



NHUA TIEN PHONG

ASPIRATION TO ELEVATE



ANNUAL REPORT

2024



TIEN PHONG PLASTIC

ASPIRATION TO ELEVATE

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List of Abbreviations

NTP	Tien Phong Plastic Joint Stock Company
JSC	Joint Stock Company
LLC	Limited Liability Company
GMS	General Meeting of Shareholders
BOD	Board of Directors
AC	Audit Committee
BOM	Board of Management
SSC	State Securities Commission
HNX	Hanoi Stock Exchange
IA	Internal Audit
SI	Social Insurance
OSH	Occupational Safety and Health
Fire Safety	Fire Prevention and Fighting
GHG	Greenhouse Gases

Message from CHAIRMAN OF THE BOARD OF DIRECTORS

Dear Valued Shareholders, Partners, Customers, and All Employees,

The year 2024 has drawn to a close, marking numerous significant milestones in the development journey of Tien Phong Plastic Joint Stock Company. With the message *"Aspiration to Elevate"*, we have together overcome challenges while achieving remarkable accomplishments, reaffirming the Company's position in an ever-fluctuating market.

Over the past year, Tien Phong Plastic has achieved remarkable results. The Company's revenue and profit recorded strong growth, with net revenue reaching VND 5,656.56 billion and pre-tax profit amounting to VND 888.45 billion, the highest figures in the Company's history. This success was driven by market expansion and improvements in production processes. The Company has made significant investments in new technologies, optimizing operations to enhance product quality and reduce production costs. In addition, the Company has placed great emphasis on sustainable development by implementing various projects aimed at minimizing environmental impact, ranging from the use of eco-friendly materials to the adoption of green technologies in manufacturing. Tien Phong Plastic firmly believes that sustainable development is not only a responsibility but also an opportunity to create long-term value for both the business and the community.

Looking ahead to 2025, Tien Phong Plastic sets ambitious expectations. Developing a strategic vision for 2025 - 2035 and advancing digital transformation will remain top priorities. Alongside these efforts, the company will continue to drive research and development of new products, constantly improve processes, and enhance customer experience to meet the growing market

demands and evolving consumer trends.

In addition, Tien Phong Plastic continues its commitment to environmental protection and sustainable development by seeking innovative solutions to reduce waste, including cutting greenhouse gas and carbon emissions, in order to achieve the Net Zero environmental goal, while optimizing resource use towards a greener future for the construction and civil plastics industry and spreading positive values to the community and society.

On behalf of the Company's leadership, I would like to express my sincere gratitude to all esteemed shareholders, partners, customers, and all members of Tien Phong Plastic for your companionship throughout the journey. Your dedication and efforts have been the source of strength that propels us forward with confidence.

Together, we look toward 2025 - a significant milestone marking the 65th anniversary of Tien Phong Plastic - with deep belief and a bold breakthrough spirit. Driven by the *"Flow of Aspiration"*, we are confident that new achievements and greater advancements await us on the path ahead.

Wishing you all health, happiness, and prosperity!

Sincerely,

CHAIRMAN OF THE BOARD



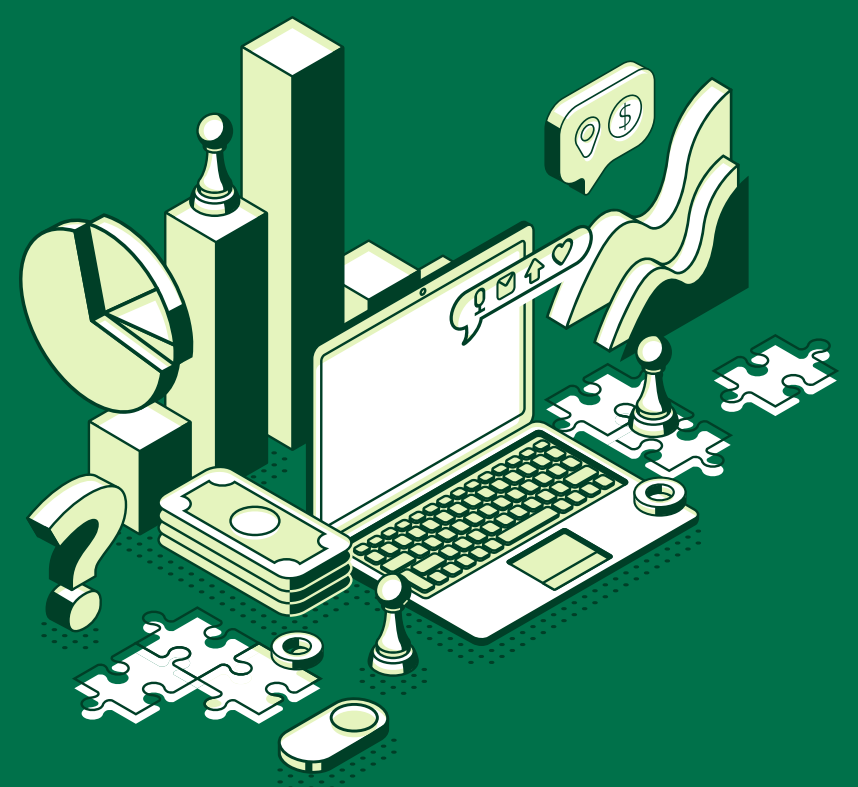
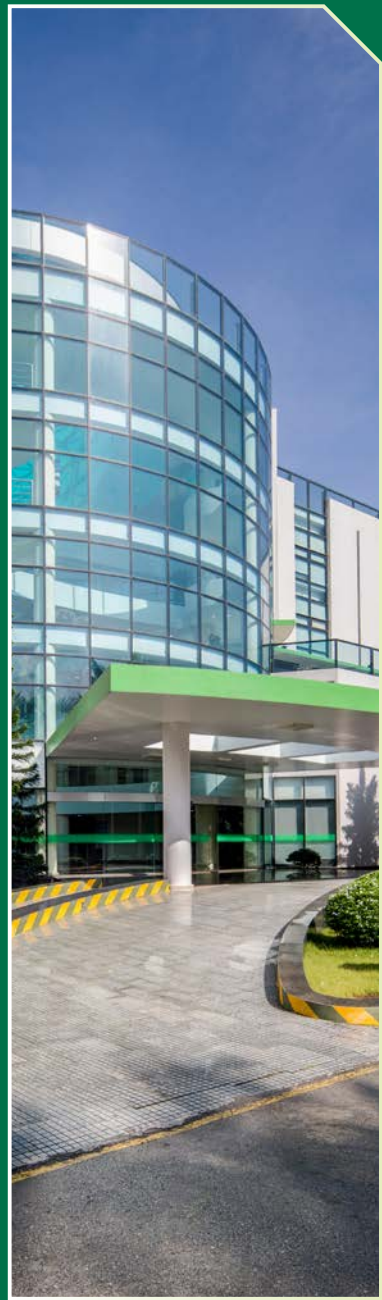
DANG QUOC DUNG





Chapter I

GENERAL INFORMATION



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1. GENERAL INFORMATION OF TIEN PHONG PLASTIC

1.1. Overview

* Company name:

CÔNG TY CỔ PHẦN NHỰA THIẾU NIÊN TIỀN PHONG

* English name:

TIEN PHONG PLASTIC JOINT STOCK COMPANY

* Stock code:

NTP

* Business Registration Certificate No.:

0200167782, issued by the Department of Planning and Investment of Hai Phong City on December 30, 2004, along with subsequent amendments.

* Charter Capital:

VND 1,425,322,840,000

* Office Address:

No. 2 An Da, Lach Tray Ward, Ngo Quyen District, Hai Phong City, Vietnam

* Headquarters address:

No. 222 Mac Dang Doanh, Hung Dao Ward, Duong Kinh District, Hai Phong City, Vietnam

* Telephone number:

+ (84 225) 3813979

* Fax number:

+ (84 225) 3813989

* Website:

www.nhuatienphong.vn

1.2. Featured events of 2024

a. Development Cooperation

STRATEGIC PARTNERSHIP WITH SHINEC JOINT STOCK COMPANY

Marking a significant milestone in the collaboration between two leading brands in Hai Phong City with a focus on sustainable economic development, in 2024, Tien Phong Plastic Joint Stock Company and Shinec Joint Stock Company signed a strategic cooperation agreement at Nam Cau Kien Industrial Park. With a vision to expand investment and replicate the ecological industrial real estate model, Shinec has chosen Tien Phong Plastic as a trusted partner for supplying plastic pipes and fittings to support the infrastructure development of its ecological industrial parks and clusters. With 64 years of development, Tien Phong Plastic shares Shinec's vision of promoting green products that are safe for health and the environment. Tien Phong Plastic's products, including PVC-U, HDPE, and PP-R pipes and fittings, are widely used in various projects such as water supply and drainage systems, factories, high-rise buildings, the electricity sector, and fire protection systems. Furthermore, the company continuously researches and innovates to introduce advanced construction solutions through superior products that meet the increasingly high demands of the market. The cooperation between these two major enterprises in multiple aspects is expected to generate synergy and create greater value for society and the community in the future.



INCREASED COOPERATION WITH STRATEGIC PARTNER SEKISUI CHEMICAL JAPAN



In 2024, Tien Phong Plastic Joint Stock Company (Tien Phong Plastic) continued to welcome delegations from Japan's Sekisui Chemical Group, strengthening the strategic partnership between the two companies. In May 2024, the Executive Board of Sekisui Chemical Urban Infrastructure & Environmental Products Company, made an official visit to Tien Phong Plastic's headquarters in Hai Phong. During the meeting, both parties discussed expanding cooperation in research and development of new products, with a particular focus on high-tech and environmentally friendly solutions aligned with Tien Phong Plastic's sustainable development strategy. Mr. Yoshiyuki Hirai - Senior Executive, Chairman of Sekisui Chemical UIEP expressed his high regard for the growth potential of the Vietnamese market and reaffirmed Sekisui Chemical's commitment to supporting Tien Phong Plastic in the transfer of advanced technology, thereby enhancing product quality and meeting the increasing market demands. This strengthened collaboration not only opens up new development opportunities, improving product and service quality to meet customer expectations in Vietnam, but also paves the way for Tien Phong Plastic to expand into international markets, contributing to the growth of Vietnam's plastics industry.

b. Honored to Receive the National Quality Gold Award for the Fourth Time

As a symbol of quality and prestige, deeply embedded in the lives of Vietnamese people for over six decades, Tien Phong Plastic Joint Stock Company takes great pride in being one of 11 major manufacturing enterprises awarded the National Quality Gold Award 2023 by the Prime Minister. This prestigious recognition highlights the company's outstanding achievements in enhancing product quality, service excellence, competitiveness, and operational efficiency in alignment with regional economic integration. This marks the fourth time that Tien Phong Plastic has been honored with the National Quality Gold

Award - an achievement that not only reflects great pride but also serves as a strong affirmation of the company's strategic vision, the insightful leadership of the Board of Management, and the relentless spirit of innovation and creativity among its employees. Being honored four times with the National Quality Gold Award and once with the Asia-Pacific Quality Award is the clearest testament to the recognition from both the Government and international organizations, further affirming Tien Phong Plastic's leading position in the industry and its sustainable development.



c. Social and Community Responsibility

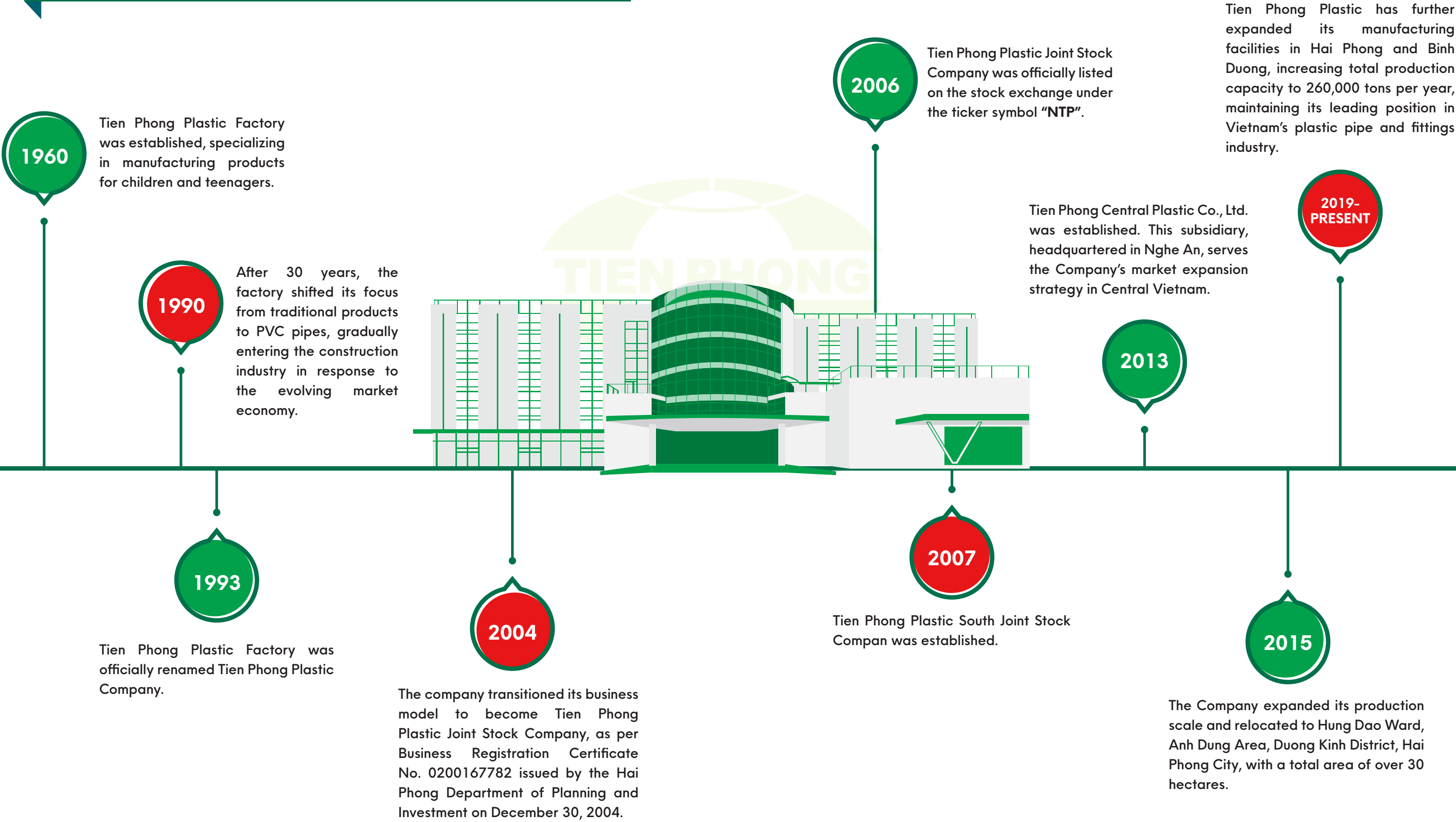
In 2024, Northern Vietnam faced Typhoon Yagi (Typhoon No. 3), a historic storm - the strongest to hit the East Sea in the past 30 years and the most powerful to make landfall in Vietnam in the past 70 years. Typhoon Yagi struck directly, causing severe damage to coastal provinces, especially Quang Ninh and Hai Phong. Following the storm, prolonged heavy rainfall across most of the northern region continued to cause devastating losses in both human lives and property. Although Tien Phong Plastic was also heavily affected as a manufacturing enterprise, and had to exert great efforts to overcome the consequences of Typhoon No. 3 and sustain its operations, the Company, driven by the spirit of solidarity and mutual support, contributed VND 550,000,000

through the Central Committee and local branches of the Vietnam Fatherland Front to support recovery efforts. In addition, the Company donated hundreds of meters of clean water pipes to help ease the hardships faced by people in mountainous areas and to support the early restoration of daily life. This heartfelt contribution reflected the genuine goodwill of all employees, each of whom voluntarily donated half a day's wage with the hope of bringing encouragement and helping affected communities recover from hardship as quickly as possible. Furthermore, throughout 2024, Tien Phong Plastic continued to implement various community initiatives, including the "Bridges of Love" program, the construction of gratitude houses for the families of fallen soldiers, school safety programs, and the distribution of nearly 300 Tet gift packages to underprivileged families in local communities, etc.

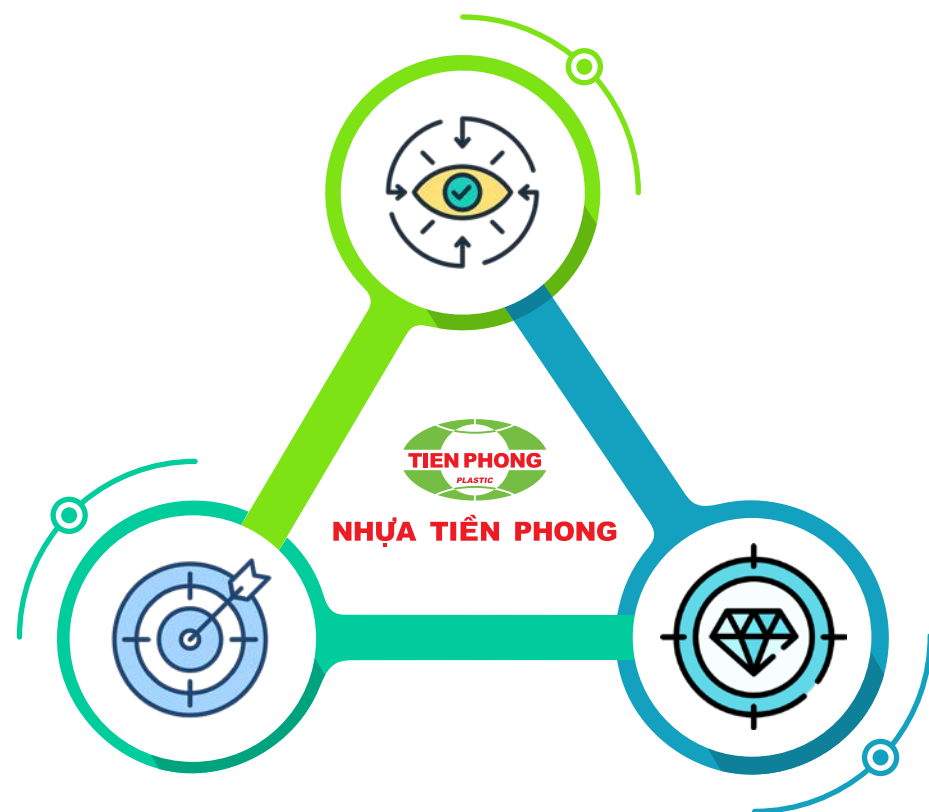
d. Summary Information

* Total consolidated net revenue:	VND 5,656.56 billion
* Consolidated net profit after tax:	VND 735.66 billion
* Market capitalization (as of December 31, 2024):	VND 9,122,066,176,000
* EPS:	5,661 (updated as of Q4/2024)
* Number of employees:	1,268 (people)
* Number of distribution centers:	12 units
* Number of distributors:	More than 400 units
* Number of sales points:	Over 26,000 units
* Number of innovations and improvements:	10 ideas

2. COMPANY FORMATION HISTORY AND DEVELOPMENT



3. VISION - MISSION - CORE VALUES



a/ Vision

Tien Phong Plastic creates optimal products and solutions in the plastics industry.

b/ Mission

Tien Phong Plastic pioneers in developing optimal products and solutions in the plastics industry by applying modern technology, aiming for sustainable development, and contributing to building a better future.

c/ Core values

PIONEERING - SHARING - INTEGRITY - INNOVATION - PRESTIGE

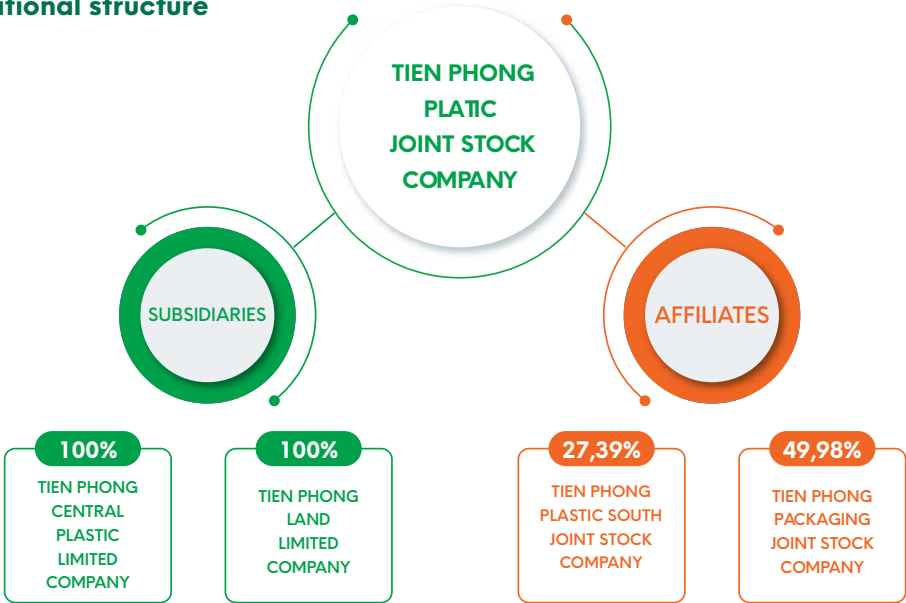
4. COMPANY SCALE

Over nearly 65 years of establishment and development, Tien Phong Plastic has gradually affirmed its position as a leading plastic enterprise in Vietnam in the field of manufacturing plastic pipes and fittings. With a sharp sense of market trends and more than 34 years of experience in research and development (since 1990), the Company has continuously innovated and improved quality to meet the increasingly stringent demands of customers.

Currently, Tien Phong Plastic maintains its leading position in the construction plastics industry. The Company's products are continuously manufactured at three major factories located in key economic regions: Hai Phong, Nghe An, and Binh Duong, with a production capacity of approximately 260,000 tons per year. Notably, up to now, Tien Phong Plastic has expanded its distribution system with a wide network covering all provinces and cities from North to South, including 12 distribution centers, over 400 distributors, and about 26,000 points of sale, ensuring fast and efficient supply and delivery of products to every project.

Beyond product quality enhancement, Tien Phong Plastic pioneers in research and development of new product lines, focusing on advanced, sustainable, and eco-friendly construction solutions. In 2024, under the theme "Aspiration to Elevate," the company not only expands its production scale but also accelerates digital transformation - a core strategy to enhance operational efficiency, optimize the supply chain, and deliver the best customer experience. In response to the digital age, Tien Phong Plastic is committed to leading the adoption of modern technology in all business and manufacturing activities, aiming towards smart factories and a comprehensive digitalized management system. The synergy between digital transformation and technological innovation is the key to strengthening Tien Phong Plastic's market leadership, ensuring sustainable development, and preparing the company to conquer even greater milestones in the future.

* Organizational structure



<div><div>TIEN PHONG CENTRAL PLASTIC LIMITED COMPANY</div><div><ul style="list-style-type: none">Headquarters: Lot C, Nam Cam Industrial Zone, Nghi Loc District, Nghe An Province, VietnamCharter capital: VND 120 billionNTP's ownership ratio: 100%Main business activities: Manufacturing and trading of household and industrial plastic productsIntroduction: Tien Phong Central Plastic was established in 2013 and is headquartered in Nghi Loc District, Nghe An Province. As a wholly owned subsidiary of Tien Phong Plastic, the company expanded its scale in 2024, enhancing operational efficiency, mastering modern technology, and promptly meeting customer demands. At the same time, it actively participated in collective initiatives, contributing to Tien Phong Plastic's remarkable business performance.</div></div>	<div><div>TIEN PHONG LAND LIMITED COMPANY</div><div><ul style="list-style-type: none">Headquarters: No. 2 An Da Street, Lach Tray Ward, Ngo Quyen District, Hai Phong City, VietnamCharter capital: VND 20 billionNTP's ownership ratio: 100%Main business activities: Real estate trading, land use rights trading, transportation services, and trading of household and industrial plastic products.Introduction: Tien Phong Real Estate Co., Ltd. has a charter capital of VND 20 billion and is a wholly owned subsidiary of Tien Phong Plastic. The company's business activities specialize in real estate trading, land use rights, as well as transportation, and the production of civil and industrial plastic products.</div></div>
<div><div>TIEN PHONG PLASTIC SOUTH JOINT STOCK COMPANY</div><div><ul style="list-style-type: none">Headquarters: Dong An 2 Industrial Zone, Hoa Phu Ward, Thu Dau Mot City, Binh Duong Province, VietnamCharter capital: VND 446,057,450,000NTP's ownership ratio: 27.39%Main business activities: Manufacturing and trading of household and industrial plastic productsIntroduction: Tien Phong Southern Plastic was established on September 24, 2007. In 2024, the company achieved the Singapore Green Building Product certification, marking a significant milestone in its journey towards building a green brand and meeting international green building standards. In 2024, the company recorded approximately VND 1,500 billion in revenue and nearly VND 100 billion in pre-tax profit.</div></div>	<div><div>TIEN PHONG PACKAGING JOINT STOCK COMPANY</div><div><ul style="list-style-type: none">Headquarters: No. 2 An Da Street, Lach Tray Ward, Ngo Quyen District, Hai Phong City, VietnamCharter capital: VND 10 billionNTP's ownership ratio: 49.98%Main business activities: Manufacturing of PP plastic packaging, cement packaging, paper products, complex laminated sheets, and other plastic products.Introduction: Tien Phong Packaging Joint Stock Company is an affiliated company in which Tien Phong Plastic holds a 49.98% ownership stake. With a charter capital of VND 10 billion, the company specializes in the production of plastic packaging, cement bags, and other plastic products.</div></div>

SHARE		
Type of shares	On the date of 31/12/2023	On the date of 31/12/2024
Total number of outstanding shares and types of shares	129,575,334	142,532,284
Number of freely transferable shares	129,575,334	142,532,284
Number of restricted-transfer shares	0	0

"The company does not hold any treasury shares .

In 2024, the company issued shares to pay dividends at a rate of 10% (10 existing shares received 1 new share), increasing its charter capital to VND 1,425,322,840,000.

SHAREHOLDER STRUCTURE				
Shareholder structure	On the date of 31/12/2023		On the date of 31/12/2024	
	Number of shares held	Rate %	Number of shares held	Rate %
State Shareholder	48,078,529	37.1%	52,886,381	37.1%
Domestic Individual	35,486,820	27.4%	39,635,645	27.8%
Domestic Organization	70,976,312	51.8%	79,021,529	55.4%
Foreign Individual	425,231	0.3%	348,756	0.3%
Foreign Organization	22,686,971	17.5%	23,526,354	16.5%
Total	129,575,334	100%	142,532,284	100%

"The shareholder structure of "Domestic Organizations" includes "State Shareholders."

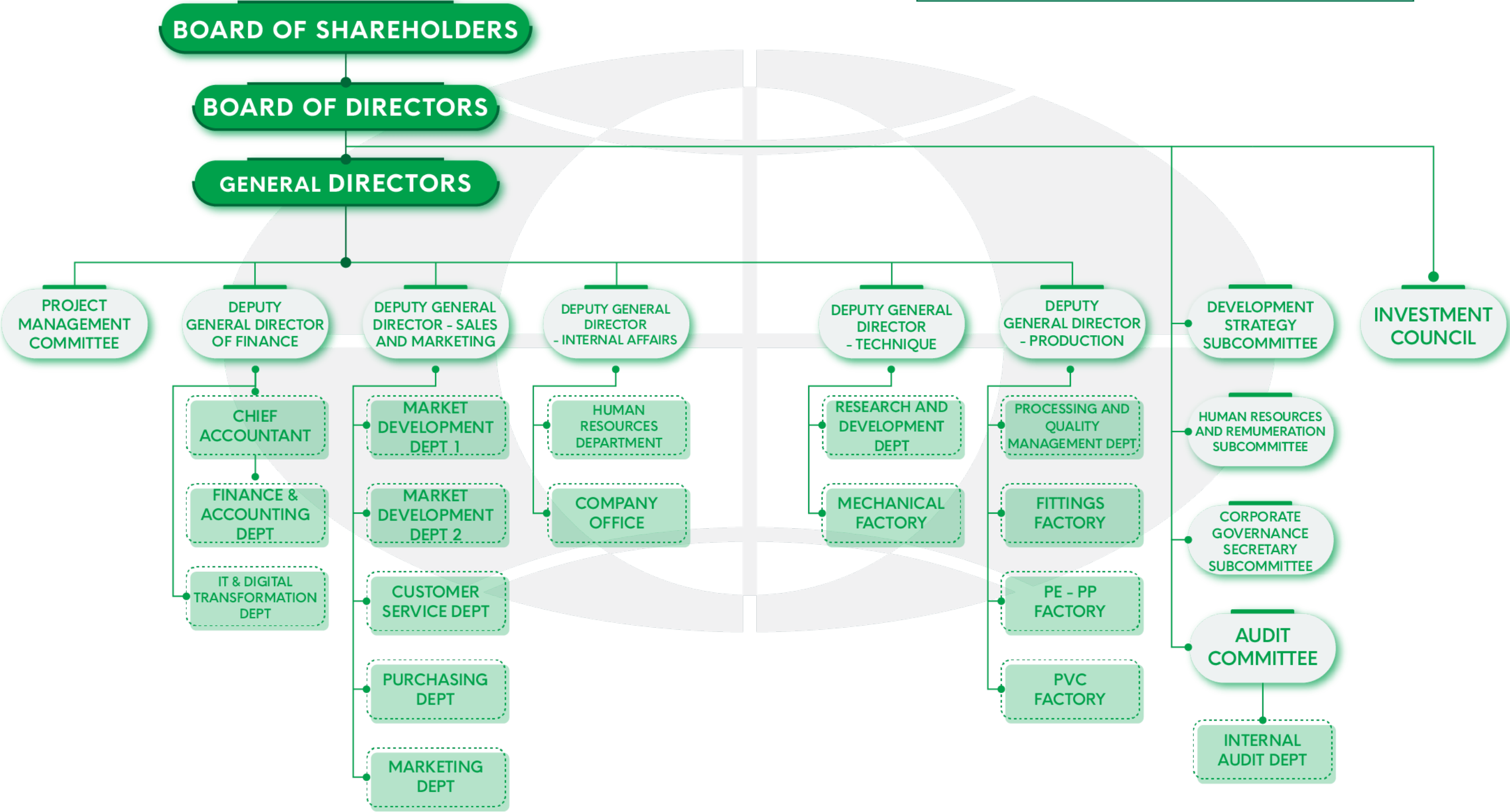
- The maximum foreign ownership ratio at NTP is: 50%

INFORMATION ON MAJOR SHAREHOLDERS HOLDING 5% OR MORE AS OF DECEMBER 31, 2024					
No.	Name of individuals/ organizations (representatives)	Type of shares		Numbers of shares held	Rate of shares held (%)
1	Dang Quoc Dung	Individual	Domestic	9,796,564	6.87
2	Tien Phong Plastic South JSC	Organization	Domestic	20,337,638	14.27
3	SEKISUI CHEMICAL CO.,LTD	Organization	Foreign	21,380,191	15.00
4	State Capital Investment Corporation (SCIC)	Organization	Domestic	52,886,381	37.104

• ORGANIZATION
AND MANAGEMENT STRUCTURE

5. ORGANIZATIONAL AND MANAGEMENT STRUCTURE

5.1. Organizational Chart and Management Structure



5.2. Detailed introduction of the Board of Directors,
Board of Management and Audit Committee

BOARD OF DIRECTORS INTRODUCTION

1

Mr. DANG QUOC DUNG

Chairman of the Board of Directors

Year of birth: 1968
Professional Qualification: Bachelor's Degree
in Economics (Hanoi University of Commerce)

Career background:

2002 - 2005

Director - Huong Minh Co., Ltd.

2007 - Present

Chairman of the Board of Directors at Tien

Phong Southern Plastic JSC

2005 - 2017

Member of the Board of Directors at Tien Phong
Plastic JSC

2018 - 4/2019

Vice Chairman of the Board of Directors at Tien
Phong Plastic JSC

4/2019 - Present

Chairman of the Board of Directors at Tien
Phong Plastic JSC

Voting share ownership ratio: 6.87%

2

Mr. NOBORU KOBAYASHI

Vice Chairman of the Board of Directors

Nationality: Japanese
Year of Birth: 1966
Professional Qualification: Chemical Engineer

Career background:

2017 - Present

Director of SEKISUI Vietnam Co., Ltd.

2017 - 4/2019

Member of the Board of Directors at Tien
Phong Plastic JSC

4/2019 - Present

Vice Chairman of the Board of Directors at
Tien Phong Plastic JSC

Member of the Board of Directors at Tien
Phong Southern Plastic JSC

Voting share ownership ratio: 0%

3

Mr. CHU VAN PHUONG

Member of BOD - General Director

Date of birth: 1972
Professional qualification: Master of
Economics (National Economics University)

Career background:

2007 - 2012

Held various positions such as Deputy Manager
and Head of Sales Department at Tien Phong
Plastic JSC.

2012 - 2018

Deputy General Director in charge of sales at
Tien Phong Plastic JSC.

4/2018 - Present

Member of the Board of Directors at Tien
Phong Plastic JSC.

2019 - Present

General Director of Tien Phong Plastic JSC.

Voting share ownership ratio: 0.36%

4

Mr. TRAN NGOC BAO

*Member of the Board of Directors -
Deputy General Director of Finance*

Date of birth: 1976
Professional qualification: Bachelor's in Economics
(Academy of Finance) and State-certified Auditor

Career background:

2000 - 2009

Branch Director at Deloitte Vietnam Co., Ltd. - Hai
Phong Branch.

2010

Chief Accountant at Petroleum Machinery and
Equipment Company - Vung Tau Branch.

2010 - 2012

Head of the Supervisory Board at Tien Phong Plastic
JSC.

2012 - 2022

Chief Accountant at Tien Phong Plastic JSC.

4/2018 - Present

Member of the Board of Directors
at Tien Phong Plastic JSC.

9/2022 - Present

Deputy General Director of Finance
at Tien Phong Plastic JSC.

Voting share ownership ratio: 0.14%



5

Mr. BUI DUC LONG

*Member of the Board of Directors -
Member of the Audit Committee*

Date of birth: 1976

Professional qualification: Master of
Economics, Bachelor of Economic Law

Career background:

1998 - 2006

Specialist at the General Department of State
Capital and Asset Management in Enterprises
(now the Department of Company Finance) -
Ministry of Finance.

2006 - 2009

Deputy Head of General Secretariat

Office of the Ministry of Finance.

2009 - 2014

Head of General Secretariat

Office of the Ministry of Finance.

2014 - 2020

Professional Controller

State Capital Investment Corporation (SCIC).

2020 - Present

Head of Organizational Committee - SCIC.

Voting share ownership ratio: 0%

Mr. Bui Duc Long has submitted his resignation
letter since August 5, 2024.



6

Mr. DAO ANH THANG

*Independent Member of the Board of
Directors - Chairman of the Audit Committee*

Date of birth: 1991

Professional Qualification: Master of Financial
Analysis (University of New South Wales,
Australia)

Career background:

4/2019 - Present

Independent Member of the Board of Directors
and Chairman of the Audit Committee
at Tien Phong Plastic JSC.

Voting share ownership ratio: 0.02 %



BOARD OF MANAGEMENT INTRODUCTION

1

Mr. CHU VAN PHUONG

*Member of the Board of Directors -
General Director*

Date of birth: 1972

Professional qualification: Master of
Economics (National Economics University)

Career background:

2007 - 2012

Held various positions such as Deputy Manager
and Head of Sales Department at Tien Phong
Plastic JSC.

2012 - 2018

Deputy General Director in charge of sales at
Tien Phong Plastic JSC.

4/2018 - Present

Member of the Board of Directors at Tien
Phong Plastic JSC.

2019 - Present

General Director of Tien Phong Plastic JSC.

Voting share ownership ratio: 0.36%



2

Mr. TRAN NGOC BAO

*Member of the Board of Directors -
Deputy General Director of Finance*

Date of birth: 1976

Professional qualification: Bachelor's in Economics
(Academy of Finance) and State-certified Auditor

Career background:

2000 - 2009

Branch Director at Deloitte Vietnam Co., Ltd. - Hai
Phong Branch.

2010

Chief Accountant at Petroleum Machinery and
Equipment Company - Vung Tau Branch.

2010 - 2012

Head of the Supervisory Board
at Tien Phong Plastic JSC.

2012 - 2022

Chief Accountant at Tien Phong Plastic JSC.

4/2018 - Present

Member of the Board of Directors at Tien Phong
Plastic JSC.

9/2022 - Present

Deputy General Director of Finance
at Tien Phong Plastic JSC.

Voting share ownership ratio: 0.14%



3

Mr. TRAN NHAT NINH**Deputy General Director of Engineering**

Date of birth: 1971

Professional qualification: **Mechanical Engineer, Business Management Engineer (Hanoi University of Science and Technology)****Career background:****2005 - 2014**

Held positions such as Deputy Workshop Manager, Deputy Head of the Research & Design Department, and Head of the Research & Design Department at Tien Phong Plastic Joint Stock Company.

2014 - Present

Deputy General Director of Engineering at Tien Phong Plastic Joint Stock Company.

Tỷ lệ sở hữu cổ phần có quyền biểu quyết: 0.0003%



4

Ms. NGO THI THU THUY**Deputy General Director of Production**

Date of birth: 1970

Professional qualification: **Chemical Technology Engineer, Business Management Engineer (Hanoi University of Science and Technology)****Career background:****2004 - 2014**

Held positions such as Deputy Head of Department, Head of Production Technology and Quality Management Department at Tien Phong Plastic Joint Stock Company.

2014 - Present

Deputy General Director of Production at Tien Phong Plastic Joint Stock Company.

Voting share ownership ratio: 0.0004%



5

Mr. NGUYEN VAN THUC**Deputy General Director of Internal Affairs**

Date of birth: 1969

Professional qualification: **Bachelor of Labor Economics (National Economics University)****Career background:****2005 - 2015**

Held positions such as Deputy Head of Labor Organization Department, Head of Labor Organization Department at Tien Phong Plastic Joint Stock Company.

2015 - Present

Deputy General Director of Internal Affairs at Tien Phong Plastic Joint Stock Company.

Voting share ownership ratio: 0%



AUDIT COMMITTEE INTRODUCTION

**MR. DAO ANH THANG**INDEPENDENT BOARD MEMBER -
CHAIRMAN OF THE AUDIT COMMITTEE**MR. BUI DUC LONG**BOARD MEMBER - AUDIT
COMMITTEE MEMBER

5.3. Business Sectors and Markets

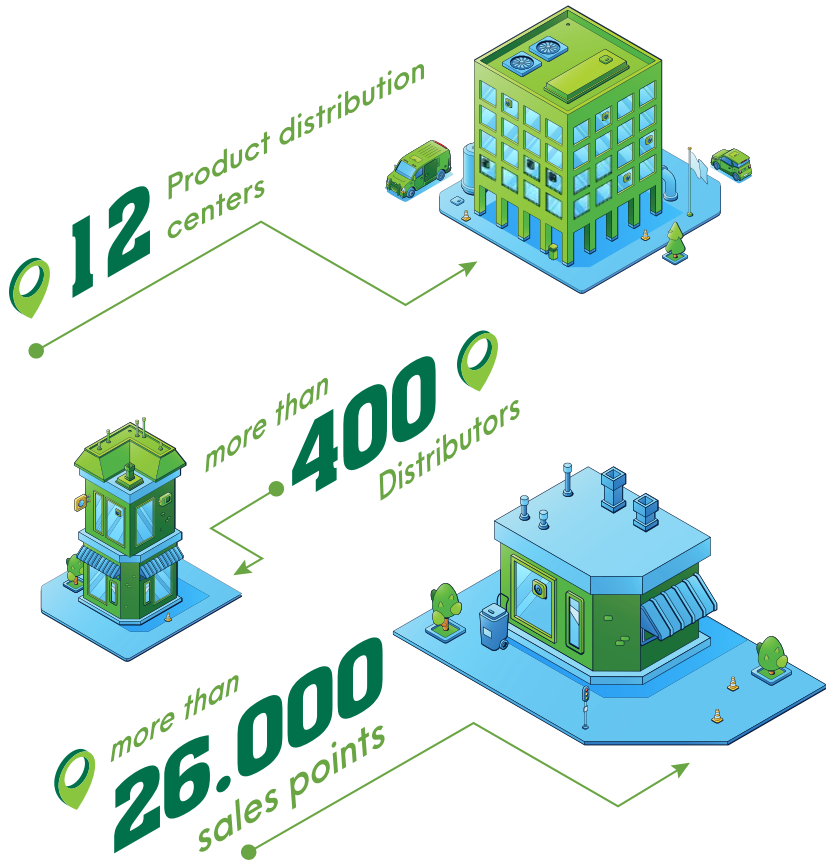
a. Plastic Construction Materials Sector

Since the early 1990s, when the economy transitioned to a market mechanism, Tien Phong Plastic Joint Stock Company swiftly seized the opportunity and made a bold decision to transform itself, laying the foundation for its expansion into the construction plastic materials sector. This strategic move was aimed at meeting the growing market demand in various sectors, including industry, transportation, oil and gas, civil construction, and other key infrastructure projects.

Up to now, Tien Phong Plastic has supplied more than 10,000 types of plastic pipes and fittings, with key product lines including PVC, HDPE, PP, PP-R, and PE. The company takes pride in having the most extensive product range in the market today. Beyond product variety, its offerings are manufactured using advanced, state-of-the-art technology, always staying ahead of industry trends and meeting international standards. This ensures superior durability, high load-bearing capacity, and broad applicability across various projects.

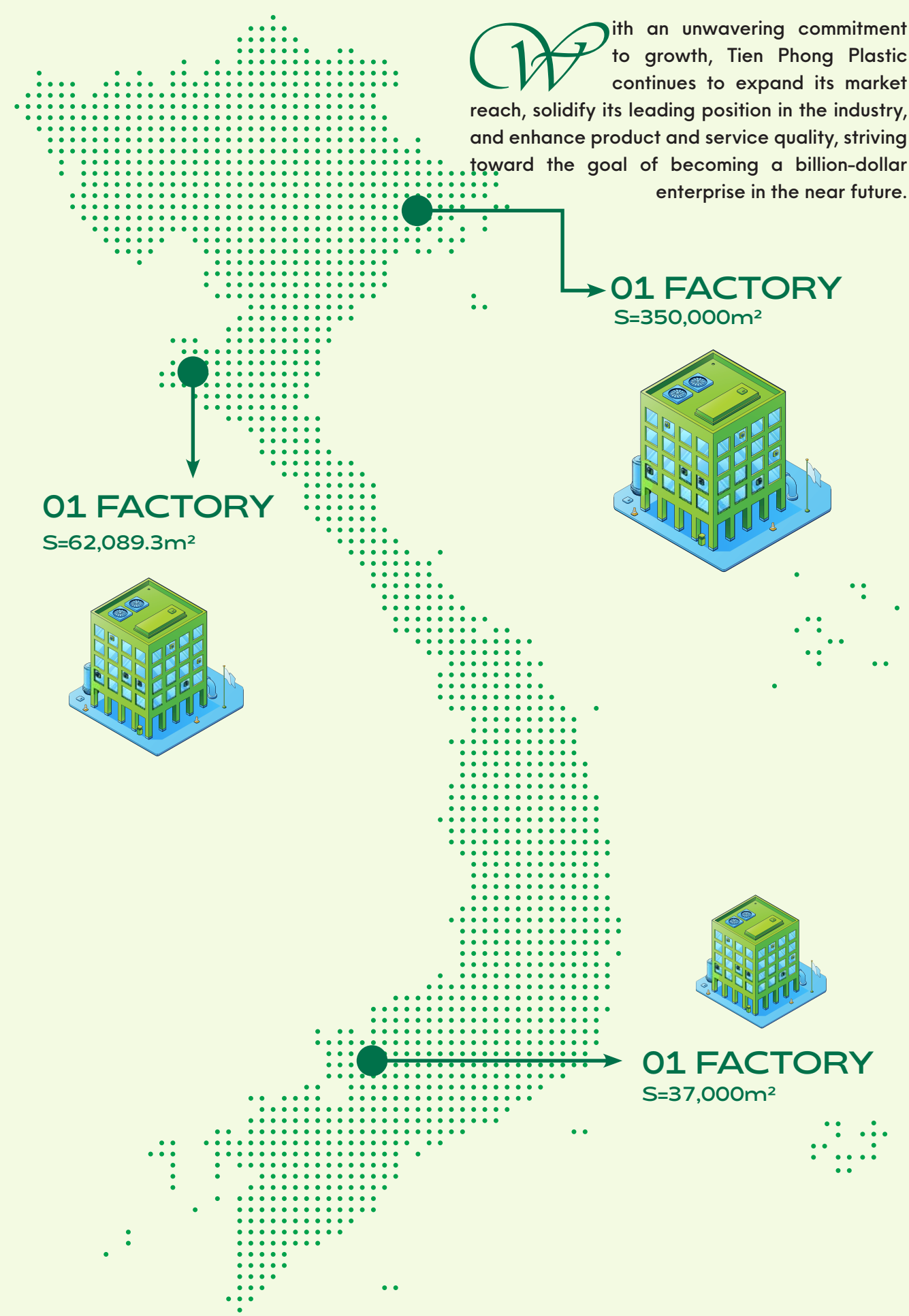
b. Business market

To ensure nationwide supply capability, Tien Phong Plastic has invested in three modern manufacturing factories strategically located across Vietnam's three regions - North, Central, and South - in Hai Phong, Nghe An, and Binh Duong. These facilities have a combined production capacity of up to 260,000 tons per year, serving as key production hubs that optimize manufacturing processes, shorten delivery times, and efficiently meet customer demands.



Additionally, Tien Phong Plastic continues to expand its distribution network, which includes:

- 12 Distribution Centers, ensuring product availability to meet all customer needs.
- More than 400 Distributors across the country, forming a strong and extensive business network.
- Over 26,000 Sales Points from North to South, strengthening Tien Phong Plastic's brand presence in all types of construction projects, from rural to urban areas, from mountainous regions to river deltas.



5.4. Main products of NTP

a. USED IN WATER SUPPLY AND DRAINAGE SYSTEMS

PVC-U PRESSURE PIPE AND FITTINGS FOR WATER SUPPLY AND DRAINAGE

Standards:
ISO 1452 (TCVN8491)
Nominal diameter:
DN21 ÷ DN800
Nominal pressure:
PN4 ÷ PN20
Application scope:
Used for underground and above-ground water supply and drainage systems under pressure.

SPIRAL CORE PVC-U PIPES

- A product developed through technological cooperation and transfer between Tien Phong Plastic and Sekisui Group (Japan).
- **Nominal diameter:** DN110 ÷ DN160
- **Application scope:** Used for vertical drainage in high-rise buildings

PVC-U TECHNICAL INSPECTION CHAMBER

- **Standards:** TCVN 12755
- **Nominal diameter:** Inlet/outlet - DN110/DN160; Upward direction - DN200/DN225, DN160/DN200/DN225
- **Scope of application:** Used for underground drainage systems for the purposes of inspection, blockage removal, etc.



PVC-M PIPES

- **Standards:** AZ/NZS 4765 (TCVN11822)
- **Nominal diameter:** DN110 ÷ DN400
- **Nominal pressure:** PN6 ÷ PN18
- **Application scope:** Used for underground and above-ground water supply and drainage systems under pressure.

PVC-U PIPES AND FITTINGS FOR INDOOR DRAINAGE

- **Standards:** ISO 3633 (TCVN12119)
- **Nominal diameter:** DN34 ÷ DN315
- **Application scope:** Used for drainage systems in buildings.

HDPE PIPES AND FITTINGS

- **Standards:** ISO 4427 (TCVN7305)
- **Nominal diameter:** DN16 ÷ DN2000
- **Nominal pressure:** PN6 ÷ PN25
- **Application scope:** Used for underground and above-ground water supply and drainage systems operating under pressure.

PP-R AND UV-RESISTANT PP-R PIPES AND FITTINGS

- **Standards:** DIN 8077 & DIN 8078
- **Nominal diameter:** DN20 ÷ DN250
- **Nominal pressure:** PN10 ÷ PN25
- **Application scope:** Used for hot and cold water supply systems.

HDPE/PP DOUBLE-WALLED CORRUGATED PIPES AND FITTINGS

- **Standards:** ISO 21138-3 (TCVN11821-3)
- **Nominal diameter:** DN200 ÷ DN1000
- **Ring stiffness:** SN4 ÷ SN12
- **Application scope:** Used for underground drainage and wastewater discharge systems that operate without pressure.



PVC-U CONDUIT PIPES AND FITTINGS FOR ELECTRICAL WIRING

- **Standards:** BS 6099
- **Nominal diameter:** DN16 ÷ DN63
- **Application scope:** Used for electrical conduit installation in exposed ceiling systems, embedded within walls or concrete structures, and buried underground.

PVC-U CABLE TRUNKING

- **Standards:** BS 4678
- **Application scope:** Used for surface-mounted electrical wiring in visible locations within buildings.

SINGLE-WALL CORRUGATED HDPE PIPES AND FITTINGS

- **Standards:** KS C8455
- **Nominal diameter:** DN30 ÷ DN200
- **Application scope:** Used for installation and protection of electrical and telecommunication cables in various infrastructure projects and constructions



b. USED IN ELECTRICAL SYSTEMS

Chapter II

DEVELOPMENT STRATEGY



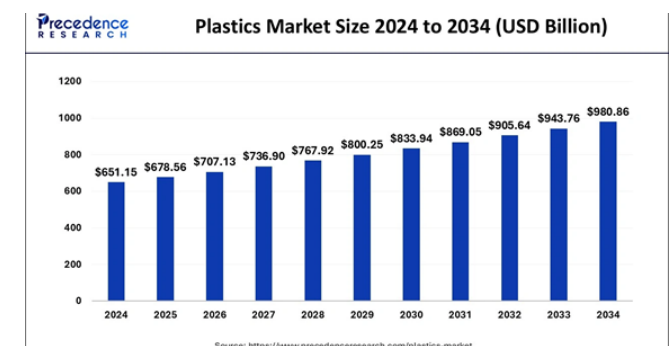
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1. OVERVIEW OF THE PLASTIC INDUSTRY IN 2024

a. Global Plastics Industry

Global Plastics Market Scale

According to Precedence Research, the global plastics market size is estimated to reach USD 651.15 billion in 2024 and is projected to grow from USD 678.56 billion in 2025 to approximately USD 980.86 billion by 2034, with a CAGR of 4.18% from 2025 to 2034. The primary drivers behind this market growth include the expansion of the automotive, packaging, manufacturing, and construction industries.



Plastic Production Has Surged in Recent Decades

According to Statista, global annual plastic production reached a record high of 413.8 million tons in 2023, with a compound annual growth rate (CAGR) of 5.8% since 2009. Global plastic production has doubled since the beginning of the century and is expected to continue rising due to population growth, increasing purchasing power, and the rising demand for plastic goods. Although concerns about the ecological impact of plastic waste disposal remain one of the most widely discussed human-induced environmental issues today, plastic remains an essential commodity used in almost every aspect of modern life. As a result, plastic demand is expected to continue growing in the near future, with production projected to reach 589 million tons by 2050.

Demand for Sustainable Plastics

Plastics have long been an integral part of modern life. However, growing concerns about their environmental impact have emerged in recent years. This has led to an increasing demand for more eco-friendly materials - such as biodegradable plastics. The demand for environmentally friendly solutions, including sustainable plastic packaging, is also expected to grow. The global biodegradable plastics market is projected to reach a value of over USD 20 billion by 2026.

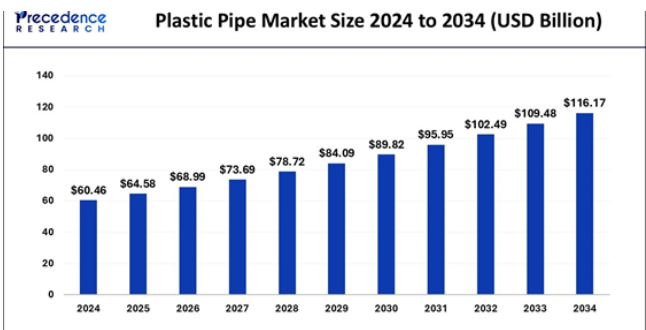
Strong Growth Opportunities in the Recycled Plastics Market

According to Fortune Business Insights, the global recycled plastics market was valued at USD 51.10 billion in 2023 and is projected to grow from USD 55.46 billion in 2024 to USD 107.13 billion by 2032, reflecting a compound annual growth rate (CAGR) of 8.6% during the forecast period. The Asia-Pacific region dominated the recycled plastics market with a 60.55% market share in 2023. Increasing individual awareness of energy conservation and government initiatives are expected to drive market growth in the coming years.

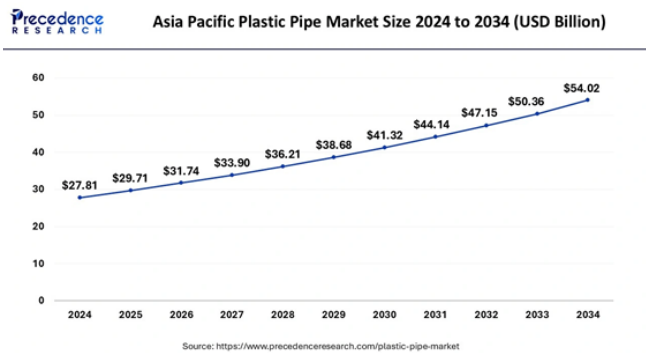


Global Plastic Pipe Market

According to Precedence Research, the global plastic pipe market size is estimated to reach USD 60.46 billion in 2024 and is projected to grow from USD 64.58 billion in 2025 to approximately USD 116.17 billion by 2034, with a compound annual growth rate (CAGR) of 6.75% during the period from 2025 to 2034. Government subsidies for irrigation equipment are expected to significantly boost market growth.



Specifically, the plastic pipe market size in the Asia-Pacific region is estimated to reach USD 27.81 billion in 2024 and is projected to grow to approximately USD 54.02 billion by 2034, with a compound annual growth rate (CAGR) of 6.87% from 2025 to 2034.



The Asia-Pacific region dominated the plastic pipe market in 2024. Driven by rapid industrialization, infrastructure development, and urbanization in countries such as China and India, the plastic pipe market in Asia-Pacific is expected to experience strong growth. The demand for plastic pipes in the region is fueled by factors such as population growth, increased investment in construction projects, and government initiatives aimed at upgrading sanitation and water supply infrastructure. Additionally, the region is witnessing a rising adoption of plastic

pipes, partly due to increasing awareness of their advantages, including cost efficiency, corrosion resistance, and lightweight design.

In February 2024, China's plastic pipe exports totaled USD 292 million, while imports reached USD 82.3 million, resulting in a trade surplus of USD 209 million. In 2022, China exported USD 4.25 billion worth of plastic pipes, making it the world's second-largest plastic pipe exporter. That same year, plastic pipes ranked as China's 165th most exported product. The main destinations for China's plastic pipe exports were the United States (USD 747 million), Russia (USD 192 million), Australia (USD 175 million), Thailand (USD 173 million), and Vietnam (USD 133 million). Meanwhile, China imported USD 1.19 billion worth of plastic pipes in 2022, ranking as the world's fifth-largest plastic pipe importer.

b. Vietnam's Plastics Industry

Market scale

According to Mordor Intelligence, Vietnam's plastics market is estimated to reach 11.84 million tons in 2025 and is projected to grow to 17.76 million tons by 2030, with a compound annual growth rate (CAGR) of 8.44% during the forecast period (2025–2030). Vietnam's plastics industry is undergoing a significant transformation driven by technological advancements and sustainability initiatives. The country's rapid urbanization, expected to reach 51.2% by 2040, is reshaping the industry landscape by generating increasing demand for plastic products across various sectors. The industry is witnessing a notable shift toward sustainable alternatives and bioplastics, with projections indicating that demand for biodegradable plastics will reach 80,000 tons per year by 2025.

Current Status of Vietnam's Plastics Imports and Exports

According to the Vietnam Plastics Association at the 2024 Members' Meeting, Vietnam's plastics export turnover in 2024 is projected to reach USD 6.57 billion, reflecting a 26.79% increase compared to 2023.

The rapid urbanization in many countries, including Vietnam, has significantly driven the demand for plastics in the construction sector. Additionally, the swift expansion of the global middle class, coupled with the boom in e-commerce, has led to a surge in demand for household plastics and plastic packaging. Vietnam's emergence as one of the world's major and strategically important manufacturing hubs—marked by the establishment or relocation of numerous factories – has also contributed positively to the growth of the country's plastics market.

Scale and Market Share of the Plastics Industry

Vietnam is home to nearly 4,000 plastics enterprises nationwide, with small and medium-sized enterprises (SMEs) accounting for 90%, primarily concentrated in the southern region. Vietnamese plastics enterprises have been producing a full range of plastic products to serve both domestic consumption and export markets. Vietnamese plastic products are now exported to over 160 countries worldwide, including demanding markets such as the United States, Germany, France, the United Kingdom, Italy, the Netherlands, Spain, and Japan.

In the Vietnamese market:

- **Plastic packaging:** Accounts for 35% of total production and leads in exports.
- **Technical plastics:** Represents 18%, applied in high-tech industries such as automotive, electronics, and healthcare.
- **Household plastics:** Meets 22% of domestic consumption demand, playing a crucial role in daily life.
- **Construction plastics:** Comprises 25%, focusing on the production of plastic pipes and building materials.

According to Vietnam's Industrial Production Index, the output of rubber and plastic products in Vietnam increased by 6.1% in December compared to November 2024.

Compared to the same period last year, the industry recorded a strong growth of 20.7% in December 2024 versus December 2023. For the entire year of 2024, cumulative growth reached 24.9% compared to 2023, demonstrating robust annual performance.

Opportunities and Challenges for Vietnam's Plastics Industry

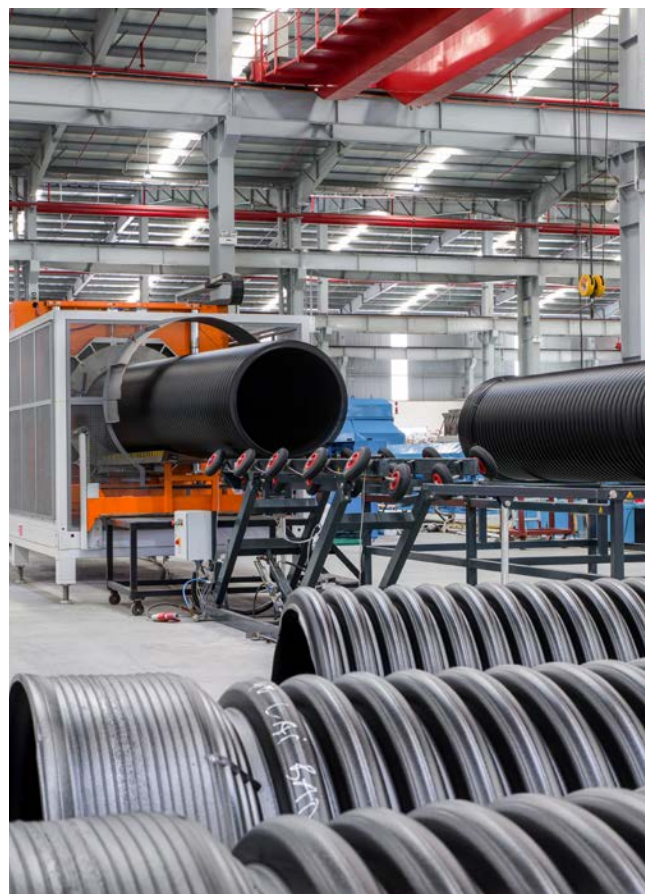
Domestic raw material sources can meet more than 30% of the local market demand, while the remaining 70% is imported from various countries and territories. Currently, the plastics industry requires approximately 4.5–5 million tons of input materials such as PE, PP, PS, PVC, etc., annually, not to mention hundreds of different auxiliary chemicals. However, domestic supply can only meet nearly



1 million tons of raw materials, chemicals, and additives for the needs of Vietnam's plastics industry. This situation forces plastic companies to maintain large raw material inventories to ensure uninterrupted production and business operations. Consequently, financial costs increase, along with risks related to exchange rate fluctuations and global oil price changes. This limitation is a common characteristic of the Vietnamese plastics industry and is unlikely to change in the coming years. Therefore, fluctuations in global raw material prices will significantly impact the production and business activities of domestic enterprises, necessitating

adaptability and market forecasting capabilities. Only through such efforts can companies mitigate the adverse effects of market volatility. At the same time, plastic enterprises need to expand into other potential markets and proactively seek raw material supplies from both domestic and international partners.

Agreements such as EVFTA, CPTPP, and RCEP not only help expand export markets but also serve as a driving force for enhancing production standards and developing value-added products. The government is promoting a circular economy and Extended Producer Responsibility (EPR), requiring businesses to invest in plastic recycling technology. While this may increase short-term costs, it creates long-term competitive advantages for Vietnamese plastic enterprises. The EPR regulations and policies prioritizing investment in recycling and technological innovation facilitate the industry's transition to sustainability and green development.



According to Trading Economics, PVC futures prices have dropped to approximately 5,000 CNY/ton, the lowest level in eight years since 2016. In a recent report, FPTS also projected that input PVC resin prices will remain low due to weak demand. The forecasted average PVC resin price in 2024 is expected to be 810 USD/ton (down 3.9% year-on-year), with Q4 2024 averaging 809 USD/ton (down 2.5% quarter-on-quarter). In 2025, PVC prices are projected to reach 850 USD/

ton, reflecting a modest 5% year-on-year increase. FPTS expects that resin demand will improve as China's economy gradually recovers; however, the impact of government stimulus measures on the recovery of China's real estate market remains uncertain. On the other hand, PVC resin prices are unlikely to decline further, as they are already at a low level - 7.6% lower than the 2019-2020 average - despite crude oil prices being 40.5% higher than in the same period. At the same time, crude oil prices, which impact 70% of plastic resin production costs, are on a downward trend. Many reputable institutions forecast that the average crude oil price in 2025 will be lower than in 2024. PVC resin prices are expected to remain at low levels in the near future, supporting the profit margins of plastic enterprises.

The world in 2024 continues to witness significant turbulence, with heightened geopolitical risks, natural disasters, and a series of conflicts in various hotspots. These include strategic rivalries and confrontations among major powers - most notably the Russia-Ukraine conflict, escalating warfare in the Middle East, tensions on the Korean Peninsula, and increasing U.S.-China competition - which have all posed barriers to economic growth. However, data indicates that the global economy, as a whole, has demonstrated remarkable resilience and shows many optimistic signs. According to the Organization for Economic Cooperation and Development (OECD)'s December report, global growth is projected to reach 3.1% this year, slightly lower than the previous year. The report also forecasts that inflation will continue to decline, reaching 4.6% in 2024 and further dropping to 3.5% by 2025. Nevertheless, the OECD cautions that personal consumption growth in many countries remains weak, reflecting subdued consumer confidence. Meanwhile, rising public debt and cyclical budget deficits continue to loom over many nations in 2024. These challenges make government spending more constrained, limiting public investment in social welfare programs, national security, climate initiatives, and development projects.

In its Asian Development Outlook report released in mid-December, the Asian Development Bank (ADB) raised its economic growth forecast for Southeast Asia in 2024 to 4.7%, up from the previous estimate of 4.5%, driven by stronger exports of manufactured goods and increased public investment spending. ADB also projected Vietnam's economic growth to reach 6.4% in 2024, higher than the previous forecast of 6.0%. These figures highlight Vietnam's robust economic recovery, supported by key factors such as strong trade activity, with exports

of processed and manufactured goods continuing to grow. ADB noted that Vietnam has demonstrated strong adaptability to shifts in global supply chains while effectively leveraging free trade agreements to expand its export markets. Overall, the global economy in 2024 has shown remarkable resilience and presents many short-term optimistic signals. This creates opportunities for sustainable growth and development in Vietnam's plastics industry, particularly in construction plastics.



Vietnam continues to negotiate, sign, and implement multiple free trade agreements (FTAs) while actively participating in various multilateral cooperation mechanisms such as APEC, G7, G20, and the World Economic Forum (WEF), among others. To date, Vietnam has engaged in 20 FTAs, 16 of which are in effect and being implemented. In 2024 alone, Vietnam completed the signing of the Free Trade Agreement (FTA) with the United Arab Emirates (CEPA), finalized the process of bringing the Protocol on the United Kingdom's accession to the CPTPP into effect, and implemented the FTA with Israel. Notably, CEPA is Vietnam's first free trade agreement with a Middle Eastern country. With its comprehensive commitments, the agreement is expected to create a breakthrough in economic, trade, and investment cooperation between the two nations, paving the way for Vietnam to penetrate deeper into the Middle Eastern market. Vietnam's key imports from the UAE include raw plastic materials, liquefied petroleum gas (LPG), petroleum-based products, animal feed ingredients, base metals, and chemicals. These new agreements and trade commitments promise to create significant business opportunities for Vietnamese enterprises in general and the plastics industry in particular, especially in securing access to Middle Eastern plastic resin supplies, which became available in 2024.

At the Standing Government Conference with commercial banks on February 11, 2025, Prime Minister Pham Minh Chinh emphasized: "2025 is the year to accelerate toward the finish line, striving for economic growth of at least 8%, laying the foundation for double-digit growth in the following period." In 2025, the banking sector also faces a significant challenge as it aims to inject VND 2.5 quadrillion in credit into the economy. Strong measures and high determination from the Government, the State Bank of Vietnam, and commercial banks all align toward the common goal of boosting credit growth and supporting economic expansion. 2025 is expected to be a year of acceleration, with the banking sector playing a crucial role in addressing bad debts and expanding credit for key industries. Capital allocation will prioritize sectors that drive economic growth, such as BOT projects, social housing, and technological advancements. The prioritization of funding for the real estate sector will create a vital leverage effect for the plastics industry as a whole, particularly for construction plastics.

The demand for plastics across various sectors, including infrastructure construction, packaging, automotive, electronics, healthcare, and agriculture, continues to rise. This trend remains a key driver for the growth of plastic production and consumption in the future.



c. Prospects for Vietnamese Plastic Enterprises

Diverging Profitability in the Plastic Industry

The plastic industry experienced significant revenue growth in the final quarter of 2024, though profitability showed mixed results. Several major enterprises reported declining profits. According to data compiled by VietstockFinance on 25 listed plastic companies across HOSE, HNX, and UPCoM, total revenue in Q4 reached VND 16,689 billion, marking a 19% increase year-over-year. However, total net profit declined by 5%, amounting to VND 608 billion. Leading in revenue growth was Van Hoa Tan Binh (HNX: ALT), which saw a 66% increase, reaching over VND 140 billion, driven by an expansion in trade and plastic resin sales. The An Phat Holdings group, including An Phat Xanh Plastic (HOSE: AAA), An Tien Industries (HOSE: HII), and Hanoi Plastics (HOSE: NHH), all posted double-digit growth. AAA's revenue reached VND 3,843 billion, a 43% increase, with HII contributing significantly with a 38% rise to over VND 2,000 billion. VICEM Bim Son Packaging (HNX: BPC)

also recorded impressive growth of 39%, reaching VND 81 billion. Several major enterprises, such as Tien Phong Plastic (HNX: NTP) and Tan Phu Vietnam (HNX: TPP), saw revenue growth of 35% and 32%, respectively, reaching VND 1,826 billion and VND 914 billion. This growth was driven by market expansion and effective control over input material costs. However, not all enterprises achieved positive results. Despite operating in the same construction plastics segment, Binh Minh Plastics (HOSE: BMP) experienced a 28% decline in revenue, falling to over VND 1,000 billion, while Tan Dai Hung Plastics (HOSE: TPC) saw a 30% decrease, down to VND 119 billion. HCD Investment, Production, and Trading (HOSE: HCD) also faced challenges, with revenue dropping nearly 22% to VND 202 billion, primarily due to fluctuations in global plastic raw material prices. With a steep decline of nearly 36%, bringing revenue down to VND 4.7 billion, Da Nang Plastics (UPCoM: DPC) recorded its lowest revenue level in the past 20 years.

Plastic Industry Revenue in Q4/2024 (Unit: VND billion)							
Ticker	Q4/2024	Q4/2023	+/- (%)	Ticker	Q4/2024	Q4/2023	+/- (%)
ALT	140.4	84.6	66	DTT	51.9	46.3	12
PCH	66.6	45.7	46	BXH	54.7	49.0	12
AAA	3,842.6	2,684.6	43	SFN	37.0	33.8	10
BPC	81.0	58.2	39	VNP	14.1	13.8	2
HII	2,044.0	1,477.7	38	TDP	1,132.1	1,104.9	2.5
NTP	1,826.1	1,350.6	35	VBC	232.0	232.7	(0.3)
TPP	913.5	693.9	32	PBP	154.5	156.8	(2)
VTZ	917.0	749.3	22	STP	49.1	56.6	(13)
BBS	107.8	89.2	21	HCD	202.1	258.4	(22)
PBT	239.0	201.2	19	BMP	1,052.8	1,454.5	(28)
PMP	155.5	133.8	16	TPC	118.6	168.3	(30)
NHH	596.9	514.3	16	DPC	4.7	7.3	(36)
DNP	2,655.2	2,297.7	16				

Plastic Industry Revenue in Q4/2024 (Unit: VND billion)							
Ticker	Q4/2024	Q4/2023	+/- (%)	Ticker	Q4/2024	Q4/2023	+/- (%)
BXH	0.2	0.03	574	BPC	0.4	(0.5)	
ALT	4.6	0.6	673	DPC	(0.7)	(3.7)	
DNP	1.6	0.9	88	BMP	231.0	256.9	(10)
PMP	1.7	0.9	86	BBS	1.5	2.0	(24)
TPP	19.8	11.8	68	AAA	69.4	94.2	(26)
DTT	4.0	2.7	46	STP	1.1	1.5	(27)
PBT	4.3	3.1	40	PCH	5.4	8.9	(39)
NTP	216.5	164.7	32	PBP	2.0	3.2	(40)
TDP	19.8	16.4	21	TPC	5.1	9.4	(46)
VBC	6.8	6.5	5	HCD	5.2	22.6	(77)
SFN	2.3	2.2	6	NHH	6.4	37.8	(83)
VTZ	15.0	(7.7)		HII	(16.1)	14.0	
VNP	1.2	(8.1)					

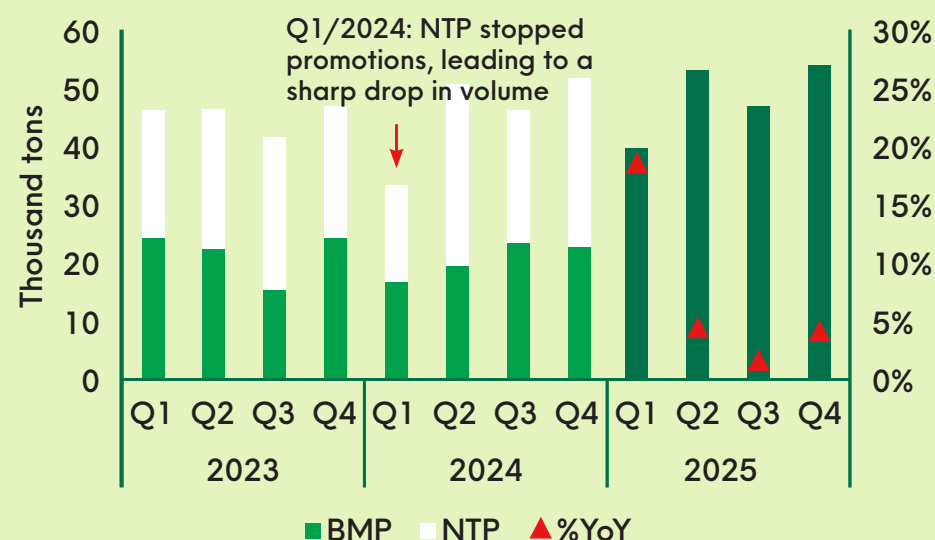
Revenue and Net Profit of the Plastic Industry in Q4/2024 (Unit: VND billion) - Source: VietstockFinance

Although the industry's total revenue grew significantly, profits declined due to several factors, including fluctuations in plastic resin prices and rising input costs, which narrowed profit margins for many enterprises. Some companies saw a substantial increase in administrative expenses, further reducing profitability. Others were affected by lower interest rates, leading to a decline in financial income compared to the previous year. Additionally, losses from subsidiaries and affiliated companies contributed to the profit downturn for certain corporate groups.

Construction Plastics Expect a "Dual" Advantage in 2025

In 2024, plastic pipe manufacturers such as NTP and BMP continued to benefit from low PVC resin prices. According to a report by FPT Securities (FPTS), these prices are expected to remain stable at a low level in 2025, averaging around USD 810 per ton. Prices may see a slight increase in the second half of the year as China's real estate market improves. Additionally, plastic consumption volume is projected to grow by 6.5% year-over-year as market demand shows clearer recovery from Q2/2025, driven by synchronized and

effective legal measures aimed at revitalizing the domestic real estate sector. FPTS assumes that companies' sales policies will remain largely unchanged across quarters in 2025. The highest production volume growth is expected in Q1/2025, primarily due to an unusually low base in Q1/2024 when NTP temporarily suspended promotional activities. As a result, the gross profit margin of construction plastics enterprises is forecasted to average around 36% in 2025, matching the high level of 2024, with peak profitability expected in Q2.

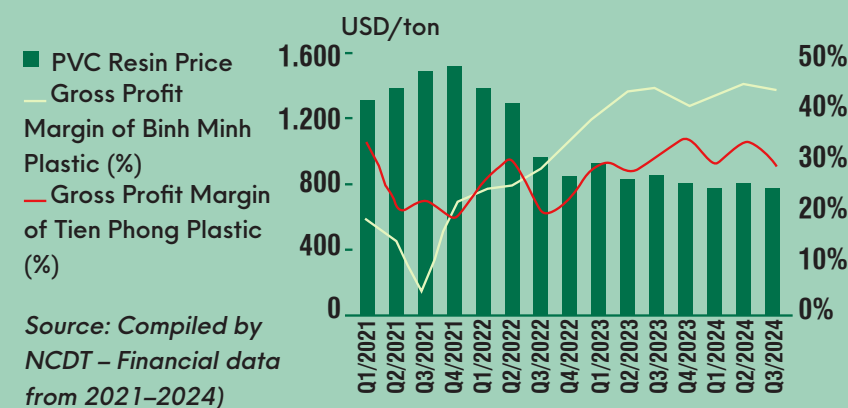


Projected Sales Volume of BMP and NTP in 2025 – The Two Companies Holding Over 50% of the Construction Plastics Market Share. Source: FPTS

Q4/2024 was a peak period for companies in the construction sector as the residential real estate market showed signs of recovery. Benefiting from this trend were Tien Phong Plastic (NTP) and Binh Minh Plastics (BMP). According to forecasts by VDSC Securities, Binh Minh Plastics' post-tax profit could reach VND 1,042 billion. This is a positive outcome, considering that in 2023, due to the adverse impact of the real estate market, sales volumes of construction plastics companies tended to decline. Companies seeking to transition from losses to profitability or reduce losses had to optimize production processes and cut costs.

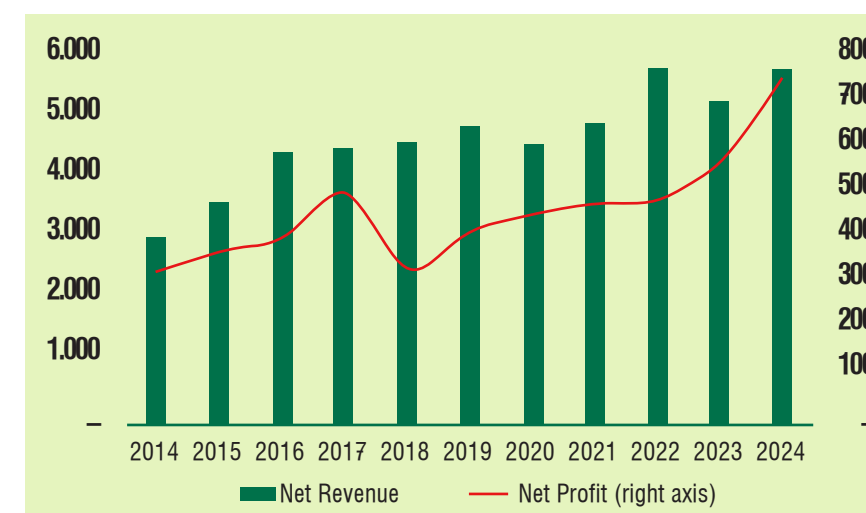
Tien Phong Plastic currently holds a leading position in the production and business of construction plastic pipes and plastic fittings in Vietnam. For many years, major plastic enterprises such as Tien Phong Plastic and Binh Minh Plastics have partnered with foreign firms, strengthening their competitive position within the industry. A report by Agriseco indicates that PVC resin prices are expected to remain low into 2025, benefiting construction plastic pipe manufacturers like Tien Phong Plastic and Binh Minh Plastics by improving their gross profit margins. Additionally, a report by FPT Securities (FPTS) forecasts that Binh Minh Plastics' sales volume will see a more pronounced recovery from 2025, growing at an annual rate of approximately 7.8% during the 2025–2026 period.

PVC RESIN PRICE AND GROSS PROFIT MARGIN OF PLASTIC ENTERPRISES



Source: Compiled by NCDT – Financial data from 2021–2024)

The year 2024 marked a new historical milestone in profitability for Tien Phong Plastic JSC (HNX: NTP), driven by strong growth in Q4.



Tien Phong Plastic's Profit Continues to Rise Since 2018 (Unit: VND billion)

Q4/2024 made a significant contribution to the overall annual profit performance of the plastics industry, with revenue exceeding VND 1,800 billion, marking a strong 35% year-over-year increase and reaching an all-time high. Net profit stood at VND 216 billion, up 32%, just slightly below the peak of VND 238 billion recorded in Q2. Tien Phong Plastic concluded 2024 with a new milestone as net profit after tax reached VND 736 billion, rising 32% and far surpassing the targets set at the beginning of the year. Revenue exceeded VND 5,600 billion, approaching the historical peak achieved two years ago. The company's net profit has consistently increased since 2018, setting new records for two consecutive years in 2023 and 2024. One notable advantage in the past year was the price movement of PVC resin, Tien Phong Plastic's primary raw material. The price of this resin declined throughout the year, allowing the gross profit margin to be maintained at over 31%, slightly improving compared to 2023 but still lower than the peak of over 35% in 2013. A better-than-expected business

year enabled Tien Phong Plastic to accumulate highly liquid assets, such as cash and held-to-maturity investments, which exceeded VND 3,000 billion – doubling the figure at the beginning of the year. This was partly driven by significant receivable recoveries and advance payments from buyers. By the end of 2024, total assets reached over VND 6,400 billion, an increase of approximately VND 1,000 billion compared to 2023.

In 2025, the profitability of the construction plastic pipe segment is expected to see moderate growth, supported by the recovery of the real estate sector and increased public investment. Bao Viet Securities (BVSC) forecasts that the after-tax profit of this segment will grow by approximately 2.8% compared to 2024.

PVC resin prices are expected to remain low in 2025

As of early 2025, global PVC resin prices are fluctuating between USD 900–1,100 per ton (FOB China or CFR Southeast Asia), lower than the peak of USD 1,500–1,600 per ton in 2021 but showing a slight recovery since late 2024. In Vietnam, imported PVC resin prices are typically 10–15% higher due to transportation costs and taxes, ranging between VND 22–28 million per ton. Ethylene, the primary raw material for PVC resin production, saw a slight increase at the beginning of 2025 (approximately USD

1,000–1,200 per ton in Asia), driven by crude oil prices stabilizing at USD 80–90 per barrel. If crude oil rises to USD 100 per barrel, ethylene prices could climb to USD 1,300–1,400 per ton, pushing PVC resin production costs up by 5–10%. Meanwhile, electricity and natural gas costs (used in PVC production) have surged in Europe and the U.S. due to the prolonged energy crisis from 2022–2024. However, energy prices in Asia (China, Vietnam) remain more stable, helping curb cost increases.

PVC resin, which accounts for up to 70% of raw material costs in the construction plastics industry, declined by more than 9% in 2024 compared to the previous

year, reaching its lowest level in eight years. This was mainly due to the sluggish real estate market in China, which led to weaker demand for construction plastics, while supply remained strong. Additionally, China's economic recovery was slower than expected, causing crude oil prices – comprising 70% of PVC resin production costs – to decline. According to a recent assessment by Mirae Asset Vietnam Securities (MASVN), PVC prices are expected to remain low in 2025 as China's real estate market recovers at a slow pace. This will improve the profit margins of plastics manufacturers like Tien Phong Plastic in the coming period.



Real Estate Recovery and Increased Public Investment to Strongly Boost Construction Plastics

The construction sector recorded strong growth in 2024, with an expansion rate of approximately 7.8%–8.2%, surpassing the government's target set in Resolution No. 01/NQ-CP (6.4%–7.3%). This marks the highest growth rate in the construction industry since 2020, serving as a key driver of overall GDP growth. The industry's growth is heavily dependent on the recovery of the real estate market, the progress of regulatory easing, and the implementation of public investment projects. The urbanization rate reached 44.3%, exceeding the National Assembly's target of 43.7%. Looking ahead to 2025, the construction sector aims to achieve

a nationwide urbanization rate of at least 45%. The proportion of urban residents supplied with clean water through centralized water supply systems is expected to reach 95%. The loss and leakage rate of clean water in urban areas is targeted at around 15%. The percentage of urban wastewater collected and treated according to national technical standards is expected to reach 18.5%. The average residential floor area per capita is projected to be 27m². The number of completed social housing units is estimated to exceed 100,000. These factors create a strong foundation for the increased consumption of construction plastics in 2025.

Regulators, experts, and investors forecast that the real estate market will experience a revival in 2025. Vietnam continues to maintain strong economic growth, with GDP expanding by approximately 7.1% in 2024. International institutions such as HSBC project GDP growth of around 6.5%–6.6% in 2025. This positive economic outlook provides a solid foundation for the real estate market, as economic expansion drives demand for residential, commercial, and industrial properties. Registered FDI reached USD 31–38 billion in 2024, with real estate accounting for a significant share (19%, according to Savills). In 2025, public investment is expected to reach nearly VND 800 trillion (up from VND 670 trillion in 2024), driving infrastructure and industrial zone development, which will, in turn, boost the real estate sector. The housing supply in 2025 is projected to increase by 10%–15% compared to 2024 (according to the Vietnam Association of Realtors - VARS). In Hanoi, approximately 31,000–37,000 new apartments are expected to be launched, while Ho Chi Minh City and surrounding areas will see about 18,000 new units. Additionally, rapid urbanization (currently at 42%, with a target of 50% by 2030) and a young population (over 60% under the age of 40) are driving significant housing demand in major cities and suburban areas. These factors suggest that Vietnam's real estate market is poised for a positive recovery in 2025, providing growth momentum for businesses in the construction plastics sector.



According to the Government's plan submitted to the National Assembly, total public investment in 2025 is projected to exceed VND 790 trillion, marking a significant increase from VND 670 trillion in 2024. As 2025 is the final year of the 2021–2025 Medium-Term Public Investment Plan, the Government is prioritizing accelerated disbursement to complete major projects while driving overall economic growth. Key investment areas include transport infrastructure, such as the North-South Expressway, Long Thanh International Airport, and ring roads in Hanoi and Ho Chi Minh City, alongside other high-impact projects aimed at fostering socio-economic development. These public investment projects will create substantial opportunities for increasing construction plastics consumption.

The year 2025 is also a pivotal year for Vietnam, marked by significant national events, including the 95th anniversary of the founding of the Communist Party, the 135th birth anniversary of President Ho Chi Minh, the 50th anniversary of the liberation of the South and national reunification, the 80th anniversary of the country's founding, and the Party Congresses at all levels leading up to the 14th National Party Congress, heralding a new era of national progress. As a result, public investment will be a key focus, ensuring the achievement of set goals. This will lay a solid foundation for the demand for construction materials in 2025.

2. S.W.O.T ANALYSIS

a. Strengths - Opportunities

Strengths

Strong brand value, especially in the Northern market

One of Tien Phong Plastic's greatest strengths is its brand value. The brand is synonymous with consistent quality, high durability, and reliability in every product. Manufactured using state-of-the-art technology, Tien Phong Plastic's products meet stringent technical standards and are widely trusted in key projects across the country, especially in the Northern market.



Products are manufactured and certified according to international standards, meeting market demands and regulatory requirements.

Tien Phong Plastic provides high-quality plastic products, manufactured using modern technology and strictly adhering to both domestic and international standards. All products meet rigorous technical requirements, ensuring durability, safety, and environmental friendliness. Additionally, Tien Phong Plastic consistently complies with legal regulations, catering to the diverse needs of customers in water supply and drainage, construction, and industrial sectors, contributing to sustainable development.



Stable production capacity and a nationwide distribution network

Over the past year, Tien Phong Plastic has consistently maintained high production efficiency. Thanks to its modern equipment, advanced automation processes, and the effective operation of its three manufacturing clusters in Hai Phong, Nghe An, and Binh Duong, the company has achieved an annual output of up to 260,000 tons of products. With a strong manufacturing foundation, technological mastery, a commitment to continuous innovation, and the ability to expand its product portfolio, Tien Phong Plastic remains a reliable partner for contractors and project investors in 2025 and beyond.

Warranty and After-Sales Policy

Tien Phong Plastic is committed to providing customers with a professional warranty and after-sales policy that ensures maximum benefits. Our products are covered under a quality standard warranty, giving customers peace of mind in usage. In addition, Tien Phong Plastic has a dedicated customer care system, offering technical consultancy and prompt resolution of arising issues. A flexible return policy and long-term warranty reflect our commitment to quality and brand reliability, ensuring the highest satisfaction for partners and consumers.



Tien Phong Plastic Builds Trust Through Dedication

Dedicated customer care is one of the key factors behind Tien Phong Plastic's success. The company not only focuses on product quality but also places great emphasis on customer experience. Tien Phong Plastic has developed a comprehensive customer care policy, covering consultation, technical support, warranty, and after-sales services. Customers not only remember the high-quality products but also feel reassured by a company that consistently supports, accompanies, and delivers lasting value.



A Company Culture of Unity, with Employees Loyal to the Company

Tien Phong Plastic builds a strong corporate culture that values unity and close bonds among employees. A professional yet friendly working environment encourages everyone to grow and contribute over the long term. In particular, employee loyalty is one of the key factors contributing to the company's success. With competitive benefits and clear career advancement opportunities, Tien Phong Plastic consistently retains talented employees, fostering a committed and enduring team.

Pioneering the Use of Green Materials

Tien Phong Plastic leads the way in utilizing green, environmentally friendly materials, making a significant contribution to the company's sustainable development strategy. The company has implemented advanced technologies to optimize production processes, minimizing environmental impact and ensuring that its products are not only safe for users but also help reduce plastic waste. Tien Phong Plastic is committed to continuous innovation, advancing green manufacturing to meet sustainable consumption trends and stringent environmental standards.

Opportunities



The demand for new construction materials presents opportunities for companies with advanced production technologies

Vietnam’s construction plastics industry is experiencing robust growth, driven by the increasing demand for innovative building materials. In this competitive landscape, Tien Phong Plastic, with its long-standing history and well-established reputation, has not only been a pioneer in the production of plastic pipes and fittings but has also continuously innovated and adapted to meet the ever-growing demands of the market. From product improvement to the adoption of cutting-edge manufacturing technologies, Tien Phong Plastic remains committed to maintaining its leading position and providing customers with the most optimal solutions.

Amidst intensifying market competition, Tien Phong Plastic continues to innovate and create in order to sustain its leadership. The Company has established strategic partnerships with leading global enterprises to access the latest technologies, modern production processes, and advanced quality management practices. In addition, Tien Phong Plastic focuses on research and development of new products, integrating advanced technologies into its production process, and enhancing service quality to meet customer demands in the best possible way.

Global integration trend - Elevating Vietnamese Enterprises on the World Stage

With nearly 65 years of accompanying the country’s development, Tien Phong Plastic has affirmed its position as a leading pioneer in Vietnam’s plastic manufacturing industry. Not only renowned for its quality and innovation, the Company has also demonstrated a forward-looking vision by expanding its international footprint in alignment with global economic trends. Plastic pipe products under the Tien Phong Plastic brand have successfully entered both Asian and European markets, including countries with the most stringent standards. The registration of trademark protection in multiple regional markets and contract manufacturing efforts for partners in Australia and New Zealand serve as clear evidence of Tien Phong Plastic’s aspiration to reach the global stage.

Free trade agreements are opening significant opportunities for Vietnam’s plastic pipe industry by removing tariff barriers and facilitating export market expansion. Leveraging the advantages brought by these agreements, Vietnamese plastic pipe products now enjoy easier access to international markets while enhancing their competitiveness in terms of price and quality. This provides strong momentum for Tien Phong Plastic to accelerate its global expansion strategy and reinforce the position of Vietnamese brands in the global plastics industry landscape.



Strong brand associated with community engagement

The strength of the Tien Phong Plastic brand lies not only in its superior product quality but also in its deep-rooted connection with the community. The Company actively participates in social initiatives, from the meaningful “Bridges of Love” program to other practical charitable activities. Tien Phong Plastic is committed not only to building sustainable infrastructure, but also to fostering a strong, inclusive community where people grow and share together.

Post-pandemic and global crisis recovery

Following the Covid-19 pandemic, the economy is gradually stabilizing, and the market for civil plastic pipes is witnessing strong growth opportunities driven by rapid urbanization and increasing demand for technical infrastructure upgrades in Vietnam. With the rising trend of using sustainable, safe, and eco-friendly materials, high-quality plastic pipe products are becoming increasingly favored. In addition, the surge in housing projects, urban areas, and industrial zones continues to boost the demand for water supply and drainage systems, paving the way for Tien Phong Plastic to achieve breakthrough development.

b. Weaknesses – Threats

Weaknesses

Limited distribution coverage

Tien Phong Plastic has established a distribution system from factory to distribution centers and then to dealers. However, since the Company manages only up to the dealer level, it lacks visibility into the actual market conditions at local stores and is unable to provide timely support to these retailers.

Lack of local resources

Despite holding a large market share with a distribution network spanning from the North to the Central regions, the limited workforce has made it difficult for Tien Phong Plastic to closely monitor local markets. Typically, each area is staffed by only one or two market officers who must oversee both civil and project-based plastic segments, resulting in frequent work overload.

Challenges in product research and development

The lack of direct information from local stores and end-users has hindered Tien Phong Plastic's ability to accurately capture market demand. In recent years, although several new products have been developed and launched, they have not yielded the expected outcomes, leading to wasted resources in R&D and production.

Threats

Risks from fluctuations in input material prices and exchange rates

As nearly 100% of raw plastic materials - accounting for 70% of total material costs - must be imported and payments are primarily made in USD and EUR, Tien Phong Plastic faces dual risks stemming from both input price volatility and exchange rate fluctuations. However, anticipating these risks, the Company's Board of Management has implemented effective material hedging policies. Combined with the relative stability in resin prices, these measures have helped minimize the impact of such risks on profitability.

time and close coordination among production teams. In addition, enterprises are required to establish wastewater treatment facilities before discharging into the environment to prevent water pollution. This may involve significant construction costs as well as investment in modern equipment.

Pressure from emission and environmental hygiene standards

Requirements related to carbon emissions, recycling, and wastewater sanitation are increasingly tightened by both central and local authorities. Businesses in general - and Tien Phong Plastic in particular - must strictly comply with regulations on emissions, waste, and the amount of scrap generated during the production process. Improving production processes to optimize raw material usage while minimizing scrap output and reducing environmental waste has become a top priority. This effort requires

Increasingly Competitive Market Landscape

An increasing number of companies are entering the plastic pipe manufacturing and distribution market, most of which are small-scale players specializing in contract manufacturing. In the near future, the government is expected to stimulate economic growth by injecting a substantial amount of capital into the market. This creates opportunities for smaller enterprises to access loans and invest in machinery and infrastructure, thereby penetrating the plastic pipe manufacturing sector. This trend signals a more intense competitive environment, requiring Tien Phong Plastic to develop strategic plans to maintain its market share and capitalize on its competitive advantages amid changing economic conditions.

3. DEVELOPMENT ORIENTATION

3.1. Short-Term Strategy



Achieve revenue of **VND 12,630 billion** by 2030.



Expand market share domestically and internationally.



Strategic Business Areas – Focus on these key strategic business areas:

- **Construction Plastics:** Manufacturing and supplying plastic pipes, fittings, and infrastructure solutions.
- **Technical Plastics:** Applying advanced technology in the production of industrial and specialized plastics.

3.2. Medium- and Long-Term Strategy



Achieve revenue of **VND 23,434 billion** in 2035.



Expand into global markets.



Tien Phong Plastic executes its international market expansion strategy through:

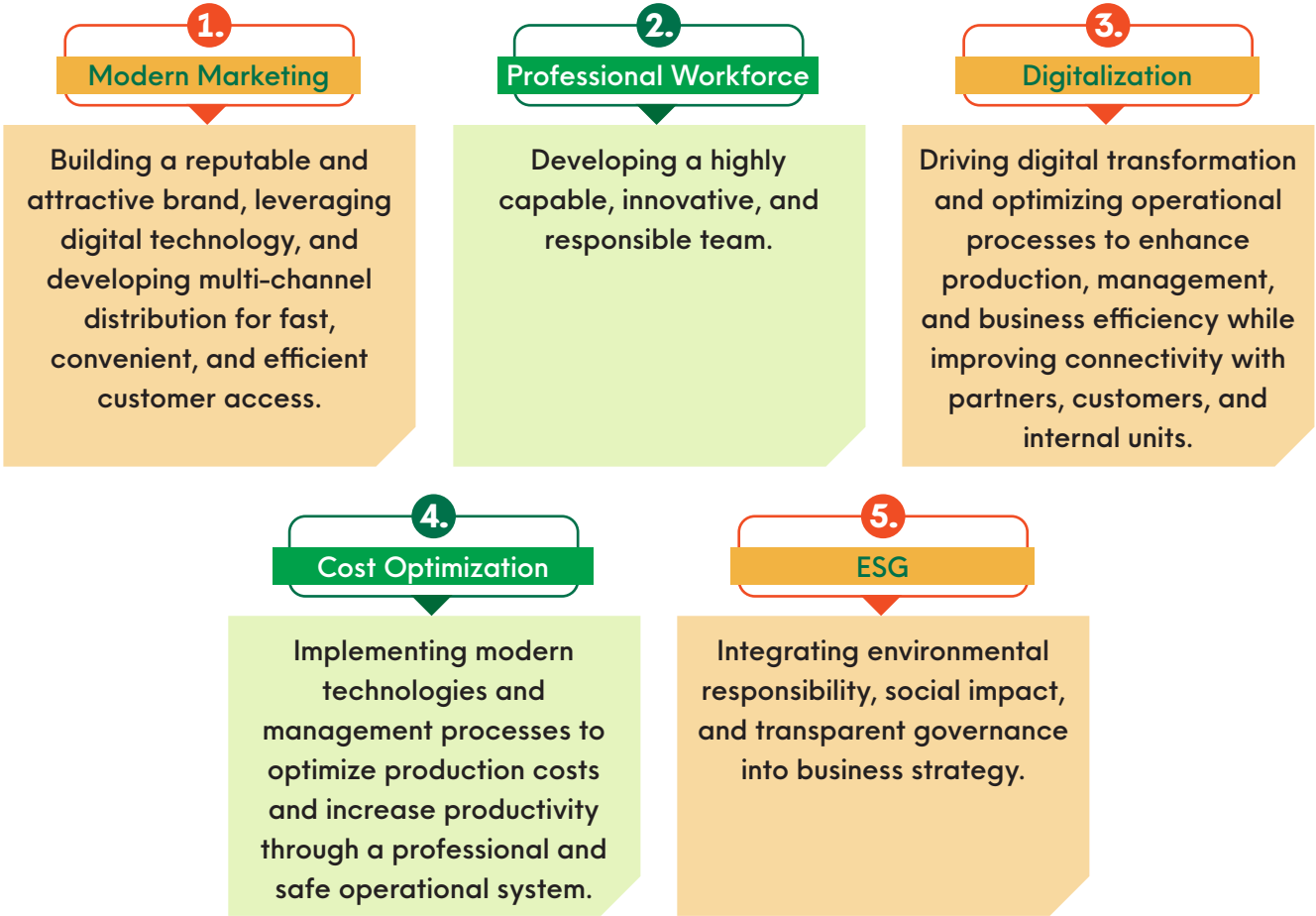
- **Exports:** Developing a global distribution network.
- **OEM Manufacturing:** Partnering with strategic partners to manufacture products under their brand names.
- **Foreign Direct Investment (FDI):** Establishing production factories in potential markets to optimize costs and enhance competitive advantages.

With a well-structured strategy, Tien Phong Plastic is committed to sustainable development, continuous innovation, and expanding its global reach.



3.3. Strategic Pillars

To realize these goals, Tien Phong Plastic focuses on five strategic pillars:



4. BUSINESS PLAN FOR 2025

INDICATOR	UNIT	IMPLEMENTATION OF 2024	PLAN OF 2025	GROWTH 2025/2024
Net Revenue	VND billion	5,656.56	6,000	106.1%
Sales volume	Tons	108,345	117,500	108.5%
Pre-tax profit	VND billion	888.45	690	



Chapter III

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1. TECHNICAL - PRODUCTION DIVISION



In recent years, plastics have solidified their crucial role in the construction industry due to their flexibility, high durability, and cost efficiency. Materials such as PVC, PP-R, and PE/PP have increasingly become the preferred choice for modern construction projects. At the same time, consumers are becoming more discerning when selecting products, placing a strong emphasis on health and safety. In response to these trends, businesses are continuously innovating technologies and enhancing production capabilities to meet the market's growing demands.

Vietnam is experiencing a significant breakthrough in infrastructure development, with numerous large-scale projects being restarted after prolonged disruptions caused by the pandemic. This presents a golden opportunity for the construction industry, including the plastics sector. The current trend is shifting away from traditional materials and focusing on advanced technological solutions, particularly large-diameter plastic pipes.

Tien Phong Plastic is proud to be the pioneering and only company in Vietnam that possesses the technology to manufacture HDPE DN 2000 pipes - products that are attracting significant interest from water supply projects nationwide. Additionally, Tien Phong Plastic leads the industry in developing cutting-edge construction applications, such as PVC-U technical inspection chambers, double-wall corrugated PP/PE pipes, PVC-U spiral conduit pipes, PVC-U drainage pipes and fittings compliant with ISO 3633, PP pipes, and more. These products not only shape market demand but also drive the advancement of Vietnam's construction sector.

1.1.

APPLICATION OF ADVANCED TECHNICAL TECHNOLOGY IN PRODUCTION

To overcome the limitations of traditional manufacturing technology, the plastic pipe industry is transitioning towards automation, adopting modern, closed-loop production technologies that ensure a safe working environment and protect the ecosystem. For many years, Tien Phong Plastic has continuously invested in modern equipment to produce new products and has built the capacity to receive technology transfer from major global corporations. Additionally, the company fosters a culture of innovation within its workforce, encouraging employees to actively engage in enhancing production capabilities at every level.

In 2024, Tien Phong Plastic's technical team successfully improved the Proton production line, enabling the production of products from DN40 to DN250, thus increasing the line's production capacity from 40% to 100%. This improvement enhanced product quality and reduced waste when transitioning products from DN200 and DN250 to the Solex60 line. Furthermore, the PE plant improved the functionality of the PPR-HQ and TQ100 pelletizing machines, boosting production efficiency by 112% for the TQ100 and 140% for the PPR-HQ.

Tien Phong Plastic's production machinery is continuously monitored and upgraded to ensure uninterrupted operation and consistent performance. This not only ensures a consistent production output but also meets the stringent product quality standards, further strengthening trust with strategic partners such as Sekisui Group (Japan), Iplex (Australia), and New Zealand. Moreover, the company's experienced and highly skilled technical engineers consistently update and apply the latest global manufacturing techniques to optimize production operations.



1.2.

NEW PRODUCT DEVELOPMENT

A diverse product range is one of Tien Phong Plastic's key strengths, offering more than 10,000 types of pipes and fittings that provide comprehensive solutions for water supply and drainage systems. Beyond this extensive portfolio, the company continuously researches and improves its products to meet the needs of both domestic and international customers. In 2024, Tien Phong Plastic is advancing research into the production of CPVC pipes for fire protection systems, leveraging their exceptional chemical resistance, heat resistance, and flame retardancy, along with their high durability and ease of installation, construction, and maintenance.

Additionally, Tien Phong Plastic is actively developing and introducing several new products, including modular underground water tanks - a solution for urban flood prevention and clean water storage. These tanks are particularly suitable for flood-prone areas as well as drought-stricken regions facing freshwater shortages, while also preserving surface landscapes. Simultaneously, the company is enhancing existing products, such as manufacturing PVC drainage pipes specifically designed to meet ISO 3633 standards and producing lightweight PP pipes that offer greater durability than conventional PE pipes. These products, exclusively manufactured by Tien Phong Plastic for the Vietnamese market, provide innovative solutions for construction projects. Furthermore, enhancements have been made to products such as lever-operated ball valves and PP-R handwheel-operated ball valves, incorporating additional features to improve user convenience.

MARKET USAGE TRENDS

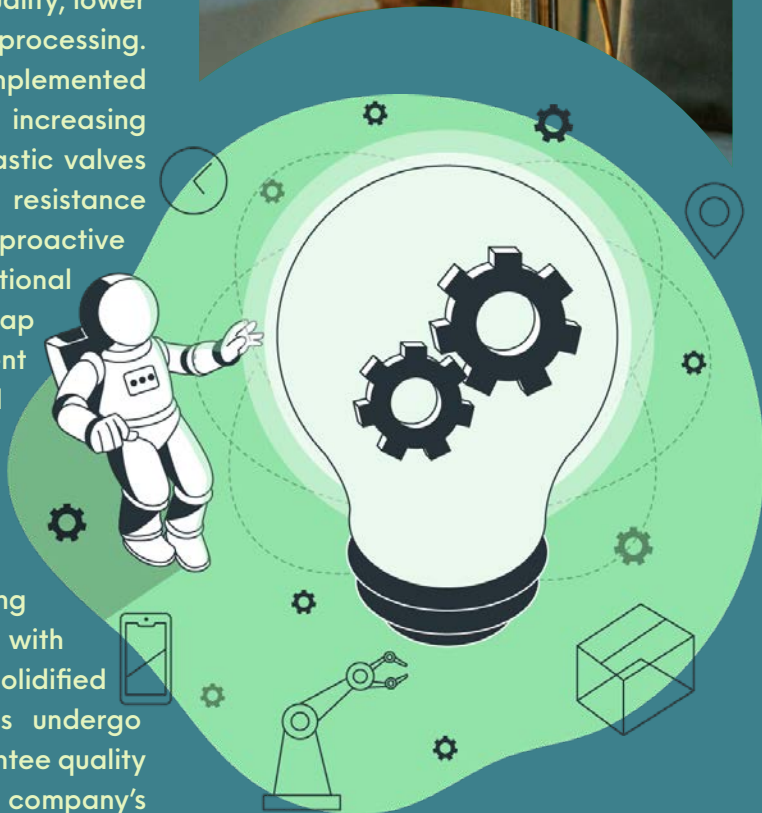
1.3.

Consumers worldwide are increasingly inclined to choose products that offer convenience, sustainability, and safety for their health. This presents a challenge for manufacturers, including those in the construction materials industry. Tien Phong Plastic continuously explores and pioneers trends in plastic piping products in the Vietnamese market to meet the demands of both domestic and international customers. Notable examples include HDPE pipes with diameters of up to 2000mm for key water supply projects, PVC-U technical control boxes, HDPE corrugated core and spiral core pipes, modular underground water tanks, and more.

Tien Phong Plastic consistently innovates, proactively replacing raw materials and additives to enhance product quality while ensuring consumer safety. At the same time, the company stays ahead of technological trends, meeting stringent standards to enable applications in various sectors such as renewable energy (water pipelines for hydropower and solar energy), wastewater treatment, biotechnology, as well as green and sustainable construction projects.

1.4. INNOVATIONS

Tien Phong Plastic continuously promotes and prioritizes innovation and creativity in production activities across all manufacturing and business units to keep pace with the ongoing expansion and development of both domestic and international markets, thereby reaffirming its position as “Always a Pioneer”. In 2024, ten innovations were put into practice, including: improving the scrap processing procedure to enhance the productivity of the granulation machine; transitioning from PVC pipe cutting with chips to chip-free cutting; converting the heating system of expansion furnaces from electric heating to infrared heating lamps; optimizing the Proton production line for DN40-DN200 pipes to reduce scrap; designing specialized equipment for new product testing; and introducing 20 new compounding formulas into production to enhance product quality, lower material costs, and optimize scrap processing. Additionally, various solutions were implemented to improve product quality, such as increasing pressure resistance for Zacco PPR plastic valves (DN40 ÷ 63) and enhancing pressure resistance for PVC-U pipes. Thanks to its proactive approach to innovation, key operational efficiency indicators - such as scrap reduction, increased Overall Equipment Effectiveness (OEE), and material savings - have remained stable and met the company’s targets despite fluctuations in raw material prices in recent years. Moreover, Tien Phong Plastic’s strong innovation mindset in experimenting with and adopting new technologies has solidified its growth trajectory. New products undergo rigorous research and testing to guarantee quality and reliability, strengthening the company’s reputation and trust among international partners such as Sekisui Group (Japan) and Iplex (Australia and New Zealand).



1.5. SAVING IN PRODUCTION

Tien Phong Plastic always takes advantage of its factory scale to proactively respond to fluctuations in raw material prices. In addition, during the production process, Tien Phong Plastic consistently implements solutions to minimize waste in order to save raw materials and reduce the amount of waste discharged into the environment. Furthermore, the Company has applied Lean 6 Sigma, TPM, 5S, and Kaizen - smart, technology-based management methods - to streamline production and minimize waste across the enterprise, which have brought highly positive results. Tien Phong Plastic also focuses on improving machinery and scrap treatment processes to enhance efficiency and reduce labor intensity. In particular, an initiative to accelerate scrap processing contributed to the handling of over 600 tons of long-accumulated scrap last year, significantly reducing costs caused by years of storage. In addition, the factory reorganized its layout, increasing raw material storage capacity by 1,000 tons and cutting costs associated with renting external storage space. With continuous efforts to minimize scrap, the scrap rate was maintained at an average of just over 6% of total production output, and operational efficiency reached an average OEE index of 64.8.

OEE index	PVC Product Manufacturing Factory	Fittings Manufacturing Factory (Site 1)	Fittings Manufacturing Factory (Site 2)	PE-PP Product Manufacturing Factory
Year 2023	63.85	54.28	66.12	71.22
Year 2024	66.82	55.24	67.36	70
Difference	2.97	0.96	1.24	-1.22

(The table comparison of OEE data in 2024 and 2023)

2. BUSINESS DIVISION

2.1. BUSINESS OVERVIEW IN 2024

a. Market Situation and Influencing Factors

In the context of the Government's strong focus on institutional reforms and removing barriers for businesses, Vietnam's plastics industry is facing numerous growth opportunities. The demand for plastic products is rising sharply, particularly in construction, infrastructure, and electronics. Vietnam's plastic output reached approximately 11.65 million tons in 2024 and is projected to grow impressively to 16.36 million tons by 2029, with an annual growth rate of 8.44%. The industry's revenue in 2024 reached USD 31.1 billion, an increase of 23.9% compared to the previous year. Vietnamese plastic products have been exported

to more than 170 markets, with export turnover expected to reach USD 6.57 billion, up 26.79% from 2023. Therefore, this sector remains highly potential, yet domestic enterprises have not fully exploited it. Changes in environmental policies and the growing green consumption trend have driven demand for eco-friendly plastic products, placing pressure on businesses to innovate in technology and products, which Tien Phong Plastic has consistently pursued over the years. Additionally, the price of PVC resin - the primary raw material for plastic pipe production - has decreased by 15-20% compared to 2022, helping the Company lower production costs and improve gross profit margins.

b. General Business Strategy of the Company in 2024

Facing the challenges and opportunities presented by the market, Tien Phong Plastic has identified key strategies for the company's breakthrough development to achieve remarkable results in 2024. The company also fully acknowledges the crucial role of sustainable development - not only as a social responsibility but also as a key factor determining long-term business success.

Strategic Cooperation

Through long-term strategic cooperation with leading global corporations such as Iplex Group (Australia), Sekisui Chemical Group (Japan), Corma GmbH (Germany) and Cincinnati - Battenfel, Krauss Maffei (Germany), Tien Phong Plastic integrates modern and advanced technological production lines. The company pioneers in researching and developing new product lines that ensure consumer health and expand across various sectors, including fire protection, agriculture, forestry, and aquaculture, meeting the increasingly high demands of consumers. Additionally, Tien Phong Plastic focuses on developing adaptive policies and solutions to address issues caused by climate change.

A key highlight in business operations is the bilateral collaboration with potential companies in the domestic market through the signing of mutually beneficial strategic partnerships. In recent years, Tien Phong Plastic has become a trusted partner, earning the confidence of numerous corporations such as PC1 Group, Minh Phu Seafood Group, GELEX Group, Vingroup Group, CA Water Co., Ltd., and Shinec JSC, etc. These partnerships have provided Tien Phong Plastic with opportunities to collaborate with the Vietnam Water Supply and Sewerage Association (VWSA) in building green projects, creating high-quality water sources for the community, and further solidifying the company's leading position in the water supply and drainage industry.

Market Expansion

In the domestic market, the plastics industry is still considered to have significant potential. Therefore, alongside sales activities, the company continues to invest in expanding factories and enhancing business policies to attract new partners, particularly in the southern market. This ensures the fastest product supply and the best after-sales policies for customers. In the international market, the company

actively collaborates and manufactures products for foreign partners to boost exports to established markets such as Japan, Hong Kong, Germany, Laos, and various European countries. This strategy reduces dependence on traditional major markets while leveraging the advantages of free trade agreements to enhance competitiveness. In 2024, the export ratio of PE products increased by 57% compared to 2023

Sustainable development

Tien Phong Plastic aims for green and environmentally friendly production by reducing the use of virgin plastic and promoting recycling solutions that meet international standards and modern consumer trends. The company's key product lines, including PVC-U, PP-R, and HDPE, not only ensure superior quality but are also designed with environmental sustainability in mind. Notably, starting in 2024, Tien Phong Plastic has implemented greenhouse gas emissions measurement to enhance control, contributing to the goal of carbon neutrality and committing to achieving Net Zero by 2050.

c. Core Business Areas and Pioneering Product Portfolio

Since shifting its focus to plastic pipes and fittings production in the early 1990s, Tien Phong Plastic has continuously led the market in product innovation and business expansion. Currently, Tien Phong Plastic boasts the most extensive product range in the market, with three main product lines: HDPE, PVC, and PP-R pipes, along with various fittings, catering to diverse needs in construction and water supply and drainage systems.

Beyond its traditional product lines, Tien Phong Plastic places a strong emphasis on pioneering product innovation as a strategic priority. The company is the first and only manufacturer in Vietnam to produce certain market-driven products, including the ISO 3633 drainage system, electrofusion fittings, and double-walled corrugated PP pipes. Notably, in 2024, Tien Phong Plastic has been researching and developing CPVC pipes and fittings for fire protection systems, meeting stringent fire safety and performance standards for modern infrastructure projects. Additionally, the company is actively developing the "Modular Underground Tank", an innovative solution for urban flood prevention and clean water storage in drought-prone areas. This system features a large storage capacity - ranging from several hundred to several thousand cubic meters - while maintaining surface aesthetics, enabling water reuse, and offering flexible adaptability to various terrains, thereby reducing flooding and optimizing land use.

With their high adaptability and eco-friendly properties, these products are expected to gain widespread adoption in major urban areas and infrastructure projects aimed at enhancing living conditions while promoting a sustainable, green future. This marks a significant milestone in expanding

Tien Phong Plastic’s market presence and reinforcing its brand value. Beyond manufacturing, Tien Phong Plastic also provides comprehensive solutions for water supply and drainage systems, ensuring greater convenience for customers and enhancing the durability of infrastructure projects.

2.2. OUTSTANDING BUSINESS PERFORMANCE

The year 2024 presented numerous fluctuations and challenges for businesses due to both domestic and international socio-political conditions. At the beginning of the year, the economy was still recovering from the lingering effects of the pandemic, causing a slowdown in growth. Additionally, Typhoon No. 3 left severe consequences, significantly impacting business operations. However, overcoming all difficulties, with the relentless efforts and solidarity of all employees, along with innovative solutions and the strategic leadership of the management team, Tien Phong Plastic turned challenges into opportunities, closing the year with remarkable achievements in revenue and profit.

In 2024, Tien Phong Plastic recorded groundbreaking business results, reaching the highest level in the company’s history, surpassing both revenue and profit targets. Product sales revenue reached VND 5,532.15 billion, achieving 102.4% of the target and increasing by 9% compared to the same period in 2023. Notably, pre-tax profit hit VND 856 billion, reaching 160% of the target and growing by 33.5% year-on-year. This remarkable milestone will undoubtedly serve as a crucial foundation for the company’s ambitious growth objectives in 2025.

INDICATOR	UNIT	2024 TARGET	2024 ACTUAL	% OF TARGET ACHIEVED	2023 ACTUAL	2024 VS. 2023
Product Sales Revenue	Billion dong	5,400.0	5,532.15	102.4%	5,074.49	109%
Parent Company Pre-Tax Profit	Billion dong	535	856	160%	641.39	133.5%
Parent Company Post-Tax Profit	Billion dong	-	712.5	-	552	132%



2.3. OTHER FACTORS

To achieve such impressive growth figures, Tien Phong Plastic has also implemented various business and production initiatives, including:

a. Project Sales Activities

In 2024, the total number of projects approached by the marketing teams, where they worked, quoted, and negotiated with customers to sell products, was 1,251 projects, of which approximately 53% resulted in successful partnerships. The number of projects approached and offered products decreased by 32.7% due to challenges in the real estate sector; however, the number of successful sales projects increased by 8% compared to 2023.

Among the successful sales projects are several large-scale projects such as the Giang Ma Reservoir Project; the Ho Son Resettlement Area Project in Lang Son; the Bac Giang Wool Factory Project; the Gia Binh Industrial Park Infrastructure Project; the seawater filtration station project in Vu Yen Island Ecological Area (Vinhomes Vu Yen); the B3CC1 Starlake Hanoi Complex Project; the HDPE cage fish farming project in the Central coastal region; the The Fiboman Apartment Project; the 450 – 500 Song Da Transmission Line Project; the pipeline relocation project along TL418 Road; the project to supply HDPE pipes sized 1,400 – 1,600 for Minh Phu Seafood Group to convey seawater from offshore to mobile shrimp farming tanks; the undersea cable project of PC1; the project to supply HDPE DN 2000 pipes for the water supply project of GELEX Group; and the supply of various pipes and fittings for construction projects of the Vingroup Group, among others.

b. Expanding Distribution Channels and Developing New Markets

In line with the company’s strategy to expand and develop its distribution network to support overall growth objectives, the two market development divisions in 2024 have focused on identifying capable business partners while simultaneously evaluating and filtering out unsuitable ones. As a result, the company successfully signed contracts with eight new distribution partners in Dien Bien, Ha Noi, Bac Giang, Ha Tinh, and Nghe An.

Additionally, Tien Phong Plastic continued to strengthen its presence in high-potential markets such as the Central Highlands, the Mekong Delta, and the central provinces, bringing its products to key infrastructure projects and expanding its footprint in the agricultural sector to better meet local demands.

Furthermore, the company actively sought foreign partners to boost exports and penetrate international markets, gradually expanding its global reach.

c. Application of Technology in Business Operations

Amidst the rapid development of the digital era, Tien Phong Plastic Joint Stock Company continuously innovates and leads the way in applying modern technology across all production and business activities. Digital transformation is considered one of the company's key strategies, helping to enhance operational efficiency, optimize the supply chain, and deliver the best customer experience. In 2024, Tien Phong Plastic developed a plan to implement and operate an IT technology system as a tool to standardize new governance and management processes across the entire company. This initiative aims to further enhance management quality, strengthen risk control, and prevent information crises.

Additionally, various company units utilize software such as Bravo and CRM to enable smart warehouse management, minimize inventory levels, and forecast purchasing demands, ensuring a well-aligned production plan that swiftly meets customer needs.

With the goal of maintaining its leading position in the construction plastics industry, Tien Phong Plastic is set to integrate ERP into its enterprise management system in the near future. This will enhance operational efficiency, optimize resources, and establish a solid foundation for digital transformation, thereby strengthening its competitive edge and sustaining its industry leadership in Vietnam's plastics sector.

2.4. MARKETING AND MARKET DEVELOPMENT ACTIVITIES

In 2024, Tien Phong Plastic continued to implement a series of multi-platform marketing and communication activities to maintain connections with existing customers while reaching potential customers and expanding its market.

conducts quarterly surveys across different market regions, averaging 650 survey responses per year to ensure continuous data updates. Through these efforts, information about new product lines and promotional programs is widely disseminated to both household and project-based customers. This also allows Tien Phong Plastic to promptly capture customer feedback on products and services, facilitating improvements and refinements.

In 2024, the company not only focused on collecting information from stores within its distribution network but also extended its reach to local contractors. This was accomplished through the organization of workshops titled "Technical Guidance on Installing Water Supply and Drainage Products." Additionally, the company enhanced its data collection methods by combining both online and offline approaches, significantly optimizing survey effectiveness.



a. Key Marketing and Communication Activities

Market Information Collection

With a widespread distribution network consisting of 12 distribution centers, over 400 distributors, and nearly 26,000 points of sale, Tien Phong Plastic has expanded its market workforce to closely monitor market conditions and customer demands. Additionally, the company

Enhancing After-Sales Services

Tien Phong Plastic continues to strengthen its after-sales services by actively supporting sales units through workshops, swiftly providing marketing materials, and offering branded gifts on special occasions, year-end events, or during company promotional campaigns. Product discount programs are also carefully planned to align with optimal timing. Additionally, the company allows customers to place orders in advance while making payments in installments, enabling them to fully benefit from promotional programs and maximize their advantages.

Digital marketing

The company has intensified its digital marketing strategy through advertising campaigns on Google Ads, Facebook, TikTok, and YouTube. It has also produced numerous short videos introducing products, providing installation guidelines, and offering other useful information for customers. Leveraging popular social media platforms with

high traffic has significantly increased customer engagement and brand reach. Additionally, the company has collaborated with major media outlets, including television and news agencies with large audiences, such as VTV, HTV, VOH and so on, to enhance brand awareness and ensure stronger customer recall.

b. Media Events

In 2024, Tien Phong Plastic implemented a comprehensive communication strategy, combining both offline and online channels to effectively reach customers. To increase customer engagement and strengthen connections, the company launched a series of promotional programs, organized customer appreciation events, and participated in industry exhibitions throughout the year.

Conference

New product conference

With the desire to provide customers with more valuable information about new product lines and optimal solutions for construction and installation in water supply and drainage systems developed and manufactured by the Company, in 2024, Tien Phong Plastic organized seven New Product Introduction Seminars and Technical Training Seminars in the Northern and Central regions, attracting the attention of thousands of customers. At these events, partners and customers had the opportunity to explore and experience new product lines such as PP-R Ball Valve, Technical Inspection Chamber, PP/PE Double-Wall Corrugated Pipe, PVC-U Reinforced Spiral Pipe, PVC-U Drainage System ISO 3633, etc., as well as engage in direct discussions on installation and construction techniques with the Company's experienced technical specialists. The seminars have become a key initiative consistently implemented over the past three years, contributing to business growth for distributors and expanding engagement with potential customers while acquiring new clients.

Conference on "Urban Water Supply and Drainage and Efficient Water Resource Utilization in the Central Highlands"

The issue of water resources and the efficient use of water resources in Vietnam has garnered significant attention from localities across the country, particularly in the Central Highlands region. Recognizing this, in May 2024, Tien Phong Plastic collaborated with the Department of Construction, relevant entities in Gia Lai province, and its key partners to organize the conference "Urban Water Supply and Drainage Solutions and Efficient Water Resource Utilization in the Central Highlands." The event attracted nearly 300 distinguished guests, including representatives of local authorities, relevant departments and agencies from provinces in the Central Highlands region, industry experts, and Tien Phong Plastic's distribution partners in this area. With a focus on water conservation amid the uncertainties of climate change and solutions provided by Tien Phong Plastic, the conference received strong interest from local government agencies and industry experts regarding the company's ecosystem of products. Notably, the "Modular Underground Water Tank" - a product that Tien Phong Plastic has been actively researching - gained particular attention as an innovative solution for urban flood prevention and clean water storage in drought-prone areas, all while preserving surface landscapes.

Forum on “Multidimensional Cooperation to Promote High-Tech Agriculture in Tay Ninh”

To support businesses and farmers in accessing solutions and swiftly adopting high-tech agricultural practices in Tay Ninh province, in June 2024, the Department of Agriculture and Rural Development of Tay Ninh, in collaboration with the Farmers’ Association, the Business Association, and Tien Phong Plastic JSC, organized the Forum on “Multidimensional Cooperation to Promote High-Tech Agriculture in Tay Ninh”. The event was attended by nearly 250 distinguished guests, including provincial leaders, representatives from various departments and agencies, as well as outstanding farmers from the province.

At the forum, the representative of Tien Phong Plastic presented new environmentally friendly solutions in agriculture, such as automatic irrigation systems and underground water reservoirs, developed through products that Tien Phong Plastic has pioneered in collaboration with leading global corporations via technology transfer agreements.

Vietnam Water Week 2024 - VWW 2024

As a leading enterprise in the production of plastic pipes and fittings, Tien Phong Plastic participated as a main sponsor and actively engaged in all activities of the Vietnam Water Week (VWW 2024). At the exhibition, Tien Phong Plastic showcased its outstanding products, aligning with market demand trends. Additionally, Tien Phong Plastic took part in the Scientific Conference on the Draft Law on Water Supply and Drainage, held within the framework of the event. The company introduced advanced solutions and modern products aimed at addressing critical infrastructure challenges such as flooding, drought, and the rapid pace of urbanization. Notably, Tien Phong Plastic emphasized its commitment to “greening” its production processes to promote environmental sustainability.



♦ Strengthening New Product Advertising

In 2024, under the message “Aspiration to Elevate”, Tien Phong Plastic made significant investments in advertising campaigns for its new product lines. The company produced TV commercials (TVCs) aired on digital platforms and national television (VTV) during prime time. Promotional programs were also launched alongside poster advertisements in retail stores. Additionally, out-of-home (OOH) advertising was reinforced through billboards, lightboxes, and large-format banners placed in strategic locations to attract high foot traffic.

Furthermore, around 30,000 promotional materials, including posters and flyers, were distributed across retail outlets. This initiative aimed to enhance the visibility of new products and effectively reach potential customers such as contractors and project developers.

♦ Customer Appreciation

In 2024, at Phu Quoc Peninsula, a renowned destination with breathtaking island and ocean landscapes, Tien Phong Plastic hosted the 2024 Customer Conference as a heartfelt gesture of gratitude to its valued partners and distribution units across Vietnam. This event celebrated the strong collaboration and dedication shared throughout the past year.

Each year, the Customer Conference is meticulously planned and generously funded by Tien Phong Plastic, ensuring that attendees enjoy an exceptional retreat with premium services, exciting travel experiences, and a spectacular artistic program featuring renowned performers. Notably, as part of the event and in recognition of the outstanding achievements over the past year, Tien Phong Plastic also held an Award Ceremony to honor the top-performing distributors within its network.

2.5. AWARDS AND CERTIFICATIONS IN 2024

First-Class Independence Medal

On October 9, 2024, Tien Phong Plastic was honored to receive the Decision from the President of the Socialist Republic of Vietnam to award the First-Class Independence Medal for its outstanding achievements in work, contributing to the construction of socialism and the protection of the Fatherland.

National Gold Quality Award

Tien Phong Plastic was among 11 major manufacturing enterprises honored with the National Gold Quality Award, presented by the Prime Minister. This marks the fourth time that Tien Phong Plastic has been awarded this prestigious recognition, organized by the Ministry of Science and Technology, to commend businesses that excel in productivity improvement, quality enhancement, and innovation. Throughout its nearly 65-year journey, winning the National Gold Quality Award four times and the Asia-Pacific Quality Award once is a testament to the high-level recognition from both the Vietnamese government and the international community for Tien Phong Plastic’s achievements over the past six decades.

TOP 50 Most Efficiently Operating Companies in Vietnam

In 2024, Tien Phong Plastic continued to be ranked among the Top 50 Most Efficiently Operating Companies in Vietnam, a prestigious ranking conducted by Nhip Cau Dau Tu Magazine in collaboration with Thien Viet Securities Company. The TOP 50 ranking is based on the measurement of business performance over three consecutive years, evaluated through three key growth indicators: revenue, return on equity (ROE), and earnings per share (EPS). Tien Phong Plastic has reaffirmed its strong market position by maintaining its place in the Top 50 for 12 consecutive years.

Enterprise with a Green Transition Strategy

Tien Phong Plastic was honored in the “Enterprise with a Green Transition Strategy in 2024” category at the 4th Vietnam Industrial Real Estate Forum 2024. This award recognizes and commends the company’s unwavering commitment to pursuing a “green” brand as part of its strategic vision for sustainable development. In 2024, Tien Phong Plastic fully transitioned to using 100% safe additives in production and ensured that all wastewater met strict environmental safety standards, further solidifying its dedication to sustainability.

3. ORGANIZATIONAL AND HUMAN RESOURCES SITUATION

3.1. WORKING ENVIRONMENT FOR EMPLOYEES

A safe, modern, and friendly working environment not only helps protect employees' health and well-being but also improves work efficiency, fosters creativity, and strengthens organizational cohesion.

To build a safe working environment, Tien Phong Plastic strictly complies with relevant legal regulations while continuously investing in protective equipment to ensure the health and safety of every employee in the Company. In addition, the Company regularly provides full sets of protective gear; organizes periodic occupational safety training programs; establishes safe production procedures to minimize the risk of accidents; applies advanced technologies and seeks solutions to control workplace quality, reduce temperature, dust, and noise; implements mist spraying systems, automatic material feeding systems, relocates high-frequency noise equipment below ground level, and installs heat-insulating films to reduce heat absorption and dispersion, etc.

Tien Phong Plastic also continuously invests in advanced technology and modern machinery to enhance production efficiency and provide workers with an optimal working environment.

Besides safety and modernity, Tien Phong Plastic places special emphasis on creating a friendly working environment that strengthens the connection between employees and the Company. The Company regularly organizes internal engagement activities to enhance team spirit and solidarity among departments and units, including:

- Organizing soft skills training programs and professional development courses for employees;
- Building attractive employee welfare policies;
- Encouraging a culture of openness and creativity;
- Organizing social events, sports activities, team-building programs, and volunteer initiatives for the benefit of society and the community.

Building a safe, modern, and friendly working environment not only helps Tien Phong Plastic improve operational efficiency but also contributes to promoting the Company's sustainable development. This reflects the Company's commitment to creating an ideal workplace - where every employee feels secure, proud, and motivated to contribute.



3.2. COMPENSATIONS AND BENEFITS

Tien Phong Plastic implements a competitive salary and bonus policy, with compensation determined based on job position, individual capability, and work performance. We understand that ensuring fairness for all employees throughout their careers is a key motivator, enabling each individual to maximize their potential and fostering a strong sense of belonging to the company as their second home.

In 2024, the average monthly income of employees at Tien Phong Plastic is 15 million VND per person per month. The company's leadership aims to maintain an average salary and bonus level that is 10-15% higher than the industry benchmark in the region.

Employee welfare policies are always a priority, with timely encouragement and recognition. Salary and bonus payments are made punctually as per the company's regulations, ensuring no disputes or concerns regarding policy implementation.

In 2024, the Company successfully completed the development of a new salary scale for social insurance contributions and implemented the adjustment of social insurance-based salaries

for employees starting from August 2024. The Company also introduced life insurance benefits for eligible employees; organized summer trips for all employees, as well as special travel programs for the Company's Leadership and mid-level managers; continued to supplement allowances for team leaders, deputy team leaders, and skilled workers; reviewed and expanded the list of positions eligible for in-kind benefits; issued regulations on periodic skill assessments to provide additional benefits. Additionally, the Company honored long-serving employees with commemorative gifts and corresponding cash rewards in recognition of their dedication and contribution to the development of Tien Phong.

With its well-structured welfare policies and attractive compensation system, Tien Phong Plastic has successfully maintained and developed a team of talented and committed professionals. This workforce continuously strives for excellence, reinforcing the company's brand and securing its leading position in Vietnam's construction plastics industry.

3.3. TRAINING AND DEVELOPMENT


Career advancement not only benefits individuals but also enhances the Company's capabilities, increases competitiveness in the labor market, and ensures that potential successors remain within the organization. Opportunities for advancement create a competitive working environment, foster innovation and creativity, improve work efficiency, and make a positive contribution to the Company's overall development. Tien Phong remains committed to upholding its core values and providing employees with opportunities to grow their careers.

Through training programs, every employee at Tien Phong is given the attention, guidance, and development opportunities needed to unlock their full potential. In 2024, the Company implemented 119 training courses across various fields, ranging from management skills to advanced technical and knowledge-based training. A total of 3,261 participants, from staff-level employees to department managers, attended these programs. Notable training courses included those focused

on strategic planning, greenhouse gas inventory assessment, and defining the role of a Production Director in the new business landscape, etc.

With a flexible teaching approach, visual teaching aids combined with group work have created an engaging and dynamic environment where learners can actively discuss, express personal opinions, and share experiences. The Company has also established clubs such as the English Club and Technical Club with the aim of sharing experiences, enhancing skills, and supplementing knowledge and expertise for employees. These initiatives help develop a high-quality workforce that can promptly adapt to market changes in the new era. After completing the training programs, many participants have shown positive changes, becoming more confident in expressing themselves and improving their professional competencies. They are now ready to face any difficulties and challenges, contributing to the Company's sustainable development while creating opportunities for their own career advancement.

3.4. HEALTHCARE



Tien Phong always considers its employees as the Company’s most valuable asset. In addition to salary, bonuses, and benefits that strengthen the bond between employees and the Company, the Board of Management pays special attention to the well-being and healthcare of each employee and implements these initiatives with the utmost seriousness.

In 2024, the Company organized periodic health check-ups and occupational disease screenings for 1,263 employees. The results were either discussed directly with each employee by highly qualified doctors or sent via email to those unable to receive in-person consultations. This allows employees to fully understand their health conditions and take appropriate measures tailored to their individual needs.

In addition, daily healthcare services at the Company’s Medical Station are consistently provided. In 2024, the Medical Station conducted examinations, treatments, and dispensed medication for 3,683 employee visits in compliance with regulations.

Regarding meals, the Company maintains a diverse menu selection, which is updated weekly, allowing employees to choose meals according to their preferences while ensuring nutritional balance and overall health. Furthermore, the Company regularly organizes special meal programs, such as “Joyful Lunch” and “Union Meals,” to boost morale and foster stronger connections among all employees.

3.5. TECHNOLOGICAL ADVANCEMENT

In 2024, Tien Phong took decisive steps in integrating technological advancements into its production, business operations, and management. These efforts included developing several digital applications to support internal operational management, participating in seminars and internal training sessions to raise awareness about digital transformation and its significance, investing in upgrading information security systems, and working towards establishing and refining IT policies and procedures. Additionally, the Company strengthened communication and training for employees on the importance of information security.

Tien Phong’s participation in the TechFest Vietnam 2024 program, with the goal of “Collaborating to Develop Vietnam’s Innovative Startup Ecosystem,” has enabled the Company to connect with technology startups, attract high-quality talent, and engage with investment funds and experts both domestically and internationally.

In December 2024, the Company established the Information Technology and Digital Transformation Department to further drive the application of technological advancements in business operations and management. This initiative enhances Tien Phong’s adaptability, improves efficiency, optimizes resource utilization, and strengthens the Company’s brand image.



4. FINANCE DIVISION

INDICATOR	2023	2024	% INCREASE/ DECREASE
Total assets	5,453,699,138,864	6,414,871,527,523	17.62%
Net revenue	5,175,862,669,587	5,656,563,814,495	9.29%
Operating profit	655,168,766,148	885,058,912,782	35.09%
Other profit	4,113,705,177	3,391,152,017	-17.56%
Pre-tax profit	659,282,471,325	888,450,064,799	34.76%
Post-tax profit	559,414,720,517	735,659,511,537	31.51%
Dividend Payout Ratio/ Earnings Per Share (EPS)	3,537	4,661	24.11%

INDICATOR	Year 2023	Year 2024
1. Liquidity Ratios		
Short-term liquidity ratio: Current assets / Short-term liabilities	1.4974	1.6274
Quick ratio: (Current assets - Inventory) / Short-term liabilities	1.0019	1.2617
2. Capital Structure Ratios		
Debt / Total assets	0.4287	0.4285
Debt / Equity	0.7505	0.7496
3. Activity Ratios		
Inventory turnover: Cost of goods sold / Average inventory	2.6874	3.5925
Total asset turnover: Net revenue / Average total assets	0.9842	0.9532
4. Profitability Ratios		
Net profit margin: Net profit after tax / Net revenue	0.1081	0.1301
Return on equity (ROE): Net profit after tax / Shareholders' equity	0.1796	0.2007
Return on assets (ROA): Net profit after tax / Total assets	0.1026	0.1147
Operating profit margin: Operating profit / Net revenue	0.1266	0.1565

In 2024, Tien Phong Plastic achieved impressive business results. Net revenue reached VND 5,656.56 billion, up 9.29% compared to 2023, while profit before tax amounted to VND 888.45 billion, an increase of 34.77% year-on-year. Basic earnings per share stood at VND 4,661 per share, marking a 31% increase from VND 3,537 per share in 2023. These indicators demonstrate stable revenue growth, with profit increasing at a higher rate than revenue, reflecting the Company's improved profit margins and cost optimization. These figures highlight the Company's relentless efforts to enhance production efficiency and meet market demand. The Finance Division has maintained efficiency in financial forecasting and the preparation of financial reports. The financial information provided is timely and comprehensive, accurately reflecting the company's operational status, thereby enabling close monitoring of budget execution across departments to ensure the successful implementation of business and production plans. The Finance Division also conducts in-depth analyses and provides proposals and recommendations to the General Director and other divisions as a basis for management decisions, helping to capitalize on business opportunities. Furthermore, the Finance Division has proactively coordinated with and supported other divisions and departments in executing projects and improving products by promptly determining selling prices, controlling raw material and supply usage, managing budgets, assessing the effectiveness of trade promotion and export programs, and ensuring tight cost control.

The administrative expense margin in 2024 was 4.02% of net revenue (227.20/5,656.56), increasing from 3.67% in 2023 (190.07/5,175.86). This indicates that administrative expenses grew at a faster rate than revenue, as the company invested in developing a long-term strategic growth plan in 2024.

The production cost margin (cost of goods sold) in 2024 was 68.74% (3,886.61/5,656.56), down from 69.95% in 2023 (3,619.65/5,175.86), reflecting improved efficiency in production cost management.

The financial expense margin in 2024 was 2.46% of net revenue (139.22/5,656.56), decreasing from 3.08% in 2023 (159.19/5,175.86), demonstrating the company's efforts to reduce financial costs and optimize cash flow.

The selling expense margin in 2024 was 11.19% of net revenue (632.85/5,656.56), down from 12.22% in 2023 (632.39/5,175.86), showing improved control over selling expenses. Regarding taxation and customs, the Finance



Division promptly implemented and applied regulations and guidelines from relevant authorities by strengthening training, providing procedural guidance, closely supervising tax declarations, and ensuring full compliance with tax reporting requirements. In 2024, the company contributed VND 417.2 billion in taxes to the state budget.

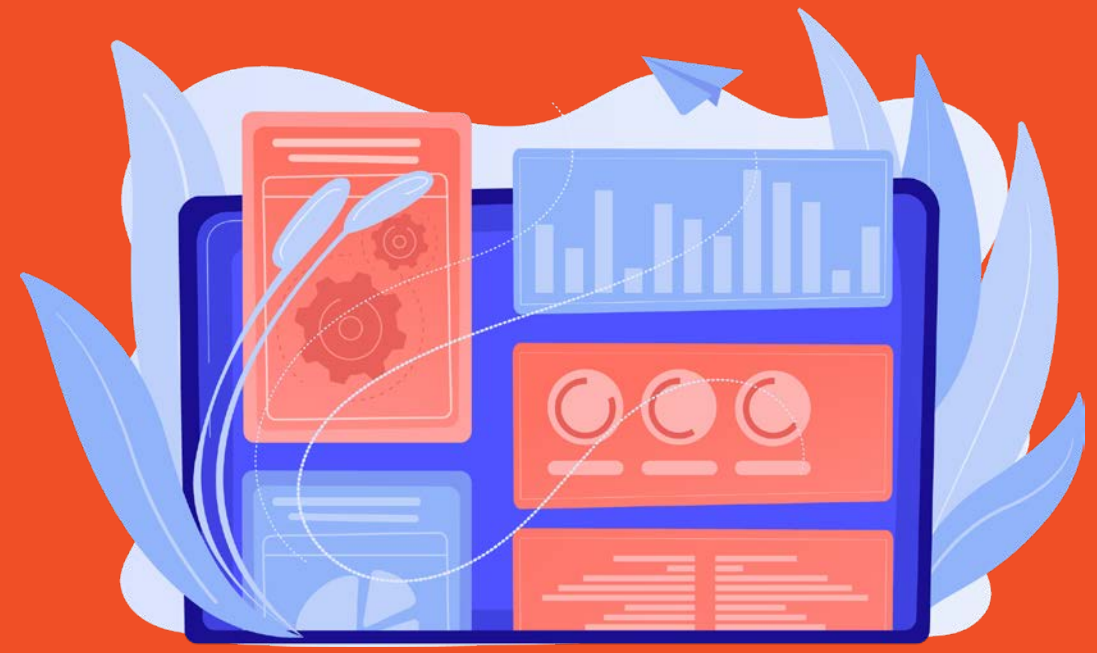
As of December 31, 2024, Tien Phong Plastic's total assets amounted to VND 6,414.9 billion, an increase of VND 961.17 billion, equivalent to 17.6% compared to the beginning of the year. Short-term assets accounted for 69.7% of total assets (VND 4,472.88 billion), rising by approximately 27.7% from the beginning of the year. Long-term assets represented 30.3% of total assets (VND 1,942.00 billion), showing a slight decrease compared to the beginning of the year (VND 1,951.67 billion). Liabilities amounted to VND 2,748.5 billion, increasing by VND 410.30 billion compared to the beginning of the year, mainly due to the rise in short-term loans and payables, while no long-term borrowings were recorded. This indicates that the company has adopted a strategy to control debt and maintain financial stability.

Equity reached VND 3,666.37 billion (accounting for 57.1% of total capital, up 17.68% from the beginning of the year). Net cash flow from operating activities was VND 1,984.03 billion, an increase of VND 751.21 billion (equivalent to 66.32%), while cash and cash equivalents at the end of the period totaled VND 532.86 billion, up 9.80% compared to 2023.

The financial results demonstrate that in 2024, Tien Phong Plastic achieved stable revenue growth, with improved gross profit due to effective control of production costs, administrative expenses, and selling expenses. Financial costs decreased as a result of enhanced investment in profitable channels, leading to strong positive operating cash flow, which supports liquidity. Meanwhile, the company made substantial investments aimed at long-term development and growth. Debt levels decreased slightly, contributing to the company's financial stability.

Chapter IV

BOARD OF
DIRECTORS'
ASSESSMENT
REPORT



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1. Assessment of the Company's Performance



With the theme “Aspiration to Elevate”, 2024 marked a pivotal phase in the strategic development of Tien Phong Plastic Joint Stock Company. Under the proactive leadership of the Board of Directors (BOD), the company successfully executed its strategic directions, enhanced Company governance, and accelerated digital transformation. These efforts aimed to strengthen competitive capabilities and create sustainable value for shareholders.

Recognizing the critical role of Company governance in improving operational efficiency and ensuring transparency, the BOD has continued to refine management and supervisory processes to ensure compliance with best practices. Dedicated subcommittees have been established to enhance monitoring efficiency, thereby reinforcing accountability and risk control. At the same time, Tien Phong Plastic remains committed to upholding high Company governance standards in line with recommendations from international organizations.

In 2024, the BOD conducted all scheduled meetings in accordance with regulations, ensuring timely decision-making on key matters. The high attendance rate of BOD members reflected their strong sense of responsibility and unwavering commitment to the company's development. All decisions made by the BOD were based on thorough data analysis and objective assessments, leading to significant improvements in business and production activities.

2. Assessment of the Board of Management's Performance

With the achievements in 2024, the Board of Directors highly appreciates the efforts of the General Director and the Board of Management in managing and operating the company effectively.

In 2024, the Board of Management effectively leveraged its management and leadership capabilities, leading the company to achieve impressive business results. Revenue reached VND 5,656.56 billion, and pre-tax profit amounted to VND 888.45 billion, the highest ever. Under the decisive and flexible leadership of the Board of Management, the company optimized its business operations, expanded its market, and effectively controlled costs, contributing to improved financial performance and enhanced shareholder value.

In addition to achieving key financial targets, the Board of Management also focused on enhancing internal governance, improving departmental efficiency, and optimizing operational processes. Employee compensation and welfare policies continued to be improved, fostering motivation, attracting, and retaining talent. With these accomplishments, the Board of Management has reaffirmed its pivotal role in realizing the “Aspiration to Elevate” strategy, driving Tien Phong Plastic toward strong and sustainable growth.



3. Assessment of the Independent BOD Members and the Audit Committee



In 2024, the independent BOD members and the Audit Committee operated in accordance with their duties and authority as stipulated by law, the Company's Charter, and the Audit Committee's regulations.

- Fully complied with the requirement of holding four periodic meetings per year.
- Supervised the management activities of the Board of Directors, the execution of business operations by the Board of Management, the implementation of resolutions from the General Meeting of Shareholders, as well as resolutions and decisions of the Board of Directors, and the company's overall business performance. The supervision process was conducted objectively and independently, ensuring the reasonableness, legality, transparency, and prudence of management and operational activities.
- Through its monitoring activities, the independent BOD members and the Audit Committee provided opinions and recommendations to the Board of Directors and the Board of Management on measures to enhance control, mitigate risks, ensure compliance with legal regulations, the Company's Charter, and internal policies, improve operational efficiency, and fulfill the company's supervisory responsibilities.

4. Orientation and Operational Plan of the Board of Directors for 2025

- Strengthen the pioneering position in Vietnam's plastics industry by enhancing product quality, optimizing the supply chain, promoting research and development (R&D) activities, and expanding market share to meet the increasing demands of the market.
- Move towards modern, transparent, and efficient Company governance in line with international best practices. Improve the management system and enhance the accountability of the Board of Directors and the Board of Management to safeguard the rights of shareholders and stakeholders.
- Commit to sustainable development by optimizing raw material usage, reducing emissions in production, investing in advanced technology to minimize energy consumption, improving production efficiency, and developing environmentally friendly product lines.
- Promote digital transformation by gradually implementing a comprehensive enterprise management system and integrating artificial intelligence (AI) and big data into production and business management.
- Focus on enhancing the quality of human resources by fostering a professional, innovative, and friendly working environment, encouraging creativity and personal development to attract and retain talent.



Chapter V

CORPORATE GOVERNANCE REPORT



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In the context of economic difficulties and challenges, the Company not only focuses on business operations and seeks solutions to maintain the most efficient production and business activities but also places great emphasis on Company governance to ensure continuous and sustainable operations. The goal of improving Company governance, ensuring objectivity, transparency, and respecting the legitimate rights and interests of shareholders—while striving to adopt best governance practices—contributes to the upgrade of Vietnam's stock market and is one of the key tasks in implementing the Company's development strategy in the coming period.

1. RESPONSIBILITIES OF THE BOARD OF DIRECTORS (BOD)

* Members and structure of the Board of Directors

No.	BOD members	Position	Voting shares ownership	Percentage of Voting Shares Ownership (%)
1	Dang Quoc Dung	Chairman	9,796,564	6.87
2	Noboru Kobayashi	Vice chairman	0	0
3	Chu Van Phuong	Member	519,764	0.36
4	Tran Ngoc Bao	Member	200,990	0.14
5	Dao Anh Thang	Independent member	31,007	0.02
6	Bui Duc Long (*)	Member	0	0

(*) Mr. Bui Duc Long has submitted his resignation letter since August 5, 2024.

Subcommittees of the Board of Directors:



*** Activities of the Board of Directors:**

- In 2024, the Company's Board of Directors held four regular meetings to discuss, evaluate, and provide guidance on the implementation of the resolutions of the 2024 Annual General Meeting of Shareholders, as well as key Company activities. The attendance of members was as follows:

No.	BOD mebers	Number of BOD meetings attended	Meeting attendance rate	Reason for not attending the meeting/Note
1	Dang Quoc Dung	6	100%	
2	Noboru Kobayashi	6	100%	
3	Chu Van Phuong	6	100%	
4	Tran Ngoc Bao	6	100%	
5	Dao Anh Thang	6	100%	
6	Bui Duc Long	6	100%	(Mr. Nguyen Viet Phuong is authorized to attend the Board of Directors meeting on October 30, 2024.)

- The Board of Directors closely monitors the Company's business operations, provides strategic direction, and exercises strict supervision over the Board of Management in managing production, business activities, investments, and finances, etc. At the same time, it promptly implements timely and flexible solutions to ensure the most efficient business operations under the economic and social conditions of 2024.
- Additionally, the BOD frequently participates in Board of Management meetings to stay informed and provide swift and effective guidance.

*** Resolutions/Decisions Issued by the Board of Directors in 2024**

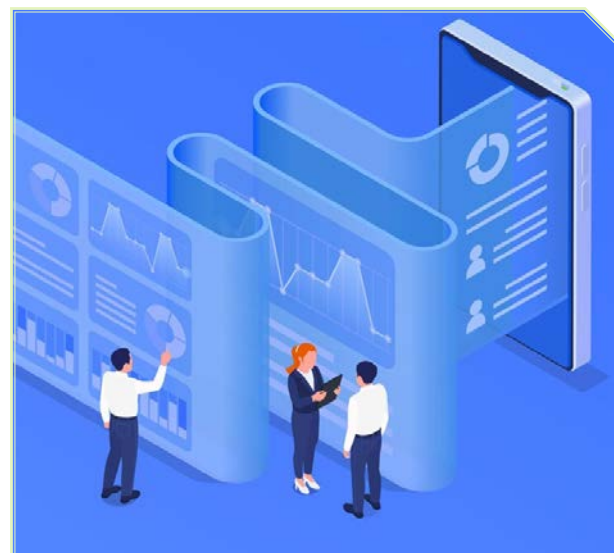
No.	Resolution/ Decision No.	Date	Content	Approval rate
1	15/QĐ-HĐQT	02/01/2024	Resolution of the Board of Directors on the consolidation of the Investment	100%
2	25/QĐ-HĐQT	26/01/2024	Resolution of the Board of Directors on amending the business registration of Tien Phong Central Plastic Ltd.	100%
3	37/QĐ-HĐQT	08/05/2024	Resolution of the Board of Directors on the second cash dividend payment for 2023	100%
4	43/ QĐ-HĐQT	08/05/2024	Resolution of the Board of Directors on the implementation of the stock issuance plan for the 2023 dividend payment	100%
5	53/QĐ-HĐQT	15/7/2024	Resolution of the Board of Directors on approving the results of the stock issuance for dividend payment	100%
6	76/QĐ-HĐQT	16/10/2024	Resolution of the Board of Directors on the establishment of the Standing Committee for the Company's Development Strategy	100%
7	77/QĐ-HĐQT	18/10/2024	Resolution of the Board of Directors on the issuance of the Financial Management Regulation	100%
8	78/QĐ-HĐQT	18/10/2024	Resolution of the Board of Directors on the issuance of the Investment Management Regulation	100%
9	79/QĐ-HĐQT	21/10/2024	Resolution of the Board of Directors on appointing an authorized representative at Tien Phong Real Estate Ltd. Company	100%
10	80/QĐ-HĐQT	23/10/2024	Resolution of the Board of Directors on the issuance of the Personnel Management Regulation (applicable to members of the Board of Management and Chief Accountant)	100%
11	82/QĐ-HĐQT	28/10/2024	Resolution of the Board of Directors on renaming the Human Resources and Strategy Department to the Human Resources Department	100%
12	90/QĐ-HĐQT	26/12/2024	Resolution of the Board of Directors on the establishment of the Information Technology and Digital Transformation Department	100%
13	88/QĐ-HĐQT	28/12/2024	Resolution of the Board of Directors on the appointment of the General Director	100%

2. TRANSPARENT INFORMATION DISCLOSURE

One of the key principles of company governance in public companies is the timely, complete, accurate, and transparent disclosure of company activities, ensuring that shareholders have equal access to information. Accordingly, the Company has issued an Information Disclosure Regulation, which is published on its website. The Company is committed to maintaining transparency and fairness in information disclosure to all shareholders and other relevant stakeholders.



- The Company's information disclosure is carried out by the legal representative, who is the Chairman of the Board of Directors, or an authorized person.
- Tien Phong Plastic discloses information through various channels, including the Company's website <https://nhuatienphong.vn>, the information disclosure system of the State Securities Commission, the disclosure system of the Hanoi Stock Exchange, and the electronic portal for issuers of the Vietnam Securities Depository and Clearing Corporation.
- In 2024, the Company began disclosing information in both Vietnamese and English to ensure that foreign shareholders and investors can access updates quickly and conveniently, in line with regulatory requirements for large public companies.
- In 2024, the Company did not commit any violations regarding information disclosure. All disclosed information is simultaneously sent to BOD members and relevant functional departments to ensure proper supervision of the disclosure process.



3. PROTECTION OF SHAREHOLDERS' RIGHTS AND STAKEHOLDERS' INTERESTS

* Shareholders' Rights:

Shareholders are the owners of the Company. Their rights are codified in Vietnamese law and are also explicitly stated in the Company's Charter.

- The Company ensures fair treatment of shareholders by providing complete, accurate, transparent, and timely information, enabling them to make informed decisions.
- Each year, the Board of Directors organizes the Annual General Meeting of Shareholders (AGM) in full compliance with legal procedures and ensures its effectiveness. During the AGM, shareholders have the right to ask questions, engage in discussions, express their opinions, and make recommendations in an open and equitable manner. The presidium addresses shareholders' concerns thoroughly and acknowledges their feedback. The meeting minutes are recorded accurately, comprehensively, and promptly in accordance with legal requirements and are published along with the AGM resolutions to the SSC, HNX, and on the Company's website within 24 hours after the meeting.
- The Company annually pays dividends to shareholders:

In order to implement the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors has made an interim cash dividend payment of 15% for the first period of 2024 on January 22, 2025. The remaining dividends for 2024 will be paid by the Company to shareholders after the 2025 Annual General Meeting of Shareholders.

Also in 2024, the company issued shares to pay dividends at a rate of 10%.

All related-party transactions must be approved and conducted in a manner that ensures conflicts of interest are properly managed and that the interests of the Company and its shareholders are protected.



Specifically:

- Share transactions by insiders and persons related to insiders of the Company

No.	Transaction executor	Relationship with Insiders	Number of Shares Held at the Beginning of the Period		Number of Shares Held at the End of the Period		Reason for Increase/Decrease (Purchase, Sale, Conversion, Bonus, etc.)
			Number of Shares	Rate (%)	Number of Shares	Rate (%)	
1	Company Trade Union	Insider	3,227,690	2.49	3,445,890	2.66	Purchase to Increase Ownership Ratio
2	Company Trade Union	Insider	3,445,890	2.66	3,536,890	2.73	Purchase to Increase Ownership Ratio
3	Dao Anh Thang	Insider	178,189	0.138	28,189	0.022	Sale to Decrease Ownership Ratio
4	Do Thi Thuy	Related Person of the Insider	15,816	0.012	12,816	0.010	Sale to Decrease Ownership Ratio
5	Do Thi Thuy	Related Person of the Insider	12,816	0.010	11,716	0.009	Sale to Decrease Ownership Ratio
6	Do Thi Thuy	Related Person of the Insider	11,716	0.009	8,716	0.007	Sale to Decrease Ownership Ratio
7	Do Thi Thuy	Related Person of the Insider	8,716	0.007	5,716	0.004	Sale to Decrease Ownership Ratio
8	Do Thi Thuy	Related Person of the Insider	5,716	0.004	4,716	0.004	Sale to Decrease Ownership Ratio
9	Do Thi Thuy	Related Person of the Insider	4,716	0.004	3,716	0.003	Sale to Decrease Ownership Ratio
10	Do Thi Thuy	Related Person of the Insider	3,716	0.003	5,216	0.004	Purchase to Increase Ownership Ratio
11	Do Thi Thuy	Related Person of the Insider	5,216	0.004	4,216	0.003	Sale to Decrease Ownership Ratio
12	Do Thi Thuy	Related Person of the Insider	4,216	0.003	2,216	0.002	Sale to Decrease Ownership Ratio
13	Do Thi Thuy	Related Person of the Insider	2,216	0.002	1,616	0.001	Sale to Decrease Ownership Ratio
14	Tran Ngoc Bao	Insider	270,800	0.209	200,800	0.155	Sale to Decrease Ownership Ratio
15	Dang Quoc Minh	Insider	5,083,452	3.57	4,573,452	3.2	Sale to Decrease Ownership Ratio

- As of December 31, 2024, the Company had transactions with related parties as follows:

RELATED PARTY	TRANSACTION TYPE	VALUE
Tien Phong Plastic Central Ltd.	NTP sells equipment	2,279,690,901
	NTP sells services	3,427,175,512
	NTP sells materials	100,363,938,475
	NTP sells goods	46,054,201
	NTP purchases materials	32,312,076,000
	NTP purchases services	681,533,190
	NTP purchases goods	2,732,852,629
	NTP purchases fixed assets	203,000,000
	Profit transfer	169,544,177,267
Tien Phong Plastic South JSC	NTP purchases goods	261,177,763,548
	NTP sells goods	148,923,547,231
	Others	98,656,667
Tien Phong Packaging JSC	NTP purchases goods	34,652,719,097
	NTP sells goods	24,650,000

* Protecting the Rights of Related Parties:

In addition to complying with regulations on shareholder rights, the Company also ensures the interests of parties related to its operations. Throughout the year, the Company did not identify any transactions that posed a conflict of interest with the Company.

4. REPORT OF THE AUDIT COMMITTEE

Information of Audit Committee's members:

No.	Audit Committee's members	Position	Commencement date as a Member of the Audit Committee	Number of voting shares held	Ownership of voting shares (%)
1	Dao Anh Thang	Chairman	14/04/2021	31,007	0.02
2	Bui Duc Long	Member	05/05/2023	0	0

Audit Committee's meeting:

No.	Audit Committee's members	Numbers of meetings attended	Meetings attendance rate	Voting rate	Reason for not attending the meeting
1	Dao Anh Thang	4	100%	100%	
2	Bui Duc Long	4	100%	100%	

Supervisory Activities of the Audit Committee over the BOD, Executive Management, and Shareholders:

The Audit Committee of Tien Phong Plastic JSC has fulfilled its responsibilities as stipulated in the Audit Committee's Operational Regulations through the following supervisory activities:

- Directly supervising the activities of the Board of Directors (BOD) through meetings and the issuance of BOD Resolutions/Decisions.
- Monitoring the Executive Management's performance in implementing the resolutions of the 2024 Annual General Meeting of Shareholders (AGM), the BOD Resolutions, and the delegation of authority between the BOD and the General Director.
- Overseeing the implementation of business operations and Company management by the Executive Management.
- Monitoring financial activities through the audited 2023 Financial Statements, quarterly financial reports, the semi-annual 2024 Financial Report, and evaluating the impact of key issues highlighted in the Independent Auditor's Report.
- Supervising the independent audit activities conducted by the designated external auditing firm.
- Directing and overseeing the execution of the audit plan and the performance of the Internal Audit Department.
- Ensuring compliance with the company's internal regulations and policies while monitoring risk management practices to enhance Company governance effectiveness.
- Directing the review of related-party transactions under the approval authority of the BOD and AGM.

5. ACTIVITIES OF THE BOARD OF DIRECTORS' SUBCOMMITTEES

5.1. Activities of the Internal Audit Department

In 2024, under the direction and supervision of the Audit Committee, the Internal Audit Department carried out the following key activities:

- Reviewed the Internal Audit Regulations to ensure compliance with legal requirements and alignment with the company's operational status.
- Conducted planned audit engagements, including: Auditing the 2023 financial statements and the 2024 semi-annual financial statements of the company; Auditing the 2023 financial statements of Tien Phong Central Plastic Co., Ltd.; Conducting operational audits at various departments and production units, such as the Project Management Board, the Research and Development Department, and the PE-PP production production. Internal audit activities focused on assessing the effectiveness of the internal control system, compliance with regulations and procedures in business operations, as well as financial and cost management practices.
- Participated in internal and external training programs to enhance legal knowledge and professional expertise.

5.2. Activities of the Board of Directors' Subcommittees

Activities of the Human Resources & Remuneration Subcommittee, Development Strategy Subcommittee, and Company Governance Secretariat Subcommittee: Since their establishment, these subcommittees have performed their functions and duties in accordance with their respective operating regulations. As a result, they have provided advisory and consultancy support to the Board of Directors and the Board of Management on specialized matters within their assigned scope.



6. TRANSACTIONS, REMUNERATION, AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT, AND AUDIT COMMITTEE

NO.	FULL NAME	POSITION	YEAR 2023	YEAR 2024
BOARD OF DIRECTORS				
1	Dang Quoc Dung	Chairman of BOD	5,024,738,124	5,135,414,249
2	Noboru Kobayashi	Vice Chairman of BOD	1,203,600,000	1,044,300,000
3	Chu Van Phuong (*)	Chairman of BOD	4,763,745,916	4,858,125,303
4	Tran Ngoc Bao (**)	Member of BOD	3,736,305,864	3,867,192,682
5	Bui Duc Long	Member of BOD	50,000,000	378,150,000
6	Dao Anh Thang	Independent member of BOD	995,580.000	2,143,435,500
BOARD OF MANAGEMENT				
1	Nguyen Van Thuc	Deputy General Director	2,785,605,104	3,052,895,702
2	Ngo Thi Thu Thuy	Deputy General Director	2,354,352,224	2,562,608,095
3	Tran Nhat Ninh	Deputy General Director	2,350,953,368	2,565,208,103

(*): Member of the Board of Directors cum General Director

(**): Member of the Board of Directors cum Deputy General Director of Finance

Chapter VI

RISK MANAGEMENT REPORT



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2.5. Legal Risk	
2.6. Information Technology (IT) Risk	

1. RISK MANAGEMENT SYSTEM

Risk management is considered a crucial tool to ensure effective governance and sustainable development of the enterprise.

At NTP, the risk management system is structured based on a three-line model:

The Board of Directors/Audit Committee holds the Company governance role and is responsible to stakeholders for overseeing the organization.

Accordingly,

First Line

Business units, functional departments, and manufacturing productions - these are the units directly responsible for identifying, assessing, controlling, reporting, and monitoring risks arising in business operations.

Specialized departments that provide professional support, oversee, and address risk-related issues to ensure compliance and operational efficiency.

Second Line

Third Line

The Internal Audit Department, established and directly managed by the Board of Directors, serves as an advisory body to the Audit Committee. Through inspection, evaluation, and consulting activities, the Internal Audit Department provides independent and objective assurance along with recommendations on the Company's risk management.

The Company's risk management process is as follows:

- **Context Identification:** Establish the business environment that impacts the Company's objectives and strategies to determine the level of risk management required.
- **Risk Identification:** Detect events that may affect the achievement of the Company's objectives and strategies, as well as business operations, including Company-level and unit-level risks.
- **Risk Analysis and Assessment:** Evaluate the likelihood and impact of risks. Rank risks to determine handling priorities and the acceptable level for each type of risk.
- **Risk Treatment and Response:** Identify implementation measures, action plans, and monitoring mechanisms to reduce risks to an acceptable level.
- **Risk Monitoring:** Periodically assess the effectiveness of risk monitoring to ensure the continuity of the risk management process.

Through risk management activities, the Company can prevent and minimize unnecessary risks or losses, ensure operational stability, and enhance business performance.

2. RISKS & CONTROL MEASURES

The key risks affecting the Company's business operations include:

2.1. STRATEGIC RISK

With the fluctuations in the global economy, emerging business trends, market development and competition, changes in laws, environment, and technology, the Company's strategies may become misaligned with actual conditions.

Management approach:

The Company has established a Standing Committee for Strategic Development to formulate the Company's medium- and long-term strategy. At the same time, the Company communicates this vision and strategy to departments and units so that all employees can recognize their roles and positions in the journey of realizing the Company's business objectives.

The Company develops plans to prepare resources, monitors, and supervises the implementation progress of strategic objectives to make appropriate adjustments in line with actual conditions.



2.2. ENVIRONMENTAL RISK

As a manufacturing enterprise, the Company recognizes the risks of occupational accidents and work-related illnesses, which may impact employees' health and disrupt business operations. Additionally, the production process generates waste, which, if not properly collected and treated in compliance with regulations, could lead to environmental pollution. The Company has identified the following environmental risks:

- Emission of hazardous waste
- Noise pollution
- Electricity consumption in production
- Emergency situations: fire hazards (such as electrical short circuits, improper storage of oil drums, and prolonged storage of packaging materials)
- Compliance risks due to delays in updating environmental regulations

Increasingly stringent environmental protection policies, including regulations on emission

reduction, plastic recycling, and bans on non-biodegradable plastics, may have a significant impact on the Company's production activities.

Management approach:

Along with the goal of increasing production, NTP always prioritizes safety, health, and environmental issues. The Company regularly disseminates, educates, and reminds employees to comply with safety measures in production and adhere to stable operation guidelines. It also maintains periodic inspections of occupational safety, fire prevention, and environmental protection. At the same time, the Board of Management continuously improves the working environment, safeguards employee health, and minimizes environmental impact. The Company stays updated on and complies with the latest legal policies while investing in environmentally friendly technology and production lines.

2.3. FINANCIAL RISK

At Nhựa Tien Phong, financial risks include credit risk and exchange rate risk.

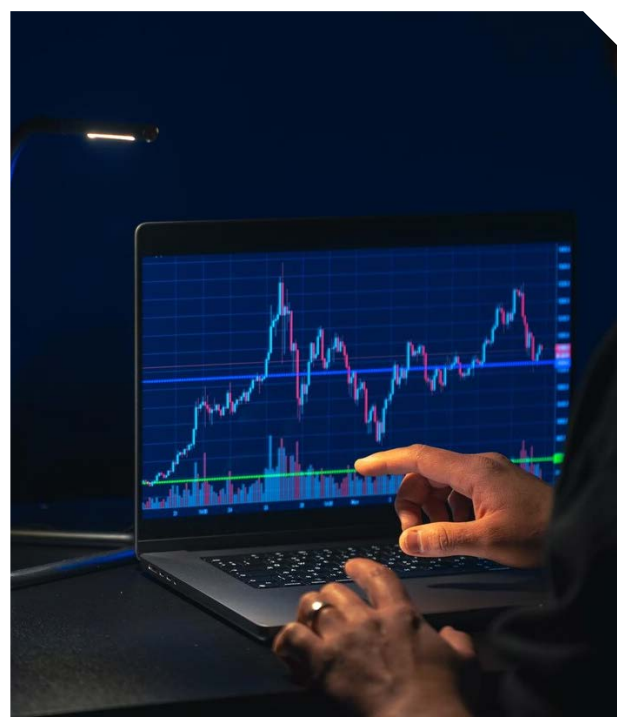
Management approach:

To mitigate potential financial risks, the Company has implemented the following solutions:

- **Credit Risk:** The Company adheres to deposit limits/credit risk limits approved annually by the Board of Directors. Additionally, it selects banking partners with strong credit ratings and proactively conducts regular evaluations and analyses of banks and market conditions. The goal is to balance risk and efficiency while ensuring capital security.
- **Exchange Rate Risk:** Since Nhựa Tien Phong primarily imports raw materials for production, and given the ongoing trade tensions between the two largest economies, the U.S. and China, exchange rate fluctuations pose a risk. The Company monitors and analyzes exchange rate trends and adopts appropriate payment currency strategies in foreign trade contracts to mitigate risks.



2.4. SHARE PRICE VOLATILITY RISK



As a listed company on the HNX under the ticker symbol NTP, both the Company and its shareholders are exposed to the risk of NTP share price fluctuations. In addition to internal factors such as the Company's business performance, various external factors, including macroeconomic conditions and regulatory changes, may also impact the share price.

Management approach:

NTP consistently maintains stable business operations and strictly complies with disclosure regulations in the securities market as stipulated in the 2019 Securities Law, Circular 96/2020/TT-BTC, and the regulations of the Hanoi Stock Exchange. During General Meetings of Shareholders (GMS), investors have the right to raise questions regarding the Company's operations, which are directly addressed by the Company's leadership during the meeting.

2.5. LEGAL RISK

Vietnam's legal and regulatory framework is subject to frequent changes. Within this operational context, NTP faces the risk of failing to promptly update legal documents, potentially leading to non-compliance with regulations governing business activities.

Management approach:

To ensure timely adaptation to legal changes, the Company's Legal Department is assigned the responsibility of regularly updating legal documents and providing timely advice to the Board of Directors (BOD) and the Board of Management. Additionally, the department selects appropriate and effective methods to disseminate relevant legal regulations to all employees.

Specialized staff members of the Company frequently enroll in training courses to update their knowledge of relevant legal regulations, thereby enhancing their expertise and assisting in guiding and reviewing compliance for various departments within the Company.



2.6. INFORMATION TECHNOLOGY (IT) RISK

In the digital era, information technology enables businesses to optimize management and operations. However, it also presents potential risks that could lead to financial losses and reputational damage if not properly addressed. Potential IT risks include cybersecurity threats that could expose sensitive Company data, software failures or data loss that may cause operational disruptions, and cyberattacks involving malware that could harm the Company's IT systems and devices. Additionally, the Company may face legal disputes or complaints related to the use of unlicensed software or non-compliance with data security and privacy regulations.

Management approach:

To mitigate IT risks, the Company's Board of Management places increasing emphasis on raising employees' awareness of technological risks and cybersecurity. Employees are required to back up data regularly and on a scheduled basis. The Company also prioritizes investments in upgrading software and systems to enhance

security. Furthermore, establishing clear policies and procedures for IT governance is essential to ensuring stable business operations and the security of the Company's information systems.



Chapter

VII

SUSTAINABLE
DEVELOPMENT
REPORT



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1.

MESSAGE AND SUSTAINABLE DEVELOPMENT
ORIENTATION OF TIEN PHONG PLASTIC

1.1. Sustainable Development Message

Dear Valued Shareholders and Stakeholders,

As the world increasingly prioritizes environmental protection and sustainable development, Tien Phong Plastic, throughout its 64-year journey of growth, understands that a sustainable enterprise is not only one that operates efficiently but also one that upholds environmental protection, social responsibility, and advanced governance models.

With a commitment to sustainable development, we are dedicated to innovating our production technologies to minimize environmental impact, optimize resource usage, and reduce carbon emissions. We continuously research and implement clean production solutions, enhance energy efficiency, and maximize the use of recycled materials. Developing environmentally friendly plastic products with high recyclability and biodegradable materials remains our top priority.

Beyond environmental concerns, we place great emphasis on our responsibilities toward the community and our workforce. We invest in training and raising awareness among our employees about sustainable development while actively participating in initiatives that promote environmental consciousness within society. Transparent, professional, and responsible Company governance is the foundation for our long-term growth.

With the message **“Aspiration to Elevate”**, Tien Phong Plastic firmly believes that today’s positive changes will shape a sustainable future for the next generations. With strong determination and unwavering commitment, the Company will continue to pioneer the development of a green, environmentally friendly, and socially responsible plastics industry. Acting for sustainable development is not just an obligation but a mission that ensures our future resilience.

1.2. Sustainable Development Orientation of Tien Phong Plastic

Tien Phong Plastic defines sustainable development as the guiding principle in its long-term strategy, not only helping the Company maintain its leading position in Vietnam’s plastics industry but also contributing to environmental protection and compliance with international standards. To realize this commitment, the Company has established the **ESG Implementation Committee** (Environmental - Social - Governance), responsible for developing and executing policies and solutions for sustainable development. This committee focuses on three key areas: Environment, Society, and Company Governance, while also overseeing the achievement of sustainable development goals.

1.3. Impressive figures and activities

Work invironment:

1,268
employees

411
female employees
accounting for **32%** of the total workforce

448
hours of internal training

Corporate Social Responsibility:

VND 417.2 billion
contributed to the state budget

120
“Bridges of Love” built

Sustainable management:

ISO 9001:2015
Quality management system

ISO 14001:2015
Environmental management system

ISO 50001:2018
Energy management system

ISO 45001:2018
Occupational Health and Safety Management System

Natural Energy Utilization Project – Phase 1 Rooftop Solar Energy System Installation:

1- Installation Location:
PE-PP Product Manufacturing Production

3- Installation Area:
22,000 m²


2- Total Investment Value:
VND 29 billion

4- Capacity:
2.55 MW

Heading towards the goal of Net Zero: Reducing greenhouse gas and carbon emissions

Vietnam has committed to achieving net zero emissions by 2050 as part of its international commitments on climate change, particularly at the COP26 Conference in November 2021. This marks a significant step forward in efforts to mitigate the impacts of climate change and contribute to the global goal under the Paris Agreement of limiting the rise in Earth’s temperature to no more than 1.5°C above pre-industrial levels. In support of environmental protection and sustainable development, Tien Phong Plastic Joint Stock Company is actively seeking innovative solutions to reduce emissions—particularly greenhouse gas and carbon emissions—towards the Net Zero environmental goal. The Company is also transitioning its production model to meet international green certification standards, optimizing resource usage, and aiming for a greener future for the construction and civil plastic industry, while spreading positive values to the community and society.

To achieve its commitment to environmental protection and sustainable development, the Company has conducted a Greenhouse Gas Inventory in accordance with ISO 14064-1 and assessed the Carbon Footprint of its products following ISO 14067. These efforts help the Company’s leadership better understand the environmental impacts of its products and identify opportunities to reduce greenhouse gas emissions throughout the product lifecycle, improve the working environment in the future, ensure compliance with State regulations, and generate long-term value for both the business and the community.



* Greenhouse Gas Emissions Assessment Results

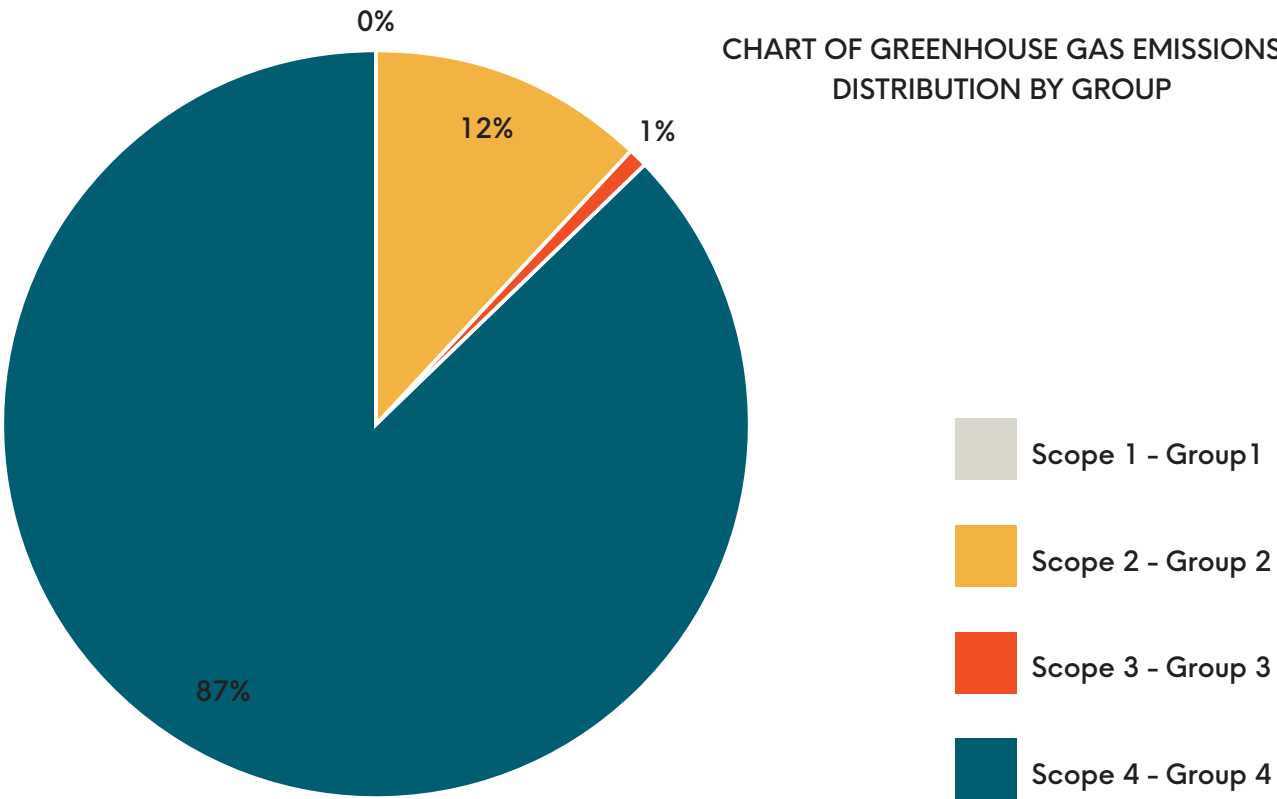
- Assessment Period: January 1, 2024 – December 31, 2024

Group/ Emission volume	Scope 1	Scope 2	Scope 3				Total
	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	
	Direct emissions	Indirect emissions from energy consumption	Indirect emissions from transportation	Indirect emissions from the use of goods and services from suppliers	Indirect emissions from the use of goods and services by the organization	Emissions from other sources	
CO ₂ e Emissions (tons)	974.37	30,138.03	3,533.99	222,955.16	NA	NA	257,601.54
Proportion (%)	0.38%	11.70%	1.37%	86.55%	0%	0%	100%

Specifically:

No.	Emission Source	Emission Volume (tons CO ₂ e)	Proportion (%)	Detailed Calculation Table
	Period: January 1, 2024 – December 31, 2024			
1	Scope 1 – Group 1: Direct Emissions	974.3689	0.38%	
0.1	GHG absorption by trees	-58.0375	-0.02%	A.1
1.1	Emissions from stationary combustion sources	44.0750	0.02%	
1.1.1	LPG consumption for cooking	39.6598		B.1.1
1.1.2	LPG consumption for welding and cutting (Mechanical Factory)	0.0359		B.1.2
1.1.3	DO consumption for generators	3.2416		B.2
1.1.4	Gasoline consumption for firefighting pumps	0.8191		B.3.1
1.1.5	Gasoline consumption for grass-cutting machines	0.3186		B.3.2
1.2	Emissions from mobile combustion sources	489.6675	0.19%	
1.2.1	Gasoline consumption for company cars	141.1011		C.1
1.2.2	DO consumption for forklifts	287.1095		C.2.1
1.2.3	DO consumption for company vehicles, market-visit vehicles of company officers, and company buses	61.4569		C.2.2

1.3	Emissions from industrial processes	0.2996	0.0001%	
1.3.1	Emissions from N-Heptane use in CPVC pipe quality testing	0.2996		D.1
1.4	Emissions from human-induced GHG leaks in the system	498.3644	0.19%	
1.4.1	Emissions from refrigerants (R22, R410a, R134a, R600a, R407C) used in refrigerators, chillers, sample cabinets, thermostatic baths, and air conditioning systems	447.3720		E.1
1.4.2	Emissions from fire extinguisher usage/refilling	0.6654		E.2
1.4.3	SF ₆ leakage emissions from electrical system switching	2.1688		E.3
1.4.4	Emissions from wastewater system leaks	48.1583		
1.4.4.1	CH ₄ leakage from anaerobic septic tanks in factories before wastewater treatment	38.7731		E.4
1.4.4.2	CH ₄ leakage from anaerobic tanks in domestic wastewater treatment systems	0.8148		E.5
1.4.4.3	N ₂ O leakage from aerobic tanks in domestic wastewater treatment systems	8.5704		E.6
2	Scope 2 – Group 2: Indirect Emissions from Purchased Energy	30,138.0294	11.70%	
2.1	Emissions from electricity consumption	30,138.0294	11.70%	F.1
3	Scope 3 – Group 3: Emissions from Transportation	3,533.9854	1.37%	
3.1	Transportation of raw materials to the company and internal distribution	1,913.7743	0.74%	G.1
3.2	Employee commuting (bus, carpool, company buses)	1,538.6479	0.60%	G.2.1; G.2.2; G.2.3
3.3	Emissions from business travel by airplane	53.1657	0.02%	G.3.1
3.4	Emissions from business travel by car	1.3555	0.001%	G.3.2
3.5	Emissions from business travel accommodations	27.0420	0.01%	G.4
4	Scope 3 – Group 4: Emissions from Goods/ Services Used by the Organization	222,955.1601	86.55%	
4.1	Consumption of input materials (PVC resin, color masterbatch, PVC powder, CaCO ₃ , HDPE resin, PPR resin, PP resin)	222,955.1601	86.55%	H.1
5	Total Greenhouse Gas Emissions (1+2+3+4)	257,601.5438	100%	



* Measures to Reduce Greenhouse Gas Emissions:

The selection of greenhouse gas (GHG) emission reduction measures is based on cost-benefit effectiveness, feasibility of implementation, and alignment with climate change adaptation strategies. Tien Phong Plastic has identified major GHG emission sources, primarily from the use of electricity from the national grid and fossil fuels. Therefore, in the coming period, the Company will focus on emission reduction efforts through energy efficiency and energy supply optimization, including the following measures:

- 1. Strengthening internal management
- 2. Replacing and investing in production equipment
- 3. Efficient use of electricity
- 4. Efficient use of water
- 5. Installing rooftop solar panels
- 6. Using environmentally friendly transportation
- 7. Expanding tree planting initiatives
- 8. Transitioning refrigeration equipment to low-emission refrigerant gases

To implement these measures, Tien Phong Plastic has been and will continue to implement a range of integrated solutions to optimize production processes, improve technology, and enhance resource efficiency. This includes obtaining green certification for its product lines (PVC pipes and fittings, PP-R pipes and fittings, HDPE pipes and fittings), reinforcing product quality while meeting market demands for environmentally friendly and sustainable products that ensure consumer health and safety. A crucial step in this effort is the application of advanced technology in production to reduce energy consumption and minimize emissions. The Company has invested in new production lines that lower electricity usage and limit emissions generated during manufacturing. At the same time, environmental and safety management systems continue to be effectively implemented, ensuring that 100% of

wastewater indicators comply with legal standards. Additionally, the Company has maintained a strong safety record, with zero incidents leading to production disruptions, workplace accidents, or fires. Security and order within the Company are consistently safeguarded.

2. CORPORATE GOVERNANCE TOWARDS SUSTAINABLE DEVELOPMENT

Beyond environmental factors, Tien Phong Plastic also places strong emphasis on social responsibility and Company governance. The company continuously enhances its commitment to the community through educational programs on environmental protection, plastic waste collection, and recycling initiatives. Additionally, it invests in workforce training, raising employee awareness of sustainable development, and adopting international standards in company governance.



As a publicly listed company on the stock exchange, Tien Phong Plastic prioritizes information disclosure and operational transparency in strict compliance with legal regulations while striving to adopt best practices in Company governance. The company was honored as one of the top listed enterprises on the Hanoi Stock Exchange (HNX) for excellent Company governance in 2023–2024.



To enhance Company governance efficiency and ensure transparent, professional operations, Tien Phong Plastic continuously strengthens its Company governance framework by aligning with international best practices and standards. In the past year, the company established several specialized subcommittees under the Board of Directors, including (1) the Strategy & Development Subcommittee, (2) the Human Resources & Remuneration Subcommittee, and (3) the Company Governance Secretary Subcommittee. These subcommittees play a crucial role in advising and assisting the Board of Directors and executive management in making strategic, innovative decisions that align with the evolving trends in sustainable Company governance.

Additionally, Tien Phong Plastic focuses on developing a modern governance system by integrating technology into management processes, optimizing workflows, and enhancing operational efficiency. The company has implemented various internal training programs to ensure its workforce remains well-versed in Company governance principles and stays updated on emerging management trends. Furthermore, Tien Phong Plastic collaborates with reputable training institutions such as the Vietnam Institute of Directors (VIOD) and the Securities Research and Training Center of the State Securities Commission to provide specialized governance courses, including:

- Advanced Company Governance Secretary Training Course organized by VIOD
- Board Member Capacity Enhancement Training jointly organized by VIOD and Swiss Board School
- “Board Nomination and Evaluation” Training Course organized by VIOD
- Sharing session on “Corporate Governance – Not Just a Board Responsibility” organized by VIOD for the Board of Directors, Board of Management, and Middle Management of Tien Phong Plastic
- Risk Management Training Course organized by VIOD for the Board of Directors, Executive Management, and Middle Management of Tien Phong Plastic

List of Board of Directors members with training certificates in Corporate Governance:

NO.	FULL NAME	PLACE OF ISSUE OF CERTIFICATE
1	Mr. Dang Quoc Dung	Swiss + VIOD
2	Mr. Chu Van Phuong	Swiss + VIOD
3	Mr. Dao Anh Thang	VIOD 2024

The Company has also assigned Mr. Dang Quoc Minh – Corporate Governance Officer and Corporate Secretary – to attend corporate governance training programs, including:

- The Corporate Secretary Master Program (CSMP) organized by VIOD
- The Director Certification Program (DCP) organized by VIOD

In 2024, the Company will not have any violations of corporate governance.

Some pictures of Corporate Governance courses that the Company has participated in:



With these efforts, Tien Phong Plastic not only strengthens its corporate governance capabilities but also establishes a solid foundation for long-term, transparent, and effective development in an increasingly competitive market. Building a green, safe, and transparent working environment remains one of Tien Phong Plastic's top priorities. The company ensures compliance with occupational health and safety standards and is committed to fully fulfilling its social responsibilities toward employees, customers, and partners.

Additionally, Tien Phong Plastic is committed to integrity, fairness, and professional, respectful conduct in all its activities through the Company's Code of Conduct. This Code serves as a guideline for ethical behavior in the workplace, internal culture, interactions with customers, leadership, colleagues, and social responsibility. By upholding these principles, the Company aims to foster a professional and friendly working environment, thereby strengthening, preserving, and enhancing the reputation and brand of Tien Phong Plastic.

3. ENVIRONMENTAL PROTECTION INDICATORS

* Clean Raw Materials:

Tien Phong Plastic always focuses on the working environment for employees as well as the surrounding environment.

Due to the nature of manufacturing PVC-U pipes and fittings, which require stable heat stabilizers, there are generally three types of stabilizers used for PVC plastic: Lead Stabilizer (Pb), CaZn Stabilizer (or Organic Calcium), and Tin Stabilizer (Sn).

In Vietnam, Lead Stabilizer (Pb) is commonly used due to its low cost and high stabilization efficiency. However, Lead Stabilizer (Pb) can affect the health of those exposed (such as when weighing chemicals, mixing PVC compound powder, etc.), as well as the products after use, which are discharged into the environment or buried.

Tien Phong Plastic has conducted research and experiments to transition the production of PVC-U pipes and fittings from using Lead Stabilizer (Pb) to not using Lead Stabilizer (Pb) since 2016.

- In 2016, trial production of certain PVC-U pipe products with diameters smaller than 110mm using CaZn stabilizers, as well as injection-molded PVC-U fittings using Tin (Sn) stabilizers.
- In 2017, full-scale production of PVC-M pipes entirely using organic Calcium stabilizers.
- In 2018, mass production of all PVC-U pipes with diameters up to 200mm using CaZn stabilizers and injection-molded PVC-U fittings with diameters up to 315mm using Tin (Sn) stabilizers.
- In 2021, mass production of electrical conduit pipes and fence posts transitioned to CaZn stabilizers.
- In 2023, mass production of PVC-U pipes up to 450mm and cable trays using CaZn stabilizers.
- In 2024, successful production of PVC-U pipes ranging from 500mm to 800mm using organic Calcium stabilizers.

(Bảng tổng hợp khối lượng chất thải năm 2023 - 2024)

Until now, Tien Phong Plastic has completely transitioned to producing PVC-U pipes and fittings without using Lead (Pb) stabilizers.

Although switching from Lead (Pb) stabilizers to CaZn, organic Calcium, or Tin (Sn) stabilizers has increased production costs - reducing the Company's annual profits by tens of billions of VND - Tien Phong Plastic has been a pioneer in manufacturing environmentally friendly, lead-free products for the sake of both the surrounding environment and the working conditions of its employees.

Furthermore, in line with its commitment to environmental protection, compliance with Vietnamese regulations, and adherence to the Singapore Green Building Product (SGBP) label, Tien Phong Plastic fully complies with the A3 criteria - avoiding the use of hazardous substances in production. The Company affirms that its products do not contain any substances classified as carcinogenic, reproductive toxicants, or mutagens, as listed in Groups 1, 2A, and 2B of the International Agency for Research on Cancer (IARC). These substances are neither used in the production process nor intentionally included in product formulations. Tien Phong Plastic also confirms that substances such as silica sand, titanium dioxide, and quartz are entirely absent from its products.

* Waste management:

No.	CONTENT	UNIT	2023	2024
1	Domestic waste	m ³	340	415
2	Industrial waste	m ³	800	695
3	Hazardous waste	Kg	93,751	79,390
4	Medical waste	m ³	58	24

In the process of implementing sustainable development solutions and optimizing production activities, Tien Phong Plastic has achieved positive results in **waste reduction**, particularly in industrial waste, hazardous waste, and medical waste.

Specifically, **industrial waste** has significantly decreased by 13%. This outcome reflects the company's efforts in optimizing production processes, minimizing scrap, and maximizing the utilization of raw materials. It also demonstrates Tien Phong Plastic's commitment to **applying clean production technologies**, contributing to the reduction of waste generation.

Notably, **hazardous waste has decreased from 93,751 kg to 79,390 kg**, representing a 15% reduction. This is a positive indicator that Tien Phong Plastic has effectively implemented hazardous waste **management and treatment**

measures, including improvements in waste treatment systems, reduced use of hazardous chemicals, and increased reuse of recyclable materials.

Another highlight in waste management is the significant reduction in medical waste, which **dropped from 58 m³ to 24 m³ - a decrease of nearly 59%**. This improvement can be attributed to stricter control over medical waste sources, increased awareness of proper usage, and more efficient management of medical supplies.

Overall, these results demonstrate that **Tien Phong Plastic is on the right track in its sustainable development strategy**, with significant improvements in **reducing industrial and hazardous waste**. At the same time, they highlight the need for better management of domestic waste to further optimize environmental efficiency.

* Wastewater Management:

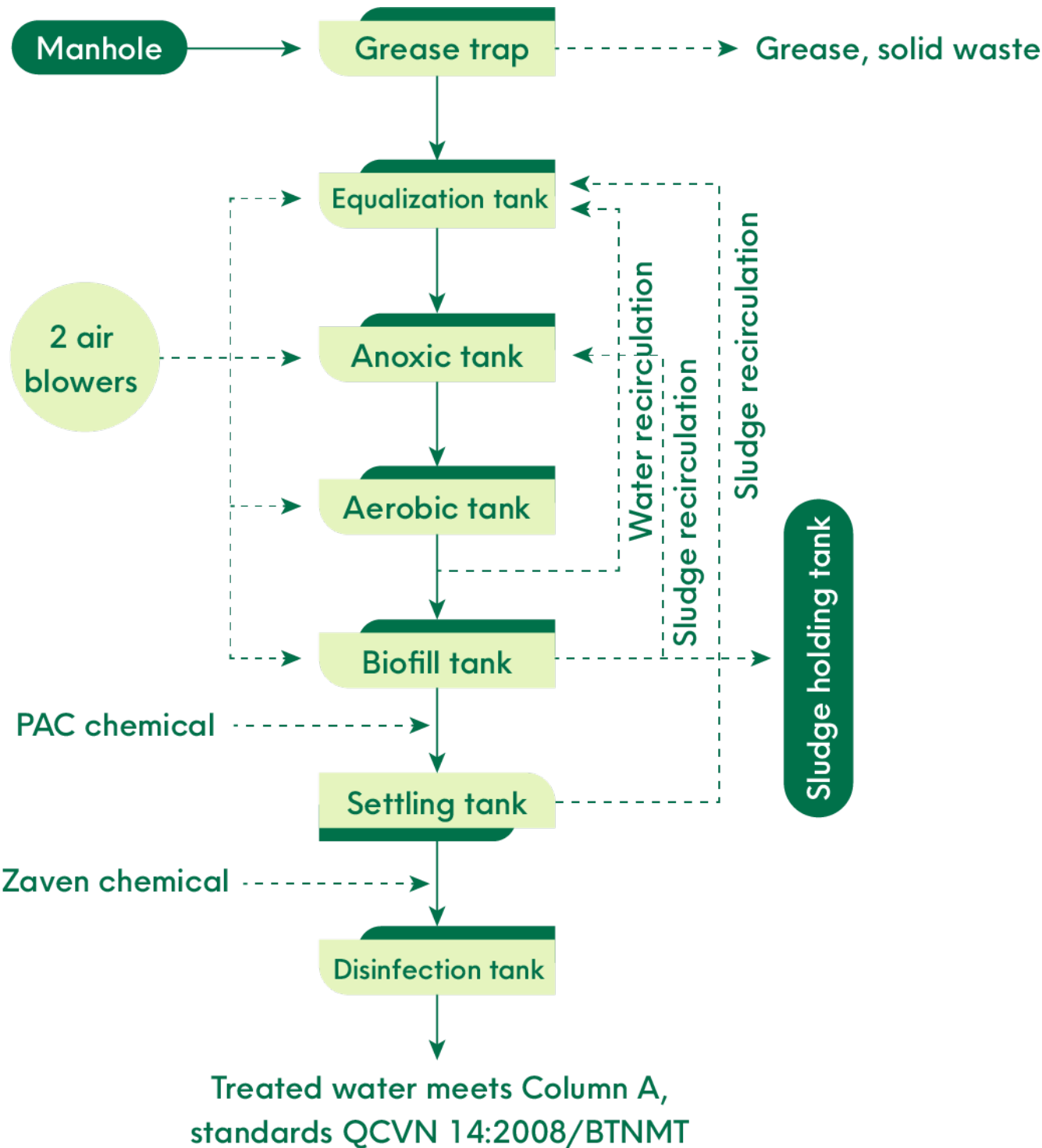
All production and business activities at Tien Phong Plastic are managed to optimize water usage, minimize waste, contribute to water resource conservation, and reduce negative environmental impacts. Specifically, Tien Phong Plastic has implemented the following measures:

- Establishing water usage standards at production factories and strictly monitoring consumption. In 2024, through enhanced water usage control measures, the factories have effectively managed water consumption:

No.	Product	Unit	Quota	Implementation	Implementation rate/Plan
1	PVC pipe manufacturing factory	m ³	31,153	28,335	90.9%
2	PVC fittings manufacturing factory	m ³	12,140	11,635	95.8%
3	PE-PP pipe manufacturing factory	m ³	22,389	19,522	87.2%
4	HDPE, PPR fittings manufacturing factory	m ³	13,328	12,272	92.1%

- Wastewater management is also strictly controlled through the Company's establishment of a wastewater treatment plant, which collects wastewater from various sources and processes it before discharging it into the drainage system. Every three months, the Company conducts wastewater monitoring, carried out by the Hai Phong Department of Natural Resources and Environment, with results consistently meeting regulatory standards.
- The wastewater quality at Tien Phong Plastic has been upgraded to Column A standards, an improvement from the previous Column B classification.
- Wastewater Treatment Process of Tien Phong Plastic JSC

• Diagram of the Wastewater Treatment Technology Process



Tien Phong Plastic JSC was granted a wastewater discharge permit into the irrigation system by the People's Committee of Hai Phong City under Permit No. 2083/GP-UBND dated July 26, 2021.

*** Energy management:**

At Tien Phong Plastic, with the goal of environmental protection and compliance with Vietnamese legal requirements, all company activities are managed to optimize energy efficiency, contribute to environmental conservation, and promote sustainable development.

Specifically, Tien Phong Plastic has established energy consumption standards at its production factories and implements annual energy efficiency improvements:

- Energy-saving solutions implemented in recent years include installing inverters for air compressor motors, replacing conventional lighting with energy-saving LED bulbs, investing in two new inverter-based Chillers to replace low-efficiency old Chillers, replacing underloaded water pumps, installing two time-controlled water heater systems in male and female shower rooms, adding an inverter for an 11kW water pump, maintaining the air compressor system at NMPE-PP at a stable pressure of 6.2 bar, using a water cooling tower with a capacity of only 7.5kW instead of a 40kW chiller, and removing 28 high-pressure lamps from the factory lighting system. These measures resulted in an electricity savings of 814,344 kWh. In 2024, three additional energy-saving solutions were implemented: replacing servo motors for injection molding machines, insulating the heating rings of extrusion production lines, and replacing chip-free automatic saws. These initiatives contributed to an additional electricity savings of 520,891 kWh.
- Thanks to the effectiveness of electricity-saving solutions, energy consumption at production factories in 2024 remained below the established thresholds. The actual electricity consumption rate compared to the standard consumption level for each production department in 2024 was as follows:

No.	Product	Unit	Quota	Implementation	Rate (%)
1	PE, PPR pipes	kWh/kg	0.593	0.563	94.9
2	HDPE, PPR fittings	kWh/kg	0.795	0.795	100

*** Product Recycling:**

In pursuit of environmental protection and compliance with legal requirements, Tien Phong Plastic is committed to incorporating recycled materials in the production of its plastic pipes and pipe fittings. Specifically, the products will contain a minimum recycled content of 5% by weight, meeting the required recycling rate standards.

Additionally, the Company has established guidelines and procedures for handling used scrap materials to ensure product quality.

*** Environmental compliance:**

Tien Phong Plastic is a company committed to the "Pioneering Green" orientation. The Company has a dedicated environmental department responsible for monitoring compliance with environmental regulations, thereby minimizing the impact on the environment during production and business operations. Additionally, employees are regularly trained on their environmental protection responsibilities, energy conservation, and compliance with occupational safety and environmental hygiene regulations.

Annually, Tien Phong Plastic engages the Occupational and Environmental Health Center under the Ministry of Industry and Trade to conduct workplace environmental monitoring. Key indicators such as sound levels, lighting, dust, and noise are assessed and consistently meet regulatory standards. In 2024, the Company recorded no environmental violations or penalties.

4. SOCIAL CHARITY ACTIVITIES

In addition to its mission of business development and providing high-quality products for the construction industry, Tien Phong Plastics is always profoundly aware of its social responsibility, striving for sustainable development in parallel with community welfare initiatives. These contributions not only reflect the company's commitment to corporate social responsibility but also express gratitude and a spirit of sharing, helping to enhance quality of life and inspire those facing hardships to overcome challenges.

"Bridges of Love" Program

The "Bridges of Love" program is one of many philanthropic initiatives launched and implemented by Tien Phong Plastics since October 2017, with the goal of bringing heartfelt connections through bridges that span riverbanks, constructing solid transportation infrastructure in underprivileged areas with limited facilities. This initiative contributes to improving the lives of local residents and fostering economic development. Most importantly, it paves the way for children to reach school safely, nurturing their dreams and empowering them to aim higher and go further.

Entering its eighth year, the program has successfully built nearly 120 bridges across 26 provinces and cities nationwide. With each completed bridge, the journey of compassion continues, carrying hope for a more prosperous and fulfilling life in regions still facing hardships.



"Bringing Love Back"

At the beginning of 2024, Tien Phong Plastic continued its journey of spreading love with two meaningful bridge projects: "Bridges of Love" No. 116 – Na Thoi Bridge in Bac Kan and Bridge No. 118 – Kênh Trại Thang Bridge in Hậu Giang. These two projects not only improved travel conditions but also contributed to enhancing the quality of life and boosting the local socio-economic development. Among them, Kênh Trại Thang Bridge is the fourth bridge that Tien Phong Plastic has built in Long Mỹ District, connecting Vinh Viên Town and Vinh Viên A Commune, helping students travel to school more safely, while also serving as a bridge that carries dreams and hopes. The bridge links Vinh Viên Town and Vinh Viên A Commune, opening up a new, solid transportation route, making it safer and more convenient for students of Pham Thi Gao Primary School and Nguyen Thanh Do Secondary School on their way to school. In addition, the bridge helps promote trade between the two areas, bringing economic

development opportunities to local residents. It can be said that the presence of the bridge is a meaningful step forward, contributing to building a brighter and more sustainable future for this land.

On the journey of spreading love, at the end of 2024, the "Bridges of Love" program continues to bring joy and hope to people in remote border areas of Nghe An province. A new bridge - Cha Lan Bridge - has been started construction, opening a safe and convenient road for people here, helping to improve their lives and help children go to school. Cha Lan Bridge is the only solid concrete bridge connecting 219 households with 1,247 Kho Mu people in Huu Lap commune, Ky Son district - one of the poorest communes in Nghe An province, bordering Vietnam - Laos. The area is mainly rugged hills and mountains, deep and fast-flowing streams, making travel extremely difficult, hindering socio-economic development. Cha Lan Bridge is the 117th bridge in Tien Phong Plastic's "Bridges of Love" journey and is also the second bridge that the company has dedicated to ethnic minorities in the border areas of Nghe An province. From now on, every rainy season, people will no longer have to face isolation, food shortages or disruptions in their daily lives. In particular, children will be safe on their path to knowledge. Tien Phong Plastic hopes that Cha Lan Bridge is not only a traffic project, but also a symbol of sharing, connecting kind hearts and bringing a brighter future to people in poor border areas.

"A Warm Tet of Military-Civilian Solidarity"



The joy of Cha Lan residents upon receiving a new bridge became even more complete as they experienced, for the first time, the vibrant atmosphere of a Tet festival. This special event, "A Warm Tet of Military-Civilian Solidarity," was organized by Tien Phong Plastics in collaboration with the Military Command of Ky Son District. As a meaningful gift to the community in celebration of Lunar New Year 2025, the program spread warmth and ushered in a Tet filled with love and togetherness, further strengthening the bond between the military and the people. More than just an occasion for connection, the event also fostered a spirit of solidarity, sharing, and the preservation of the nation's cherished cultural traditions.



The program took place in a lively festive atmosphere, featuring vibrant cultural performances by the Kho Mu ethnic community. Meaningful activities such as wrapping Tet cakes, decorating peach blossom trees, and engaging in traditional folk games like campfire gatherings, bamboo pole dancing, and gong playing filled the border region with the colors and sounds of spring. A particularly special highlight was the mesmerizing dances, flute melodies, and Tom folk songs, rich in ethnic identity, performed by the residents of Cha Lan and Noong O villages. Under the flickering campfire light, these performances created a breathtaking scene of cultural heritage and celebration.

On this occasion, Tien Phong Plastics presented meaningful gifts to the residents of Huu Lap Commune, encouraging them to overcome hardships, work diligently, develop the local economy, and improve their livelihoods. These gifts carried not only material value but also heartfelt encouragement, helping to nurture brighter dreams for the younger generation in this remote highland region.

"Accompanying Charitable Associations and Organizations"

Upholding the nation's humanitarian spirit of "Love others as you love yourself," Tien Phong Plastics consistently collaborates with governmental agencies, social organizations, and various entities in numerous humanitarian and charitable activities. These meaningful initiatives aim to support people with disabilities, orphans, and those in particularly difficult circumstances, not only in Hai Phong City but also across the country. On the occasion of Giap Thin Tet 2024 and in response to the "Tet of Compassion" movement, Tien Phong Plastics collaborated with the Hai



Phong Red Cross Society and Charity Association to donate 250 Tet gift packages, including financial support, food, and essential supplies, to disadvantaged families, Agent Orange victims, former youth volunteers, and others in need. The total funding for this initiative amounted to VND 125 million.

Additionally, the company continued its sponsorship of 6 elderly individuals without family support, as connected by the Hai Phong Charity Association, bringing warmth and care during the festive season. Furthermore, Tien Phong Plastics donated 50 bicycles to underprivileged students in Hai Phong, providing them with encouragement and practical support to continue their education. Continuing its commitment to local social welfare initiatives, and in response to the 2024 "Month for the Poor" and the nationwide movement "The Entire Nation Unites for the Poor, Leaving No One

Behind," launched by the Prime Minister, Tien Phong Plastics contributed VND 300 million to Hai Phong City's "For the Poor" Fund, helping to improve the lives of those in difficult circumstances. Additionally, the company partnered with the Yen Bai Association for Supporting Martyrs' Families to donate VND 180 million for the construction of 3 gratitude houses for the families of fallen soldiers, as a heartfelt tribute to those who sacrificed for the nation.

Tien Phong Plastics hopes that these meaningful initiatives will continue to expand, reaching not only Hai Phong but also other provinces, inspiring more philanthropists to join in supporting those in need. Through these efforts, the company aims to create greater opportunities for disadvantaged individuals to strive for a better life.

"Joining Hands to Overcome the Aftermath of Typhoon Yagi"

Typhoon No. 3 caused severe damage to the northern provinces, particularly Hai Phong, Quang Ninh, and mountainous and midland areas. Prolonged heavy rainfall led to flooding, flash floods, and landslides, resulting in significant loss of life and property, directly impacting the livelihoods of thousands of households. Despite being heavily affected by this historic storm, Tien Phong Plastic prioritized the spirit of solidarity and mutual support, extending a helping hand to flood-stricken communities. With the enthusiastic response of the Board of Management and all employees, Tien Phong Plastic organized a donation campaign and promptly contributed VND 550,000,000 through the Vietnam Fatherland Front and local authorities.

This contribution was a heartfelt effort from each employee, as everyone voluntarily donated half a day's wages with the sincere hope of providing encouragement and practical support to those in disaster-stricken areas. Tien Phong Plastics firmly believes that with the collective support of society and the unity of the community, affected regions will soon recover, rebuild their lives, and look forward to a brighter future.

"Safe School Gate Initiative"



In support of the "Safe School Gate" initiative, which aims to reduce traffic congestion and accidents while raising awareness among teachers, parents, and students about traffic safety regulations, Tien Phong Plastics has taken proactive steps to promote a safer traffic environment. In 2024, the company donated over 1,000 high-quality helmets to primary and secondary school students in Khoi Nghia Commune, Tien Lang District, Hai Phong City. Additionally, in collaboration with the Red Cross of Bac Kan Province, Traffic Police Team 2 of Hung Yen Province, and Yen Dinh District Traffic Police of Thanh Hoa Province, Tien Phong Plastics provided nearly 4,000 helmets to students of Yen Dinh High School, Hung Yen College of Electromechanics, and local residents in Bac Kan.

While many challenges remain, ensuring safety on the road must always be a top priority. Through this practical initiative, Tien Phong Plastics hopes to spread the message of traffic safety more widely and encourage people to adhere to traffic laws - not only for their own protection but also for the well-being of their families and communities. This helmet donation program is part of a long-term effort by the company to work alongside traffic police forces in various regions, bringing joy and ensuring safer journeys for people across the country.

Youth Union's Community Activities

- On the occasion of Lunar New Year Giap Thin 2024, the company's Youth Union collaborated with Suc Khoe & Doi Song Newspaper and various organizations to visit and present gifts to pediatric patients and underprivileged families at Hai Phong Children's Hospital and other areas in the city. The company provided 10 gift packages, each worth VND 500,000, and donated a total of VND 13,600,000 to support families in particularly difficult circumstances.
- Throughout 2024, the Youth Union partnered with the Youth Unions of Cau Tre Ward, Ngo Quyen District Police, and Thai Phien High School to organize training sessions on fire prevention and firefighting, traffic safety, digital transformation, waste classification, and environmental protection. Through three campaigns, the program collected 3,500 kg of scrap paper, over 2,000 plastic bottles and cans, and 200 used batteries, raising VND 15 million for the "School Bag for Students in Need" initiative. As part of this initiative, the company donated 60 school bags worth VND 15 million to 60 disadvantaged students from four units.
- Conducted awareness sessions for 120 young people on "Online Scams and Traffic Safety", while distributing hundreds of helmets, raincoats, and other gifts valued at VND 10 million to students and parents, helping ensure their safety on the way to school.
- Contributed to the "Warm Winter 2024" and "Spring of Volunteerism 2025" programs with a total donation of over VND 20 million.
- Sponsored scholarships worth VND 5 million for 10 disadvantaged children at Anh Dung Kindergarten, Duong Kinh District, on the occasion of Mid-Autumn Festival 2024.
- Provided 14 cash support packages to underprivileged families in Ngo Quyen and Kien An Districts for Lunar New Year At Ty 2025, totaling VND 7 million.

Chapter

VIII

FINANCIAL STATEMENTS



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CORPORATE INFORMATION

Enterprise Registration Certificate No.	0200167782	30 December 2004
	The Company’s Enterprise Registration Certificate has been amended several times, the most recent of which is dated 1 August 2024. The Enterprise Registration Certificate was issued by the Hai Phong Department of Planning and Investment.	
Board of Management	Mr. Dang Quoc Dung	Chairman
	Mr. Noboru Kobayashi	Vice Chairman
	Mr. Chu Van Phuong	Member
	Mr. Tran Ngoc Bao	Member
	Mr. Bui Duc Long	Member
	Mr. Dao Anh Thang	Independent Member
Board of General Directors	Mr. Chu Van Phuong	General Director
	Mr. Tran Nhat Ninh	Deputy General Director -Technology
	Mr. Nguyen Van Thuc	Deputy General Director - Production
	Ms. Ngo Thi Thu Thuy	Deputy General Director - Internal Affairs
	Mr. Tran Ngoc Bao	Deputy General Director - Finance
Audit Committee	Mr. Dao Anh Thang	Chairman
	Mr. Bui Duc Long	Member
Registered Office	No. 2 An Da Road, Lach Tray Ward, Ngo Quyen District, Hai Phong City, Vietnam	
Auditor	KPMG Limited Vietnam	

1. STATEMENT OF THE BOARD OF GENERAL DIRECTORS

The Board of General Directors of Tien Phong Plastic Joint Stock Company ("the Company") presents this statement and the accompanying consolidated financial statements of the Company for the year ended 31 December 2024.

Tien Phong Plastic Joint Stock Company's Board of General Directors is responsible for the preparation and true and fair presentation of the consolidated financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises and the relevant statutory requirements applicable to financial reporting. In the opinion of the Company's Board of General Directors:

- (a) the consolidated financial statements set out on pages 5 to 47 give a true and fair view of the consolidated financial position of the Company as at 31 December 2024, and of its consolidated results of operations and its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises and the relevant statutory requirements applicable to financial reporting; and
- (b) at the date of this statement, there is no reason to believe that the Company and its subsidiaries will not be able to pay its debts as and when they fall due.

The Board of General Directors has, on the date of this statement, authorised the accompanying consolidated financial statements for issue.

On behalf of the Board of General Directors,



Chu Van Phuong
General Director

Hai Phong, 25 March 2025

2. INDEPENDENT AUDITOR'S REPORT

To the Shareholders and Board of Management
Tien Phong Plastic Joint Stock Company

We have audited the accompanying consolidated financial statements of Tien Phong Plastic Joint Stock Company ("the Company") and its subsidiaries, which comprise the consolidated balance sheet as at 31 December 2024, the consolidated statements of income and cash flows for the year then ended and the explanatory notes thereto which were authorised for issue by the Company's Board of General Directors on 25 March 2025, as set out on pages 5 to 47.

Management's Responsibility

The Company's Board of General Directors is responsible for the preparation and true and fair presentation of these consolidated financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises and the relevant statutory requirements applicable to financial reporting, and for such internal control as the Board of General Directors determines is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated 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 consolidated financial statements are free of 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 auditor's judgement, 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 auditor considers internal control relevant to the Company's preparation and true 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 Company's Board of General Directors, 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.

Auditor's Opinion

In our opinion, the consolidated financial statements give a true and fair view, in all material respects, of the consolidated financial position of Tien Phong Plastic Joint Stock Company and its subsidiaries as at 31 December 2024 and of their consolidated results of operations and their consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises and the relevant statutory requirements applicable to financial reporting.

KPMG Limited

Vietnam

Audit Report No. 24-02-00231-25-2



Phan My Linh

Practicing Auditor Registration
Certificate No. 3064-2024-007-1

Deputy General Director

Hanoi, 25 March 2025

Phan Thi Thuy Linh

Practicing Auditor Registration
Certificate No. 3065-2024-007-1

3. CONSOLIDATED BALANCE SHEET

CONSOLIDATED BALANCE SHEET AS AT 31 DECEMBER 2024

"Form B 01 – DN

(Issued under Circular No, 200/2014/TT-BTC dated 22
December 2014 of the Ministry of Finance)"

	Code	Note	31/12/2024 VND	1/1/2024 VND
ASSETS				
"Current assets (100 = 110 + 120 + 130 + 140 + 150)"	100		4,472,882,423,054	3,501,190,530,399
Cash and cash equivalents	110	4	532,864,832,803	485,324,285,487
Cash	111		291,883,664,188	474,782,229,711
Cash equivalents	112		240,981,168,615	10,542,055,776
Short-term financial investments	120		2,492,000,000,000	950,000,000,000
Held-to-maturity investments	123	5(a)	2,492,000,000,000	950,000,000,000
Accounts receivable – short-term	130		428,249,651,492	889,524,952,669
Accounts receivable from customers	131	6	388,318,659,135	869,315,928,192
Prepayments to suppliers	132	7	66,751,850,700	48,015,836,819
Other receivables	136	8	28,721,429,057	27,162,774,191
Allowance for doubtful debts	137	9	(55,542,287,400)	(54,969,586,533)
Inventories	140	10	1,005,126,876,948	1,158,634,823,678
Inventories	141		1,005,160,488,222	1,158,634,823,678
Allowance for inventories	149		(33,611,274)	-
Other current assets	150		14,641,061,811	17,706,468,565
Short-term prepaid expenses	151		12,467,355,826	16,898,722,913
Deductible value added tax	152		1,757,070,115	363,978,613
Taxes and others receivable from State Treasury	153	18	416,635,870	443,767,039
"Long-term assets (200 = 220 + 240 + 250 + 260)"	200		1,941,989,104,469	1,952,508,608,465
Fixed assets	220		1,265,480,616,982	1,328,548,642,812
Tangible fixed assets	221	11	1,258,375,266,982	1,321,443,292,812
Cost	222		3,186,287,977,774	3,116,054,800,291
Accumulated depreciation	223		(1,927,912,710,792)	(1,794,611,507,479)
Intangible fixed assets	227	12	7,105,350,000	7,105,350,000
Cost	228		16,966,399,107	16,966,399,107
Accumulated amortisation	229		(9,861,049,107)	(9,861,049,107)
Long-term work in progress	240		11,118,996,692	47,357,468,650
Construction in progress	242	13	11,118,996,692	47,357,468,650
Long-term financial investments	250		520,028,184,664	442,338,913,287

Investments in associates	252	5(b)	360,002,996,064	337,713,724,687
Equity investments in other entities	253	5(c)	101,360,188,600	95,960,188,600
Allowance for diminution in the value of long-term financial investments	254	5(c)	(1,335,000,000)	(1,335,000,000)
Held-to-maturity investments	255	5(a)	60,000,000,000	10,000,000,000
Other long-term assets	260		145,361,306,131	134,263,583,716
Long-term prepaid expenses	261	14	144,555,266,991	133,239,678,683
Deferred tax assets	262	15	806,039,140	1,023,905,033
TOTAL ASSETS (270 = 100 + 200)	270		6,414,871,527,523	5,453,699,138,864

	Code	Note	31/12/2024 VND	1/1/2024 VND
RESOURCES				
LIABILITIES (300 = 310)	300		2,748,497,317,518	2,338,199,851,626
Current liabilities	310		2,748,497,317,518	2,338,199,851,626
Accounts payable to suppliers	311	16	313,880,517,607	313,255,093,379
Advances from customers	312	17	668,967,092,614	10,500,805,769
Taxes and others payable to State Treasury	313	18	71,943,353,295	59,998,511,380
Payables to employees	314		54,748,719,227	60,930,665,983
Accrued expenses	315	19	121,204,259,409	147,447,718,074
Other payables – short-term	319	20	29,134,580,844	23,850,827,773
Short-term borrowings	320	21	1,481,765,662,365	1,702,740,302,881
Bonus and welfare fund	322	22	6,853,132,157	19,475,926,387
EQUITY (400 = 410)	400		3,666,374,210,005	3,115,499,287,238
Owners' equity	410	23	3,666,374,210,005	3,115,499,287,238
Share capital	411	24	1,425,322,840,000	1,295,753,340,000
- Ordinary shares with voting rights	411a		1,425,322,840,000	1,295,753,340,000
Investment and development fund	418	26	1,217,621,008,916	1,174,251,384,986
Retained profits	421		1,023,430,361,089	645,494,562,252
- Retained profits brought forward	421a		287,770,849,552	280,442,842,735
- Profit for the current year	421b		735,659,511,537	365,051,719,517
TOTAL RESOURCES (440 = 300 + 400)	440		6,414,871,527,523	5,453,699,138,864

Prepared by:

Approved by:


Luu Thi Mai
Chief Accountant

Tran Ngoc Bao
Deputy General Director - Finance

Chu Van Phuong
General Director

4. CONSOLIDATED INCOME STATEMENT

CONSOLIDATED STATEMENT OF INCOME FOR THE YEAR ENDED 31 DECEMBER 2024

"Form B 02- DN/HN

(Issued under Circular No. 202/2014/TT-BTC dated 22
December 2014 of the Ministry of Finance)"

	Code	Note	2024 VND	2023 VND
Revenue from sales of goods	01	28	5,828,549,177,536	5,304,817,250,684
Revenue deductions	02	28	171,985,363,041	128,954,581,097
Net revenue (10 = 01 - 02)	10	28	5,656,563,814,495	5,175,862,669,587
Cost of sales	11	29	3,886,614,549,588	3,619,645,131,711
Gross profit (20 = 10 - 11)	20		1,769,949,264,907	1,556,217,537,876
Financial income	21	30	91,589,707,089	65,716,937,083
Financial expenses	22	31	139,218,133,590	159,186,702,558
In which: Interest expense	23		48,945,955,598	90,107,847,382
Share of profit in associates	24	5(b)	22,789,046,377	14,883,353,367
Selling expenses	25	32	632,851,000,442	632,394,350,574
General and administration expenses	26	33	227,199,971,559	190,068,009,046
"Net operating profit {30 = 20 + (21 - 22) + 24 - (25 + 26)}"	30		885,058,912,782	655,168,766,148
Other income	31		9,160,434,942	5,564,988,483
Other expenses	32		5,769,282,925	1,451,283,306
Results of other activities (40 = 31 - 32)	40		3,391,152,017	4,113,705,177
Accounting profit before tax (50 = 30 + 40)	50		888,450,064,799	659,282,471,325
Income tax expense – current	51	35	152,572,687,369	99,630,025,347
Income tax expense – deferred	52	35	217,865,893	237,725,461
Net profit after tax (60 = 50 - 51 - 52)	60		735,659,511,537	559,414,720,517
Earnings per share				Restated
Basic earnings per share	70	36	4,661	3,537

Prepared by:

Approved by:


Luu Thi Mai
Chief Accountant

Tran Ngoc Bao
Deputy General Director - Finance

Chu Van Phuong
General Director

5. CONSOLIDATED CASH FLOW STATEMENT

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2024 (INDIRECT METHOD)			
"Form B 03 – DN/HN (Issued under Circular No. 202/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance)"			
	Code	2024 VND	2023 VND
CASH FLOWS FROM OPERATING ACTIVITIES			
Profit before tax	01	888,450,064,799	659,282,471,325
Adjustments for			
Depreciation and amortisation	02	152,906,892,624	158,967,923,146
Allowances and provisions	03	606,312,141	(10,830,328,344)
Exchange (gains)/losses arising from revaluation of monetary items denominated in foreign currencies	04	(93,225,592)	164,314,320
Profits from investing activities	05	(114,991,321,047)	(78,305,252,963)
Interest expense	06	48,945,955,598	90,107,847,382
Operating profit before changes in working capital	08	975,824,678,523	819,386,974,866
Change in receivables	09	495,577,036,719	74,536,577,741
Change in inventories	10	153,474,335,456	380,226,749,897
Change in payables and other liabilities	11	622,826,050,394	31,184,726,561
Change in prepaid expenses	12	(10,547,783,493)	2,066,815,212
		2,237,154,317,599	1,307,401,844,277
Interest paid	14	(50,542,028,828)	(91,096,728,796)
Income tax paid	15	(134,752,586,784)	(81,623,702,942)
Other payments for operating activities	17	(67,832,049,000)	(1,864,854,000)
Net cash flows from operating activities	20	1,984,027,652,987	1,132,816,558,539
NET CASH FLOWS FROM OPERATING ACTIVITIES			
Payments for additions to fixed assets	21	(76,267,754,519)	(87,093,328,723)
Proceeds from disposals of fixed assets	22	996,181,819	537,181,818
Placement of deposits with terms of more than 3 months and investment in bonds	23	(3,092,000,000,000)	(1,410,000,000,000)
Receipts from collecting deposits with terms of more than 3 months	24	1,500,000,000,000	882,857,808,219
Payments for investments in other entities	25	(5,400,000,000)	-
Receipts of interests and dividends	27	86,708,070,413	56,354,635,221
Net cash flows from investing activities	30	(1,585,963,502,287)	(557,343,703,465)

	Code	2024 VND	2023 VND
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from borrowings	33	3,667,473,186,002	3,495,320,036,145
Payments to settle loan principals	34	(3,888,447,826,518)	(3,494,199,870,329)
Payments of dividends	36	(129,575,334,000)	(259,150,668,000)
Net cash flows from financing activities	40	(350,549,974,516)	(258,030,502,184)
Net cash flows during the year (50 = 20 + 30 + 40)	50	47,514,176,184	317,442,352,890
Cash and cash equivalents at the beginning of the year	60	485,324,285,487	167,926,602,716
Effect of exchange rate fluctuations on cash and cash equivalents	61	26,371,132	(44,670,119)
Cash and cash equivalents at the end of the year (70 = 50 + 60 + 61) (Note 4)	70	532,864,832,803	485,324,285,487

Prepared by:



Luu Thi Mai
Chief Accountant

Approved by:





Tran Ngoc Bao
Deputy General Director - Finance

Chu Van Phuong
General Director



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