| Appropriation to the fund | - | 1,012,813,662 | (2,655,361,878) | (1,642,548,216) |
| Dividends declared | - | - | (4,079,588,600) | (4,079,588,600) |
| Current year's opening balance | 47,995,160,000 | 10,931,716,848 | 8,117,951,422 | 67,044,828,270 |
| Profit for the year | - | - | 8,139,394,117 | 8,139,394,117 |
| Appropriation to the fund (i) | - | 1,604,085,051 | (3,724,182,860) | (2,120,097,809) |
| Dividends declared (ii) | - | - | (4,319,564,400) | (4,319,564,400) |
| Current year's closing balance | 47,995,160,000 | 12,535,801,899 | 8,213,598,279 | 68,744,560,178 |

- (i) The Company has made provisions for the Investment and development fund with the amount of VND 1,604,085,051, the bonus and welfare fund with the amount of VND 1,844,697,809, and the bonus fund for manager with the amount of VND 275,400,000 from the 202 after-tax profit according to Resolution No. 01/NQ-DHCD of the Annual General Meeting of Shareholders on 30 May 2024.

- (ii) Pursuant to Resolution No. 01/NQ-DHCD dated 30 May 2024 of the Annual General Meeting of Shareholders, the Company's General Meeting of Shareholders approved the payment of 2023 cash dividends to existing shareholders at a rate of 9%/share, equivalent to VND 4,319,564,400. The Company has paid dividends to shareholders on 04 November 2024.

Shares

| | <u>Closing balance</u> | <u>Opening balance</u> |
|---|------------------------|------------------------|
| Number of shares issued to the public | 4,799,516 | 4,799,516 |
| <i>Ordinary shares</i> | 4,799,516 | 4,799,516 |
| Number of outstanding shares in circulation | 4,799,516 | 4,799,516 |
| <i>Ordinary shares</i> | 4,799,516 | 4,799,516 |

Common shares have a par value of 10,000 VND/share.

Charter capital

According to the thirteenth amended Certificate of Business Registration dated 3 July 2023, the Company's charter capital is VND 47,995,160,000 and shareholders have fully contributed capital as of 31 December 2024.

| | <u>Per the amended</u> | | <u>Contributed capital</u> | | | |
|--|------------------------------|------------|----------------------------|------------|-----------------------|------------|
| | <u>Certificate of</u> | | <u>Closing balance</u> | | <u>Opening</u> | |
| | <u>Business Registration</u> | | <u>VND</u> | <u>%</u> | <u>balance</u> | |
| | <u>VND</u> | <u>%</u> | <u>VND</u> | <u>%</u> | <u>VND</u> | <u>%</u> |
| PetroVietnam Ca Mau Fertilizer Joint Stock Company | 24,491,670,000 | 51.03 | 24,491,670,000 | 51.03 | 24,491,670,000 | 51.03 |
| Phuong Ngoc Private Enterprise | - | 0.00 | - | 0.00 | 3,528,000,000 | 7.35 |
| Duong Van Cop | 3,528,000,000 | 7.35 | 3,528,000,000 | 7.35 | - | 0.00 |
| Other shareholders | 19,975,490,000 | 41.62 | 19,975,490,000 | 41.62 | 19,975,490,000 | 41.62 |
| | <u>47,995,160,000</u> | <u>100</u> | <u>47,995,160,000</u> | <u>100</u> | <u>47,995,160,000</u> | <u>100</u> |

(*) On 10 December 2024, Duong Van Cop acquired 352,800 shares from Phuong Ngoc Private Company, becoming a major shareholder of the Company with a holding ratio of 7.35%.

20. OFF-BALANCE SHEET ITEMS

| | <u>Closing balance</u> | <u>Opening balance</u> |
|-----------------------------------|------------------------|------------------------|
| Foreign currencies | | |
| USD | 587.56 | 593.98 |
| | <u>Closing balance</u> | <u>Opening balance</u> |
| | <u>VND</u> | <u>VND</u> |
| Operating lease commitment | | |
| Under 1 year | 264,538,646 | 264,538,646 |
| From 1 year to 5 years | 1,058,154,582 | 1,058,154,582 |
| Over 5 years | 8,306,513,469 | 8,571,052,114 |
| Total | <u>9,629,206,697</u> | <u>9,893,745,342</u> |

Finished products kept for customers at the end of the year are as follows:

| Finished good | Customers name | Quantity (Tons) |
|------------------------------------|---|-----------------|
| Fertilizer N.HUMATE+TE 28-5 (25Kg) | PetroVietnam Fertilizers Ca Mau Joint Stock Company | 189 |
| Fertilizer N.HUMATE+TE 28-5 (50Kg) | PetroVietnam Fertilizers Ca Mau Joint Stock Company | 249 |
| Total | | <u>438</u> |

25
JG
JHI
+TC
OI
FN
A-

21. BUSINESS AND GEOGRAPHICAL SEGMENTS

Geographical segment

The Company does not have any business activities outside of Vietnam; therefore, the Company does not have any geographical business segments outside of Vietnam.

Business segment

For management purposes, the Company's organizational structure is divided into three operating divisions: Packaging Production and Trading Division, Fertilizer Production and Trading Division and Commodity Trading Division.

The Company's business segment information is as follows:

Business performance report by segments:

| | Packaging production and trading | Fertilizer production and trading | Goods trading | Total |
|--|--|---|----------------------|-----------------------|
| | VND | VND | VND | VND |
| Current year | | | | |
| Net revenue | 257,394,584,432 | 30,241,432,000 | 82,594,218,000 | 370,230,234,432 |
| Cost of sales | (229,301,914,595) | (29,749,540,703) | (80,691,664,600) | (339,743,119,898) |
| Segment operating expense | (12,830,062,421) | (785,134,654) | - | (13,615,197,075) |
| Financial expenses | (594,041,105) | - | - | (594,041,105) |
| Operating profit by segment | 14,668,566,311 | (293,243,357) | 1,902,553,400 | 16,277,876,354 |
| General operating expenses | | | | (7,388,550,293) |
| Financial income | | | | 1,587,992,730 |
| Losses from other activities | | | | (8,106,515) |
| Profit before tax | | | | 10,469,212,276 |
| Current corporate income tax expense | | | | (2,329,818,159) |
| Profit after corporate income tax | | | | 8,139,394,117 |
| | | | | |
| | Packaging production and trading | Fertilizer production and trading | Goods trading | Total |
| | VND | VND | VND | VND |
| Prior year | | | | |
| Net revenue | 220,501,631,140 | 12,214,079,440 | 127,017,539,370 | 359,733,249,950 |
| Cost of sales | (185,823,182,238) | (16,354,877,384) | (126,487,401,800) | (328,665,461,422) |
| Segment operating expense | (9,785,862,249) | (672,793,909) | - | (10,458,656,158) |
| Financial expenses | (220,086,307) | (52,602,740) | - | (272,689,047) |
| Operating profit by segment | 24,672,500,346 | (4,866,194,593) | 530,137,570 | 20,336,443,323 |
| General operating expenses | | | | (12,087,010,296) |
| Financial income | | | | 1,914,937,742 |
| Other Profit | | | | 7,313,265 |
| Profit before tax | | | | 10,171,684,034 |
| Current corporate income tax expense | | | | (2,151,258,778) |
| Profit after corporate income tax | | | | 8,020,425,256 |

Balance sheet by segment:

| | Packaging production and trading | Fertilizer production and trading | Goods trading | Total |
|--------------------------|--|---|----------------|------------------------|
| | VND | VND | VND | VND |
| Closing balance | | | | |
| Assets | | | | |
| Segment assets | 38,653,146,883 | 10,700,943,070 | 15,750,000,000 | 65,104,089,953 |
| Unallocated assets | | | | 87,209,933,392 |
| Total Assets | | | | 152,314,023,345 |
| Liabilities | | | | |
| Segment liabilities | 42,454,118,066 | 366,427,890 | 15,787,500,000 | 58,608,045,956 |
| Unallocated liabilities | | | | 24,961,417,211 |
| Total liabilities | | | | 83,569,463,167 |

| | Packaging production and trading | Fertilizer production and trading | Goods trading | Total |
|--------------------------|--|---|---------------|------------------------|
| | VND | VND | VND | VND |
| Opening balance | | | | |
| Assets | | | | |
| Segment assets | 45,173,496,282 | 22,770,262,884 | - | 67,943,759,166 |
| Unallocated assets | | | | 57,127,751,596 |
| Total Assets | | | | 125,071,510,762 |
| Liabilities | | | | |
| Segment liabilities | 48,486,100,667 | 22,420,000 | - | 48,508,520,667 |
| Unallocated liabilities | | | | 9,518,161,825 |
| Total liabilities | | | | 58,026,682,492 |

22. REVENUE

| | Current year | Prior year |
|---|------------------------|------------------------|
| | VND | VND |
| Total sales and service revenue | | |
| <i>In which:</i> | | |
| Packaging revenue | 271,423,412,016 | 224,291,909,925 |
| Fertilizer revenue | 98,832,432,000 | 135,441,340,025 |
| | 370,255,844,016 | 359,733,249,950 |
| Deductions | | |
| Sales discount | 23,200,000 | - |
| Sales return | 2,409,584 | - |
| | 25,609,584 | - |
| <i>In which:</i> | | |
| Revenue from related parties (details stated in Note 31) | 266,703,364,282 | 213,185,121,241 |

23. COST OF SALES

| | <u>Current year</u> | <u>Prior year</u> |
|--|-------------------------------|-------------------------------|
| | VND | VND |
| Cost of packaging sold | 239,699,947,942 | 190,053,584,038 |
| Cost of fertilizer sold | 100,375,018,768 | 138,280,030,572 |
| (Reversal of)/addition to devaluation of inventories | (331,846,812) | 331,846,812 |
| | <u>339,743,119,898</u> | <u>328,665,461,422</u> |

24. PRODUCTION COST BY NATURE

| | <u>Current year</u> | <u>Prior year</u> |
|-------------------------------|-------------------------------|-------------------------------|
| | VND | VND |
| Raw materials and consumables | 208,559,582,944 | 141,232,895,339 |
| Labour | 38,837,865,230 | 36,603,315,170 |
| Depreciation and amortisation | 6,322,153,463 | 5,746,370,034 |
| Out-sourced services | 23,856,512,513 | 17,910,023,383 |
| Other monetary expenses | 9,911,482,637 | 11,500,566,879 |
| | <u>287,487,596,787</u> | <u>212,993,170,805</u> |

25. FINANCIAL INCOME

| | <u>Current year</u> | <u>Prior year</u> |
|------------------------|-----------------------------|-----------------------------|
| | VND | VND |
| Bank and loan interest | 1,041,100,017 | 1,914,495,227 |
| Payment discount | 545,607,500 | - |
| Foreign exchange gain | 1,285,213 | 442,515 |
| | <u>1,587,992,730</u> | <u>1,914,937,742</u> |

26. FINANCIAL EXPENSES

| | <u>Current year</u> | <u>Prior year</u> |
|--|---------------------------|---------------------------|
| | VND | VND |
| Interest expense | 375,046,319 | 272,629,649 |
| Lease interest on finance lease assets | 218,444,242 | - |
| Foreign exchange loss | 550,544 | 59,398 |
| | <u>594,041,105</u> | <u>272,689,047</u> |

27. SELLING EXPENSES AND GENERAL AND ADMINISTRATION EXPENSES

| | <u>Current year</u> | <u>Prior year</u> |
|---|-----------------------|-----------------------|
| | VND | VND |
| General and administration expenses for the year | | |
| Administrative staff expenses | 6,095,475,200 | 6,026,720,421 |
| Depreciation and amortization expenses | 972,459,681 | 926,231,617 |
| Taxes, fees and charges | 145,186,256 | 146,630,710 |
| Out-sourced services | 2,881,937,374 | 2,692,483,859 |
| Other general and administration expenses | 4,485,757,719 | 6,389,026,968 |
| | <u>14,580,816,230</u> | <u>16,181,093,575</u> |
| Selling expenses for the year | | |
| Sales staff expenses | 1,751,630,832 | 1,919,627,887 |
| Depreciation and amortization expenses | - | 50,809,659 |
| Outsourced services | 2,950,207,687 | 2,427,336,689 |
| Other selling expenses | 1,721,092,619 | 1,966,798,644 |
| | <u>6,422,931,138</u> | <u>6,364,572,879</u> |

28. CURRENT CORPORATE INCOME TAX EXPENSE

| | <u>Current year</u> | <u>Prior year</u> |
|--|----------------------|----------------------|
| | VND | VND |
| Current corporate income tax expense | | |
| Corporate income tax expense based on taxable profit in the current year | 2,240,910,364 | 2,151,258,778 |
| Adjustments for corporate income tax expense in previous years to the current year | 88,907,795 | - |
| Total current corporate income tax expense | <u>2,329,818,159</u> | <u>2,151,258,778</u> |

Corporate income tax expense based on taxable profit in the current year is calculated as follows:

| | <u>Current year</u> | <u>Prior year</u> |
|---|-----------------------|-----------------------|
| | VND | VND |
| Profit before tax | 10,469,212,276 | 10,171,684,034 |
| Adjustments for taxable profit | | |
| <i>Add back: non-deductible expenses</i> | 735,339,542 | 584,609,857 |
| Taxable profit | <u>11,204,551,818</u> | <u>10,756,293,891</u> |
| In which: | | |
| <i>Taxable profit at normal tax rate of 20%</i> | <u>11,204,551,818</u> | <u>10,756,293,891</u> |
| Corporate income tax expense based on taxable profit in the current year | <u>2,240,910,364</u> | <u>2,151,258,778</u> |

29. BASIC EARNINGS PER SHARE

The calculation of basic earnings per share attributable to the Company's ordinary shareholders is based on the following data:

| | <u>Current year</u> | <u>Prior year</u> |
|---|----------------------|----------------------|
| Accounting profit after corporate income tax (VND) | 8,139,394,117 | 8,020,425,256 |
| Estimated bonus and welfare fund allocation (VND) (i) | (1,627,878,823) | (2,120,097,809) |
| Profit or loss attributable to ordinary shareholders (VND) | 6,511,515,294 | 5,900,327,447 |
| Average ordinary shares in circulation for the year (share) | 4,799,516 | 4,799,516 |
| Basic earnings per share (VND/share) | <u>1,357</u> | <u>1,229</u> |

- (i) The amount allocated to the 2024 bonus and welfare fund is estimated at 20% of the 2024 after-tax profit according to Resolution No.01/NQ-DHCD of the Annual General Meeting of Shareholders on 30 May 2024.

Basic earnings per share of the previous year are restated due to the impact of the appropriation of bonus and welfare funds as presented in Note 19.

| | <u>Prior year</u> | |
|---|------------------------|------------------------|
| | <u>Reported amount</u> | <u>Restated amount</u> |
| Profit after corporate income tax (VND) | 8,020,425,256 | 8,020,425,256 |
| Bonus and welfare fund deduction (VND) | (1,604,085,051) | (2,120,097,809) |
| Profit or loss attributable to ordinary shareholders (VND) | 6,416,340,205 | 5,900,327,447 |
| Average number of common shares outstanding during the year (share) | 4,799,516 | 4,799,516 |
| Basic earnings per share (VND/share) | <u>1,337</u> | <u>1,229</u> |

30. OPERATING LEASE COMMITMENTS

Operating lease payments represent:

- Total rental amount of 39,173.5 m2 at Tra Kha Industrial Park, Bac Lieu Province with annual charge of VND 1,953/m2. The land lease contract was signed for a term of 50 years from 2011.
- Total amount of infrastructure service fee for 39,173.5 m2 at Tra Kha Industrial Park, Bac Lieu Province with annual service charge of VND 4,800 m2. The infrastructure service contract was signed for a term of 50 years from 2011.

31. RELATED PARTIES TRANSACTIONS AND BALANCES

List of related parties with significant transactions and balances for the year:

| <u>Related parties</u> | <u>Relationship</u> |
|---|------------------------|
| Vietnam Oil and Gas Group | Owner's parent company |
| PetroVietnam Ca Mau Fertilizer Joint Stock Company | Owner |
| The units are subsidiaries, joint ventures and associated companies of Vietnam Oil and Gas Group. | Units of Group |

During the year, the Company entered into the following significant transactions with its related parties:

| | <u>Current year</u> | <u>Prior year</u> |
|--|------------------------|------------------------|
| | VND | VND |
| Sales | | |
| PetroVietnam Ca Mau Fertilizer Joint Stock Company | 266,475,358,632 | 213,185,121,241 |
| Korea - Vietnam Fertilizer Company Limited | 228,005,650 | - |
| | <u>266,703,364,282</u> | <u>213,185,121,241</u> |
| Dividends declared | | |
| PetroVietnam Ca Mau Fertilizer Joint Stock Company | 2,204,250,300 | 2,081,791,950 |
| | <u>2,204,250,300</u> | <u>2,081,791,950</u> |
| Purchases | | |
| South West PetroVietnam Fertilizer and Chemicals Joint Stock Company | 71,840,500,000 | 99,857,000,000 |
| PetroVietnam Ca Mau Fertilizer Joint Stock Company | 1,941,851,852 | 22,401,851,852 |
| Vietnam Oil and Gas Group | 331,949,667 | - |
| Mekong Petroleum Joint Stock Company Branch in Bac Lieu | 323,604,450 | 385,506,875 |
| Vietnam Petro Freight Logistic & Investment Joint Stock Company | 14,855,400 | - |
| PetroVietnam General Services Corporation | - | 516,225,000 |
| | <u>74,452,761,369</u> | <u>123,160,583,727</u> |
| Significant related party balances at the balance sheet date were as follows: | | |
| | <u>Current year</u> | <u>Prior year</u> |
| | VND | VND |
| Short-term Accounts receivables | | |
| Korea - Vietnam Fertilizer Company Limited | 247,686,102 | - |
| | <u>247,686,102</u> | <u>-</u> |
| Short-term Advance payments from customers | | |
| PetroVietnam Ca Mau Fertilizer Joint Stock Company | 31,978,740,750 | 23,752,206,958 |
| | <u>31,978,740,750</u> | <u>23,752,206,958</u> |
| Short-term Accounts payables | | |
| Vietnam Petro Freight Logistic & Investment Joint Stock Company | 1,549,800 | - |
| | <u>1,549,800</u> | <u>-</u> |
| Advance to suppliers | | |
| Vietnam Oil and Gas Group | 176,452,850 | - |
| | <u>176,452,850</u> | <u>-</u> |

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Remuneration of the Board of Directors', Executive Board and Board of Supervisory in the year were as follows:

| | Current year VND | Prior year VND |
|--|----------------------|----------------------|
| Board of Directors | 624,220,109 | 1,145,635,856 |
| Mr. Nguyen Duc Thuan | 293,309,235 | 778,667,528 |
| Mr. Tran Thien Hong | 110,303,625 | 122,322,776 |
| Ms. Tran Nhu Quynh | 110,303,625 | 122,322,776 |
| Mr. Do Thanh Hung (appointed on 30 May 2024) | 64,343,780 | - |
| Mr. Dinh Nhat Duong(resigned on 30 May 2024) | 45,959,844 | 122,322,776 |
| Executive Board | 1,526,778,292 | 1,304,112,547 |
| Mr. Nguyen Trung Kien | 962,957,443 | 778,667,528 |
| Mr. Nguyen Thanh Nhuân | 563,820,849 | 525,445,019 |
| Board of Supervisors | 139,501,642 | 154,702,334 |
| Mr. Le Canh Khanh | 528,627,572 | 271,986,779 |
| Mr Vu Chi Duong | - | 48,569,338 |
| Ms. Nguyen Thi Le Hang | 69,750,821 | 77,351,167 |
| Ms. Nguyen Hoai Phuong | 69,750,821 | 77,351,167 |
| Chief Accountant | | |
| Mr. Tran Minh Nhat | 266,662,386 | 211,260,936 |
| | 3,085,790,001 | 3,136,267,790 |

32. SUPPLEMENTAL DISCLOSURES OF CASH FLOW INFORMATION

Supplemental non-cash disclosures

Cash for purchases of fixed assets and construction in progress during the year exclude VND 30,517,500 (financial year ended 31 December 2023: VND 301,896,950), which is the amount used for purchases of fixed assets and construction in progress incurred during the year but not yet paid. Consequently, changes in account payable have been adjusted by the some amount.

Cash outlays for purchases of fixed assets during the year exclude VND 2,911,059,244 (financial year ended 31 December 2023: VND 0), which is the amount related to finance lease activities incurred during the year.



Trinh Thanh Truc
Preparer



Tran Minh Nhat
Chief Accountant



Nguyen Trung Kien
Chief Executive Officer

26 February 2025