

No.: 01/2026 - BC/HĐQT

Hanoi, January 30, 2026

REPORT ON THE COMPANY'S GOVERNANCE SITUATION
(Year 2025)

To: - STATE SECURITIES COMMISSION OF VIETNAM
- HA NOI STOCK EXCHANGE

Company name : SONG DA INDUSTRY TRADE JOINT STOCK COMPANY
Head office address : 41 Quyet Thang Street, Yen Nghia Ward, Hanoi City
Phone : 024.33 828 440/33 521 290
Registered capital : 80,457,440,000 VND (*Eighty billion four hundred fifty-seven million four hundred forty thousand Vietnamese Dong*)
Stock code : STP
Corporate governance model : Shareholders' General Meeting, Board of Directors, Supervisory Board, and General Director
Regarding the performance of internal audit functions : Completed

I. Activities of the General Shareholders' Meeting:

Information on meetings and resolutions/decisions of the General Meeting of Shareholders (including resolutions of the General Meeting of Shareholders adopted through written ballots).

No.	Resolution/Decision Number	Day	Content
1	01/2025/NQ-ĐHĐCĐ	April 24, 2025	<ul style="list-style-type: none">- Approval of the Board of Directors' Report for 2024; and the plan and direction of operations for 2025.- Through the Supervisory Board's Report for 2024 and the operational plan for 2025.- Approved the audited financial statements for 2024. Approved the profit distribution plan and fund allocation for 2024.- Approved the business plan for 2025 and the projected dividend for 2025.- Approved the Report on remuneration for the Board of Directors, Supervisory Board, and Secretary in 2024; the Remuneration Payment Plan for 2025 and the Reward Policy for 2025.- Through the list of auditing firms for the 2025 financial statements, the Board of Directors is authorized to select an auditing firm from the list approved by the General Meeting of Shareholders.

II. Board of Directors (2025):

1. Information about the members of the Board of Directors

No.	Board Member	Position	Date of commencement/cessation of membership on the Board of Directors/independent board member	
			Appointment date	Dismissal date
1	Mr Nguyen Trong San	Chairman of the Board	26/04/2023	
2	Mr Nguyen Trong Trai	Board Member and CEO	24/04/2023	
3	Mr Nguyen Trong Loi	Board Member and Deputy General Director	24/04/2023	
4	Mr Nguyen Quang Thieu	Board Member	24/04/2023	
5	Mrs Phung Thi Huyen	Board Member independence	24/04/2023	

2. Board of Directors meetings:

No	Board Member	Number of Board of Directors meetings attended	Proportion attend the meeting	Reason not attending
1	Mr Nguyen Trong San	5	100%	
2	Mr Nguyen Trong Trai	5	100%	
3	Mr Nguyen Trong Loi	5	100%	
4	Mr Nguyen Quang Thieu	5	100%	
5	Mrs Phung Thi Huyen	4	80%	Busy with work

3. The Board of Directors' oversight of the General Management Board:

- The Company's Board of Directors supervises the Company's General Director in accordance with the Company's Charter and internal governance regulations. The Board of Directors has inspected and supervised the General Director's activities in managing production and business operations and implementing resolutions of the General Meeting of Shareholders and the Board of Directors through regular/ad hoc briefing meetings.
- Develop a business plan for 2025 and organize the implementation of the 2025 plan targets approved by the General Shareholders' Meeting and the Board of Directors.
- Prepare the audited financial statements for 2024 and quarterly financial reports.
- The company will pay out the 2024 dividend at a rate of 8% in cash on May 9, 2025.
- Signing a contract for reviewing the financial statements for the first six months of 2025 and auditing the financial statements for the entire year 2025 with A&C Auditing and Consulting Co., Ltd.
- Focus on securing funding, recovering outstanding debts, and ensuring the quality of technology.
- In 2025, the General Director and the management team made efforts, acted proactively, and successfully fulfilled their assigned tasks; operating within their functions and responsibilities, in accordance with the regulations consistent with the Enterprise Law and the Company's Charter.

4. Activities of the Board of Directors' subcommittees: no subcommittees

5. Resolutions/Decisions of the Board of Directors (Year 2025)

No.	Resolution and decision number	Day	Content	Approval rate
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No.	Resolution and decision number	Day	Content	Approval rate
1	02/NQ-HĐQT	January 2, 2025	Execute contractual transactions with businesses and related parties.	100%
2	03A/NQ-HĐQT	January 2, 2025	Purchase used packaging production machinery and equipment for the company's production.	100%
3	05B/NQ-HĐQT	January 6, 2025	We purchased clinker from Thang Long Cement Joint Stock Company to offset outstanding debts.	100%
4	08/NQ-HĐQT	January 9, 2025	Provision for bad debts in Q4 2024	100%
5	18/NQ-HĐQT	January 21, 2025	Awards for teams within the Company in 2024	100%
6	27/NQ-HĐQT	February 12, 2025	Through the report on the implementation of the production and business plan for the fourth quarter and the cumulative period of 2024, Deliver the business plan for the first quarter of 2025. The Board of Directors and relevant departments are tasked with preparing for the organization of the 2025 Annual General Meeting of Shareholders.	100%
7	33/NQ-HĐQT	February 28, 2025	Finalizing the list of shareholders to attend the 2025 Annual General Meeting and the 2024 interim dividend payment.	100%
8	45/NQ-HĐQT	March 10, 2025	Through the 2025 cost plan	100%
9	46/QD-HĐQT	March 10, 2025	Assign cost plan for 2025	100%
10	47/NQ-HĐQT	March 11, 2025	Through the 2025 business production plan.	100%
11	60/NQ-HĐQT	March 25, 2025	Through the 2025 internal audit plan.	100%
12	66B/NQ-HĐQT	April 10, 2025	Provision for bad debts in the first quarter of 2025	100%
13	88/NQ-HĐQT	May 12, 2025	Allocate funds for employee bonuses and welfare from after-tax profits as of December 31, 2024.	100%
14	90/NQ-HĐQT	May 15, 2025	Through the report on the implementation of the production and business plan for the first quarter of 2025. Delivery of the Business Production Plan for the second quarter of 2025	100%
15	96/NQ-HĐQT	June 3, 2025	Selecting an audit firm to perform the 2025 financial statement audit.	100%
16	100/NQ-HĐQT	June 18, 2025	Selling off fully depreciated weaving machines that are no longer needed.	100%
17	109/NQ-HĐQT	July 10, 2025	Provision for bad debts in Q2 2025	100%
18	130/NQ-HĐQT	August 14, 2025	- Through the implementation of the production and business plan for the second quarter and the first six months of 2025. - Assigning the production and business plan for the third quarter and the last six months of 2025, and measures to implement the production and business plan for the third quarter and the last six months of 2025.	100%
19	133/NQ-HĐQT	August 19, 2025	Through the reappointment of the person in charge of corporate governance.	100%
20	134/QD-HĐQT	August 19, 2025	Decision to reappoint the person in charge of corporate governance.	100%

No.	Resolution and decision number	Day	Content	Approval rate
21	152/NQ-HĐQT	October 3, 2025	We purchased clinker from Thang Long Cement Joint Stock Company to offset our outstanding debt.	100%
22	162/NQ-HĐQT	October 24, 2025	- Through the implementation of the production and business plan for the third quarter and the first nine months of 2025. - Deliver the production and business plan for the fourth quarter of 2025.	100%
23	186/NQ-HĐQT	December 18, 2025	Using company surplus funds to provide loans to individuals.	100%
24	193/NQ-HĐQT	December 25, 2025	Approve contract signing limits for 2026	100%
25	201/NQ-HĐQT	December 31, 2025	Execute contractual transactions with businesses and related parties in 2026.	100%

III. Supervisory Board (2025)

1. Information about the members of the Supervisory Board (SB)

No.	Supervisory Board Member	Position	Date of commencement/cessation of membership in the Supervisory Board	Professional qualifications
1	Mr. Nguyen Tuan Quan	Head of the Supervisory Board	April 28, 2023	Accounting Department
2	Mr. Bui Minh Tuan	Supervisory Board Member	April 24, 2023	Accounting Department
3	Ms. Nguyen Thi An	Supervisory Board Member	April 24, 2023	Bank branch

2. Meeting of the Supervisory Board:

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

3. Supervisory activities of the Supervisory Board over the Board of Directors, the General Management Board, and shareholders.

- Regularly inspect and monitor compliance with the law, adherence to the company's charter, and implementation of resolutions of the General Meeting of Shareholders, the Board of Directors, and the General Management Board.
- Regularly monitor the company's production and business activities and financial situation.
- The Board of Directors has regularly organized and maintained regular and extraordinary meetings to address issues within its authority, in compliance with the law and the company's charter.
- Regularly review and monitor quarterly, semi-annual, and annual financial reports to assess the reasonableness and accuracy of financial data.
- Supervising the organization of salaries, insurance, employee benefits, occupational safety, industrial hygiene, and fire prevention.

- The exchange of information and coordination between the company's Supervisory Board and shareholders is carried out in accordance with the company's charter.

4. Coordination of activities between the Supervisory Board and the Board of Directors, the General Management Board, and other management departments.

- The Supervisory Board fully attends all meetings of the Board of Directors, participates in regular briefings of the General Director, and contributes opinions within the scope of its responsibilities and authority.
- The Supervisory Board regularly communicates with the Board of Directors, the General Director, and functional departments regarding the Company's activities and is provided with complete documentation and information related to the company's governance, operations, and financial situation to ensure compliance with the law, the company's charter, and to monitor the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors.
- The Supervisory Board regularly inspects and reviews all resolutions issued by the Board of Directors and the implementation of these resolutions, as well as the management of production by the General Director in the company's business operations and other activities.
- The Supervisory Board, in coordination with the Board of Directors, has selected the auditing firm for the 2025 financial statements.

5. Other activities of the Supervisory Board (if any): None

IV. Board of Directors:

No.	Member Board of Directors	Date of birth	Professional qualifications	Date of Appointment/Dismissal of Executive Board Members
1	Mr. Nguyen Trong Trai	26/02/1981	Master's degree	26/04/2023
2	Mr. Nguyen Trong Loi	02/03/1982	Master's degree	15/10/2014
3	Mr. Do Van Hach	31/01/1985	Master's degree	07/08/2018

V. Chief Accountant:

Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
Nguyen Hong Minh	27/09/1981	Master's degree	01/01/2016

VI. Training in corporate governance

Training courses on corporate governance that the Board of Directors, Supervisory Board members, CEO, other management officers, and Company Secretary have participated in as required by corporate governance regulations: None

VII. A list of related parties of a public company and transactions of those related parties with the company itself.

1. List of company associates:

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue	Head office address/Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relations hip with the company
1.	Vu Thi Loc					24/04/2023			
2.	Nguyen Hai Anh					24/04/2023			
3.	Nguyen Thuy Duong					24/04/2023			
4.	Nguyen Thi Nguyet					24/04/2023			
5.	Nguyen Phuong Anh					24/04/2023			
6.	Nguyen Minh Anh					24/04/2023			
7.	Nguyen Ngoc Anh					24/04/2023			
8.	Nguyen Trong Giang					24/04/2023			
9.	Nguyen Thi Thoi					24/04/2023			
10.	Nguyen Trong Trung					24/04/2023			
11.	Vu Thi Kim Tuyen					24/04/2023			
12.	Nguyen Ngoc Ha					24/04/2023			
13.	Nguyen Tu Anh					24/04/2023			
14.	Dinh Thi Yen					24/04/2023			
15.	Nguyen Thi Nham					24/04/2023			

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue	Head office address/Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relations hip with the company
16.	Nguyen Thi Nhung					24/04/2023			
17.	Nguyen Quynh Anh					24/04/2023			
18.	Nguyen Quang Khoan					24/04/2023	08/05/2025	Dead	
19.	Nguyen Thi Loi					24/04/2023	01/03/2025	Dead	
20.	Nguyen Trong Hiep					24/04/2023			
21.	Nguyen Dinh Lam					24/04/2023			
22.	Cao Manh Linh					24/04/2023			
23.	Cao Minh Khanh					24/04/2023			
24.	Cao Minh Anh					24/04/2023			
25.	Phung Doan Han					24/04/2023			
26.	Nguyen Thi Tuyet					24/04/2023			
27.	Phung Doan Hung					24/04/2023			
28.	Le Thi Oanh					24/04/2023			
29.	Quach Thi Hoa					24/04/2023			
30.	Bui Ngoc An					24/04/2023			
31.	Bui Ngoc Lan Khue					24/04/2023			

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue	Head office address/Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relations hip with the company
32.	Bui Manh Cuong					24/04/2023			
33.	Bui Minh Tu					24/04/2023			
34.	Bui Thi Hiem					24/04/2023	17/11/2025	Dead	
35.	Dang Thi Lan Huong					24/04/2023			
36.	Nguyen Tuan Hong					24/04/2023			
37.	Nguyen Thi Nhuan					24/04/2023			
38.	Nguyen Tuan Linh					24/04/2023			
39.	Khuat Ngoc Ha					24/04/2023			
40.	Khuat Trong Nghia					24/04/2023			
41.	Nguyen Van Da					24/04/2023			
42.	Hoang Thi Thu					24/04/2023			
43.	Nguyen Thi Yen					24/04/2023			
44.	Nguyen Van Bien					24/04/2023			
45.	Nguyen Van Giang					24/04/2023			
46.	Nguyen Van Quyen					24/04/2023			
47.	Tang Thi Giang					07/08/2018			

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue	Head office address/Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relations hip with the company
48.	Do Quang Hien					07/08/2018			
49.	Do Minh Hieu					07/08/2018			
50.	Do Van That					07/08/2018			
51.	Le Thi Hanh					07/08/2018			
52.	Do Van Hai					07/08/2018			
53.	Do Thi Hong Loan					07/08/2018			
54.	Tran Huy Hoang					01/01/2021			
55.	Mai Thi Hanh					01/01/2021			
56.	Tang Hai Long					01/01/2021			
57.	Nguyen Thi Lan					01/01/2021			
58.	Dinh Hong Kien					08/06/2015			
59.	Dinh Minh Hang					08/06/2015			
60.	Dinh Duc Viet					08/06/2015			
61.	Nguyen Khac Luan					08/06/2015			
62.	Vuong Thi Chi					08/06/2015			
63.	Nguyen Tan Chung					08/06/2015			

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue	Head office address/Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relations hip with the company
64.	Nguyen Thu Thuy					08/06/2015			
65.	Nguyen Thuy Binh					08/06/2015			
66.	Nguyen Thi Thu Huyen					01/01/2021			
67.	Doan Duc Ha					01/01/2021			
68.	Chu Van Loi					01/01/2021			
69.	Nguyen Thi Vuong					10/6/2009			
70.	Vu Phuong Nga					10/6/2009			

2. Transactions between a company and its related parties; or between a company and major shareholders, insiders, or related parties of insiders : No
3. Transactions between company insiders, related parties of insiders, and subsidiaries or companies controlled by the company : No
4. Transactions between the company and other parties:
- 4.1. Transactions between the company and companies in which members of the Board of Directors, members of the Supervisory Board , Directors (General Directors) and other managers have been founding members or members of the Board of Directors, Directors (General Directors) in charge during the past three (03) years (calculated at the time of report preparation):

- 2023:

No.	Implementing unit	People involved	Transaction details
1	Song Da Industry Joint Stock Company	Board Member	Equipment rental Buying and selling supplies, raw materials, and spare parts. Selling off machinery and equipment.

- 2024:

No.	Implementing unit	People involved	Transaction details
1	Song Da Industry Joint Stock Company	Board Member	Buy textiles Buying and selling supplies, raw materials, and spare parts. Selling machinery and equipment that are no longer needed.

- 2025:

No.	Implementing unit	People involved	Transaction details
1	Song Da Industry Joint Stock Company	Board Member	Buying and selling supplies, raw materials, and spare parts. Selling machinery and equipment that are no longer needed.

- 4.2. Transactions between the company and a company where a related party of a member of the Board of Directors, a member of the Supervisory Board , or the CEO (General Director) is also a member of the Board of Directors or the CEO (General Director): No
- 4.3. Other transactions of the company (if any) that may provide material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, Directors (General Director) and other managers: None

VIII. Insider trading and trading of shares by insiders and related parties of insiders:

1. List of insiders and related parties of insiders:

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	ID card number, date of issue, place of issue	Address	Number of shares held at the end of the period	Ending Stock Ownership Ratio	Note
1	Nguyen Trong San		Chairman of the Board of Directors			397.407	4,939%	
1.1	Vu Thi Loc					399.523	4,966%	Wife
1.2	Nguyen Hai Anh					0		son
1.3	Nguyen Thuy Duong					0		daughter
1.4	Nguyen Trong Giang					100.177	1,245%	Older brother
1.5	Nguyen Thi Nguyet					0		Younger sister
2	Nguyen Trong Trai		Member of the Board of Directors - General Director			11.186	0,139%	
2.1	Nguyen Phuong Anh					0		daughter
2.2	Nguyen Minh Anh					0		daughter
2.3	Nguyen Ngoc Anh					0		daughter
2.4	Nguyen Trong Giang					100.177	1,245%	Father
2.5	Nguyen Thi Thol					0		Mother
2.6	Nguyen Trong Loi		Member of the Board of Directors - Deputy General Director			592.078	7,359%	Younger brother

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	ID card number, date of issue, place of issue	Address	Number of shares held at the end of the period	Ending Stock Ownership Ratio	Note
2.7	Vu Thi Kim Tuyen					318.983	3,965%	Sister in law
2.8	Nguyen Trong Trung					627.388	7,798%	Younger brother
3	Nguyen Trong Loi		Member of the Board of Directors - Deputy General Director			592.078	7,359%	
3.1	Vu Thi Kim Tuyen					318.983	3,965%	wife
3.2	Nguyen Ngoc Ha					0		daughter
3.3	Nguyen Tu Anh					0		daughter
3.2	Nguyen Trong Giang					100.177	1,245%	father
3.3	Nguyen Thi Thoi					0		Mother
3.4	Nguyen Trong Trai		Member of the Board of Directors - General Director			11.186	0,139%	Brother
3.5	Nguyen Trong Trung					627.388	7,798%	Younger Brother
4	Nguyen Quang Thieu		Member of the Board of Directors; Director of Packaging enterpris			181.444	2,255%	
4.1	Dinh Thi Yen					210.455	2,61%	wife
4.2	Nguyen Thi Nham					0		daughter
4.3	Nguyen Thi Nhung					0		daughter

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	ID card number, date of issue, place of issue	Address	Number of shares held at the end of the period	Ending Stock Ownership Ratio	Note
4.4	Nguyen Quynh Anh					0		daughter
4.5	Nguyen Quang Khoan					0		Father (dead)
4.6	Nguyen Thi Loi					0		Mother in law (dead)
4.7	Nguyen Trong Hiep					0		Son in law
4.8	Nguyen Dinh Lam					0		Son in law
5	Phung Thi Huyen		Member of the Board of Directors			0		
5.1	Cao Manh Linh					0		Husband
5.2	Cao Minh Khanh					0		son
5.3	Cao Minh Anh					0		daughter
5.4	Phung Doan Han					0		Father
5.5	Nguyen Thi Tuyet					1.322	0,016%	Mother
5.6	Phung Doan Hung					0		Younger brother
5.6	Le Thi Oanh					0		Sister in law
6	Nguyen Tuan Quan		Head of the Board of Supervisors			0		
6.1	Dang Thi Lan Huong					0		wife
6.2	Nguyen Tuan Hong					9.918	0,123%	Father

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	ID card number, date of issue, place of issue	Address	Number of shares held at the end of the period	Ending Stock Ownership Ratio	Note
6.3	Nguyen Thi Nhuan					396	0,005%	Mother
6.4	Nguyen Tuan Linh					0		Son
7	Bui Minh Tuan		Member of the Board of Supervisors			0		
7.1	Quach Thi Hoa					0		wife
7.2	Bui Ngoc An					0		Daughter
7.3	Bui Ngoc Lan Khue					0		Daughter
7.4	Bui Manh Cuong					0		Father
7.5	Bui Minh Tu					0		Younger brother
7.6	Bui Thi Hiem					0		Mother in law (dead)
8	Nguyen Thi An		Member of the Board of Supervisors			0		
8.1	Khuat Ngoc Ha					0		daughter
8.2	Khuat Trong Nghia					0		Son
8.3	Nguyen Van Da					0		Father
8.4	Hoang Thi Thu					0		Mother
8.5	Nguyen Thi Yen					0		sister
8.6	Nguyen Van Bien					0		Older brother

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	ID card number, date of issue, place of issue	Address	Number of shares held at the end of the period	Ending Stock Ownership Ratio	Note
8.7	Nguyen Van Giang					0		Older brother
8.8	Nguyen Van Quyen					0		Younger brother
9	Do Van Hach		Deputy General Director cum Head of Transport Sales Department			0		
9.1	Tang Thi Giang					0		wife
9.2	Do Quang Hien					0		Son
9.3	Do Minh Hieu					0		Son
9.4	Do Van That					0		Father
9.5	Le Thi Hanh					0		Mother
9.6	Do Van Hai					0		Younger brother
9.7	Do Thi Hong Loan					0		Sister
9.8	Tran Huy Hoang					0		Brother in law
9.9	Mai Thi Hanh					0		Sister in law
9.10	Tang Hai Long					0		Father in Law
9.11	Nguyen Thi Lan					0		Mother in law

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	ID card number, date of issue, place of issue	Address	Number of shares held at the end of the period	Ending Stock Ownership Ratio	Note
10	Nguyen Hong Minh		Chief Accountant			0		
10.1	Dinh Hong Kien					0		Husband
10.2	Dinh Minh Hang					0		Daughter
10.3	Dinh Duc Viet					0		son
10.4	Nguyen Khac Luan					0		Father
10.5	Vuong Thi Chi					0		mother
10.6	Nguyen Tan Chung					0		Older brother
10.7	Nguyen Thu Thuy					0		Older sister
10.8	Nguyen Thuy Binh					0		Older sister
10.9	Nguyen Thi Thu Huyen							Sister in law
10.10	Doan Duc Ha							Brother in law
10.11	Chu Van Loi							Brother in law
11	Vu Thuy Quynh		Secretary of the Board of Directors Person authorized to disclose information			5.157	0,064%	
11.1	Nguyen Thi Vuong					0		Mother
11.2	Vu Phuong Nga					0		Younger ssiter

2. Transactions by insiders and related parties involving company stock:

No.	The person executing the transaction	Relationships with insiders	Number of shares beginning ownership		Number of shares end-of-period ownership		Reasons for increase or decrease (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage (%)	Number of shares	Percentage (%)	

IX. Other points to note: None

Recipient :

- As sent by K/
- Save VT; Board of Directors

CHAIRMAN OF THE BOARD OF DIRECTORS



Nguyễn Trọng San