



CÔNG TY CỔ PHẦN VĂN HÓA TÂN BÌNH
TAN BINH CULTURE JOINT STOCK COMPANY

Số: 07/2026/CBTT-ALT

No. 07/2026/CBTT-ALT

V/v: Công bố thông tin định kỳ

Regarding : Periodic information disclosure

Tp.Hồ Chí Minh, ngày 17 tháng 04 năm 2026

Hồ Chí Minh City, April 17, 2026

Kính gửi: - SỞ GIAO DỊCH CHỨNG KHOÁN HÀ NỘI

To: - HANOI STOCK EXCHANGE

- Tổ chức niêm yết (Listed Organizations): **CÔNG TY CỔ PHẦN VĂN HÓA TÂN BÌNH (TAN BINH CULTURE JOINT STOCK COMPANY)**
- Tên Giao dịch (Transaction Name): **ALTA**
- Mã chứng khoán niêm yết (Listed stock code): **ALT**
- Nội dung (Content): Báo cáo Thường niên năm 2025 (2025 Annual Report).
- Đường dẫn tham khảo tài liệu (Document reference links): Trang thông tin điện tử của Công Ty Cổ phần Văn hóa Tân Bình - ALTA www.altacom.vn (từ ngày 17/04/2026) (Website of Tan Binh Culture Joint Stock Company – ALTA www.altacom.vn (from April 17, 2026)).

Chúng tôi cam kết chịu trách nhiệm trước pháp luật về các nội dung công bố thông tin này (We are committed to taking responsibility before the law for the contents of this information disclosure).

Trân trọng kính chào (Sincerely,)

Tài liệu đính kèm/Attached documents

Báo cáo thường niên năm 2025

Annual report 2025

NGƯỜI CÔNG BỐ THÔNG TIN

(INFORMATION DISCERNERS)

CÔNG TY
CỔ PHẦN
VĂN HÓA
TÂN BÌNH

Digitally signed by CÔNG TY
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HOÀNG MINH ANH TỬ
Tổng Giám Đốc

VISION & ACTION

YOUR SINCERE FRIEND

With a sustainable development strategy and a solid foundation, Alta continuously creates value for shareholders and the community.



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General Introduction

[About ALTA](#)

CHARTER CAPITAL

61,725,230,000 VND

Equivalent to 6,172,523 shares · Par value 10,000 VND/share

BUSINESS INFORMATION

Company name

Tan Binh Culture Joint Stock Company

English name

ALTA Company

Abbreviation

ALTA

Stock code

ALT — HNX

Business Registration No.

0301420079

Head office

Lot II-3, Industrial Cluster 2, Street No. 11, Tan Binh Industrial Park, Tay Thanh Ward, HCMC

Contact & Financial Highlights

[Contact & Financial Highlights](#)

CAPITAL STRUCTURE

Charter capital

61,725,230,000 VND

Owner's equity

222,727,022,972 VND

Stock code

ALT · HNX Exchange

CONTACT

Address

Lot II-3, Industrial Cluster 2, Street No. 11, Tan Binh Industrial Park, Tay Thanh Ward, HCMC

Phone

028-38162885 | 028-38162887

Email / Website

alta@alta.com.vn · www.alta.com.vn

BRIEF DESCRIPTION

Industry

Packaging production, media, information technology

Year established

1989

Type

Listed Joint Stock Company

Message from the Chairman of the BoD

Dear Shareholders, Partners, Customers and all employees of Tan Binh Culture Joint Stock Company,

The 2025 Landscape

The year 2025 took place in the context of a gradually recovering global economy, but still with potential risks from geopolitical fluctuations, inflationary pressures, and growth differentiation between regions. Domestically, the business environment continued to improve, but competitive pressure remained high.

In this context, ALTA proactively expanded operations in a focused direction — concentrating on green development and applying technology to production and business. The 3R Packaging Regeneration Station project (Reduce – Reuse – Recycle) continued to be implemented, demonstrating commitment to the circular economy. At the same time, the Company accelerated digital transformation in operations and internal governance.

Financial Results

Regarding financial results, in 2025 the Company recorded stable business indicators, reflecting efforts to maintain effective operations in a volatile market context.

2026 Direction

Moving into 2026, ALTA is determined to continue pursuing a sustainable growth model, in which green development and technology are two priority pillars. The Company will promote environmentally friendly production solutions, apply artificial intelligence in operations, consolidate the domestic market and develop quality human resources.

The motto "ALTA – A Sincere Connection Partner" is the guiding principle throughout the Company's conduct with all partners, customers and employees. Through more than 40 years of development, ALTA understands that sustainability does not come from hasty steps, but from a foundation of trust maintained through many generations.

On behalf of the Board of Directors, I would like to send my sincere thanks and most respectful greetings to you all!

Chairman of the Board of Directors

(signed)

La The Nhan

2025 Financial Highlights

NET REVENUE



426 billion VND

▲ 3% compared to 2024

PROFIT AFTER TAX



11.3 billion VND

▲ 257% compared to 2024

OWNER'S EQUITY



222.7 billion VND

Stable growth over the years

"ALTA – A Sincere Connection Partner"
More than 40 years of formation and development

Development Milestones



I [1989-2008]:

LAYING THE CORE FOUNDATION

Year [1989]

The predecessor of ALTA Company was Tan Binh General Culture Company - a State-owned enterprise, established in 1989. Operating under the structure "Service - Trade - Production" mainly in the cultural field in the domestic market.

Year [1999]

Investment in Export Packaging Production Project, investment capital 12 billion VND, capacity 2,400 tons/year, adding 120 employees. Investment in Electronic Color Separation System, investment capital 03 billion VND, capacity 50 million cm² film/year, adding 20 employees.

Year [2001]

Construction of the relocation and new investment project for ALTA Factory located in Tan Binh Industrial Park, total investment capital 80 billion VND, including factory construction and land lease 20 billion VND, adding 200 employees.

Year [2008]

On the occasion of the 10th anniversary of equitization (1998-2008), ALTA inaugurated and opened ALTA PLAZA Trade & Entertainment Center on July 26, 2008 at 91B2 Pham Van Hai Street, Ward 3, Tan Binh District, HCMC with a total usable area of over 7,000 m². On this occasion, ALTA also put into operation the 3D TurboRide multi-dimensional cinema and Laser Game Electronic Sports Technology Area – the first in Vietnam.

Development Milestones (continued)



II [2009-2026]:

MODERNIZATION AND SUSTAINABLE DEVELOPMENT

Year [2015]

Implementing the Resolution of the 2015 Annual General Meeting of Shareholders, the Company completed the capital increase by increasing capital from owner's equity. At the end of the issuance, the company increased by 3,244,590,000 VND, equivalent to a charter capital of 61,725,230,000 VND.

Year [2017]

Establishment of Au Lac Software Development Single Member Limited Liability Company (August 2017).

Year [2024]

Developing the enterprise into a GREEN ENTERPRISE, the Company built the 3R Packaging Regeneration Station Project (Reduce, Reuse, Recycle) to contribute useful solutions to environmental protection.

Year [2026]

Continue the mission of comprehensively developing the Alta ecosystem with technological innovations and expansion investment strategies.

Business Sectors

Multi-sector Ecosystem

01 Engineering Plastics



Production and export of PE plastic packaging, environmentally friendly products.

02 Media & Entertainment



Multimedia advertising, entertainment equipment rental services, electronic sports and music technology.

03 Software Technology



Comprehensive digital transformation to enhance customer experience, improve products – services and optimize operational efficiency.

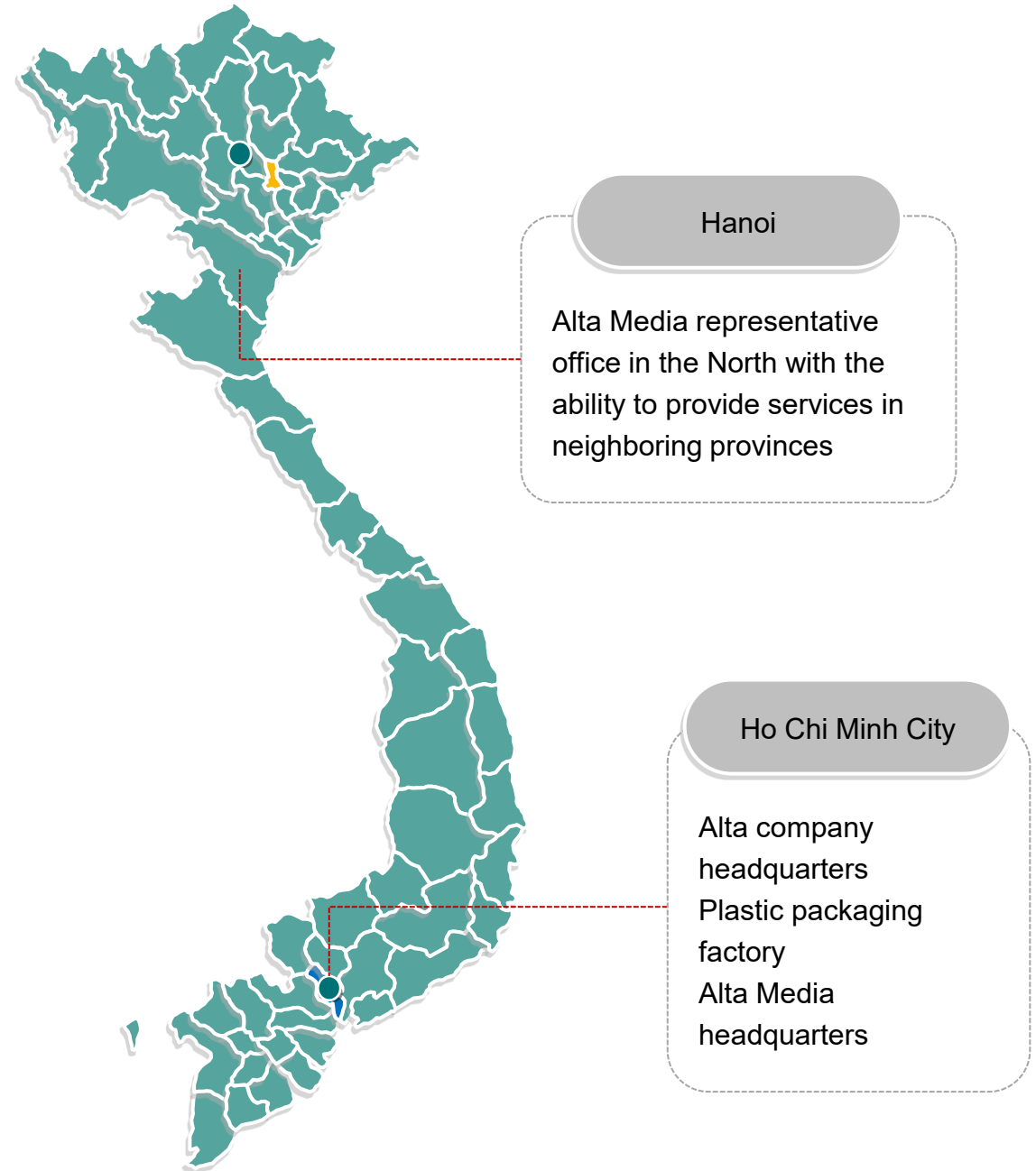
04 Production Infrastructure



Plastic packaging factory with capacity of 5,000 tons/year in Ho Chi Minh City. Alta Media headquarters: center for operation and development of creative advertising technology.

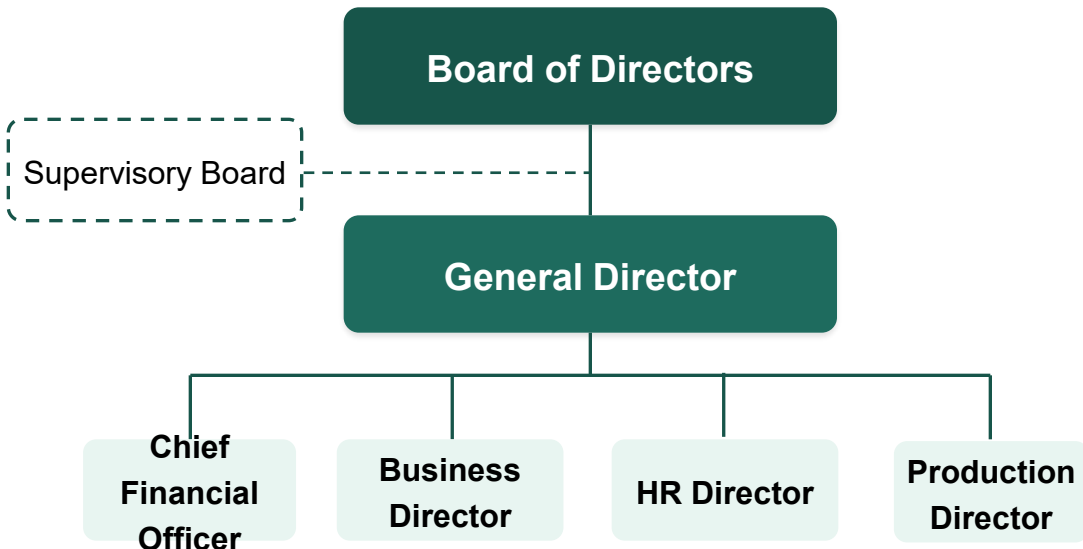
Operating Areas

Nationwide operating scope



Governance and Subsidiaries

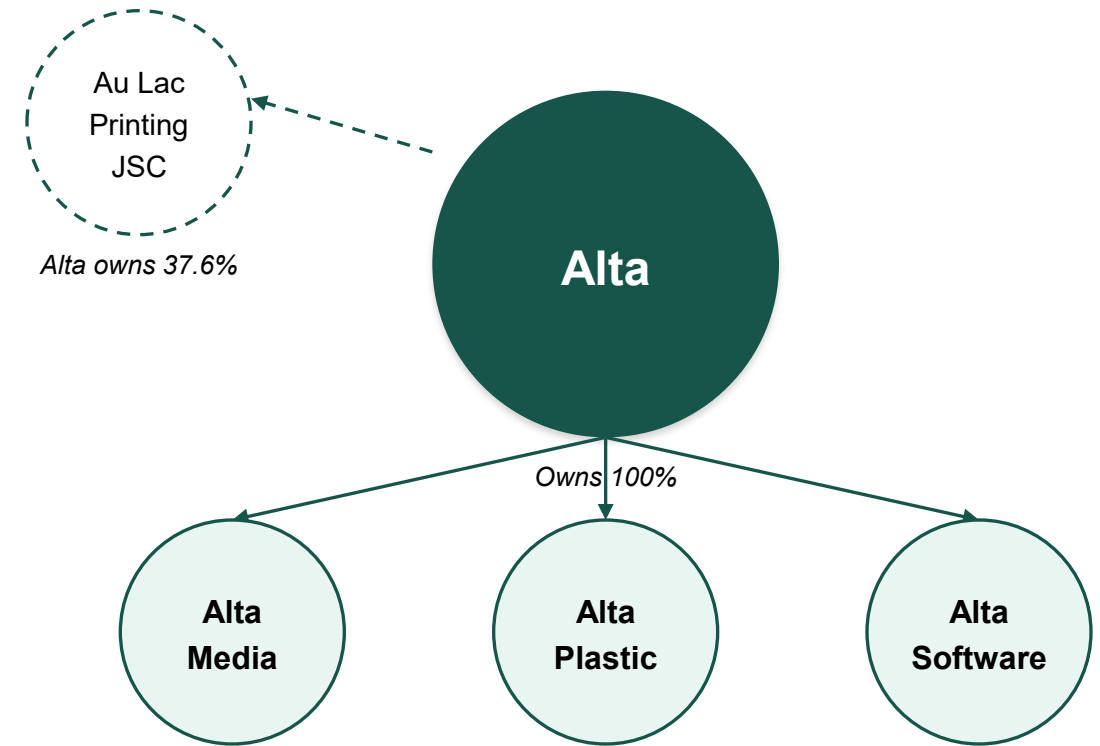
Governance Structure



Alta applies a clear hierarchical governance model, with the **Board of Directors** providing strategic direction and general supervision, the **Supervisory Board** ensuring transparency and compliance, and the **General Director** directly managing business operations through main functional blocks including **Finance, Business, Production and Human Resources**.

Ownership Structure

Parent Company – Subsidiary Model



Alta's ownership structure is organized according to an ecosystem model, in which Alta owns 100% of **Alta Media**, **Alta Plastic** and **Alta Software**, while holding **37.6%** in associated company **Au Lac Printing**. This ecosystem shows the enterprise's orientation to develop multi-sector in the fields of media, engineering plastics and software, with the legal foundation and charter capital of each member unit clearly established.

Board of Directors

Board of Directors Members Term 2020 – 2025

Mr. La The Nhan | Chairman of the Board

Born: 1961 | **Expertise:** Doctor specializing in Diagnostic Imaging

Work experience: Director of Au Lac Printing – Trading – Advertising JSC; Chairman of ALTA Board.

Shares: 295,550 shares (4.79%)

Ms. Lai Thi Hong Diep | Vice Chairman of the Board

Born: 1961 | **Expertise:** Finance – Accounting, Business Administration

Work experience: Associated with ALTA since 1989: Chief Accountant → Financial Director → Executive Director → Deputy General Director → Vice Chairman of the Board.

Shares: 355,863 shares (5.77%)

Mr. Hoang Minh Anh Tu | Board Member and General Director

Born: 1980 | **Expertise:** Information Technology (Canada)

Work experience: Director of Au Lac IT Application & Media Services Single Member LLC (2008). ALTA General Director since 07/2014.

Shares: 560,595 shares (9.08%)

Mr. Doan Thanh Hai | Independent Board Member

Born: 1965 | **Expertise:** Master of Electronics & Telecommunications Engineering

Work experience: Director of Nier Fine Wine Vietnam Company.

Shares: None

Board of Directors (continued)

Mr. Hoang Van Dieu | Board Member

Born: 1953 | **Expertise:** Economics, Politics

Work experience: Company founder. ALTA General Director from 1989 to June 30, 2014.

Shares: 582,000 shares (9.43%)

Mr. Trinh Xuan Quang | Board Member

Born: 1966 | **Expertise:** Business Administration, Master of Politics

Work experience: Full-time Member of the Board of Directors of Liksin Corporation.

Shares: Representing 760,211 Liksin shares (12.32%)

Mr. Nguyen Minh Tuan | Board Member

Born: 1978 | **Expertise:** Master of Finance

Work experience: General Director of ACB Fund Management Company.

Shares: Personal 1,670 shares; Representing 1,051,244 ACB Real Estate shares

Mr. Nguyen Anh Thuan | Independent Board Member

Born: 1960 | **Expertise:** Printing industry specialist

Work experience: Deputy Director of CD Printing Packaging LLC

Shares: None

Board of Management

Board of Directors Members Term 2020 – 2025

Mr. Hoang Minh Anh Tu | General Director

Born: 1980 | **Expertise:** Information Technology (Canada)

Work experience: Director of Au Lac IT Application & Media Services Single Member LLC (2008). ALTA General Director since 07/2014.

Shares: 560,595 shares (9.08%)

Ms. Nguyen Thi Xuan | Chief Financial Officer

Born: 1982 | **Expertise:** Bachelor of Economics

Work experience: Chief Accountant → Financial Director

Mr. Hoang Minh Anh Tai | Business Director

Born: 1982 | **Expertise:** Master of Business Administration

Work experience: Director of Business and Entertainment Services Division of Alta Company – Director of Alta Media Company

Ms. Dinh Thi Tuyet Trinh | Administrative – HR Director

Born: 1978 | **Expertise:** College degree in Tourism

Work experience: Director of Human Resources and General Administration

Mr. Pham Thanh Minh | Production Director

Born: 1986 | **Expertise:**

Mr. Huynh Van Toi | Director of Au Lac Software Company

Born: 1995 | **Expertise:** Information Technology Engineer

Work experience: Employee of Au Lac Software Development Single Member LLC, Director of Au Lac Software Company

Supervisory Board

Mr. Nguyen Van Danh | Head of Supervisory Board

Born: 1965 | **Expertise:** Law – Economics, Doctor of Business Administration

Ms. Thai Thi Phuong | Supervisory Board Member

Born: 1966 | **Expertise:** Foreign Trade Accounting

Ms. Quach Thi Mai Trang | Supervisory Board Member

Born: 1960 | **Expertise:** Intermediate Accounting

Board of Management Report

ASSESSMENT BY THE BOARD OF MANAGEMENT

Looking back objectively and honestly at 2025 operations, the Board of Management assesses this as the year the Company regained profit growth momentum after a 2024 under significant cost pressure.

Regarding business results, consolidated net revenue reached 426.2 billion VND, up 2.7% compared to the previous year. Although revenue growth was not large, more importantly, the revenue structure was adjusted to be more substantial: The Company reduced the proportion of transactions with large value but low margins, focusing on segments that bring higher efficiency. As a result, gross profit increased 28.9% to 64.1 billion VND and gross profit margin recovered from 12.0% to 15.0% — the highest level in the past three years. Profit after tax reached 11.3 billion VND, more than tripling compared to 2024 and exceeding the plan set by the General Meeting of Shareholders (4 billion VND).

Regarding business segment operations, 2025 recorded positive changes across the board. The plastics segment — the Company's revenue pillar — maintained stable scale while significantly improving gross profit margin, reflecting effective product structure adjustment and production cost control. The media segment recorded strong growth in both revenue and profit, partly as a result of LED system investment from the previous year beginning to show effectiveness. The software segment recorded positive gross profit for the first time after a loss in 2024 — although the scale is still small, this is a signal showing a more correct direction in restructuring this segment.

Regarding financial management and working capital, 2025 had many noteworthy points. Short-term receivables decreased 11.5% and inventory decreased sharply by 32.1%, showing improved debt collection efficiency and inventory management closer to actual demand. The debt-to-total assets ratio decreased from 39.7% to 37.9%, the interest coverage ratio increased from 2.19 times to 4.27 times — showing significantly strengthened financial health. The Company continued to maintain negative net debt status, meaning cash and short-term investments remained larger than total debt, which is an important foundation for responding to unexpected fluctuations.

Board of Management Report (continued)

However, the Board of Management also frankly acknowledges remaining limitations. Selling expenses increased 30.8% — significantly higher than revenue growth rate — which is a problem that needs tighter control in 2026. Free Cash Flow in 2025 remained negative (-5.5 billion VND) due to high fixed asset investment. This is acceptable during the expansion investment phase, but the Company needs to monitor closely to ensure these investments convert into positive operating cash flow in the near future. Net profit margin of 2.3%, although improved from 0.76% in 2024, still has a gap compared to the average level of the 2018–2022 period and needs to continue to be raised.

Regarding personnel, the Company continued to maintain a stable workforce with a high proportion of indefinite-term contracts, reflecting the team's attachment to the Company. The KPI-based salary and bonus policy was maintained consistently, ensuring fairness and creating motivation for employees.

Overall, the Board of Management assesses 2025 as the year the Company implemented the right direction: selective growth, improved profit quality, and strengthened financial foundation. These results create a basis for ALTA to continue implementing development goals in 2026 with a more proactive mindset.

2025 Highlights

+28.9%

Gross profit

x3

PAT compared
to 2024

15.0%

Gross profit
margin (3Y high)

-32.1%

Inventory

“2025 — The Company implemented the right direction: selective growth, improved profit quality, and strengthened financial foundation.”

Board of Directors Report

GENERAL ASSESSMENT BY THE BOARD OF DIRECTORS

Assessment by the Board of Directors on aspects of the Company's operations

In 2025, the Company's production and business operating context had more favorable signals than 2024, when the business environment gradually became more stable and operating conditions were less pressured than the previous period. However, the Company still faced some objective difficulties and internal challenges, requiring the Management Board to continue to be proactive and flexible in governance and implementation.

In that context, the Board of Directors assesses that the Management Board has made many efforts to maintain stable production and business operations, maintain existing markets, develop new customers, while continuing to improve organizational structure and enhance operational efficiency. As a result, the Company not only maintained stable operations in all aspects but also **exceeded the profit plan assigned by the General Meeting of Shareholders**, thereby reflecting the effectiveness of management solutions and the efforts of the entire system.

General advantages

Regarding favorable factors, the Board of Directors notes that the Company continues to maintain a stable operating foundation, ensuring sufficient financial resources to serve production and business needs in a timely manner. The Company also continues to promote research, development and product improvement capabilities, gradually better meeting market needs and consumption trends. In addition, the organizational structure continues to be reviewed and improved in a more reasonable direction, contributing to improving coordination efficiency between departments, promoting the capacity of existing staff and supporting development orientation in the next period.

General difficulties

However, the Company still faces some general difficulties. The skilled workforce continues to thin due to age factors and the impact of quality labor migration to other localities; meanwhile, on-site succession training needs more attention to meet long-term development requirements. In addition, although the market has shown more positive recovery signs than 2024, consumer and entertainment demand of people in general is still recovering slowly, making consolidating traditional markets while expanding new customer base continue to be a challenge. In addition, workers' income has gradually improved but still faces pressure from increasingly rising living costs, affecting workforce stabilization to some extent.

Board of Directors Report (continued)

BOARD OF DIRECTORS' ASSESSMENT OF THE BOARD OF MANAGEMENT

The Board of Directors assesses that the Board of Management has completed its duties in 2025 and exceeded the plan targets assigned by the General Meeting of Shareholders. After 2024 did not meet the profit plan, the Board of Management frankly acknowledged limitations, adjusted operational priorities and focused on what creates real effectiveness — this is a management attitude that the Board of Directors highly appreciates.

The Board of Directors notes some positive points in management over the past year: production cost control capability has improved, working capital management is more effective, and media segment deployment after the investment phase has begun to show concrete results. These decisions reflect the necessary caution in a complex operating context.

At the same time, the Board of Directors expects the Board of Management to continue to enhance strategic thinking in management: not only meeting short-term plans but also proactively shaping long-term direction for each business segment, building a clearer investment effectiveness evaluation system, and institutionalizing governance processes so the Company operates consistently and is less dependent on individual decisions.

The Board of Directors believes that with the foundation strengthened in 2025, the Board of Management has sufficient conditions to implement 2026 strategic goals proactively and effectively.

“The Board of Directors believes the Board of Management has sufficient conditions to implement 2026 strategic goals proactively and effectively.”

Financial Situation

FINANCIAL INDICATORS

NET REVENUE

426.3 billion VND

▲ 2.8% compared to 2024

NET PROFIT AFTER TAX

11.3 billion VND

▲ 256.6% compared to 2024

TOTAL ASSETS

353.0 billion VND

▼ 1.5% compared to 2024

OWNER'S EQUITY

222.7 billion VND

▲ 3.7% compared to 2024

Financial analysis for 2025

In 2025, the Company recorded **net revenue of 426.3 billion VND**, up **2.8%** compared to the previous year. Operating efficiency improved significantly when **gross profit** reached **64.6 billion VND**, up **30.0%**, bringing **gross profit margin** from **12.0%** to **15.2%**.

Net profit from operating activities reached **13.9 billion VND**, up **163.0%**; **operating profit margin** increased from **1.3%** to **3.3%**. **NPAT** reached **11.3 billion VND**, up **256.6%**; **net profit margin** improved to **2.6%**.

Financial Analysis

ASSET STRUCTURE

Indicator	01/01/2025	31/12/2025
Total assets	358.178	352.967
Current assets	227.274	210.048
Cash & cash equivalents	14.027	10.397
Short-term investments	58.287	76.911
Short-term receivables	99.517	83.904
Inventory	52.839	37.108
Long-term assets	130.903	142.918

Regarding financial management and working capital, 2025 had many notable points. **Receivables** decreased **27.7%** and **inventory** decreased sharply **29.8%**, showing improved debt collection efficiency and inventory management closer to actual demand.

The debt-to-total assets ratio decreased from **40.0%** to **36.9%**, the current ratio increased from **1.62 times** to **1.75 times** — showing strengthened financial health. The Company continues to maintain negative net debt status, meaning cash and short-term investments are still greater than total debt.

Financial Analysis (continued)

OPERATING EFFICIENCY

Indicator	2024	2025
ROA (NPAT/Total assets)	0%	3,17%
ROE (NPAT/Owner's equity)	0%	5,16%
Gross profit margin	12,0%	15,2%
Net profit margin	0%	2,7%

→ ROA and ROE increased sharply thanks to significantly improved business results.

SOLVENCY

Indicator	2024	2025
Current ratio (CA/CL)	1,62	1,75
Quick ratio ((CA-Inventory)/CL)	1,25	1,44

→ Solvency ratios increased slightly, ensuring the Company's financial health.

Financial Structure

FINANCIAL LEVERAGE RATIO

Indicator	2024	2025
Debt/Total assets ratio	40,0%	36,9%
Debt/Owner's equity ratio	66,7%	58,5%

DEBT AND CAPITAL STRUCTURE

Indicator	01/01/2025	31/12/2025
Total liabilities	143.295	130.239
Current liabilities	139.918	120.171
Long-term liabilities	3.377	10.068
Owner's equity	214.883	222.727

→ Total liabilities decreased 9.1%, current liabilities decreased 14.4%. Owner's equity increased 3.7% thanks to retained earnings.

The lower debt ratio is due to the Company proactively reducing the use of financial leverage. The Company has applied Vietnamese Accounting Standards and guidance documents issued by the State. Financial statements are prepared and presented in accordance with all regulations.

From the above figures, it can be seen that the Company has a **stable and healthy financial situation**, while needing to focus on promoting capital use efficiency and enhancing more effective capital management capacity in the coming period.

Organization and Personnel

424
Total personnel

PERSONNEL STRUCTURE BY QUALIFICATION

Qualification	2024	2025
University & above	168	183
College / Intermediate	94	101
Vocational / General	118	115
Other	17	25
Total	397	424

PERSONNEL STRUCTURE BY CONTRACT TYPE

Contract type	2024	2025
Indefinite-term labor contract	285	312
Fixed-term labor contract	86	87
Probation / Seasonal	26	25
Total	397	424

*Data as of 31/12/2025 · Source: ALTA HR Department

Human Resources Policy

01 Salary & bonus policy

Competitive salary policy according to the market, bonuses based on work performance and annual business results.

02 Training & development

Internal and external training programs, enhancing professional capacity and management skills.

03 Benefits & welfare

Social insurance, health insurance, leave, visits, employee support and corporate culture activities.

04 Labor safety

Compliance with labor safety regulations, full protective equipment, periodic fire prevention and fighting training.

2026 Business Plan

BUSINESS PLAN PRODUCTION AND BUSINESS ACTIVITIES YEAR 2026

Alta Ecosystem

CONSOLIDATED NET PROFIT AFTER TAX

8 billion VND

EXPECTED DIVIDEND

10%

2026 Business Plan

OVERVIEW CONTENT

01 2026 plan objectives

Selective growth, risk control, protect financial efficiency.
Consolidated NPAT: 8 billion VND.

02 Macro context assessment

World economy, Vietnam, impact on each industry and management assessment.

03 Strategic direction

Focus on core industries, efficient growth, ecosystem linkage, standardize operations, new industry orientation.

04 Specific objectives & Action directions

NPAT 8 billion VND, revenue management, tighten financial governance, increase linkage, standardize operations.

05 Conclusion & Financial indicators

Core management principles, 2026 plan indicator table.

Macro Context Assessment

WORLD ECONOMY

The world economy maintains growth but at a moderate level, accompanied by many uncertain factors:

- Geopolitical volatility
- Energy price pressure
- Supply chain restructuring trend
- Increasingly complex trade competition
- Trend of tightening standards on environment, emissions and traceability

VIETNAM ECONOMY

Growth prospects remain positive compared to the region, but enterprises will be significantly affected by:

- Differentiated consumer demand
- Input cost pressure
- Interest rates and access to capital
- Longer decision-making time on the customer side
- Caution in private sector investment

IMPACT SUMMARY

Macro factors directly impact the operations of the entire Alta Ecosystem. Each industry faces its own challenges but all have opportunities if they restructure products, enhance solution capacity and increase internal linkage.

Macro Context Assessment

Impact by business segment

ALTA PLASTICS

- Raw material prices may fluctuate strongly, directly affecting cost of goods.
- Customers are more price-sensitive, while quality requirements and order stability are increasingly high.
- Green consumption trends, environmentally friendly materials and recycling create pressure but also open opportunities for product restructuring.

ALTA MEDIA

- Customers tend to tighten marketing, event and display investment budgets.
- Projects will require clear investment effectiveness, progress and operational stability.
- Price competition in LED, event and event technology segments continues to be fierce.
- Conversely, demand for brand experience, digitalization solutions and technology integration is a growth opportunity if the ecosystem has clear solution capacity.

ALTA & NEW INDUSTRIES

Software, R&D, equipment, 3D printing, GREEnfinity, robotics

- Software, R&D, 3D printing, GREEnfinity, robotics segments will have opportunities but only solutions with clear value and viable business models will grow sustainably.
- The role of brand, capability documents and ecosystem integration ability will be more important in closing business opportunities.

Growth Drivers

Strategic factors driving sustainable development

01 Core Competencies

Leverage strengths in core areas, improve product and service quality as a foundation for growth.

02 Multi-sector Ecosystem

Alta Media, Alta Plastic, Alta Software create synchronized solutions, increase value and strengthen internal linkage.

03 Market Expansion

Exploit potential segments, expand presence in target markets, diversify revenue sources.

04 Operational Efficiency

Invest in technology, digital transformation, optimize production – business towards sustainable development.

→ Sustainable growth & Long-term efficiency

Overall Strategy

Alta Group focuses on leveraging core competencies, exploiting the multi-sector ecosystem, expanding markets and promoting digital transformation — creating a solid foundation for the next development phase. The linkage model between Alta Media, Alta Plastic and Alta Software allows providing synchronized solutions, increasing value to serve customers.

Risk Management

Identify and control critical risks

The Company has built a control system to ensure balance between risk costs and risk management costs. The Board of Management is responsible for supervising this process.

Raw material price volatility Medium

Imported materials fluctuate according to international markets. The Company closely monitors prices, plans flexible purchases and researches alternative solutions.

Exchange rate risk Medium

Foreign currency transactions affect production costs. The Company selects appropriate import timing and adjusts plans flexibly.

Interest rate risk Low

Credit debt proportion is low, impact level is not significant. Proactively monitor interest rate policies to make timely decisions.

Legal risk Low

As a joint stock company listed on HNX, subject to Enterprise Law, Securities Law, Tax Law. The Company updates and complies promptly.

Direction & Strategy

ALTA GROUP'S POSITION

Specialized production capacity

Biodegradable packaging, pharmaceutical packaging, multi-purpose soft plastics. Self-manufacture specialized equipment, enhance operational efficiency.

Integrated technology solutions

Leading in LED advertising integrated with creative content, interactive software, simulation technology and digital experience transformation.

Supporting business ecosystem

Multi-sector model: technical plastics, technology media, software, packaging printing and real estate — internal coordination, solution expansion.

CORE STRATEGY

01 Green & sustainable production

Environmentally friendly packaging products, towards green consumption trends

02 Technology & digital transformation

Promote integrated LED solutions, interactive software, IoT and smart management throughout the ecosystem.

03 Market expansion

Develop new customers, access retail systems and large corporations, commercialize specialized equipment.

04 Enhance governance

Improve labor productivity, train succession teams, optimize operating costs and middle management.

05 Leverage ecosystem

Strengthen coordination between member companies, share resources and cross-industry customers.

SWOT Analysis

S — STRENGTHS

Multi-field ecosystem with high complementarity

Plastics, media, technology, packaging value chain — internal coordination.

Practical technical capacity

Self-improve technology, manufacture specialized machinery.

Products aligned with trends

Biodegradable packaging, pharmaceuticals, digital media solutions.

Industry reputation and position

LED integrated with content, interactive software, specialized segments.

O — OPPORTUNITIES

Green consumption trend

Environmental regulations tightening — opportunity for friendly packaging.

Expand distribution channels

New customers, retail systems and large corporations.

Digital economy & digital transformation

IoT, data, automation — opportunity for Alta Media & Software.

Event market recovery

Technology marketing and outdoor advertising recovering.

W — WEAKNESSES

Uneven succession workforce

Training does not meet long-term needs, especially technical and middle management.

Limited product differentiation

Soft plastic technology is common, designs depend on customer requirements.

High working capital pressure

Model requires large capital, long turnover and recovery cycle.

T — THREATS

Strong competition on price & quality

Maintain quality, optimize costs and response speed simultaneously.

Increasing input costs

Materials, certification investment and labor put pressure on profit margins.

Green transition & legal compliance

Green certification requirements, procedures require technology and governance investment.

“Towards sustainable growth, adapting to green transformation and digital transformation.”

Specific Objectives 2026

KEY OBJECTIVES

The Alta ecosystem sets objectives to:

- Achieve 8 billion VND net profit after tax
- Ensure growth accompanied by cash flow stability and risk management

At the same time, aim to:

- Improve revenue quality
- Increase coordination efficiency between member companies

REVENUE MANAGEMENT WITH EFFICIENCY

The entire ecosystem must operate according to the principle: Ensure revenue quality, profit margin and cash recovery speed.

- Increase revenue proportion from products and contracts with added value
- Minimize operational errors, cost overruns and internal waste

TIGHTEN FINANCIAL GOVERNANCE

- Control accounts receivable
- Tighten inventory management
- Manage investment by actual effectiveness
- Limit unnecessary cost overruns
- Monitor effectiveness of each pillar, each project, each product group

STANDARDIZE OPERATIONS

- Build clear processes
- Increase data transparency
- Apply early warning mechanisms for progress, costs, risks
- Reduce dependence on case-by-case handling and individuals

Conclusion

Alta Group 2026 Management Direction

2026 is the year Alta enters a management phase with higher requirements for discipline, efficiency and internal coordination. The target of 8 billion VND net profit after tax and 10% dividend is not only a financial target, but also a measure of the organizational capacity of the entire Alta ecosystem.

In the context of the 2026 economy still having many fluctuations, Alta needs to be

CORE MANAGEMENT PRINCIPLES

- Selective growth
- Revenue with efficiency
- Strictly control costs, receivables and inventory
- Improve operational quality
- Increase linkage between member units
- Gradually shift from decentralized model to systematic and coordinated group model

INCREASE ECOSYSTEM LINKAGE

- Cross-selling between Plastics, Media, Alta and new industries
- Standardize documents, proposals, case studies according to group logic
- Form business opportunity coordination mechanism between units

2026 PLAN FINANCIAL INDICATORS

Unit: VND

Key financial metrics	2025	2026 plan
Profit before tax	13.033.982.600	10.000.000.000
Profit after tax	11.286.332.607	8.000.000.000
Dividend	10%	10%

Shareholder Structure

CHARTER CAPITAL

61,725,230,000 VND

Equivalent to 6,172,523 shares · Par value: 10,000 VND/share

5,736,709

Outstanding shares

0

Preferred shares

435,814

Treasury shares

SHAREHOLDER STRUCTURE

No.	Shareholder Type	Numbers of share	Ratio (%)
I	Domestic Shareholders	5.460.516	88.49%
1	Institutional Shareholders	3.009.349	48.76%
2	Individual Shareholders	2.451.167	39.72%
II	Foreign Shareholders	711.736	11.53%
	Total	6.172.252	100.00%

*Data as of 31/12/2025 · Source: Audited financial statements

List of Major Shareholders


ACB Real Estate Joint Stock Company
Institution
17.03%

1,051,244 shares

LIKSIN Corporation
Institution
12.32%

760,211 shares

Hoang Van Dieu
Board of Directors member
9.43%

582,000 shares

Hoang Minh Anh Tu
General Director / Board of Directors member
9.08%

560,095 shares

Lai Thi Hong Diep
Board of Directors member
5.77%

355,867 shares

La The Nhan
Chairman of the Board of Directors
4.79%

295,550 shares

Closing Words

The Board of Directors would like to express sincere thanks to:

ALTA

General Director

Hoang Minh Anh Tu

Sincerely thank the companionship of:

01

Company members who have been dedicated and worked tirelessly for Alta's development

02

Domestic and foreign suppliers and customers who have stood side by side with Alta despite the difficult journey

03

Media agencies that have facilitated Shareholders to receive updated information on ALT stock code

04

Strategic partners and Dear Shareholders who have trusted, invested capital and contributed ideas to build the Alta brand

05

The Board of Directors commits to making every effort in 2026 to complete the plan assigned by the General Meeting

Tan Binh Cultural Joint Stock Company

SUSTAINABILITY DEVELOPMENT REPORT 2025

SUSTAINABILITY REPORT

In response to the need for transparency regarding contributions to the environment, community, and society, ALTA has developed this Sustainability Report based on a thorough understanding of its responsibilities and mission as a listed company.

In recent years, ALTA's products have consistently been oriented toward environmental and social values, while shaping trends toward friendly and responsible consumption.

Based on its defined sustainability goals, the Company publishes this report as a tool for accountability and commitment to its stakeholders.

Given the scale and scope of its operations, the Company has structured this Sustainability Report to cover the following areas: raw material management, energy consumption, water consumption, environmental law compliance, labor-related policies, community responsibility reporting, green capital market reporting, and governance responsibility.

This report was prepared in accordance with the ESG (Environmental, Social, and Governance) Disclosure Guidelines issued by the Hanoi Stock Exchange in October 2016.

All of this is intended to provide Shareholders and Investors with a comprehensive view of the Company's development and contributions to the broader needs of the environment, community, and society.

1. Management's Commitment

ALTA's quality policy clearly sets out the following key commitments:

Product Quality Assurance:

- *Establish, maintain, and continuously improve the Quality Management System in accordance with ISO 9001:2015. Committed to providing adequate resources and effective measures to ensure all members understand and uphold the production of quality, safe products for users, in compliance with Vietnamese law and the laws of importing countries, while respecting and satisfying the legitimate interests of business partners.*
- *Rigorously control production and service processes to enhance brand credibility and ensure operational efficiency.*

Active Environmental Protection:

- *Establish, maintain, and continuously improve the Environmental Management System in accordance with ISO 14001:2015, with a firm commitment to environmental protection and non-use of polluting materials in production.*
- *Committed to complying with all environmental regulations under Vietnamese law.*
- *Use resources and energy only as truly necessary, promote efficiency and minimize waste, with consideration for recycling and reuse.*

Human Resource Development:

- *Provide a favorable working environment, health care, and ensure occupational safety for all members.*
- *Provide training to enhance skills and career development while strengthening employee welfare.*

Social Responsibility:

- *Define the Company's social responsibility toward the community and respect the legitimate rights of all members of society.*
- *Build corporate culture and develop human relations within the ALTA community based on solidarity, cooperation, initiative, and creativity to achieve the highest performance.*

Occupational Health and Safety for All Members:

- *Establish, maintain, and continuously improve the Occupational Health and Safety Management System in accordance with ISO 45001:2018 to sustainably develop the Alta brand reputation.*
- *Always prioritize the health and safety of all members; create favorable working conditions for employees.*
- *Continuously improve and minimize workplace accidents; safe operation is mandatory for all workers.*

Information Security, Cybersecurity, and Privacy Protection:

- *Establish, maintain, and continuously improve the Information Security, Cybersecurity, and Privacy Management System in accordance with ISO 27001:2022 to sustainably protect Alta's brand reputation and ensure information security for customers and the Company.*
- *Continuously improve and ensure confidentiality of all customer and Company information.*

2. The Path Toward Sustainable Development

- 1993: The Company entered into a joint venture with a Taiwanese partner to be the first in Vietnam to manufacture Luxta single-use scented wet wipes, contributing to environmental protection.
- 2000: The Company was the first in Vietnam to produce masterbatch – an environmentally friendly plastic raw material to replace harmful pigments in consumer plastic products.
- 2002: The Company was the first to manufacture biodegradable packaging for export to Europe and Australia.
- 2005: State President Tran Duc Luong visited the Company's biodegradable packaging production line and requested broader production and distribution to the domestic market.
- 2006: ALTA was awarded the title "REPUTABLE AND QUALITY ENTERPRISE OF 2006" by the Vietnam Enterprise Network based on consumer votes.
- 2007: ALTA won 3rd prize in the inaugural "GREEN ENTERPRISE" award (1st edition, 2006) granted by the Ho Chi Minh City People's Committee on 01/02/2007. This award recognizes outstanding enterprises for their effective and conscious environmental protection activities, contribution to community environmental initiatives, and efforts to eliminate 'green' trade barriers for better access to global markets, especially following Vietnam's accession to the World Trade Organization (WTO).
- 2009: The Company produced ARO self-degradable plastic packaging for household use, which was adopted as a private label by Metro supermarkets.
- 2012: ALTA's biodegradable plastic packaging and ALTA plastic packaging were certified by the Ministry of Natural Resources and Environment as eco-friendly bags.

- 2014: The Company was commended by the Ho Chi Minh City People's Committee for outstanding performance in environmental protection – recipient of the HCMC Environmental Award 2014.
- 2015: The Company was commended by the HCMC Department of Natural Resources and Environment for outstanding achievements in the Program to Reduce the Use of Plastic Bags in Ho Chi Minh City.
- 2016: The Company was awarded the title "Outstanding Industrial Zone Enterprise of Ho Chi Minh City" by HEPZA.
- 2016: The Company launched two new brands: NEAT multi-purpose disposable sheets and OXO scented trash bags.
- 2017: Alta Plastic (a wholly-owned subsidiary of ALTA) was commended by the Department of Natural Resources and Environment for active contributions to the 10-year Waste Recycling Festival Program (2008–2017).
- 2018 – Present: The Company participates annually in the "Ho Chi Minh City Green Living Festival," demonstrating long-term commitment to environmental protection and sustainable development.
- 2023–2025: Participated in the GRECO Exhibition – a specialized event on green growth and sustainable development, helping promote ALTA PLASTIC's eco-friendly packaging products to the community and partners.
- 2024: Alta Plastic received 3rd Prize at the 5th Ho Chi Minh City Environmental Award 2024.
- 2024: Alta Plastic was granted the Vietnam Eco-Label certification for ALTA PLASTIC eco-friendly plastic packaging and ALTA PLASTIC biodegradable plastic packaging.
- 2025: Alta Plastic was re-certified with the Vietnam Eco-Label (2nd issuance) for ALTA PLASTIC biodegradable plastic packaging, reaffirming its commitment to sustainability and product quality.

3. The Company's Current Position in Its Sustainability Journey

- Previously, ALTA manufactured and exported eco-friendly products at the request of foreign customers. Recognizing the need to take action to protect the environment, the Company then developed and expanded the production and use of these products in the domestic market, under the slogan: "THINK OF TOMORROW."
- Since 2000, the Company has embraced the concept of sustainable development: "Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs" (UN Brundtland Commission, 1987). The Company has since launched products such as masterbatch, biodegradable packaging, single-use beach bags, non-woven bags, Luxta wet wipes, Neat multi-purpose disposable sheets, OXO scented trash bags, among others.
- In addition, the Company has established, improved, and maintained a quality management system under ISO 9001 (with updated versions since 2002), and has applied the BRC global food safety standard (British Retailer Consortium) since 2012.
- The Company has built its "GREEN ENTERPRISE" image as a symbol and brand of ALTA – the first equitized enterprise in the cultural industry. Its products and services must meet not only quality and modern standards but also environmental friendliness requirements.
- Since 2006, ALTA has been the first cultural-sector enterprise listed on the Vietnamese stock exchange. Transparent and accurate information disclosure has further enhanced and protected the Company's brand reputation. The Company recognizes that non-financial factors such as environment, society, and corporate governance always impact its image and performance. Shareholders, investors, and customers associate with ALTA through its familiar green logo, the fresh green leaf

on plastic packaging found everywhere, and the friendly and enthusiastic character of ALTA's members.

- Since 2016, ALTA's annual report has, for the first time, integrated a Sustainability Report section to affirm and disclose to the community its commitment to environmental protection goals, community development, and improved corporate governance, bringing the greatest benefit to the growth and well-being of all ALTA members, including shareholders.

Since 2020, ALTA has implemented and obtained international ISO management system certifications, including:

- ISO 9001 – Quality Management System
- ISO 14001 – Environmental Management System
- ISO 27001 – Information Security Management System
- ISO 45001 – Occupational Health and Safety Management System
- ISO 13485 – Medical Device Quality Management System

4. Defining Accountability

- The Board of Directors, as the highest level of leadership, is responsible for setting specific sustainable development objectives and overseeing the process of analysis, consolidation, and sustainability reporting.
- The Management Board is responsible for identifying material issues, forming working groups, and reporting on the preparation and consolidation process.
- Working groups are responsible for collecting data, analyzing the current position, and consulting with stakeholders.

The sustainability report represents the Company's commitment after clearly assessing its current reality, engaging in honest dialogue with stakeholders, and ultimately taking responsibility for continuous improvement.

5. Stakeholder Relationships

ALTA maintains ongoing relationships with the following key stakeholder groups: Shareholders, Consumers, Government, Partners, Distributors, Suppliers, Investors, Media, Community, and Employees.

6. Environmental Sustainability Indicators (E)

Indicator EA – Waste Management

EA.1 – Greenhouse Gas Emissions Management

The Company conducts occupational environmental monitoring measurements on an annual basis, covering the following parameters:

- Microclimate: temperature (°C); humidity (%); wind speed (m/s)
- Physical factors: Lighting (Lux); Overall noise (dBA); Frequency-band noise analysis (Hz)
- Dust factors: Non-silica respiratory dust (mg/m³)

Given the nature of the Company's plastic packaging manufacturing operations, no boilers are used. Additionally, no generators are operated and no exhaust gas treatment systems are installed; therefore, there are no point-source gas emissions.

Most recent monitoring results – dated 09/12/2025:

Microclimate:

- *Temperature: 01/01 samples measured met the Permissible Standard (PS) under QCVN 26:2016/BYT – 100% compliance.*

- Humidity: 01/01 samples met the PS under QCVN 26:2016/BYT – 100% compliance.
- Wind speed: 01/01 samples met the PS under QCVN 26:2016/BYT – 100% compliance.

Lighting:

- 01/01 lighting samples met the Occupational Health Standard (OHS) under QCVN 22:2016/BYT – 100% compliance.

Noise:

- Overall noise: 01/01 samples met the OHS under QCVN 24:2016/BYT – 100% compliance.
- Frequency-band noise analysis: 01/01 samples met QCVN 24:2016/BYT – 50% compliance rate.

Dust:

- 01/01 non-silica respiratory dust samples met the OHS under QCVN 02:2019/BYT – 100% compliance.

EA.2 – Wastewater and Waste Management

- The Company has issued an environmental protection policy to minimize the discharge of polluting wastewater and waste.
- Currently applied measures: The Company's factory has two separate drainage systems – one for domestic wastewater and one for rainwater.
- At the office, wastewater consists primarily of rainwater and domestic water. Domestic wastewater is collected in septic tanks before being discharged to the common drainage system.
- In the production area, no wastewater is generated as water is recycled for cooling recycled pellets before being reintroduced to the production process.
- Employees are reminded to conserve water and reduce wastewater discharge by minimizing water usage.
- Total daily wastewater output of the entire Company is 5.5 m³/day.
- Wastewater samples are periodically collected for analysis to verify compliance with environmental protection standards.

Analysis results – dated 18/10/2025:

No.	Analysis Parameter	Unit	Result	QCVN 40:2011/BTNMT (Value C; Column B)	Analysis Method
01	pH	-	7.03	5.5 – 9	TCVN 6492:2011
02	BOD5	mg/L	28	50	SMEWW 5210B:2023
03	COD	mg/L	46	150	SMEWW 5220C:2023
04	TSS	mg/L	25	100	TCVN 6625:2000
05	N-NH4+	mg/L	2.8	10	TCVN 5988:1995
06	Total Nitrogen	mg/L	13.9	40	TCVN 6638:2000
07	Total Phosphorus	mg/L	1.2	6	SMEWW 4500-P.B&E:2023

Solid domestic waste generated during production is collected daily by the Ho Chi Minh City Urban Environment Company.

Type of Regular Waste	Quantity (kg)/year
Solid domestic waste	24,960
Total	24,960

Hazardous waste: As the Company manufactures plastic packaging, hazardous waste volumes are minimal. ALTA and ALTA PLASTIC (a wholly-owned subsidiary) transfer hazardous waste to the HCMC Urban Environment Company for scheduled disposal. Quantities for 2025 are as follows:

Type of Hazardous Waste	Hazardous Waste Code	Quantity (kg)/year
Fluorescent light bulbs	16.01.06	20
Used oil and lubricants	17.02.03	75
Rags soaked with ink/solvents	18.02.01	805
Discarded soft packaging	18.01.01	606
Total		1,506

Batch 1 – 14/10/2025:

No.	Type of Waste	State (solid/liquid/gas)	Quantity (kg)	Hazardous Waste Code
1	Rags soaked with ink/solvents	Solid	580	18 02 01
2	Used oil and lubricants	Liquid	60	17 02 03
3	Fluorescent light bulbs	Solid	13	16 01 06
4	Discarded soft packaging	Solid	360	18 01 01

Batch 2 – 24/12/2025:

No.	Type of Waste	State (solid/liquid/gas)	Quantity (kg)	Hazardous Waste Code
1	Rags soaked with ink/solvents	Solid	225	18 02 01
2	Used oil and lubricants	Liquid	15	17 02 03
3	Fluorescent light bulbs	Solid	7	16 01 06

4	Discarded soft packaging	Solid	246	18 01 01
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- Minimize the use of chemical agents in environmental cleaning and production.

EA.3 – Total Expenditure on Waste Treatment and Environmental Protection Activities

- Expenditure on solid domestic waste treatment activities in 2025: VND 32,167,576.

Indicator EB – Regulatory Compliance

EB.1 – Compliance with Environmental Regulations

- The Company consistently complies with the Environmental Protection Law No. 72/2020/QH14 (effective 01/01/2022), Decree No. 08/2022/ND-CP (detailed implementation guidelines), and Decree No. 05/2025/ND-CP (amendments to environmental protection regulations including monitoring and environmental quality control).
- Required reports, such as the 2025 Environmental Protection Work Report, have been submitted to relevant authorities: the Ministry of Agriculture and Environment, the Management Board of Export Processing and Industrial Zones, the HCMC Department of Agriculture and Environment, the Tay Thanh Ward People's Committee, and the Tan Binh Industrial Zone Management Board, in compliance with required timelines.

EB.2 – Fines and Penalties

- The Company has no record of violations of the Environmental Protection Law.

Indicator EC – Environmental and Ecosystem Impact

EC.1 – Impacts of Climate Change

- Aware that climate change phenomena such as the greenhouse effect, ozone depletion, and urban heat islands may affect business operations, the Company concentrates all production activities at its factory within an industrial zone – separate from residential areas – with a building density not exceeding 50%, well-ventilated workshops, surrounding greenery, and heat-resistant materials.

EC.2 – Preserved Habitat

- The working environment is safe and free from hazardous agents.

EC.3 – Reducing the Environmental Impact of Products and Services

- During production and business activities, the Company consistently minimizes the environmental impact of its products and services, including: non-use of hazardous materials, rigorous management of material and energy consumption norms, reduction of water usage, minimization of gas emissions, noise, and waste.

EC.4 – Environmental Impact of Transportation of Products, Goods, Materials, and Personnel

- Total transportation costs in 2025: VND 8,251,974,047.

Indicator ED – Resource Use and Management

ED.1 – Resource and Energy Use

Key resource consumption indicators:

- Total electricity consumed: 4,672,135 kWh
- Total water consumed: 7,333 m³/year
- Total fuel used: 111,376 liters
- Total primary raw materials used in production: 5,900 tons

Energy management activities:

- Electrical equipment such as lighting, air conditioning, and fans are designed for energy efficiency and are used throughout the office and factory.
- Sensors and timers are used to switch off unnecessary electrical equipment in regularly used areas such as meeting rooms, storage areas, and offices.
- Employees are encouraged to practice energy conservation; notices are posted reminding staff to turn off lights and air conditioning units.

ED.2 – Recycling Activities

Recycling activity indicators:

- Total weight of recycled plastic pellets used during the year: 652,152 kg.
- The Company runs a Used Plastic Bag Collection and Recycling Program, encouraging the public to bring used plastic bags and exchange them for eco-friendly bags, biodegradable bags, and non-woven bags – promoting a shift away from conventional plastic bags toward self-degradable bags for environmental protection.
- To reduce environmental waste, the Company collects scrap materials from production units and clean plastic bags from customers for reprocessing into plastic pellets. At the production site, scrap from blow molding, cutting, and other processes is collected for recycling. For consumers: an unlimited quantity of clean plastic bags may be exchanged for new bags, with the collected bags transferred to the Recycling Unit. For customers of ALTA biodegradable plastic bags: when bags approach their degradation timeline but have not yet been used, the Company will collect them back.

Circular Economy Development: The Plastic Waste Regeneration Journey Through the Recycle Depot System

- In its efforts to implement environmental protection and create a sustainable lifecycle for plastic products, ALTA (Au Lac Plastics) proudly introduces a cutting-edge technology solution: the Smart Plastic Packaging Collection System (Recycle Depot).
- This is a strategic move toward transitioning from a linear economy to a circular economy model, where plastic waste is no longer an endpoint but a starting point for a new lifecycle.

Smart Collection Technology: The Recycle Depot Machine:

- The Recycle Depot is an automated collection device that enables users to directly participate in the recycling process.
- The machine is designed with a simplified, user-friendly operation in 5 steps:
 - Step 1: User collects empty plastic bottles or aluminum cans.
 - Step 2: Begin interaction with the LCD guidance screen.
 - Step 3: The machine automatically identifies, classifies, and counts bottles/cans inserted into the recycling port.
 - Step 4: The system generates a QR code for users to accumulate points to their personal account, encouraging recycling habits through incentive campaigns.
 - Step 5: Process completion and closure of the collection port.

Expanding the 'Green' Network – Community Outreach:

- To optimize plastic packaging collection, the Recycle Depot network has been widely deployed in key areas. To date, 43 Recycle Depot machines are in operation in major cities including Ho Chi Minh City, Hanoi, Binh Duong, and Hung Yen.

- Installation sites are selected in high-traffic areas to maximize community awareness, including:
 - Shopping malls & supermarkets: Vincom (Times City, Metropolis, Ocean Park...), MM Mega Market, AEON Mall, Satra Mart, Co.op Mart
 - Educational institutions: Van Lang University, Open University, Ly Tu Trong College, Cao Thang Technical College
 - Technology & public spaces: Quang Trung Software City (QTSC), HCMC Digital Transformation Center, Saigon Riverside Park

Vision and Sustainable Impact:

- Launched in 2023, this solution delivers an optimal environmental protection approach, working toward a "Green – Clean – Beautiful" Earth for the future.
- The installation of these collection machines not only reduces plastic waste released into the environment but also ensures clean plastic raw materials are returned to the production process, creating a regenerative cycle.
- Recycling method: Eco-friendly plastic packaging collected from the above sources is brought to the Recycling Unit at ALTA PLASTIC's factory for reprocessing into recycled plastic pellets.

Indicator EE – Supplier Selection

EE.1 – Supplier Selection

The Company evaluates and selects suppliers based on environmental friendliness, applying the following criteria:

- Modern technology that does not cause environmental pollution.
- Good working environment.
- Raw materials supplied do not pose harm to products or consumers.

7. Social Sustainability Indicators (S)

Indicator SA – Products and Services Ensuring Consumer Health and Safety

SA.1 – Products and Services

- The Company has issued ISO procedures for product manufacturing and service provision to ensure the rights, health, and safety of consumers.
- The Company's plastic packaging products meet the BRC standard – the British Retail Consortium (BRC) Global Standard for Food Safety, established in 1998, applicable to food quality and safety control.
- Accordingly, in 2025, the Company had no products returned due to health or safety concerns.

The Company has been awarded the following certifications:

- ISO 9001:2015
- ISO 27001:2022
- ISO 45001:2018
- ISO 14001:2015
- ISO 13485:2016

Indicator SB – Labor Principles

SB.1 – Labor Recruitment

Recruitment approach:

- Recruiting from the labor reserve pool – posting in-house job openings for other positions.
- Posting recruitment announcements in the local area.
- Offering referral incentive bonuses to current employees who introduce production-level workers.
- Engaging with vocational schools, colleges, and universities in the area to accept interns and recruit recent graduates to rejuvenate the workforce.
- Proactively recruiting through online platforms and job websites: timviecnhanh.com, chotot.com, etc.

Recruitment criteria: skills, professional ethics, character, qualifications, integrity, enthusiasm, suitability for the role, etc.

Recruitment priorities include: local candidates, ethnic minorities, young candidates, professional experience, candidates referred by employees or shareholders.

Employee Composition Survey – 2025:

Category	Under 30	Over 30	Male	Female	Ho Chi Minh City	Other Regions
Newly Recruited	92	27	91	28	44	75
Management Level (Team Leader and above)	0	0	0	0	0	0
Total Employees	92	27	91	28	44	75

SB.2 – Prevention of Child Labor and Forced Labor

- The Company firmly prohibits the use of child labor and does not accept any form of forced labor in its operations. If any instance of child labor or forced labor is discovered within any unit or department, the responsible manager will be subject to dismissal.

SB.3 – Occupational Health and Safety

- The Company has fully issued regulations on Occupational Safety, Occupational Hygiene, and Labor Rules for all employees.
- Policies and guidelines have been established to protect the health and safety of employees at the workplace. Periodic training on Occupational Safety, Hygiene, and Labor Rules is organized for all workers.
- The Company is responsible for providing adequate Fire Safety and Prevention (FSP) equipment and personal protective equipment (PPE) appropriate to each type of work (including uniforms, gloves, shoes, helmets, etc.).
- Machinery and equipment are periodically inspected and maintained.
- Comprehensive written guidelines on Occupational Safety, Hygiene, and Labor Rules are provided for employees working with machinery and equipment in production areas or in areas where accidents, fires, or explosions may occur.
- Periodic health examinations for employees are conducted at least once per year.
- Any identified safety risks in production and business operations are immediately remediated upon being reported regarding machinery or equipment malfunctions that could cause occupational accidents or diseases.
- Compliance with regulations giving priority to female workers is ensured.

SB.4 – Training and Human Resource Development

During the year, the Company conducted 10 training sessions for a total of 119 employee participants, including management-level staff.

Training content:

- Labor Rules and Occupational Safety and Hygiene Regulations
- Occupational Safety and Hygiene Training – Labor Protection
- Fire Prevention, Firefighting, and Search & Rescue Drill 2025
- Training for POD Assembly and Operation Staff
- ISO 13485:2016 Awareness Training
- Training for 3D Hologram Projection Equipment Assembly and Operation Staff
- First Aid Training 2025
- Chemical Safety Training and Drill Plan

All costs of the above training programs are borne by the Company.

- Percentage of total employees evaluated for work performance and professional development: 100%.
- Percentage of total employees assessed for performance improvement and professional development: 85%.

SB.5 – Compensation and Remuneration

Salary:

- The Company and employees mutually agree on monthly salary in the Labor Contract, based on requirements, performance, and quality per the Job Description. However, wages paid to employees shall not fall below the regional minimum wage set by the State. (Regional Zone 1 minimum wage in 2025: VND 4,960,000; in 2026: VND 5,310,000.)
- Employees have the right to know the details of all salary components and any deductions applied (if any).
- Employees are eligible for salary increases in accordance with the Company's Compensation and Reward Policy.

Bonuses:

- The Company implements a performance-based bonus scheme for employees in accordance with the Company's Emulation and Reward Policy, or awards performance bonuses based on KPI achievement.
- Additionally, employees may receive special or ad hoc bonuses for outstanding performance, scientific initiatives and innovations, cost-saving efforts, or highly effective contributions that benefit the Company.

Average Income Over the Years:

No.	Year	Average Monthly Salary (VND)
1	2012	4,012,570
2	2013	4,185,806
3	2014	5,449,524
4	2015	6,323,392
5	2016	7,082,200
6	2017	7,940,000
7	2018	8,314,000
8	2019	8,650,000

9	2020	8,260,000
10	2021	9,290,000
11	2022	10,500,000
12	2023	10,900,000
13	2024	13,650,000
14	2025	14,827,000

SB.6 – Local Community Labor

The Company prioritizes recruiting talent from its operational area through the following policies:

- Recruitment announcements are sent to vocational schools, colleges, and universities in the area to recruit recent graduates.
- Incentive policies are offered to current employees who refer new candidates.
- Recruitment notices are posted at the Company's main gate.
- Cooperation with employment centers to source personnel.
- Job candidate searches through social media and recruitment channels such as Facebook, Chotot.com, etc.

SB.7 – Employee Benefits

- Welfare Fund: The welfare fund is a portion of post-tax profit allocated by the General Shareholders' Meeting for use by the Management Board to improve the material and spiritual well-being of the Company's employees.
- The Welfare Fund includes: the Union Fund used to support cultural and sports activities of social organizations, and collective welfare activities for employees such as funeral, wedding, condolences, and sick leave support.
- Gifts or cash on holidays: International Women's Day 8/3 (gifts for women); Mid-Autumn Festival and International Children's Day 1/6 (gifts for employees' children aged 15 and under); 22/12 People's Army Day (gifts for discharged soldiers).
- The Management Board and the Company's Trade Union conduct regular visits and health care for employees. For union members:
 - Welfare Fund: used for collective welfare activities and hardship subsidies.
 - Collective birthday celebrations for employees born in the same month, with gifts for officially contracted employees.
 - Gifts or cash on Lunar New Year (Tet) for all employees.
 - Annual recreation trips for employees based on the performance of each Unit/Department and subject to the available welfare fund.
 - Hardship assistance provided by the Management Board upon reasonable request from the Trade Union Executive Committee.
 - Bonuses on major national holidays: New Year's Day (01/01), Reunification Day and Labor Day (30/4 & 01/5), National Day (02/9) to encourage staff morale.
 - Support for cultural and sports community activities as per specific plans.

Indicator SC – Economic

SC.1 – Economic Value Generated and Distributed

Direct economic value generated in 2025:

- Revenue: VND 426,280,627,992

Economic value distributed:

- Operating expenses: VND 414,994,295,385
- Salaries: VND 75,731,246,329
- Bonuses and benefits: VND 1,366,293,736
- Dividend payments to shareholders: VND 3,442,025,400
- Taxes payable: VND 21,960,355,654
- Economic value retained: VND 30,621,517,228

SC.2 – Government Financial Support

- In 2025, the Company received no financial support from the government.

Indicator SD – Supply Chain

SD.1 – Local Suppliers

- The Company has a policy of prioritizing the use of local suppliers in the Ho Chi Minh City area.
- Share of locally procured products and services in total costs: 60%; the remainder is imported.
- Share of local suppliers in total suppliers: 60%; the remainder are importers.

SD.2 – Supply Chain

- Priority is given to purchasing products and materials that require less transportation, packaging, and storage, and that can strengthen community relationships and local goodwill.
- Products are purchased in bulk with minimal packaging to reduce packaging, storage, transportation, and handling costs.
- The Company's procurement department conducts annual site visits to suppliers to ensure compliance with labor laws and the absence of social issues in the supply chain.
- Additionally, the Company gives priority to selecting suppliers that are environmentally, socially, and community friendly.

Indicator SE – Community and Social Impact

SE.1 – Community Development Programs

The Company has consistently contributed to community building and development, including:

- Providing care and support for a severely wounded veteran in the local area.
- Participating in programs to reduce plastic bag usage in Ho Chi Minh City.
- Taking part in recycling festivals organized by various districts.

SE.2 – Projects or Operations with Negative Social and Community Impact

- The Company has no projects or operations with negative impact on society or the community.

Indicator SF – Regulatory Compliance

SF.1 – Compliance with Community and Social Impact Regulations

- Aware of its responsibilities, the Company places the highest importance on compliance with regulations relating to environmental, community, and social impact.
- During the past year, the Company had no instances of third-party complaints or compensation claims.

SF.2 – Fines and Penalties

- The Company had no fines or penalties for non-compliance with laws or regulations related to community and social matters during the past year.

8. Corporate Governance Sustainability Indicators (G)

Indicator GA – Board of Directors, Supervisory Board, and Management Board

GA.1 – Board of Directors

- The Company has issued regulatory documents to institutionalize its corporate operations, including: Company Charter, Corporate Governance Charter, Organizational Charter, Board of Directors and Supervisory Board Charter, and Financial Charter.
- The Board of Directors Charter defines the organizational structure, minimum requirements, appointment/dismissal policies, and remuneration of the Board.
- The expertise and skills of Board members are commensurate with their assigned responsibilities.
- The Board of Directors held a total of 7 meetings during the year.
- Independent member ratio: 25%.
- Total Board of Directors remuneration: VND 158,000,000.

GA.2 – Supervisory Board

- The Supervisory Board Charter defines the organizational structure, minimum requirements, appointment/dismissal policies, and remuneration.

The Supervisory Board applies the following criteria to assess the activities of the Board of Directors and Management Board:

- Status of plan implementation.
- Business performance results.
- Other indicators such as: labor, wages, insurance contributions, income, operational governance, financial governance, etc.
- The Supervisory Board held a total of 4 meetings during the year.

GA.3 – Management Board

- The Organizational Charter defines the organizational structure, minimum requirements, appointment/dismissal policies, and compensation policies for the Management Board.
- The Board of Directors presents to the General Shareholders' Meeting the Company's medium- and long-term development direction on an annual basis.
- Total Management Board salary and bonus in 2025: VND 1,089,097,896.

Indicator GB – Risk Management

GB.1 – Risk Management

- The Company continuously identifies and assesses potential risks in its operations, including: foreign exchange risk, bank lending interest rate risk, regulatory change risk, and force majeure risk.
- The Board of Directors, in its annual governance activity report, consistently forecasts risks and rare scenarios that may arise, and proposes proactive preventive measures.
- Corrective and preventive actions are consistently implemented and well-controlled throughout all production and business operations.
- Board of Directors and Management Board members have participated in risk management courses and seminars.

Indicator GC – Information Disclosure and Transparency

GC.1 – Information Disclosure and Transparency

- The Company complies with regulations on periodic and ad hoc information disclosure, ensuring accurate, timely, and transparent information to shareholders and investors.
- All financial reports and disclosures are updated on the Company's website at www.alta.com.vn.
- In 2025, the Company had no violations of information disclosure regulations.

Indicator GD – Shareholders

GD.1 – Shareholder Rights and Equal Treatment

The Company consistently protects the rights of all shareholders and ensures equal treatment of major and minor shareholders, individuals and legal entities, domestic and foreign investors, as evidenced by the following indicators:

- Full dividend payment for 2024 was made on 19/10/2025.
- Number of days from the dividend record date to the dividend payment date: under 21 days.
- The annual financial report is always published in both English and Vietnamese.
- The number of major shareholders and their ownership stakes have been presented in detail in the earlier section of the Annual Report.

Indicator GE – Products and Services

GE.1 – Product and Service Quality

The Company's quality policy on product quality assurance specifies:

- Establish, maintain, and continuously improve the Quality Management System in accordance with ISO 9001:2015. Committed to producing quality products that protect the rights, health, and safety of consumers.
- Rigorously control production and service processes to enhance brand credibility and ensure operational efficiency.
- Since its founding, the Company has consistently focused on investing in products that bring positive benefits to customers, the environment, and the community, such as: Luxta single-use scented wet wipes, self-degradable packaging, Alta eco-friendly packaging, non-woven bags, OXO scented antibacterial trash bags, Neat multi-purpose environmental protection sheets, and antibacterial gel.

Product and service quality assessment indicators:

- 100% of all product and service categories are assessed for quality and safety before reaching customers.
- All packaging products are tested for heavy metal content.
- Packaging products that come into direct contact with food are tested and certified compliant with QCVN 12-1:2011/BYT, and self-declaration dossiers are submitted to the HCMC Food Safety Department, ensuring full compliance with legal requirements and customer specifications.
- Entertainment services provided by the Company always ensure fire safety, safety inspections, and risk insurance coverage for all participants.
- During the year, the Company had no violations, complaints, or fines related to any negative product impact on customers or the environment.

GE.2 – Product and Service Marketing Information

- Information on functions, quality, usage instructions, and expiration dates is published on product packaging.
- Product packaging also carries the logo certified by the Ministry of Agriculture and Environment, as well as recycling symbols.

Indicator GF – Regulatory Compliance

GF.1 – Compliance with Anti-Bribery, Anti-Corruption, and Anti-Money Laundering Regulations

The Company requires all members to sign a commitment to comply with the code of business conduct, including:

- Commitment to not accepting commissions or discounts from customers, partners, or suppliers in any form.
- Absolute prohibition on abuse of authority; negative, biased, or corrupt behavior with customers, suppliers, or business partners for personal gain.
- Prohibition on using any representative authority obtained during employment at the Company for purposes that benefit oneself or others, to the detriment of the Company, its partners, or customers.

GF.2 – Corruption Incidents and Measures Taken

- The Company does not tolerate any instances of corruption, bribery, or money laundering. All individuals and groups found in violation are subject to disciplinary action and legal proceedings.

GF.3 – Fair Competition

- The Company does not employ unfair competitive practices in the market and strictly prohibits the use of unreasonably low prices to win over customers.
- The Company's competitive criteria are product differentiation and superior quality.

GF.4 – Fines and Penalties

- During the year, the Company had no violations or fines related to non-compliance with governance laws and regulations.

ALTA COMPANY

Legal Representative



HOANG MINH ANH TU

General Director