VOL. 22 - 07, 08/2026

EuP GROUP NEWS



STRENGTHENING FOUNDATIONS
SHAPING THE FUTURE

VOL. 22 - 07, 08/2026

STRENGTHENING FOUNDATIONS, SHAPING THE FUTURE

WHAT'S NEW?

CONTENTS

NEWS 03

EuP Group collaborates with Dam Phu My Packaging JSC 04

When learning becomes part of daily operations 05

EuP launches E-learning: Building a platform for training and knowledge sharing 11

EuP Group expands its presence, strengthening connections with candidates 13

HUMANS OF EuP 15

Behind an ordinary day at EuP 16

JOB OPPORTUNITIES 23



OPEN LETTER

Dear EuP employees,

A sustainable journey of growth is shaped not only by new advances, but also by the continuous effort to strengthen existing foundations, enhance capabilities and prepare more effectively for the challenges and opportunities ahead.

At EuP Group, this process is being reflected through activities across the entire system: from strengthening workforce capabilities and improving management and operational practices, to expanding connections with customers, partners and the labor market. Each step contributes to reinforcing internal strengths and creating greater momentum for the next stages of development.

“Strengthening Foundations, Shaping the Future”, the theme of this month’s magazine, is a story about the values being built and accumulated today to create stronger momentum for tomorrow. Through the stories featured in this issue, we hope to offer a clearer perspective on the foundations EuP Group continues to build and strengthen, while spreading a spirit of proactive learning, continuous improvement and collective readiness for the opportunities ahead.

Wishing you good health, positive energy and continued companionship with EuP Group as we strengthen our capabilities and move toward more solid and sustainable stages of development in the future.

Best regards,
Editorial Board

01

NEWS

WHAT'S NEW?

EuP GROUP COLLABORATES WITH DAM PHU MY PACKAGING JSC



Recently, EuP Group's factories have welcomed more customers and partners from Vietnam and abroad for visits, meetings and talks about future cooperation. Each visit may focus on a different area, but all give both sides a chance to see the actual production process, learn more about each other's strengths and discuss their specific needs.

On August 7, 2026, EuP Group welcomed a team from Dam Phu My Packaging JSC for a factory visit and working session. During the visit, the guests toured the production area and learned about EuP's operations and supply capacity. The two sides also discussed actual needs, production demands and ways to work together in the future. The meeting was not only a chance to present each company's strengths, but also helped both sides better understand their plans and explore suitable areas for cooperation.

The visit from Dam Phu My Packaging was also one of many recent meetings held at EuP's factories. Through these direct talks, EuP has the chance to share more about its strengths while also listening to market needs, helping identify new ways to connect with customers and partners.

An open mindset and willingness to connect also helps EuP gradually expand its partnerships as the company grows. From a factory visit, a shared discussion or a newly identified need, each meeting can become a starting point for long-term cooperation in the future.

WHEN LEARNING BECOMES PART OF DAILY OPERATIONS

People are always one of the key factors in EuP Group's operation and growth.

Besides maintaining work efficiency, EuP is also committed to creating opportunities for employees to update their knowledge, improve their skills and develop new ways of working.

From managers at factories and offices to staff in sales and other roles, each position has different skill needs. Yet all share the same goal: to perform their roles better and contribute more effectively to the organization.

This spirit has been reflected in many training activities held in July and August 2026 across EuP Group's companies and departments.

The programs covered a wide range of topics, from management skills, HR planning and labor regulations to customer experience management and the use of AI tools.

Beyond adding new knowledge, these courses also gave employees practical tools and new ways of working that can be applied directly to their daily tasks.



People management starts with a clear understanding of the job

At factories, where every staffing decision directly affects progress, productivity and coordination across teams, strong management requires more than hands-on experience.

On July 30, EuP Nghe An Factory held a training course on “Developing People Management Skills” for its management team.

The course helped managers to strengthen their approach to team management, from organizing work and reviewing staff to communication and handling issues that arise in daily management.

Beyond gaining new knowledge, the program also gave managers a chance to review how their teams work, discuss real situations and find more suitable ways to lead their people.



If the program in Nghe An focused on “how to manage people,” the question at Polyfill Yen Bai was more specific: how many people does a team actually need, and what should that number be based on?



On August 5, Polyfill Yen Bai held a training program on staff planning for shift leaders and department heads.

The program aimed to help managers better understand the link between workload, working hours and staffing needs, so they can gradually improve how manpower is planned and organized within each unit.

After the training, teams continued to apply the methods to their actual work and align the approach across the Yen Bai Factory.

Learning therefore did not end in the classroom, but continued through practical actions in daily operations.



From professional expertise to management capability

Besides factory training, EuP Group also provides learning opportunities for different teams, from professional skills and expertise to management and operations.

In August, members of the HR and Administration Department joined a course on the latest rules for Social Insurance and Labor Contracts in 2026. Keeping up with these changes helps the team stay informed, improve labor management and reduce risks that may arise in practice.

The Northern Sales team also joined training on sales skills and customer experience. The course gave staff new views and methods to better reach, understand and support customers, helping improve service quality and build stronger, long-term relationships.

EuP Group also aims to help its managers develop a broader view of business and leadership. To support this goal, several managers from across the Group have joined the “Professional CEO” course by Van Nguyen Edubiz. The program gives them new perspectives that go beyond their own fields of expertise.

The program offers broader views on strategy, finance, business models, leadership and digital transformation, helping participants move beyond their areas of expertise and gain a more complete view of business operations.



This also gives the management team a chance to update their methods, exchange experience with people from other companies, and gain more insight to review the issues they face within their own units.

Each department has its own needs in terms of knowledge and skills. For that reason, training content is selected based on the actual needs of each role and the work involved.

Through this approach, training is not only about gaining knowledge, but is also tied directly to the work process, giving employees useful methods and tools to perform more effectively.

Ready to optimize ways of working

In addition to management and job-related skills, the ability to adapt to technology is becoming an increasingly important requirement for employees across the Group.

From July 17 to August 10, several EuP Group office employees joined the "Mastering Claude for Business" program held by MCI Academy. The course aimed to help participants better understand how technology can be used in real work, from handling information and analyzing data to standardizing tasks and making better use of working time.

Through hands-on sessions, learners can try new ways of working firsthand, while also gaining a clearer view of how to use AI well, with proper control and in line with data security needs.



Bringing AI into training also shows how technology is becoming a more familiar part of EuP's efforts to improve work efficiency. Along with strengthening their professional skills, staff are encouraged to explore new tools, choose suitable ways to apply them in daily tasks, and gradually build more effective ways of working.

People are the foundation of growth

At EuP, learning is gradually seen as part of workforce development, rather than something tied only to a specific training course. Giving employees access to new knowledge, updated

skills and broader perspectives is also how the company continues to improve the quality of its workforce across the Group.

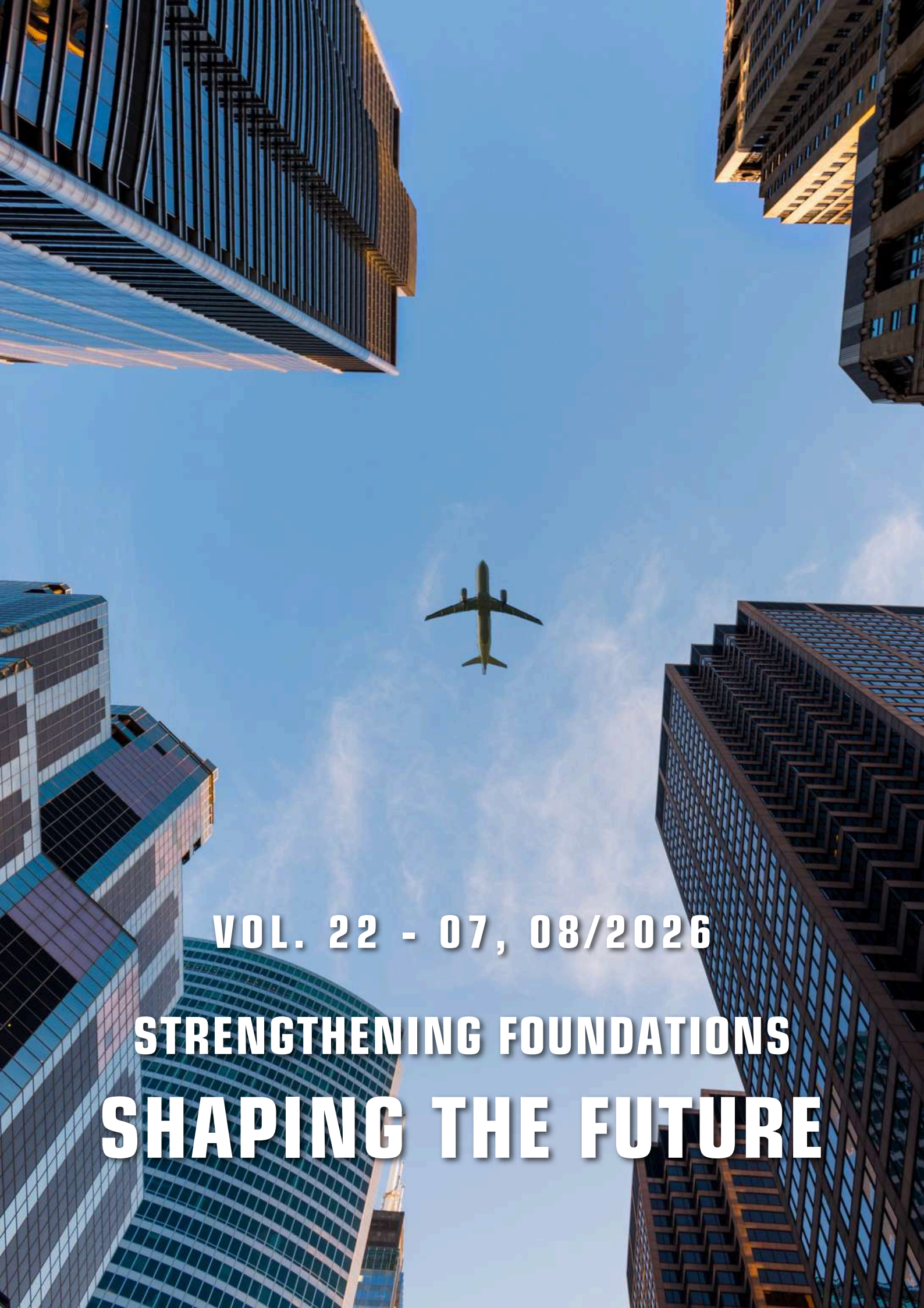
A learning culture truly takes shape when learning goes beyond formal training programs and becomes part of the way people work. It is when each person takes time to review their work, identify what they still need to learn and seek new ways to improve results.

At that point, the value of training is not measured by how many courses people have joined, but by the changes seen in their mindset, the way they handle issues and how they carry out their daily work.

From the activities now being carried out, EuP Group is creating more conditions for a spirit of learning to be maintained more regularly across the organization.

This is also a long-term way to invest in the workforce, not only by providing knowledge and skills, but also by encouraging each employee to take an active role in their own development and growth at work.





VOL. 22 - 07, 08/2026

STRENGTHENING FOUNDATIONS

SHAPING THE FUTURE

EuP LAUNCHES E-LEARNING

BUILDING A PLATFORM FOR TRAINING & KNOWLEDGE SHARING

To improve the effectiveness of Learning & Development (L&D), while gradually standardizing the way knowledge is managed and shared across the Group, with approval from the Board of Management, the Administration and Human Resources Department officially launched the E-learning system in August 2026.

E-learning serves as a central training platform where the Company can manage, store and share training programs, documents, lessons and other learning materials.

Through E-learning, employees can take a more active role in learning, update their knowledge and build the skills needed for their work, without limits of time or location.

Proactive learning - Stronger capabilities

As production and business require higher levels of technical expertise and adaptability, workforce training and development can no longer rely only on in-person programs. The use of E-learning creates a more flexible way to learn, allowing employees to take a more active role in choosing content that fits both their work needs and their own development goals.

Training content is sorted by field, making it easier for staff to find, access and use the knowledge that is relevant to their work.

E-learning can also be accessed on both computers and phones, making it suitable for staff working in offices, factories and other units across different locations.

More than a training system: A platform for knowledge management

One of the key goals of E-learning is to gradually build a shared knowledge system across the Group.

In addition to programs created and managed by the Administration and Human Resources Department, each unit can also easily upload its own documents, procedures, work guides, lessons, and training content related to its area of expertise.

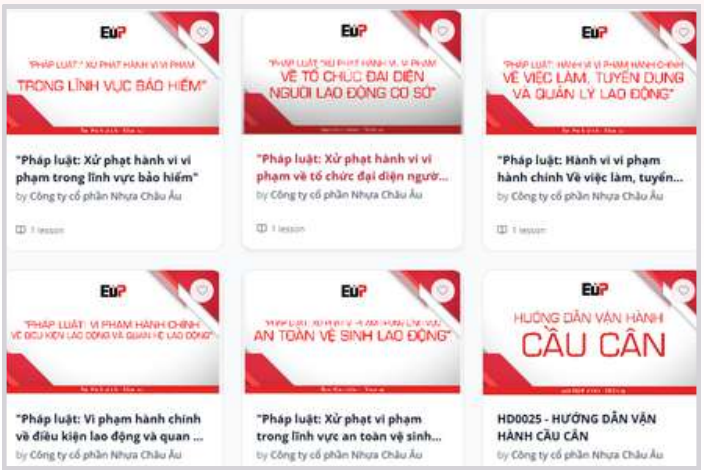
Through this approach, knowledge and experience from each individual, team and unit can be standardized, stored and shared, making it easier for employees to learn from and apply them in their work.

This also marks a shift from "training by program" toward a culture of continuous learning and knowledge sharing, where each unit and each employee can contribute to creating, updating and making use of shared knowledge resources.

EuPers can start learning today

The E-learning system is now ready for employees to access and use:

- **On computer:** Visit the website https://daotao.eup.vn/login
- **On mobile:** Download and install the DaotaoEuP app, then sign in using the account provided by the Company.



The HR and Administration Team has created accounts for employees in each unit and will work with Unit Heads to provide account details to all employees.

Together building a learning culture at EuP

E-learning can only reach its full value when it becomes part of the regular learning and development of every employee.

For this reason, the HR and Admin Department encourages staff to use the system, choose content that suits their work, maintain a habit of self-learning and actively share knowledge.

E-learning is expected to become a key part of EuP's training and staff development, helping strengthen staff skills, improve how knowledge is shared, and gradually build a culture of continuous learning across the Group.

EuP GROUP EXPANDS ITS PRESENCE

STRENGTHENING CONNECTIONS WITH CANDIDATES

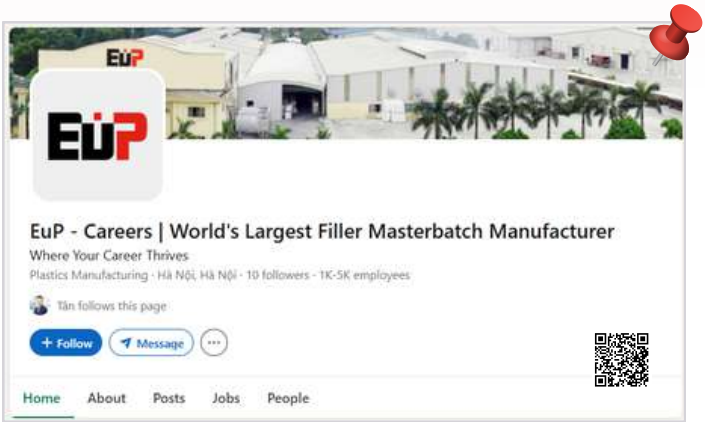
Finding and attracting the right people is not only about bringing job openings to the right candidates. It is also about creating more chances for them to learn about and better understand the company.

With this direction, EuP Group is reaching candidates beyond familiar hiring channels such as career sites, job boards and hiring groups, while building a stronger presence on digital channels that are closer to potential candidates.

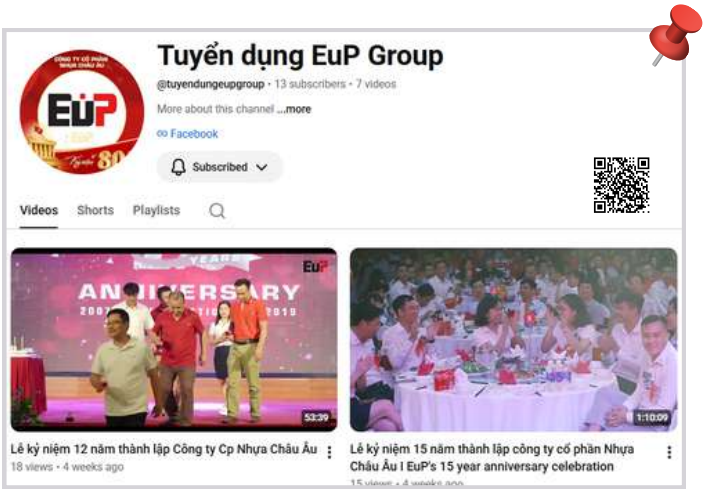
In August 2026, EuP Group began putting this direction into action by expanding recruitment communication on LinkedIn, YouTube and TikTok.

Each platform is used in a way that fits its audience:

- LinkedIn helps EuP to connect with professionals and candidates in Vietnam and abroad;
- YouTube and TikTok provide more space to share a closer look at the jobs, people and work environment at EuP in a more visual and engaging way.







As recruitment channels expand, the content is also becoming more varied. Besides information on open roles, candidates can gradually learn more about the work environment, teams, policies, career paths and real experiences at EuP.



As a result, each channel is not only a place to post job openings, but also another point of connection where candidates can learn more about EuP before carefully considering a career opportunity.

This also helps recruitment respond more quickly to staffing needs at different times.

By keeping a steady presence and sharing company information, EuP is gradually reaching more candidates, including those who may not be seeking a job yet. Over time, this builds a broader pool of potential candidates for future hiring needs.

The development of recruitment channels is therefore not only about adding more media platforms, but also forms part of the process of building a more sustainable employer brand.

This creates a stronger base for EuP Group to improve its ability to attract talent and prepare higher-quality workforce resources for the next stages of development.

“ EXPAND TOUCHPOINTS WITH POTENTIAL CANDIDATES

02

HUMANS OF EuP

BEHIND AN ORDINARY DAY AT EuP

A day at work is often remembered for the things that stand out: an important meeting, a completed project or a notable result. Yet for all of these to run smoothly, many other tasks are quietly carried out in the background to keep the daily flow on track.

A guest arrives and is welcomed on time. A car leaves on schedule. Lunch is ready for the break. Shared areas stay clean even after hundreds of people pass through. At the end of the day, everyone gets home safely.



Most of the time, few people stop to think about these things. They often become clear only when something falls out of the usual rhythm: a car arrives late, a guest has to wait, a meal is not ready, or a shared space is no longer convenient.

That is when we realize that an "ordinary" day does not simply happen on its own. It is the result of many tasks being quietly done at the right time, so the overall flow can continue without disruption.

At EuP, this smooth flow is supported by the security, cleaning, kitchen, driving and reception teams. They may not directly make products or sales, but their work shapes many parts of each day: safety, punctuality, order, convenience and the comfort of knowing that everything runs as it should.

Perhaps that is also what makes these roles unique: the better the work is done, the less others need to think about it.

A clean floor does not show how many times it has been wiped. A car arriving on time does not reveal the last-minute changes behind its schedule. A guest who is warmly welcomed may never know how many quick calls and arrangements were made in just a few minutes. What remains in the end is simply the feeling that everything went on as usual.

When care shows in the smallest details



Ms. Mai describes cleaning work with a simple comment:

"At first, this job may look simple, but in fact there are many things to handle with care throughout the day."

That care is part of each day, as shared areas need regular checks and cleaning as people move through them.

On rainy or humid days, the work becomes harder: water is carried into the lobby, shoe marks quickly appear on a floor that has just been cleaned, and an area already tidied may need attention again.

The challenge is not one special task, but keeping the same level of care in work that must be repeated many times a day.

A small detail can be easy to miss once everything feels familiar. Yet for those doing this job, such details decide whether a space is truly clean, tidy and safe.

A little water may seem harmless, but if it is not noticed and handled in time, it can lead to a slip or cause trouble for the next person.

For the security team, focus is not only needed when an incident happens, but in always watching what goes on around them.

Each shift lasts 12 hours, with most of the time spent watching people and vehicles, checking key areas and spotting anything out of the ordinary.

Even after the office becomes quiet, rounds continue to make sure all areas are safe before the day ends.

If a day ends quietly, there may be no special story to tell. Yet sometimes that calm comes from an unusual sign being noticed early and handled before it becomes a problem. Some jobs are seen through what they produce. Others are recognized through the things they prevent from happening.

When time becomes part of responsibility

From around 7 a.m., three kitchen staff begin preparing nearly 300 lunch servings. That number alone shows part of the workload behind each meal. Yet for Mr. Hiep, what matters most is not how many trays are prepared or how much food has been processed.

"When everyone enjoys the meal and the food is finished, all of us in the kitchen feel happy. It makes us feel that our effort is worthwhile," Mr. Hiep shared.

It is a simple wish, but one that shows how the value of this work is ultimately reflected in the satisfaction of those having the meal.

Lunch takes up only a short part of the workday, but it is also the time when hundreds of people can rest before returning to work in the afternoon. That is why having meals ready on time is not only about completing the work in the kitchen; it is also about respecting everyone's shared time.





The driving team has faced a similar situation in a different way. On one occasion, the person assigned to pick up a guest at the airport was suddenly unable to return to Hanoi as planned. The team shared the update right away, and another driver took over the trip. When the scheduled time came, the car still arrived as planned.

For the guest that day, there may have been nothing unusual to remember. Yet such moments, when a problem never becomes a problem, show how a team works: an unexpected change affecting one person is handled through initiative and coordination across the team, rather than being allowed to disrupt an arranged schedule.

At that point, being on time is no longer simply about a few minutes on the clock. It becomes a commitment kept through the shared responsibility of many people.



From individual tasks to shared coordination

Once, two foreign guests arrived at EuP without an appointment. Within a few minutes, the receptionist had to quickly understand the purpose of their visit, find the right contact and reach the relevant team so the guests could be received in time. To them, it may have simply felt like they were guided and supported when needed. But behind that smooth experience were many steps handled almost at the same time.

The same is true when someone enters EuP. Their impression does not come from the lines between departments, but from how each interaction follows the next. From being welcomed and guided in, to reception taking their details and the meeting that follows, every step adds to their overall impression of EuP.

Inside the company, it works the same way. A late meal is not only a kitchen issue when hundreds of people are waiting for their break. A late car is not only the driver's issue when an appointment is waiting at the other end. A space that is not well prepared is not only the concern of one person if a meeting or guest is about to arrive there.

For that reason, the quality of daily operations depends not only on how well each team completes its own work, but also on how different tasks connect, with one person's result creating the conditions for the next person to continue.

Mr. Ha, from the driving team, said: "A result never belongs to just one person. It is always built through the strength, shared effort and hard work of the whole team."

A smooth route is shared with the next driver. When a trip needs a new driver, a teammate is ready to step in. On busy event days, cleaning staff from other areas also come to help with the setup and stay to clean up once the event ends.

None of these actions is significant enough to stand as an achievement on its own. Yet these small tasks, quietly carried forward and shared among people, are what help keep the whole system running smoothly.



The value of an "ordinary" day

When asked what they hope for from their colleagues, the answers are simple: taking better care of shared spaces, giving feedback when a meal could be improved, arranging work and time in advance so transport can stay safe and on schedule, and providing clear information so requests can be handled quickly and smoothly.

Taken on their own, these may seem like very ordinary parts of daily work. But when placed side by side, they reveal something quite clear: one person's ease at work often comes from another person's initiative, care and timely support.

Corporate culture is also built through interactions like these. It takes shape not only in formal events or in values written down, but also in the way people share common spaces, respect each other's time, provide enough information and offer support when changes arise in daily work.

For Mr. Hai from the security team, joy at work comes from something very simple:

"What makes me happiest is seeing everyone come to work in a good mood, with a smile, and leave feeling at ease."

It is a simple thought, but it shows that the value of the job can also be found in helping those around him feel comfortable and safe.



A company is often seen through major milestones: a new product, a completed project, an important customer or a goal achieved. But behind every milestone are the steady links in daily operations that help make it possible.

A clean workplace does not directly create revenue. An on-time meal does not shape strategy. A safe trip or a guest who is well guided rarely appears in performance reports. Yet when these small tasks are done properly, consistently and with care, they help build something essential to any organization: trust.

Trust is not built in a single moment. It grows when something is done right today and continues to be done right tomorrow; when a promise is kept often enough for others to rely on it; and when care is maintained long enough to become a natural part of the daily experience.

Seen this way, the work of the security, cleaning, kitchen, driving and reception teams is more than support. It shows how EuP looks after the simple things that shape each workday: respecting time, keeping shared areas tidy, ensuring safety, making daily contact easier and showing care in many small moments.



And tomorrow, EuP will begin another familiar rhythm. Work will start early again, schedules will need to be kept, changes will need quick responses, and many small details will still require attention. Most of us may never see all of them.

But if, at the end of the day, everyone can leave feeling that things went as they should, then behind that sense of “normal” are many tasks completed at the right time, in the right place and with the care of those who keep EuP’s daily rhythm going.

A smooth day is not one where nothing happens. It is a day when many things are quietly done well so everything can continue as usual. That value is built from ordinary things, things we often only realize matter when they are no longer there.



EuP GROUP NEWS

#22 - 07, 08/2026

03

JOB OPPORTUNITIES

WE'RE HIRING!

No.	Position	Company Name
1	Business Analyst (BA)	Nxcom Company
2	Software Developer	Nxcom Company
3	Occupational Safety Officer	EuroPlas Long An Company
4	Occupational Safety Officer	EuroPlas JSC
5	Occupational Safety Officer	Polyfill JSC
6	Occupational Safety Officer	EuroPlas Nghe An Company
7	Accountant	Hai Phong Branch of Global Transport and Logistics JSC
8	General Accountant	Hai Phong Branch of Global Transport and Logistics JSC
9	R&D Staff	EuroPlas Long An JSC
10	QA Engineer	Polyfill JSC
11	QA Engineer	EuroPlas JSC
12	MEP Electrical Supervision Engineer	EuroPlas JSC
13	Legal & Project Development Specialist	EuroPlas JSC
14	HR & Administration Staff	An Binh Vien Company
15	Accounting Team Leader	EuroPlas JSC
16	Internal Control Specialist	EuroPlas JSC
17	Accountant	EuroPlas JSC
18	Data Entry Staff	EuroPlas JSC
19	International Sales Executive – English	EuroPlas JSC
20	Supervision Engineer	EuroPlas JSC
21	Project Director	EuroPlas JSC

*EuP Group encourages all employees to refer suitable candidates for our open positions. Please send candidate resumes to: tuyendung@europlast.com.vn

EUROPEAN PLASTIC COMPANY

Representative Office: A60, A66, 3ha area,
Phu Dien Ward, Ha Noi City, Vietnam

Telephone: (+84) 24 3201 0358

Email: info@europlas.com.vn

eup.vn

*For all contributions, please contact the Internal Magazine Editorial Board at: marcom@europlast.com.vn