

Appendix IV  
**ANNUAL REPORT**

(Issued with Circular No. 96/2020/TT-BTC dated November 16, 2020) of the Minister Ministry of Finance)



AGRICULTURE PRINTING  
AND PACKAGING JOINT STOCK  
COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
**Independence - Freedom - Happiness**

Hanoi, March 31, 2025

**REPORT**

**Annual 2024**

Dear : - State Securities Commission;  
- Hanoi Stock Exchange.

**I. GENERAL INFORMATION**

**1. General information**

- Trading name: AGRICULTURAL PRINTING AND PACKAGING JOINT STOCK COMPANY.
- Business Registration Certificate No. 0101508664.
- Charter capital: 180,000,000,000 VND.
- Address: Head office at 72 Truong Chinh Street, Phuong Mai Ward, Dong Da District, Hanoi City.  
Factory: Lot 3-CN3-Ngoc Hoi Industrial Park - Thanh Tri District - Hanoi City.
- Phone number: 0243.6840093. Fax: 0243.6840095.
- Website: <https://appprintco.com>
- Stock code: INN. Exchange: HNX.

**- Formation and development process**

Agricultural Printing and Packaging Joint Stock Company was converted from the State-owned enterprise "Agricultural and Food Industry Printing Company" according to Decision No. 686/QĐ/BNN-TCCB dated March 22, 2004 of the Minister of Agriculture and Rural Development converting the state-owned enterprise into a Joint Stock Company on July 1, 2004. The company officially came into operation as a Joint Stock Company from July 1, 2004 according to the Business Registration Certificate No. 0103004779 dated July 2, 2004 issued by the Department of Planning and Investment of Hanoi City. Registered for the 11th change on October 4, 2024, No. 0101508664 (taken according to the enterprise code).

*The Company has listed its shares on the Hanoi Stock Exchange under Securities Registration Certificate No. 03/2010/GCNCP-VSD dated January 7, 2010 issued by the Vietnam Securities Depository (now the Vietnam Securities Depository and Clearing Corporation) and its shares have been officially traded since January 22, 2010.*

**2. Industry and business location**

- **Business lines:** Printing maps, books, newspapers, cultural products, labels, packaging and documents serving all economic sectors; Designing and creating printing templates, commercial advertising services; Import and export business of printing materials and equipment and services related to the printing industry; Real estate business services and office rental.
- **Business location :**
  - + Building No. 72 Truong Chinh Street, Phuong Mai Ward, Dong Da District, Hanoi City: with a land area of 1,045.2m<sup>2</sup> is currently the registered headquarters of the Company. In addition, DAC Anti-Counterfeiting Technology Co., Ltd. (100% owned by Agricultural Packaging and Printing JSC) is also operating.
  - + Located in Ngoc Hoi Industrial Park with an area of 10,064m<sup>2</sup> it is currently the main



production site of paper packaging and the Company's operating apparatus.

- + Located in Hung Yen with an area of 51,000m<sup>2</sup> · it is currently the registered place of operation of the Agricultural Packaging and Printing Joint Stock Company Branch and manufacturing factory.

### 3. Information on governance model, business organization and management apparatus

- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- Management structure:
  - Board of Directors: 05 people
  - Board of Supervisors: 03 people
  - Board of General Directors: 03 people
  - + *Administration and Human Resources Department.*
  - + *Finance and Accounting Department.*
  - + *Planning and Materials Department*
  - + *Marketing Department.*
  - + *Design and Prototyping Department.*
  - + *Technical - Technology Department.*
  - + *Quality Management Department.*
  - + *Information Technology Department.*
  - + *Engineering – Electromechanical Department.*
  - + *Factory.*

- Composition of the Board of Directors, Board of Supervisors, Executive Board

TT	Full name	Position	Date of appointment	Note
<b>I</b>	<b>Board of Directors</b>			
1	Mr. Nguyen Thanh Nam	Chairman of the Board	April 23, 2023	
2	Mr. Nguyen Thanh Thai	Vice Chairman of Board of Directors	April 23, 2023	
3	Mr. Le Duy Toan	Board Member	April 23, 2023	
4	Mrs. Mai Thi Loan	Board Member	April 23, 2023	
5	Mr. Nguyen Duc Luu	Board Member	April 23, 2023	
<b>II</b>	<b>Board of Control</b>			
1	Mr. Luu Quang Huan	Prefect	April 23, 2023	
2	Mr. Nguyen Duy Thanh	Member	April 23, 2023	
3	Mr. Vu Hong Ha	Member	April 23, 2023	
<b>III</b>	<b>Board of Directors</b>			
1	Mr. Le Duy Toan	General Director	April 23, 2023	
2	Mr. Nguyen Thanh Thai	Deputy General Director	April 23, 2023	
3	Mrs. Mai Thi Loan	Deputy General Director	April 23, 2023	

- **Subsidiaries and affiliates:** The Company invests 100% of its capital in DAC Anti-



Counterfeiting Technology LLC.

*Address: No. 72, Truong Chinh Street, Phuong Mai Ward, Dong Da District, Hanoi City.*

*Main production and business areas: Consulting on anti-counterfeiting technology; trading anti-counterfeiting stamps; research - application and technology transfer services in the field of anti-counterfeiting; e-commerce activities, ...*

*Charter capital: 5,400,000,000 VND (Five billion four hundred million VND).*

**4. Company's development orientation:** Implement the Resolution of the General Meeting of Shareholders for the term 2023-2028 which has resolved:

**4.1 Board of Directors' orientation, business lines, management work**

- a) *Board of Directors' orientation:* Continue to focus on developing paper packaging and complex film packaging using Offset printing, Gravure printing, Flexo printing technology to serve domestic production and export.
  - Developing digital stamps to serve anti-counterfeiting, product traceability as well as utilities for product management.
  - Commercial business revolves around the Company's main business lines.
- b) *Orientation on management work:* Company message "Discipline, solidarity, responsibility, innovation - creativity for development".

**4.2 Some work done**

- a) *The focus is on management, increasing productivity - quality, reducing costs.* Maintain the management and operation of the Company in accordance with laws, regulations and rules. Comply with committed and issued standards. Organize quarterly reviews and improvements.
- b) *Promote marketing development:* Focus on improving human resources, applying information technology to marketing, researching and developing new products to expand the market.
- c) *Reserved Materials, raw materials, ... suitable* for when there is demand from customers, from the market. Must organize production well, timely supply of goods according to customers' requirements.
- d) *Reorganize the organization, assign work, evaluate and pay salaries* based on work performance, linked to KPIs to achieve good results, fairness and transparency.
- e) *Focus on training and developing human resources in depth,* Ensure the sustainable and stable development of the Company. Focus on training, evaluation, and classification of labor along with the recruitment and effective use of human resources for production expansion in Hung Yen.
- f) *Guidance, regular training, good maintenance of implementation* Standard documents of processes, standards (ISO 9001-2015, ISO 14001-2015, ISO 15378-2017, G7, HACCP, FSSC, 5S), production stages so that implementation must be linked to the Company's management practices to improve labor productivity, product quality, and work efficiency.
- g) *Digital transformation of enterprises:* Focus on completion and putting into use from June 30, 2025.
  - Step by step, apply automation and smart devices to stages suitable for the Company's production process, aiming to build a smart factory.
- h) Research and install solar power systems in Hanoi and Hung Yen. Maintain wastewater treatment systems and wastewater sources according to issued regulations.

**4.3 Expected economic and technical indicators for 2025**

- Revenue reached 1,755 billion VND.
- Pre-tax profit reached from 135 billion VND to 140 billion VND.
- Dividend payment for 2025 is expected to be at least 18%/year.

*Depending on the actual situation, the Board of Directors proactively adjusts the technical and economic indicators to the most effortful level.*

**4.4 The Company's short- and medium-term sustainability goals (environmental, social and community) and related key programs:**



- Maintain the mobilization of social charity funds and use the funds for social and community purposes.
- Focus on training and developing human resources, contributing to community and social development.
- The Company's Trade Union further promotes union activities for the benefit of employees.
- Actively participate in and maintain activities to protect the green - clean - beautiful environment. Practice saving electricity, water, .... Reduce the amount of wastewater; waste released into the environment; fire safety in general for the locality and community.

## 5. Risks / difficulties affecting the Company's operations

- World situation: Armed conflicts around the world have not shown positive trends, some new conflicts are at risk of escalating tensions.
- The unpredictable nature of the United States causes many disturbances in all activities of the world.
- The new tariff policy between the United States and the rest of the world has a certain impact on the world economy.
- The rapid development of information technology and artificial intelligence is the driving force for businesses to change.
- Domestic and Company Situation
- Vietnam's export-dependent economy has been hit by tariff policies from the United States and other powers.
- Foreign investment in the packaging sector, especially from Chinese enterprises, is increasing, causing great competitive pressure.
- The government has made many decisions to develop the economy, setting a growth target of 8% for 2025, but these are lagging and have not had immediate effects. People's purchasing power (or demand) is weak.
- Domestic businesses in the same industry are expanding rapidly, competing on price, lowering production costs to get orders.
- The number of technical workers trained each year in the printing industry is very small and can be said to be non-existent for recruitment.
- The main materials for the Company's production are mainly imported goods, so the increase in exchange rate (VND depreciation), transportation costs and unpredictable material prices affect the Company's production activities.

## II. PERFORMANCE STATEMENT IN 2024

### 1. Production and business situation

TT	Target	Unit	2023		2024		Growth Rate 2023/2022 (%)
			Plan	Perform	Plan	Perform	
1	Total revenue	Billion VND	1,650	1,532.1	1,650	1,766.5	15.30
2	Profit before tax	Billion VND	105	113.1	116->120	135.2	19.54
3	Pay dividends	%	Minimum 18	25	Minimum 18	Expected to be paid in shares (50%)	

(Source: Audited consolidated financial statements 2024)

- The company develops and maintains its brand in the market. Maintains traditional customers and large customers well. Trusted by many customers.
- The organization and operations of the Company and its member units are stable and operate effectively.
- Working hours are long, management staff and workers have not kept up with technological developments.

### 2. Organization and personnel

- List of Executive Board



STT	Full name	Position	Level Expertise	Voting Share Ownership Ratio
1	Mr. Le Duy Toan	CEO	Printing Technology Engineer	1.21%
2	Mrs. Mai Thi Loan	Deputy General Director	Master of Business Administration	0.30%
3	Mr. Nguyen Thanh Thai	Deputy General Director	Master of Finance	0.1%
4	Ms. Ta Thi Tuyet Nga	Chief Accountant	Bachelor of Materials Economics	0%

- Number of employees as of reporting time: 768 people.
- Policy for employees: The Company always complies with and fully implements policies for employees in accordance with current legal regulations (Labor Law, employment law, salary, bonus, social insurance, health insurance, unemployment insurance, etc.).

### 3. Investment situation, project implementation situation

- Implement in accordance with the Resolution of the 2023-2028 Shareholders' Meeting, the approved roadmap. Periodically repair the factory, additional investment and invest in building new factories and equipment to complete reasonable production lines with the capacity of each stage of production in each period.

### 4. Financial situation (Source: Audited consolidated financial statements for 2024)

#### a) Financial situation

Target	2023	2024	% increase/decrease
Total asset value	1,089,703,549,133	1.206.807.055.425	10,7%
Net revenue	1,532,155,103,569	1.767.091.792.098	15,3%
Profit from operations	111.506.404.839	134.023.335.686	20,2%
Other profits	1,594,882,836	1.178.528.862	-26,1%
Profit before tax	113.101.287.675	135.201.864.548	19,5%
Profit after tax	99,240,927,593	113.990.460.549	14,9%
Dividend yield ratio	45,23%	-	-

#### b) Key financial indicators

Target	2023	2024	Note
<b>1. Solvency ratio</b>			
+ Short-term payment ratio <i>Current Assets / Current Liabilities</i>	1,784	1.580	
+ Quick payment ratio <i>(Current Assets - Inventories) / Current Liabilities</i>	1,497	1.198	
<b>2. Capital structure indicators</b>			
+ Debt / total assets ratio	0.397	0.403	
+ Debt / equity ratio	0.659	0.674	
<b>3. Performance indicators</b>			
+ Inventory turnover <i>Cost of goods sold / average inventory</i>	10,146	6.751	
+ Total asset turnover <i>Net Revenue / Average Total Assets</i>	1,406	1.464	
<b>4. Profitability indicators</b>			
+ Profit after tax / Net revenue	0.065	0.065	
+ Profit after tax / Equity	0.151	0.158	
+ Profit after tax / Total assets	0.091	0.094	
+ Operating profit ratio / Net revenue	0.073	0.076	



### 5. Shareholder structure, changes in owner's capital

a) Shares: Quantity: 18,000,000 shares; Common stock type (*Including: Number of freely transferable shares: 17,898,471 shares; Number of restricted transferable shares: 105,529 shares*).

b) Shareholder structure

TT	Shareholders	Quantity (shareholder)	Number of shares (CP)	Value (VND)	Proportion (%)
<b>I</b>	<b>Domestic shareholders</b>				
1	Institutional shareholders	06	819,517	8,195,170,000	4.55
2	Individual shareholders	441	16,513,303	165,133,030,000	91.75
<b>II</b>	<b>Foreign shareholders</b>				
1	Institutional shareholders	11	636.030	6,360,300,000	3.53
2	Individual shareholders	13	31,150	311,500,000	0.17
	<b>Total</b>	<b>471</b>	<b>18,000,000</b>	<b>180,000,000,000</b>	<b>100</b>

(Common stock type; statistics as of March 13, 2025, data provided by VSDC)

c) Changes in owner's capital investment: Increases in equity capital since establishment:

TT	Time	Value	Offered Object	Unit of issue
1	September 22, 2005	27,000,000,000	Existing shareholders	Business Registration Office/Department of Planning and Investment, Hanoi City
2	May 29, 2008	54,000,000,000	As above	As above
3	November 23, 2012	81,000,000,000	As above	As above
4	August 18, 2014	108,000,000,000	As above	As above
5	January 11, 2018	172,800,000,000	As above	As above
6	January 11, 2019	180,000,000,000	As above	As above

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

6.1. Environmental impact: None.

6.2 Raw material management

a) Total amount of raw materials (Paper) used to produce and package the Company's main products and services : 48.5 tons.

b) Report Percentage of recycled raw materials used to produce the organization's primary products and services: none.

6.3 Energy consumption

a) Direct and indirect energy consumption:

- Electricity consumption in 2024 : 4,350,200 kw

- Gasoline: 175 liters.

b) Energy saved through energy efficiency initiatives: none.

c) Energy saving initiative reports (*providing energy saving products and services or using renewable energy*): no.

6.4 Water consumption: (water consumption of business activities during the year)

a) Water supply and water usage in 2024 is 15,258m<sup>3</sup>.

b) Percentage and total recycled and reused water: none (Industrial Park has a common wastewater treatment system, the Company pays monthly treatment fee).

6.5 Compliance with environmental protection laws



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

#### 6.6 Employee related policies

- a) Number of employees, average salary for employees:
  - Number of employees as of December 31, 2024: 768 people.
  - Average salary: 17,200,500 VND/person/month.
- b) Labor policy to ensure the health, safety and welfare of workers:
  - The company fully implements salary and bonus policies such as holiday bonuses, competition bonuses, quarterly bonuses, 13th month salary bonuses, innovation bonuses, savings bonuses, production incentives bonuses, etc. to encourage employees.
  - The policies on Social Insurance; Health Insurance; Unemployment Insurance; Personal Insurance; Labor Protection; Training, etc. are implemented by the Company in accordance with the provisions of law. All safety equipment for employees is implemented by the Company in accordance with the Company's Regulations; Collective Labor Agreement; Labor Regulations.
  - Annually: The company organizes regular health check-ups for all employees; organizes spring trips, vacations, etc. for employees.
- c) Employee training activities: The average number of training hours is about 3,100 hours. Annually, the Training Council conducts an assessment and classification of employees, thereby planning training and retraining for the staff, improving professional qualifications and skills, and meeting the requirements for periodic promotion exams.

#### 6.7. Reports relating to responsibility towards local communities

- The Company always maintains and mobilizes social charity funds for social and community purposes.
  - The company always focuses on training and developing human resources, contributing to the development of the community and society. Many training courses, training, and improving professional qualifications for employees have been implemented in 2024 and will continue to be maintained in 2025.
- The Company's Trade Union always pays close attention to the material and spiritual life of its employees. Regularly, there are emergency allowances for employees in difficult circumstances, who are sick, ill, have surgery, etc. to promptly encourage employees and their families, showing the Company's affection for employees.*
- The Company always actively participates in responding to and maintaining activities to protect the Green - Clean - Beautiful environment. Practice saving energy, electricity, water, .... Reduce the amount of wastewater; waste discharged into the environment. Maintain security and order; fire safety of the Company and security, fire safety in general in the area.

### III. REPORT AND ASSESSMENT OF THE BOARD OF GENERAL DIRECTORS

1. **Production and business activities:** In 2024, the Board of Directors has oriented and directed the Board of General Directors to closely follow the complex and unpredictable developments of the economic situation; international and domestic markets ; closely follow the economic and technical indicators of the General Meeting of Shareholders for the term 2023-2028 to make timely and appropriate decisions, plans and measures to Production and business are effective in each specific stage for the Company .
2. **Regarding management:** Change management methods, organize the apparatus, rearrange units in the Company, reduce intermediary contacts to take advantage of investment incentives; be consistent in operation and concentrate resources. Complete and improve the efficiency of the management apparatus. Promote self-awareness, initiative, creativity, individual role and self-responsibility of the management team... continue digital transformation according to the roadmap, apply it in parts, create stability and sustainable development for the Company.
3. **Regarding labor productivity, management, and production organization:** Regularly



review and reorganize production processes, rearrange human resources and equipment suitable for each stage, ensuring "the most favorable conditions for production". Minimize machine downtime due to subjective errors (*operational errors, errors due to equipment, materials, etc.*).

- Improve labor productivity by technical innovation methods, encourage workers to promote rationalization and innovation in labor and production.
- 4. **Regarding Product Quality (CLSP):** Implement well control measures, closely monitor CLSP at all stages and stages of production. Minimize errors arising during the production process, errors reported by customers, etc., well meet the progress and increasingly high and strict requirements of customers.
- 5. **Regarding human resources:** Evaluate well the capacity and work efficiency of the staff, professional staff and direct labor force to have a salary and bonus regime suitable to the capacity of each individual, or arrange and rotate labor reasonably.
  - Regularly screen, classify, arrange and have in-depth training programs on professional and technical qualifications according to the 4-step method - hand-holding and guiding with detailed job descriptions for each individual.
- 6. **Financial work:** Good financial management, financial reports are prepared in accordance with regulations, on time, audited by an independent auditing company qualified by the State Securities Commission and voted and selected by the General Meeting of Shareholders.
  - *Disclose financial statements in accordance with regulations and on time on the Company's website and with the State Securities Commission and Hanoi Stock Exchange.*
  - *Regarding debts: Customer debt and customer debt, bank debt, cash in account,... are under control. There are no bad debts as of the reporting date.*
  - *Financial balance: Inventory, debt, capital,... are all at a financially safe level.*
- 7. **Some other activities:**
  - For many years, the Company has always focused on human resources as well as other resources for production, creating stability in production and business.
  - Practice thrift and combat waste. Especially raw materials, input materials, auxiliary materials and supplies, etc., reduce costs to increase the Company's competitiveness.
  - Maintain and implement well the quality management system (ISO 9001:2015) and environment (14001:2015); FSSC; HACCP, G7, apply and practice 5S well, maintain regularly.
  - Maintain regular marketing activities, search for new customers. Take good care of traditional customers and large customers.
  - Building a stable and sustainable development company, complying with legal regulations, ensuring the harmony of interests of investors and employees,...

#### IV. BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S PERFORMANCE

1. **The Board of Directors has seriously implemented** the contents of the Resolution of the 2023-2028 Shareholders' Meeting on the Company's development orientation, production and business plans, and investment plans approved by the Congress to bring high efficiency in production and business for the Company in 2024.
  - **Direct and closely supervise the Board of Directors** to organize and implement the contents of the decisions of the Company's Board of Directors to member units, management staff, units and departments.
  - **Board of Directors Meetings** Regular meetings are held with the full participation of the Board of Supervisors in accordance with procedures and principles, and meeting contents are carefully prepared, effectively directing the implementation of targets set by the General Meeting of Shareholders.



- The Company's policies and orientations were all met, democratically discussed, voted and approved by the Board of Directors, with timely decisions made to direct the Board of Directors to implement and achieved high results.

## 2. Evaluation of the Company's Board of Directors' (BOD) performance

In 2024, the Company's Board of Directors made efforts to effectively implement the Board of Directors' requirements in managing and operating the Company's activities. Specifically:

- Periodically and regularly carry out recruitment, training, evaluation, and development of remuneration policies for employees. Prepare well and adequately resources to serve production in each stage.
- Regularly amend, supplement and adjust the salary regime (KPIs) for employees according to the Company's annual goals, assign specific tasks to units within the Company at each time, link the responsibility of managers to labor productivity - product quality, thereby evaluating the results of completing the contract level as a basis for salary payment.
- Strengthen and improve the quality of the Company's marketing team.
- Organize the purchase and sale of appropriate materials. Manage cash flow and collect debts. Use capital well and safely, without generating bad debts. Estimate materials to meet production and business activities.
- Maintain discipline and order. Operate the Company's operations in accordance with laws, rules, and regulations. Comply with issued production, quality, technical management processes, etc.
- Organize training courses (internal and external) for management staff and technical workers. The quality of the workforce is stable and gradually improved.
- Arrange reasonable production plans, reduce labor in each period. Promote the spirit of creativity, innovation - rationalization, and emulation of workers in production and business.
- Deploy business digitalization on schedule, continue to implement and complete each part of the stages.
- Maintain, implement well, and practically implement the system of standards (*ISO 9001-2015, ISO 14001-2015, ISO 15378-2017, HACCP, FSSC, G7, 5S,...*).
- Effectively exploit infrastructure and equipment invested in Hanoi and Hung Yen.

## 3. Plan, direction

- Continue to focus on developing paper packaging and complex film packaging using Offset, Gravure, and Flexo printing technology to serve domestic production and export.
- Developing digital stamps to serve anti-counterfeiting, product traceability as well as utilities for product management.
- Commercial business revolves around the Company's main business lines.

## V. CORPORATE GOVERNANCE

### 1. Board of Directors

#### a) Members and structure of the Board of Directors

STT	Full name	Position in the company (if any)	Number of shares owned at the end of the period	End of period share ownership ratio (%)
1	Nguyen Thanh Nam	Chairman of the Board	3,846,472	21.36
2	Nguyen Thanh Thai	Vice Chairman of the Board of Directors and Deputy General Director	18,000	0.1
3	Le Duy Toan	Member of Board of Directors and General Director	219,555	1.21
4	Mai Thi Loan	Member of Board of Directors and Deputy General Director	54,920	0.31
5	Nguyen Duc Luu	Independent Board of Directors	48,000	0.26

#### b) Subcommittees of the Board of Directors: None



- c) Board of Directors Meetings Regular meetings are held (once a quarter) with the full participation of the Board of Supervisors in accordance with procedures, principles and with careful preparation of meeting contents, effectively directing the implementation of targets set by the General Meeting of Shareholders.
- The Company's policies and orientations were all met, democratically discussed, voted and approved by the Board of Directors, with timely decisions made to direct the Board of Directors to implement and achieved high results.

## 2. Board of Supervisors

### a) Members and structure of the Board of Supervisors

STT	Full name	Position in the company (if any)	Number of shares owned at the end of the period	End of period share ownership ratio (%)
1	Luu Quang Huan	Prefect	18,000	0.01
2	Nguyen Duy Thanh	Member	95,600	0.53
3	Vu Hong Ha	Member	50,000	0.28

### b) Supervisory activities of the Board of Supervisors over the Board of Directors, Executive Board and shareholders:

- The Board of Supervisors has, on behalf of shareholders, controlled all production, business, management and operation activities of the Company. It exercises control before, during and after the completion of the above activities.
- The Board of Supervisors held regular quarterly and fiscal year-end meetings and reported the results of the financial situation assessment to the Board of Directors.
- In 2024, the Board of Supervisors did not receive any complaints or denunciations from shareholders. However, the Board's regular meetings always mentioned any problems or issues that arose affecting the rights of employees and shareholders. Regularly discussed and gave comments to the Board of Directors and the General Director on issues arising in the management and operation of the Company. The Board also regularly received and answered shareholders and employees' questions, provided advice, and explained questions about policies, benefits, and understanding of the law.
- The Head of the Board of Supervisors and its members have attended all regular meetings of the Board of Directors (once a quarter), regularly reflecting and proposing opinions to ensure that the Company's operations comply with the charter and the law, and cooperate and develop together.

### 3. Remuneration of members of the Board of Directors and other key executives of the Company: According to State regulations and approved by the General Meeting of Shareholders for the 2023-2028 term. Specifically:

- The remuneration for members of the Board of Directors is 1.5% of pre-tax profit.
- Remuneration for the Board of Supervisors: fixed monthly.
  - *Head of Department: 2 times the regional minimum wage each period.*
  - *Member: 1.5 times the regional minimum wage each period.*
- Insider stock trading: No.
- Evaluation of implementation of corporate governance regulations: The Company complies with and organizes the implementation of corporate governance in accordance with the provisions of current law.

## VI. FINANCIAL STATEMENTS

The 2024 financial statements have been audited in accordance with the provisions of the Law on accounting methods and have been fully disclosed in accordance with current regulations.



1. Audit opinion: Independent auditor: AFC Vietnam Auditing Company Limited

*"In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, of the financial position of Agricultural Printing and Packaging Joint Stock Company as at December 31, 2024, as well as the results of its operations and cash flows for the fiscal year ended December 31, 2024, in accordance with Vietnamese accounting standards, accounting regime for enterprises and legal regulations relating to the preparation and presentation of financial statements".*

2. The full text of the consolidated and consolidated financial statements including: Balance sheet; Business performance report; Cash flow report; Notes to the financial statements are posted on the website <http://www.appprintco.com> in accordance with current information disclosure regulations./.

*Place of sending :*

- As per;
- CBTT - Website;
- Save TKCT.

**LEGAL REPRESENTATIVE  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Nguyễn Thanh Nam**

C.P. 101