

# **ANNUAL REPORT 2025**

## **SONG DA INDUSTRY TRADE JOINT STOCK COMPANY (STP)**

*Summary of production and business performance results in 2025, operating plan in 2026 and long-term orientations of the company.*

## TABLE OF CONTENTS

<b>I. GENERAL INFORMATION</b>	<b>3</b>
1. Overview	3
2. Formation and development process	3
3. Business lines and location	4
4. Information on governance model, business organization and management apparatus	4
5. Development orientation	6
6. Risk factors	6
<b>II. PERFORMANCE SITUATION IN THE YEAR</b>	<b>7</b>
1. Production and business performance situation	7
2. Organization and personnel	7
3. Investment and project implementation situation	9
4. Financial situation	9
5. Shareholder structure, changes in Owner's investment capital	10
6. Report on the company's environmental and social impacts	10
<b>III. REPORT ON ASSESSMENT OF THE BOARD OF DIRECTORS</b>	<b>12</b>
1. Assessment of production and business results	12
2. Progress made by the company:	13
3. Future development plan:	13
<b>IV. BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S OPERATIONS</b>	<b>13</b>
1. Board of Directors' assessment of the company's operations	13
2. Board of Directors' assessment of the performance of the company's Board of Management	15
3. Plans and orientations of the Board of Directors in 2025:	15
<b>V. CORPORATE GOVERNANCE</b>	<b>16</b>
1. Board of Directors	16
2. Board of Supervisors	18
3. Transactions, remuneration and benefits of the Board of Directors; Board of Management and Board of Supervisors	19
<b>VI. FINANCIAL STATEMENTS</b>	<b>20</b>
1. Audit opinion	20
2. Audited financial statements:	20

## I. GENERAL INFORMATION

### 1. Overview

- Trading name: Song Da Industry Trade Joint Stock Company
- English name: Song Da Industry Trade Joint Stock Company
- Certificate of business registration No.: 0500436570 (transferred from business registration number 0303000082 issued by Hanoi Department of Planning and Investment) with initial registration dated April 18, 2003, and 14<sup>th</sup> amendment dated December 26, 2016.
- Charter capital: 80,457,440,000 VND
- Owner's investment capital: 80,457,440,000 VND
- Address (Head office): 41 Quyet Thang Street, Yen Nghia Ward, Hanoi
- Phone number: 024.33828440/024.33521290
- Website: www.stp.com.vn
- Stock code: STP

### 2. Formation and development process

#### *Formation and development process*

- Song Da Industry Trade Joint Stock Company, formerly a State-owned Enterprise, was established and put into operation on November 22, 1996 according to the Decision No. 05/TCT-TCLĐ dated November 22, 1996 by the General Director of Song Da Construction Corporation.
- Implementing the policies of the Party and the State, on April 7, 2003, the Enterprise received the Decision No. 383QĐ/BXD by the Ministry of Construction on the conversion from a State-owned enterprise into a Joint Stock Company. The Certificate of business registration No. 0303000082 was issued on April 18, 2003 by the Business Registration Division - Department of Planning and Investment of Ha Tay province.
- In September 2006, the company's shares were approved for trading under license No. 17/TTGDHN-ĐKGD dated September 20, 2006 by the Hanoi Securities Trading Center (now the Hanoi Stock Exchange). September 10, 2006 was the first trading day of STP shares with an initial listing volume of 800,000 shares.
- In May 2007, the Company changed its name to: Song Da Industry Trade Joint Stock Company.
- On June 5, 2013, the Company added business lines according to the Certificate of business registration No. 0500436570, 11<sup>th</sup> amendment.
- In 2016, the Company increased its charter capital to 80,457,440,000 VND from equity.
- Capital increase process:

Unit: VND	
Year	Charter capital
2003	4,000,000,000
2005	5,000,000,000
2006	8,000,000,000
May 2007	15,000,000,000

Year	Charter capital
November 2007	35,000,000,000
2010	70,000,000,000
2016	80,457,440,000

✚ **Other events:**

- In 2007, with the excellent results achieved, at the 2007 production and business activities summary ceremony of Song Da Corporation - JSC, Song Da Industry Trade Joint Stock Company was awarded the flag of the title of Comprehensive Excellent Unit in 2007 by Song Da Corporation.
- In 2008 and 2009, the Company received the decision of the Minister of Construction recognizing the title of excellent labor collective.
- In 2009, the Company received a Certificate of merit from the Minister of Construction .
- In the period of 2009 - 2011, the Company received a Certificate of merit from the Prime Minister.
- In October 2014, the Hanoi Stock Exchange certified the company as one of the 30 most transparent companies on HNX according to the results of the 2013-2014 Information Disclosure and Transparency Assessment Program.

### **3. Business lines and location**

#### **3.1 Business lines:**

- Production of cement packaging; paper packaging; PP, KP bags, packaging printing
- Trading in materials: All kinds of plastic granules, all kinds of kraft paper, clinker, cement, pulp, additives for the plastic industry, all kinds of white stone powder, etc.
- Import and trade of machinery and equipment for the packaging industry;
- Mineral mining and processing; Crushing of construction stone, industrial stone powder

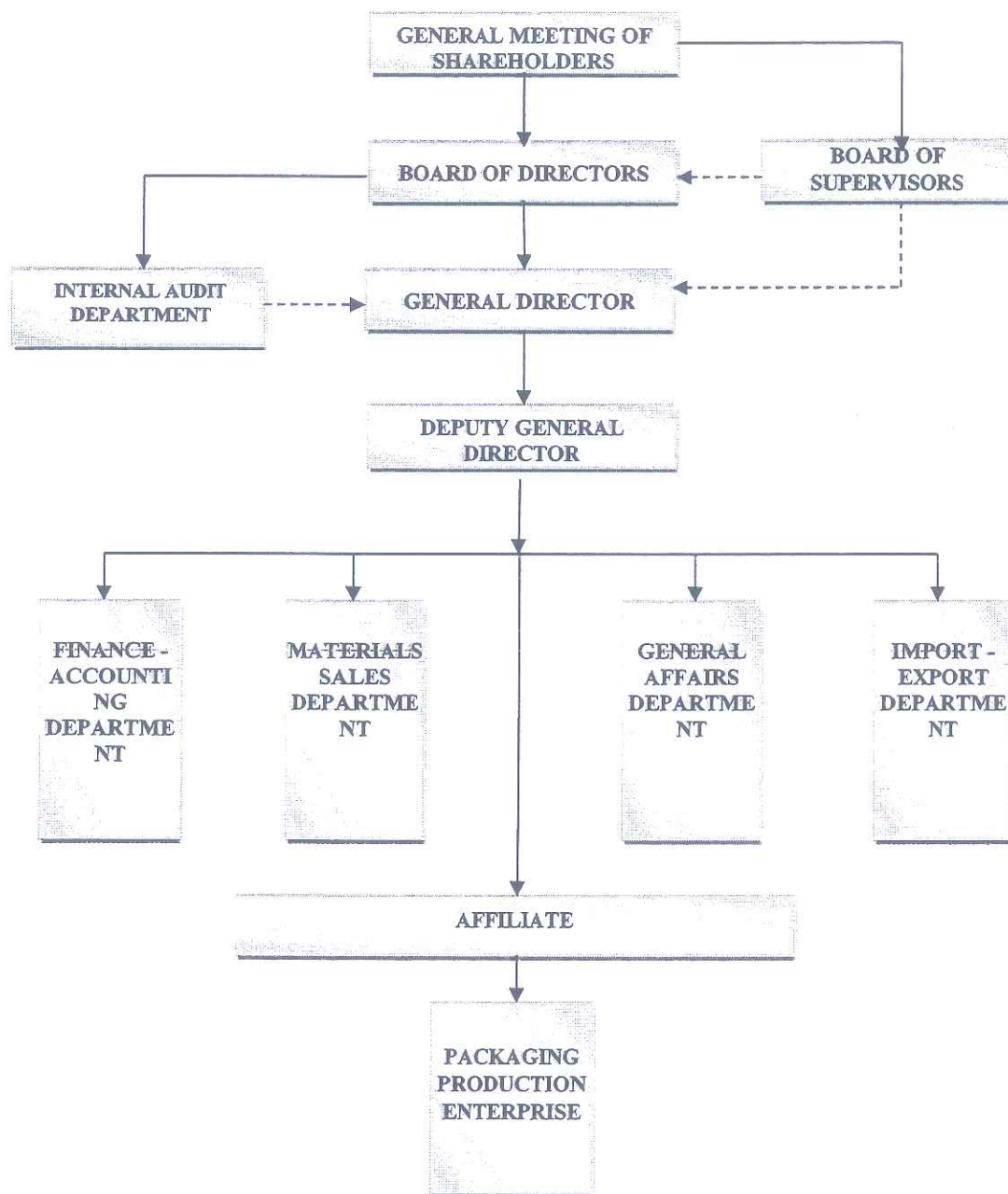
#### **3.2 Business location: Vietnam**

### **4 Information on governance model, business organization and management apparatus**

#### **4.1 Governance model**

The company is organized according to the model of a joint stock company, including: General Meeting of Shareholders; Board of Directors; Board of Supervisors; General Director.

#### 4.2 Management structure



#### 4.3 Subsidiaries and associates:

a. *Subsidiaries:* None

b. *Associates:*

Company name: Song Da Industry Joint Stock Company

Certificate of business registration No. 1001114139, with initial registration dated May 24, 2017; 4<sup>th</sup> amendment dated October 8, 2024.

Charter capital: 50,000,000,000 VND

Contributed capital: 24,750,000,000 VND

Ownership ratio: 49.5%

Main production and business fields: Production of fibers, textiles, ropes and plastic products.

## **5 Development orientation**

### ***5.1. Main objectives of the Company:***

- Build and develop the company in the direction of maintaining and expanding the packaging industry as the core, shifting the product structure towards promoting packaging products and new products for export; combining development but maintaining a reasonable proportion of commercial business lines to seize market opportunities and promote the potential advantages of the unit, improving operational efficiency.
- Gradually expand export activities to take advantage of business opportunities to export goods exploited from the domestic market, especially focusing on exploiting and selecting export markets for packaging products, cement, and clinker.
- Develop and expand the scale, diversify products, promote the growth of packaging industry production, specifically: Focus on developing output markets for new products of the new PP packaging factory with a capacity of 2,500-3,000 tons of products/year, especially focusing on exploiting international markets to gradually increase the factory's capacity, gradually stabilize and develop sustainably.

### ***5.2. Medium and long-term development strategies***

- Maximize the Company's current resources.
- Invest in expanding business scale in traditional industries, improving production capacity, diversifying products.
- Continue to invest in machinery and equipment in stages to meet production planning needs.
- Continue to direct investment activities at Thai Binh factory in phases to gradually complete factory investment to reach a capacity of 2,600 tons of products/year.
- Exploit more effectively, achieve larger output scale in foreign markets. Establish a large customer system with great potential for stable, long-term cooperation.
- Improve and enhance the ability to apply information technology in business operations and management.
- Improve management and supervision capacity in production and business operations while building a team of knowledgeable, skilled, professional workers capable of integrating with the region and the world in the present and future.

### ***5.3. Environmental, social and community objectives of the Company***

Promote and orient all employees of the company in the work of protecting the general environment. Strictly comply with the provisions of the law on environmental protection. In addition to business activities, the company actively participates in community activities, regularly participates in support programs, charity programs, voluntary blood donation programs, etc.

## **6. Risk factors**

- Policy changes can always happen; changes can bring advantages but can also create disadvantages for the Company's business operations.
- PP plastic pellets are a post-oil product, so they are affected by changes in world oil prices. This source of raw materials is influenced and controlled by exporting countries. If the work of grasping, analyzing and forecasting the situation is not good or war and epidemic factors cause a shortage of supply, the company will face high risks due to fluctuations in raw material prices. The Company is relatively passive in terms of input materials because it has to import them from abroad.

- Other risks: Force majeure risks such as natural disasters, wars, trade wars, epidemics, fires, etc. If they occur, they can cause damage to property, people and affect the Company's overall operations. To limit these risks, the Company has purchased risk insurance for assets such as workshop, means of transport, and people. Economic and social instability in the region as well as in the world can also affect the Company's business operations. Therefore, the Company regularly and promptly grasps information about developments in the economic, political, and social situation in Vietnam as well as neighboring countries to plan optimal operations, restructure the investment scale of products that the Company deems appropriate.

## II. PERFORMANCE SITUATION IN THE YEAR

### 1. Production and business performance situation

#### 1.1 Summary of implementation of key economic and financial targets in 2025

No.	Target	Unit	Plan for 2025	Implementation in 2025	
				Value	Completion rate (%)
1	Total production and business value	Bil. VND	202,36	208,38	102,9
2	Revenue	Bil. VND	190,80	196,67	103,0
3	Payment to the budget	Bil. VND	8,00	3,34	41,7
4	Profit before tax	Bil. VND	8,00	9,82	122,8
5	Profit after tax	Bil. VND		7,92	
6	Average income of employees	Mil. VND/ person/mon.	11.50	11,85	103,0
7	Consumed products				
	- Production of all kinds of packaging	Mil. products	33,00	34,24	103,7
	- Plastic pellet trading	Ton	600	127,5	21,2

#### 1.2 Implementation status compared to plan:

Production and business results in 2025:

- **Revenue:** Reached 196.67 billion VND / 190.80 billion VND (103.0% of plan).
- **Profit before tax:** Reached 9.82 billion VND / 8.0 billion VND (122.8% of plan).
- **Consumed products:** Reached 34.24 million bags / 33.0 million bags (103.7% of plan).

### 2. Organization and personnel

#### 2.1 List of Executive Board, Chief Accountant

##### ✚ Mr. Nguyen Trong Trai - General Director

Full name: Nguyen Trong Trai

Gender: Male

Date of birth: 26/02/1981

Hometown: Bac Tien Hung Commune, Hung Yen Province

Permanent address: Kien Hung Ward - Hanoi

Professional qualification: Master of Business Management, Master of Science and Technology Management

Number of shares held: 11,186 shares (Based on the list of shareholders closed on 20/03/2025 provided by the Vietnam Securities Depository and Clearing Corporation)

##### ✚ Mr. Nguyen Trong Loi - Deputy General Director

Full name: Nguyen Trong Loi

Gender: Male

Date of birth: 02/03/1982

Hometown: Bac Tien Hung Commune, Hung Yen Province

Permanent address: Kien Hung Ward - Hanoi

Professional qualification: Master of Information Technology; Master of Business Administration

Number of shares held: 592,078 shares. (Based on the list of shareholders closed on 20/03/2025 provided by the Vietnam Securities Depository and Clearing Corporation)

✚ **Mr. Do Van Hach - Deputy General Director**

Full name: Do Van Hach

Gender: Male

Date of birth: 03/01/1985

Hometown: Dan Hoa Commune - Hanoi

Permanent address: Dan Hoa Commune - Hanoi

Professional qualification: Master of Business Administration

Number of shares held: 0 shares

✚ **Ms. Nguyen Hong Minh - Chief Accountant**

Full name: Nguyen Hong Minh

Gender: Female

Date of birth: 27/09/1981

Hometown: Hanoi

Permanent address: Ha Dong Ward - Hanoi

Professional qualification: Master of Finance and Accounting

Number of shares held: 0 shares

**2.2 Changes in the Executive Board, Chief Accountant: None**

**2.3 Number of officials and employees (As of 31/12/2025)**

No.	Criteria	Qty (people)	Ratio (%)
<b>I</b>	<b>Structure by gender:</b>		
1	Female	89	54,9
2	Male	73	45,1
<b>II</b>	<b>Structure by qualifications:</b>		
1	Post-graduate	04	2,5
2	Bachelor	33	20,3
3	Associate, intermediate	12	7,4
4	Technical worker	10	6,2
5	Unskilled labor	103	63,6
	<b>Total:</b>	<b>162</b>	<b>100</b>

**2.4 Summary of policies and changes in policies for employees:**

- The average income of employees in 2025 reached VND 11.85 million/person/month / planned VND 11.5 million/person/month, achieving 103% of the annual plan.
- Being arranged and assigned work suitable to the Company's needs and their professional qualifications and capabilities.
- Fully enjoying the regimes of social insurance, health insurance, unemployment insurance, sick leave, maternity leave, annual leave, ... and other welfare regimes.

- Medical work is carried out fully and seriously: Fully equipped with first aid medical equipment, medicine cabinets, and medicines at main locations of the production workshop, 100% of employees enjoy annual periodical health care services...
- Regularly taking care of and improving the material and spiritual life for employees; Supporting and visiting employees when they are sick, or in times of filial piety and joy.
- Giving gifts to employees on holidays such as International Women's Day March 8, Vietnamese Women's Day October 20, War Invalids and Martyrs Day, International Children's Day June 1, Mid-Autumn Festival,... these activities enhance cohesion in the labor collective, creating a stable working environment and income, and long-term attachment to the company.

### 3. Investment and project implementation situation

3.1. Major investments: None

3.2. Associates: *(Summary of operations and financial status of associates)*

Company name: Song Da Industry Joint Stock Company

Charter capital: 50,000,000,000 VND

Main business lines: Manufacturing yarn, woven fabrics and plastic products

2025 Revenue reached VND 36.6 billion; Profit: VND 1.4 million

### 4. Financial situation

#### 4.1. Financial situation:

Item	2024	2025
Total asset value	176.253.474.258	195.170.240.303
Net revenue	196.514.946.840	166.786.963.508
Net operating profit	8.217.532.675	9.882.184.620
Other profits	-232.452.046	-55.789.000
Profit before tax	7.985.080.629	9.826.386.620
Profit after tax	6.165.783.210	7.924.719.288

#### 4.2. Key financial indicators:

Indicator	2024	2025
<b>1. Solvency</b>		
Current payment ratio	4,00	5,50
Quick payment ratio	2,80	3,77
<b>2. Capital structure</b>		
Debt/Total assets ratio (%)	19,93	14,41
Debt/Equity ratio (%)	24,90	16,83
<b>3. Operational capacity</b>		
Inventory turnover	5,26	4,89
Total asset turnover	1,11	1,17
<b>4. Profitability</b>		
Profit after tax/Net revenue ratio (%)	3,34	4,06
Profit after tax/Equity ratio (%)	4,37	5,57
Profit after tax/Total assets ratio (%)	3,50	4,77
Operating profit/Net revenue ratio (%)	4,18	5,06
<b>EPS (VND)</b>	<b>769</b>	<b>933</b>

## 5. Shareholder structure, changes in Owner's investment capital

### 5.1. Shares:

- Total listed shares: 8,045,744 shares
- Total outstanding shares: 8,022,063 shares
- Treasury shares: 23,681 shares
- Class of outstanding shares: Ordinary shares

### 5.2. Shareholder structure:

Based on the list of shareholders as of March 20, 2025 provided by Vietnam Securities Depository and Clearing Corporation:

No.	Shareholders	Number of shares owned	Ownership ratio (%)
<i>I</i>	<i>Classification by ownership ratio</i>		
1	Major shareholders	1,623,225	20.17
2	Small shareholders	6,422,519	79.83
	<b>Total:</b>	<b>8,045,744</b>	<b>100</b>
<i>II</i>	<i>Classification by internal structure</i>		
1	Institutional shareholders	446,065	5.54
2	Individual shareholders	7,599,679	94.46
	<b>Total:</b>	<b>8,045,744</b>	<b>100</b>
<i>III</i>	<i>Classification by location</i>		
1	Domestic shareholders	7,959,970	98.93
2	Foreign shareholders	85,774	1.07
	<b>Total:</b>	<b>8,045,744</b>	<b>100</b>
<i>IV</i>	<i>Classification by capital source</i>		
1	State shareholders	0	0
2	Other shareholders	8,045,744	100
	<b>Total:</b>	<b>8,045,744</b>	<b>100</b>

- Changes in owner's equity during the year: None
- Treasury share transactions: None
- Other securities: None

## 6. Report on the company's environmental and social impacts

### 6.1. Environmental impact:

The environmental impact of the company's production activities is within safe limits. Environmental monitoring indicators are measured by a qualified unit twice a year and meet the permitted standards.

### 6.2. Management of raw materials:

- Total amount of raw materials used to produce and package the organization's main products and services during the year: Various plastic resins = 2,934 tons, kraft paper used to produce cement packaging = 3,744 tons.
- Report on the percentage of recycled materials used to produce the organization's main products and services: 0.5%

### 6.3. Energy consumption:

- Direct and indirect energy consumption: The company uses electrical energy in the product manufacturing process.

- b) Energy saved through energy efficiency initiatives: None
- c) Energy saving initiative reports (providing energy saving products and services or using renewable energy): The company has completed the investment in installing a rooftop solar power system with a designed capacity of nearly 300 kWh to take advantage of renewable energy sources, reduce peak season electricity load and proactively plan the company's production in the summer.

#### **6.4. Water consumption:**

- a) Water supply and water usage:
  - Water supply: Ha Dong clean water plant
  - Water usage in 2025 : 1.011 m<sup>3</sup>
- b) Percentage and total amount of recycled and reused water: About 10% of the water is reused thanks to the water pump system that circulates water from the wastewater source of the water filtration system used to cool the machines in the production line.

#### **6.5. Compliance with environmental protection law:**

- a) Number of times fined for non-compliance with environmental law and regulations: None
- b) Total amount of fines imposed for non-compliance with environmental law and regulations: None

Maintain and enhance sanitation work, plant trees to create a green-clean-beautiful landscape at the company office and workshop.

Periodically inspect and monitor safety during production, ensure compliance with regulations, prevent and minimize safety risks and environmental violations .

#### **6.6. Employee-related policies:**

- a) Number of employees, average salary for employees:
  - Number of employees: 162. Average income: 11.8 million VND/person/month.
- b) Labor policy to ensure the health, safety and welfare of employees:
  - Organize periodic safety instructions for employees and provide personal protective equipment for employees.
  - The company has organized many activities to take care of the material and spiritual life of employees such as: visiting, attending funerals, attending weddings, giving gifts to women on March 8, October 20, organizing and giving birthday gifts to employees, rewarding excellent students, giving gifts to children on the occasion of Children's Day June 1,...
  - During the year, the company organized vacation and periodic health check-up for 100% of employees.
  - Organize and provide nutritious and food-safe meals by controlling food with clear origin.
  - Work with centers and functional agencies in the company's operating area to organize training courses on fire prevention and fighting, etc.
- c) Employee training activities:
  - Average number of training hours per year, by employee and by employee classification: The company regularly conducts internal training for newly recruited employees.

- Skills development and continuous learning programs to support employees in securing employment and career development: Organize for accounting staff to participate in short-term training courses to update the legal document system and improve professional expertise.

**6.7. Report on responsibility to the local community:** The company always actively participates in all local support and charity programs.

**6.8. Report on green capital market activities according to the guidance of the State Securities Commission:** None

### **III. REPORT ON ASSESSMENT OF THE BOARD OF DIRECTORS**

#### **1. Assessment of production and business results**

*- The world economic situation has an impact on the company's production and business activities:*

In 2025, the world economy witnessed many prominent economic-political-social events along with increasing tension in the relationship between the two top global powers, the US and China. The prolonged tariff war, trade tensions, geopolitical tensions, and increasing policy uncertainties make the global trade economy quite gloomy. US tariff policies disrupting the market have negatively impacted the production of many countries, including Vietnam.

*- Vietnam's economy:* The domestic economy in 2025 had many bright spots from macroeconomics. 2025 GDP grew positively by over 8%, the highest increase since 2011. Regarding the import-export turnover of goods in 2025, it increased by 16.9% over the same period last year, the highest increase ever, and continued to maintain a trade surplus. Inflation was controlled; interest rates were stable and kept low. The consumer price index (CPI) increased by 3.31%, and inflation increased by 3.21%, contributing to stabilizing the domestic macroeconomy. The disbursement of public investment capital reached 82.7%, a sharp increase compared to the previous year, creating significant advantages for domestic enterprises, including the company.

Regarding the company's production and business activities, due to the general situation, production activities during the year were unstable, in which orders dropped sharply from May to September, including domestic and export orders. However, this year the company's production activities were favorable regarding stable input material prices maintained at a lower level than planned costs, thereby ensuring economic efficiency and successfully completing the planned economic targets assigned by the General Meeting of Shareholders and the company's Board of Directors.

#### **\*Other aspects of operations:**

*Market work:* In general, the company's activities to find product consumption markets domestically mainly maintained stability, focusing primarily on the existing customer base. The packaging export market decreased by 20% compared to the previous year. 2025 export revenue accounted for 25% of total revenue. However, initially, the company has exported products to demanding markets such as the US and Canada and expanded the market for PE bag products; therefore, the product consumption results in 2025 still fulfilled 103.7% of the proposed plan.

*Capital recovery work:* Capital recovery reached VND 208.9 billion / Planned VND 220 billion = 94.9% compared to the plan. Capital recovery work still faces many difficulties, receivables decreased but remained high.

*Production management, machinery and equipment, and product quality:* Production and product quality management, in general, continued to be stable throughout 2025, meeting the technical

requirements of customers. Maintaining the implementation of production and product quality management. The factory's production operations are maintained systematically and synchronously by the ISO 9001 and ISO 22000 quality management systems. Machinery and equipment serving production: Always ensuring machinery and equipment repair and maintenance plans and estimating appropriate replacement materials and spare parts; machinery and equipment are cleaned every shift and every week to ensure proactiveness in machinery and equipment serving production.

*Safety and Fire prevention and fighting:* Occupational safety work is paid attention to by the company's Board of Directors, fully equipping the fire prevention, fire alarm, and firefighting systems throughout the production workshop area. Assigning specialized safety officers to maintain regular inspection and control activities. Complying with regulations on fire prevention and fighting; Not allowing fire and explosion incidents to occur. The unit's fire prevention and fighting activities are maintained, regularly inspecting the premises and the condition of fire prevention and fighting vehicles and equipment.

## **2. Progress made by the company:**

- In 2025, the Company's Board of Directors continued to strengthen management activities, improve executive management quality, be flexible in expanding the packaging product consumption market, and pay special attention to exploiting the export market to enhance the capacity to supply products to the international market. Especially, for the first time, the company's products have accessed demanding markets such as the US and Canada. Developing additional new export products such as PE bags and supermarket bags at the associated company.
- Improvements in organizational structure and management policies: The management and organizational structure of the company is relatively stable, functional departments have enhanced their advisory roles in the corporate governance of the company.
- The determination and solidarity of the company's Board of Directors have greatly contributed to the successful implementation of the company's economic targets in 2025.

## **3. Future development plan:**

- The main targets of the company's production and business plan for 2026 are as follows:
  - + **Total output value:** 207.32 billion VND
  - + **Total revenue:** 196.53 billion VND
  - + **Payment to the state budget:** 6.0 billion VND
  - + **Profit before tax:** 8.0 billion VND
  - + **Average income of employees:** 13.95 million VND/person/month
  - + **Main product volume:** 33.1 million bags of all kinds
  - + **Expected dividend payout ratio:** 7% ÷ 10%/year

# **IV. BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S OPERATIONS**

## **1. Board of Directors' assessment of the company's operations**

### **1.1. Regarding management organization and direction of production activities:**

- The human resource structure is arranged reasonably in the direction of increasing the proportion of direct labor. The management of Functional Departments and Enterprise has been arranged by the Company's Board of Directors to meet production requirements in each period.

- The work of rectifying workers' awareness is done regularly and achieves good results, helping the operation of the Packaging Enterprise to be more effective.
- Training and development for managers and employees is carried out regularly.
- Cost monitoring and analysis activities are carried out regularly and continuously, contributing to limiting waste in production. The company has researched and improved techniques to reduce product costs to the maximum possible level on the basis of ensuring product quality.

#### **1.2. Regarding investment:**

- In 2025, the company had no major investment incurred.

#### **1.3. Regarding financial work:**

- The company's 2025 financial statements were independently audited (A&C Auditing and Consulting Company Limited) and obtained unqualified opinion.
- Manage the company's assets and capital, financial revenues and expenditures in accordance with regulations; arrange sufficient capital to serve the unit's production and business activities.
- The company's financial situation is healthy. Capital management and use, and debt management are strictly controlled, ensuring financial safety.

#### **1.4. Regarding business and export activities:**

- The export market in 2025 was still slow due to the general impact of the low global market. Export consumption volume in the first 3 quarters was low. In Q4/2025, the order situation improved. However, export revenue in 2025 still decreased by 20% compared to the previous year.
- Regarding the search for new markets: The company initially achieved good results; the company's products have been exported to higher-segment markets such as the US and Canada. At the same time, expanding the market for the company's newly developed produ

#### **1.5. Regarding market work, product quality management, mechanical management - safety - labor protection:**

- Domestic market exploitation in 2025 still faced many difficulties from Q1 to the end of Q3. However, Q4/2025, thanks to a sharp increase in domestic orders, contributed to completing the assigned output plan.
- Packaging quality in 2025 was stable and better, always meeting the technical requirements of customers.
- The company effectively carried out maintenance, servicing, and repair of machinery and equipment, ensuring the equipment system is always ready to operate to meet efficiency without affecting production progress and product quality.
- The network of occupational safety and hygiene officers, the Safety - Labor Protection Committee at the packaging enterprise operates effectively, ensuring safe working conditions for the company's employees.

#### **1.6. Labor and salary work**

- The implementation of reasonable and timely salary and bonus payments contributes to encouraging employees to enthusiastically produce and achieve high efficiency. Policies related to employees such as social insurance, health insurance, unemployment insurance,

retirement regime, etc. and other employee benefits are fully implemented in accordance with current laws.

- The company takes care of the material and spiritual life of employees, ensures jobs and income for employees, creates favorable conditions for the company's mass organizations to maintain regular activities, and together with the Trade Union, Youth Union and Women's Union, organizes many activities to visit and give gifts to women on the occasion of March 8, organize and give birthday gifts to employees, subsidize and visit employees in difficult circumstances, etc. On public holidays, the Company timely pays bonuses to encourage employees.
- The company always cares and focuses on human resource training, encourages and creates favorable conditions for employees to demonstrate their capacity and develop their skills.

## **2. Board of Directors' assessment of the performance of the company's Board of Management**

- The Board of Management, headed by the General Director, has managed production and business activities in compliance with legal regulations, the company's charter as well as the orientation of the Board of Directors.
- The General Director implemented the resolution of the General Meeting of Shareholders, the resolution of the Board of Directors, closely followed the targets of the 2025 production and business plan, and overcame difficulties to well complete the assigned tasks. The Board of Management proactively and actively handled timely arising issues in the management and administration of production and business activities.
- The company's semi-annual and annual financial statements are audited by an independent auditing unit. The 2025 financial statements were fully accepted.
- The General Director and the Executive Board, in addition to maintaining stable production activities, still create all conditions for mass organizations such as the Party organization and the trade union of the company to care for the material and spiritual life of employees.
- During the administration process, the Board of Management regularly reports the results of work performed monthly and quarterly to fully and promptly inform the members of the Board of Directors about the company's production and business situation, difficulties, and obstacles in the administration process so that the Board of Directors can promptly issue appropriate directives.
- The General Director and the executive board made many efforts in managing production and business activities in 2025, proactively and well completing the assigned tasks; operating exactly according to functions and tasks, and correctly according to regulations in line with the Law on Enterprises and the Company's Charter.

## **3. Plans and orientations of the Board of Directors in 2025:**

- Focusing on maintaining and developing traditional business sectors on the basis of selectively choosing customers to build a stable customer system, brand, and reputation.
- Maintaining stability with existing customers, continuing to seek and expand the domestic packaging consumption market.
- Continuing to improve governance capacity, closely following the actual situation to support the Executive Board in developing production and business correctly according to the set plans and goals.

- Directing production and business activities at the associated company through the representative of the company's capital portion to soon have solutions to promote production, increase scale to increase economic efficiency.
- Continuing to arrange, consolidate, and develop human resources toward a lean, efficient direction, attracting quality human resources.
- Withdrawing capital from projects or non-core investment areas that are inefficient when conditions permit.

## V. CORPORATE GOVERNANCE

### 1. Board of Directors

#### 1.1. Members and structure of the Board of Directors:

No.	Full Name	Position	Number of shares held (*)	SH ratio %	Positions held at other organizations
1.	Nguyen Trong San	Chairman of the Board of Directors (BOD)	397,407	4,939	Chairman of the Board of Directors of Song Da Industry Joint Stock Company
2.	Nguyen Trong Trai	Member of the BOD - General Director	11,186	0.139	Member of Board of Directors of Hanoi Infrastructure Development Joint Stock Company. Chairman of the Board of Directors of Nam Anh-Invest Investment Joint Stock Company
3.	Nguyen Trong Loi	Member of the BOD –Deputy General Director	592,078	7,359	Director of Song Da Industry Joint Stock Company.
4.	Nguyen Quang Thieu	Member of the BOD	181,444	2,255	
5.	Phung Thi Huyen	Independent Member of the BOD	-	-	Deputy Head of Organization and Personnel Department, Office of the Party Committee of Hanoi Industrial and Export Processing Zones

(\*) Number of shares held at the closing date of the ownership list March 20, 2025

#### 1.2. Subcommittees of the Board of Directors: No subcommittees

#### 1.3. Activities of the Board of Directors:

- In 2025, the Board of Directors has implemented the functions, tasks and powers as prescribed, as well as managed and directed the company's activities in accordance with the law, the company's charter and resolutions of the General Meeting of Shareholders.
- The Board of Directors closely followed the company's actual situation to deploy the Resolution of the General Meeting of Shareholders fully, promptly, and effectively. The Board of Directors implemented appropriate solutions to strengthen the management, direction, and supervision of the company's activities. Closely monitoring the Company's operations, promptly giving directional opinions to the Board of Management.

- Supervising the activities of the General Director in implementing the Resolution of the General Meeting of Shareholders, resolutions of the Board of Directors, and assigned tasks.
- Supervising and orienting production and business activities, supporting the executive board in carrying out production and business work, market work, and debt recovery work.
- The company successfully organized the 2025 Annual General Meeting of Shareholders, complying properly with current legal regulations, and the Resolution of the General Meeting of Shareholders was strictly implemented according to regulations.
- Organizing quarterly periodic meetings to evaluate the results of implementing the production and business plan and propose solutions to complete the production and business plan of the next quarter, orienting for the General Director to manage the Company's operations.
- In 2025, the Board of Directors held 05 periodic meetings and issued resolutions to approve contents to manage and direct the company's activities. During the Board of Directors meetings, all members jointly evaluated and analyzed the company's production and business results, thereby issuing timely and effective appropriate orientations. In addition, the Board of Directors organized to collect members' opinions in writing and approved the company's strategic orientation issues to implement the Resolution of the 2025 Annual General Meeting of Shareholders and resolve arising jobs in the company's production and business activities. (The list of Resolutions/Decisions of the Board of Directors in 2025 is published in the 2025 Corporate Governance Report of STP).
- The members of the Board of Directors deployed the resolution of the Annual General Meeting of Shareholders, directing and supervising the General Director's activities through the resolutions of the Board of Directors. The Board of Directors issued resolutions approving and directing main contents such as: Contractual transactions with enterprises and related persons; Purchasing used packaging production machinery and equipment to serve production; Assigning the 2025 cost plan; Approving the 2025 production and business plan; Approving the 2025 internal audit plan; Paying 2024 dividends at a rate of 8%/year; Selecting an audit firm for the 2025 Financial Statements; Approving the 2025 internal audit plan; Liquidating and selling fully depreciated weaving machines no longer in need of use; Using the company's idle money for individuals to borrow; Approving the limit for signing contracts in 2026; Executing contractual transactions with enterprises and related persons in 2026,...
- The resolutions of the Board of Directors are issued in the correct order and procedures according to the Law on Enterprises and the Company's Charter, the meetings convened by the Board of Directors are fully attended by members of the Board of Directors, Board of Management, and Supervisory Board.
- Attending meetings with the Board of Management and functional departments to grasp the production and business management process to promptly direct and propose solutions to implement the production and business plan.
- The Board of Directors always stays close to the unit's actual situation, creating conditions for the General Director to proactively complete production and business tasks, coordinating with the Board of Management to resolve difficulties and obstacles arising in production, maintaining and ensuring quality according to customer requirements.
- The Board of Directors provided all Board of Directors meeting documents to the Supervisory Board for review and comment; provided documents and information for the Supervisory Board to inspect and supervise the Board of Directors and the Board of Management in managing and running the enterprise.
- The Board of Directors well performed its role of orienting, supervising, and controlling the company's activities, ensuring transparent and efficient corporate governance.

#### **1.4. Activities of independent non-executive Board member.**

- Perform the functions of a member of the Board of Directors, participate in corporate governance according to the Company's Charter, regulations on the organization and operation of the Board of Directors and current provisions of law.
- Participate in research, strategy development and production and business plan of the Company.
- Independent members of the Board of Directors performed their roles with a high sense of responsibility, proactively researching documents and giving objective opinions on the contents put forward for discussion and voting.
- Independent members of the Board of Directors have fulfilled their role in working with members of the Board of Directors to direct, supervise, and urge production and business activities.
- Perform other tasks as assigned by the Chairman of the Board of Directors and the Board of Directors.

## **2. Board of Supervisors**

### **2.1. Members and structure of the board of supervisors:**

No.	Full Name	Position	Number of shares held (*)	Ratio %	Note
1	Nguyen Tuan Quan	Head of Board of Supervisors	0	0	Appointed on April 28, 2023
2	Bui Minh Tuan	Member of Board of Supervisors	0	0	Reappointed on April 24, 2023
3	Nguyen Thi An	Member of Board of Supervisors	0	0	Reappointed on April 24, 2023

*(\*) Number of shares held at the closing date of the ownership list March 20, 2025*

### **2.2. Activities of the board of supervisors:**

- Attended the company's 2025 Annual General Meeting of Shareholders to record the decisions and opinions of shareholders on the company's requirements and plans during the year to serve the supervisory work in the next period.
- Attended the meetings of the Board of Directors and some working sessions of the Leadership on the annual production and business plan and reports on the implementation situation. The Supervisory Board discussed and gave opinions to the Board of Directors and the Board of Management on several contents related to governance and administration.
- Reviewed and provided comments to perfect the construction of the Company's processes and regulations.
- Inspected and supervised investment, procurement, and capital use and management activities.
- Supervised compliance with the provisions of the Law, the Company's Charter, and the implementation of the company's regulations and rules in the management and administrative activities of the Board of Directors and the Board of Management;
- Supervised and evaluated the implementation of the Resolutions of the General Meeting of Shareholders, the Board of Directors, and the Board of Management;
- Inspected and evaluated the implementation of the 2025 production and business plan approved by the General Meeting of Shareholders.
- Inspected statistical accounting work and the preparation of financial statements; inspected accounting books and vouchers, investment work, bidding work, contract signing and execution in production and business activities, and other documents and records at the company.

- In 2025, the Supervisory Board held 02 meetings to discuss contents strictly according to the inspection and supervision tasks of the Supervisory Board.
- Reviewed and appraised the production and business situation report of the General Director, the Evaluation Report on the management of the Board of Directors, and the Financial Statements of the company in 2025; ensuring the reports fully and honestly reflect the production and business operations and the financial status of the company at the reporting time.
- Organized the appraisal of the report evaluating the company's management and administration in 2025, reviewed the audit report, auditor's opinion, and the issuing audit unit.
- The Supervisory Board coordinated with the Board of Directors to select the audit firm for the 2025 financial statements.
- The Supervisory Board regularly inspected and reviewed all resolutions issued by the Board of Directors and the implementation of resolutions, as well as the production management of the Board of Management in production and business activities and other activities of the company
- Meetings in 2025:

No.	Member of the Board of Supervisors	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending
1	Mr. Bui Minh Tuan	2	100%	100%	
2	Mr. Nguyen Tuan Quan	2	100%	100%	
3	Ms. Nguyen Thi An	2	100%	100%	

### 3. Transactions, remuneration and benefits of the Board of Directors; Board of Management and Board of Supervisors

#### 3.1 Remuneration and benefits of the Board of Directors, Board of Management, Chief Accountant and Board of Supervisors of the Company.

*Unit: Dong*

No.	Full name	Position	Implementation in 2025		
			Salary, bonus, allowance	Remuneration	Total amount
1	Nguyen Trong San	Chairman of the BOD	385.590.909		385.590.909
2	Nguyen Trong Trai	Member of the BOD, General Director	377.681.818	48.000.000	425.681.818
3	Nguyen Trong Loi	Member of the BOD, Deputy General Director	292.510.501	48.000.000	340.510.501
4	Nguyen Quang Thieu	Member of the BOD	270.688.000	48.000.000	318.688.000
5	Phung Thi Huyen	Member of the BOD	2.000.000	48.000.000	50.000.000
6	Do Van Hach	Deputy General Director	294.537.319		294.537.319
7	Nguyen Hong Minh	Chief Accountant	294.537.319		294.537.319
8	Nguyen Tuan Quan	Head of the Board of Supervisors		144.000.000	144.000.000

No.	Full name	Position	Implementation in 2025		
			Salary, bonus, allowance	Remuneration	Total amount
9	Bui Minh Tuan	Member of the BOS		36.000.000	36.000.000
10	Nguyen Thi An	Member of the BOS		36.000.000	36.000.000

### 3.2 Share transactions of internal shareholders: None

### 3.3 Contracts or transactions with internal shareholders (transactions of internal shareholders/major shareholders and related persons with the company itself).

No	Implementing unit	Related person	Transaction content
1	Song Da Industry Joint Stock Company	Member of the BOD	Selling old weaving machines, fully depreciated, no longer needed;
2	Song Da Industry Joint Stock Company	Member of the BOD	Lifting and clamping equipment.
3	Song Da Industry Joint Stock Company	Member of the BOD	Buying recycled plastic
4	Song Da Industry Joint Stock Company	Member of the BOD	Selling drawn plastic yarn,
5	Song Da Industry Joint Stock Company	Member of the BOD	Selling manh (woven fabric)

## VI. FINANCIAL STATEMENTS

### 1. Audit opinion

- Independent auditor: A&C Auditing and Consulting Company Limited.
- Auditor's opinion:

In our opinion, the Financial Statements present truly and fairly, in all material respects, the financial position of Song Da Industry Trade Joint Stock Company as at December 31, 2025, and its results of business operations and cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese enterprise accounting regime and legal regulations related to the preparation and presentation of the Financial Statements.

### 2. Audited financial statements:

The audited financial statements for 2025 include: Balance sheet; Income statement; Cash flow statement; Notes to the financial statements in accordance with the law on accounting and auditing.

- Address for publication of Financial Statements: [www.stp.com.vn](http://www.stp.com.vn)

Hanoi, March 30, 2026  
**LEGAL REPRESENTATIVE  
GENERAL DIRECTOR**  
  
*Nguyen Trong Trai*