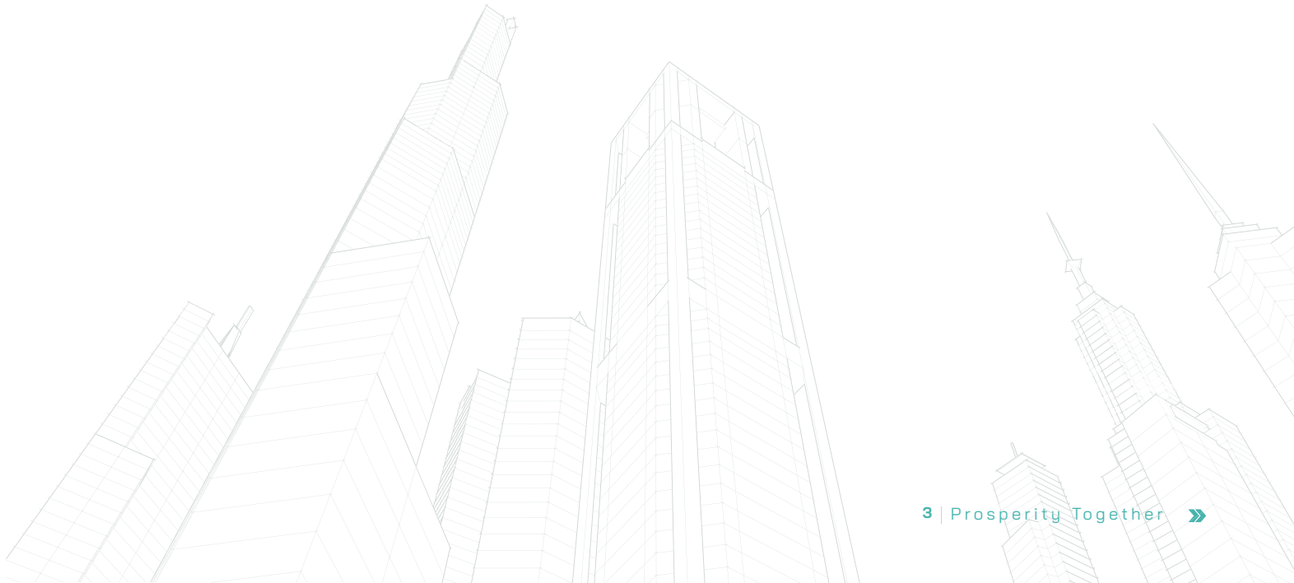
STAVIAN®
GROUP



SUSTAINABILITY REPORT
2024

Prosperity Together »



CHAPTER 1

INTRODUCTION TO STAVIAN GROUP





1.1. Report Information

The year 2025 marks the first time Stavian Group has issued a comprehensive Sustainability Report aligned with the GRI Standards guidelines. Key information about the report is as follows:

Purpose	This Sustainability Report is prepared by Stavian Group to provide information on the Group's sustainability orientation, strategies, commitments, and practices in 2024.
Basis for Report Preparation	This report is prepared and published with reference to the Global Reporting Initiative (GRI) Standards and its relevance to the United Nations Sustainable Development Goals (SDGs). The list of referenced GRI Standards is detailed in Chapter 5 – Mapping Report Content to GRI Standards
Report Scope	The Sustainability Report covers the period from January 1, 2024 to December 31, 2024.
Information Sources	The information and data presented in this Report are collected from (i) Stavian Group's internal sources and (ii) official and reliable external sources.
Report Publication	Prints and website
Contact Information	For any feedback regarding Stavian Group's sustainability practices and disclosures, please contact • Email: esg@stavian.com • Website: https://stavian.com



1.2. Message from the Chairman of the Board of Directors

Dear Stakeholders,

On behalf of Stavian Group, I would like to extend my sincere appreciation to all of our valued employees, customers, partners, investors, and communities for your trust, partnership, and unwavering support throughout our journey.

2024 stands as a pivotal year in the world's pursuit of sustainable development. Global economies continue to face headwinds — from volatile energy markets and disruptive technological shifts to rising climate emergencies. In this complex environment, the demand for corporate responsibility and resilience has never been greater.

Amid these global challenges, Stavian Group remains steadfast in our commitment to sustainable growth and shared prosperity. With our diversified operations across industrial production, high technology, energy transition, infrastructure development, and global trading, we have not only weathered uncertainties but also strengthened our global presence, proudly serving customers and partners in over 100 countries and territories.

This year, we celebrate several milestones. Stavian Group officially issued its inaugural Sustainability Report, demonstrating our determination to align with international standards, including the Global Reporting Initiative (GRI) Standards and the United Nations Sustainable Development Goals (SDGs). Stavian Chemical achieved a historic ranking as the 17th largest chemical distributor globally according to ICIS 2024. Our subsidiaries secured prestigious awards such as the Vietnam Gold Star Award and the Best Places to Work in Asia, reflecting our commitment to operational excellence, people empowerment, and corporate governance.

Our sustainability strategy is built upon three pillars: Environmental Responsibility, Social Empowerment, and Governance Transparency. In the Environmental pillar, we have accelerated our initiatives to green our value chain — investing in renewable energy, advancing circular economy solutions, and pursuing a Net-Zero ambition. In the Social pillar, we have fostered a culture of inclusivity, well-being, and continuous learning for our employees, while empowering communities through education, healthcare, and environmental stewardship. In the Governance pillar, we have strengthened compliance frameworks, reinforced data protection, and upheld ethical business practices, ensuring transparency and resilience across all levels of operation.

Our ESG Committee (UBESG), established under the Board of Directors in 2023, plays a critical role in embedding sustainability principles into our corporate DNA. Through structured stakeholder engagement, regular materiality assessments, and actionable sustainability roadmaps, we ensure that our business strategies reflect both market needs and societal expectations.

Looking ahead, Stavian Group is committed to scaling up our contribution to global sustainability. We will invest further in green manufacturing technologies, expand our recycling and energy transition projects, and actively participate in building resilient, low-carbon industrial ecosystems. Our ambition is not merely to adapt to change, but to lead transformation — setting new standards for how global businesses can grow responsibly, inclusively, and sustainably.

We recognize that the path toward sustainable prosperity demands collaboration. No company, no sector, no country can achieve it alone. Together with our stakeholders, Stavian Group stands ready to champion innovation, resilience, and impact at every level — local, regional, and global.

Once again, thank you for your continued trust and partnership. Together, we are building a future where business success and societal advancement are two sides of the same coin.

Prosperity Together.

Tony Dinh

Chairman & CEO
Stavian Group

1.3. About Stavian Group

Vision

To become a large-scale, multinational company specializing in industrial production, technology, and trading sector that promotes sustainable global prosperity.

Mission

We are committed to sustainable development, creating job opportunities, and ensuring competitive wages and care for our employees. Our goal is to benefit customers and partners, maximize shareholder value, and contribute to the prosperity of the countries we operate in while upholding our social and environmental responsibilities.



Core Values



General Information

Full Legal Name

Công ty Cổ phần Tập đoàn Stavian

Registered International Business Name

Stavian Group Joint Stock Company

Abbreviation

Stavian Group,JSC

Business Registration Number

0108495326

License for Establishment and Operation

Issued by the Hanoi Department of Planning and Investment; First issued on November 1st, 2018;

Phone

024 7306 8868

Website

https://stavian.com

Head Office Address

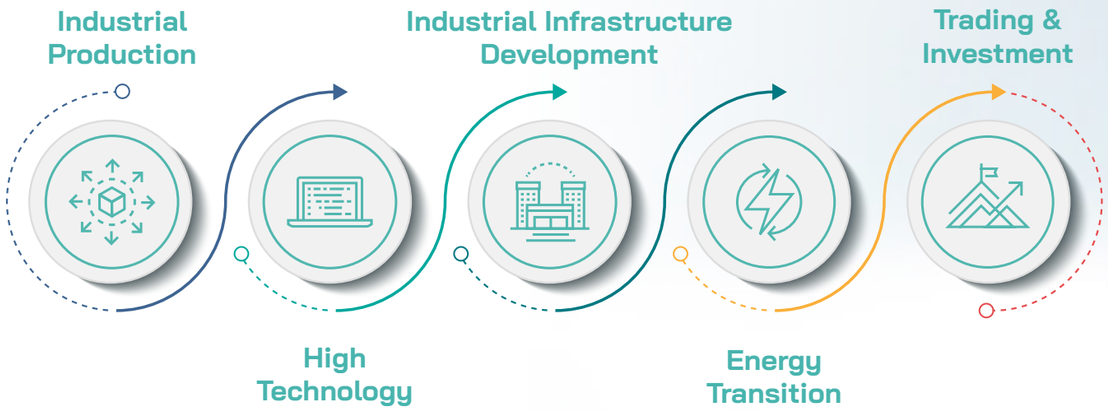
5A Floor, Century Tower, Times City, 458 Minh Khai Street, Vinh Tuy Ward, Hai Ba Trung District, Hanoi, Vietnam

Chairman of the Board of Directors

Dinh Duc Thang

Ecosystem

Since its inception as a global trading firm, Stavian Group has consistently expanded and diversified its operations. We are committed to developing our business in a structured, efficient, and sustainable way. The company focuses on five core sectors:



Key Business Pillars

Industrial Production

- Stavian Quang Yen PetroChemical
- Stavian PET (Hai Phong)
- Stavian Chemical
- Stavian VP
- Stavian Manufacturing
- Stavian Packaging
- Stavian Packaging BT
- Stavian Flexible Packaging
- Stavian Green Packaging
- Stavian Pulp & Paper
- Stavian Tissues
- Stavian MP
- Stavian MNT
- Stavian Recycling
- Stavian Industrial Metal

Hi-Tech

- Stavian Hi-Tech Infrastructure

Industrial Park Development

- Stavian Industrial Park
- Stavian Industrial Park Vinh Phuc

Energy Transformation

- Stavian Energy Solutions
- Stavian VT Power
- Stavian Energy Technology
- Stavian Electricity Distribution
- Stavian Gas
- Stavian Electricity Distribution

Trading & Investment

- Stavian Chemical
- Stavian Global
- Stavian Distribution
- Stavian VP
- Stavian Industrial Metal
- Stavian Pulp & Paper
- Stavian Gas

Unified by Purpose: Each business unit contributes to Stavian's vision of "sustainable global prosperity", enabling the Group to deliver high-quality products and services while meeting environmental and social performance standards.

Global Presence

With nearly 30 offices and more than 40 warehouses worldwide, we help ensure an efficient supply chain for our customers and partners, anywhere in the world.

Our Global Operations Enable:

- **Seamless sourcing and logistics execution**
- **Localized support for regional partners**
- **Fast, reliable delivery through a decentralized warehouse model**
- **Scalable production across continents to meet diverse customer demands**

Stavian's business architecture exemplifies strategic foresight and disciplined expansion. Rather than pursuing diversification for its own sake, the Group has systematically built a cohesive ecosystem where each entity serves a defined function in a broader value-generation model. This structure not only minimizes fragmentation but also maximizes operational leverage across sectors that are critical to sustainable industrial development.

What makes this ecosystem compelling is not its breadth—but its integration. From materials to markets, Stavian orchestrates its operations with a long-term vision grounded in resilience, circularity, and national industrial upgrading. It is not merely a conglomerate of business units, but a platform deliberately designed to align commercial success with public value.



> 30 Offices

> 10 Manufacturing factories

> 40 Warehouses

1.4. Stavian Group's Milestones on the Journey Toward Sustainable Development

Building a Greener Industrial Ecosystem – Advancing Shared Global Prosperity. Strategic Positioning: From Operational Growth to Holistic Sustainability

With the release of its first Sustainability Report for the year 2024, Stavian Group officially affirmed its deep-rooted commitment to ESG principles. Grounded in the vision to become a leading multinational corporation in industrial production, technology, and trading—dedicated to sustainable global prosperity, Stavian has embraced a growth model that prioritizes long-term value creation for shareholders, comprehensive welfare for employees, and unwavering responsibility toward the environment and society.





1.4.1. Environmental Pillar: Empowering green industry

Circular Economy in Practice

Stavian's packaging factories are contributing to a closed-loop production model, integrating post-industrial plastic recovery and recycling.

Energy & Resource Efficiency

The factories are reusing with 30% of total water consumption. 0% hazardous waste dumped to the environment as all of them is collected and processed by licensed partner URENCO 11—ensuring zero direct discharge.

Sustainable Waste Management Roadmap

Recognizing its role within the broader supply chain, Stavian actively participates in the recycling ecosystem through its mechanical recycling operations, converting PET bottles into new bottles with an annual capacity of 17,000 tons. Additionally, a chemical recycling project is currently under development, further reinforcing Stavian's commitment to circularity and sustainability..

Renewable Energy Adoption

Solar and biomass sources have be n introduced. The Stavian tower has been designed with LEED certificate, aiming to increase the usage rate of renewable energy.

1.4.2. Social Pillar: Advancing inclusive workplaces

Capacity Building & Inclusive Training

All employees engaged in internal training programs in 2024. Dozens paid interns— all local university students—joined various departments of different P&L in the group.



Local Hiring & Onboarding

65% of the blue-collar workforce at both Hung Yen and Hai Duong facilities were recruited from local communes. Onboarding programs in safety, workplace culture, and technical skills helped reduce early turnover by up to 15%.

Gender Equality in Action

Gender-sensitive policies include paid parental leave, flexible workdays, maternity wellness packages, and an anti-harassment code embedded in employee orientation. Female participation in leadership continues to grow, with 18% of middle managers being women.

Community Engagement Planning

Initial framework for engaging informal waste aggregators includes price incentives and bonus schemes tied to volume/quality KPIs.

1.4.3. Governance Pillar: Shaping responsible governance

Responsible Business Alignment

Stavian actively participates in national policy dialogues through the Vietnam Plastics Association and Government–Private Sector forums on sustainable industrial development.

Sustainable Industrial Zones

Launched the Stavian–Shinec Eco-Industrial Park as a public–private partnership aligned with Vietnam's National Green Growth Strategy and Decree 35/2022/NĐ-CP.

Compliance & Transparency Foundations

Progress made toward internal energy monitoring systems, Scope 2 emissions tracking, and alignment with global reporting standards (GRI, SDGs). Dedicated ESG reporting structure under development.

Looking Ahead: ESG as the Engine of Future Growth

At Stavian, ESG is not a marketing tag or trend—it's a core strategic lever. In the years ahead, the Group aims to:

- Scale up green product lines and penetrate ESG-driven markets
- Enhance supply chain transparency and Scope 3 emissions tracking
- Foster ESG awareness across the entire ecosystem—suppliers, clients, and partners

From a global trading enterprise to an integrated industrial-tech-investment powerhouse, Stavian Group is positioning itself to lead the region's green transition—guided by the philosophy of:

"Prosperity Together" – Because true growth is shared.

1.4.4. Awards and Recognitions in 2024

In 2024, Stavian Group was honored with multiple prestigious awards that reflect the company's unwavering commitment to sustainable development, innovation, and operational excellence. These accolades serve as recognition of our strategic vision, strong corporate governance, and the positive impact we strive to create for stakeholders and the broader community. Each award represents a milestone on our journey toward becoming a globally respected and socially responsible corporation.

Environmental Pillar

- Emulation Flag from Hung Yen Provincial People's Committee 2024 *(Awarded to Stavian Chemical for outstanding achievements in environmental protection and contribution to local sustainable development)*
- Recognition for Circular Economy Initiatives and Biodegradable Packaging (Stavian Chemical – 2024) *(Featured in Green Manufacturing Highlights – Vietnam Industry & Trade Review)*

Social Pillar

- Top 1 Employer of Choice – Industrial Sector – Large Enterprise Category (CareerViet 2024)
- Vietnam Best Place to Work 2024 (Anphabe)
- Certificate of Merit from the Vietnam Chamber of Commerce and Industry (VCCI) (Awarded to Stavian Chemical and Chairman cum CEO Mr. Tony Dinh Duc Thang for positive contributions to the socio-economic development of Hanoi)
- Featured in "Top 100 Businesses Empowering Women" – Vietnam Business Forum 2024 *(Honourable mention for inclusive policies and gender balance)*

Governance Pillar

- Top 10 Vietnam Gold Star Award 2024
- Top 17 Global Chemical Distributors & Top 7 Asia-Pacific (ICIS 2024)
- Top 113 in Profit500 – Most Profitable Private Enterprises in Vietnam 2024
- Recognized by Vietnam Report as a "Sustainable Governance Model in Emerging Markets" *(via ESG Leadership Survey)*



01

Stavian Chemical received **Corporate Excellence Award 2022** at **Asia Pacific Enterprise Awards** by Enterprise Asia



02

Stavian Chemical ranked **#17 of ICIS's Top 100 Chemical Distributors 2024**



03

Mr. Tony Dinh (Chairman & CEO) was honored as **Master Entrepreneur Award 2022** at Asia Pacific Enterprise Awards by Enterprise Asia



04

Stavian Chemical honored with **Top 10 Vietnam Gold Star Award 2024**



05

Mr. Tony Dinh (Chairman & CEO) named **Vietnam Outstanding Young Entrepreneur of 2022** at The Red Star Awards



06

Stavian Group is honored to become **TOP 3 Employer of Choice** in 2022

07

Stavian Group received "**HR Asia Best Companies to Work for in Asia 2022**" award



08

Stavian Chemical ranked **#21 in VNR500 among the Top 500 Largest Private Enterprises in Vietnam** (2023), r**anked #325 among Vietnam's 1000 largest corporate income taxpayers** (2022), and ranked **#136 among Vietnam's 200 largest budget-contributing enterprises in Vietnam** (2023).



09

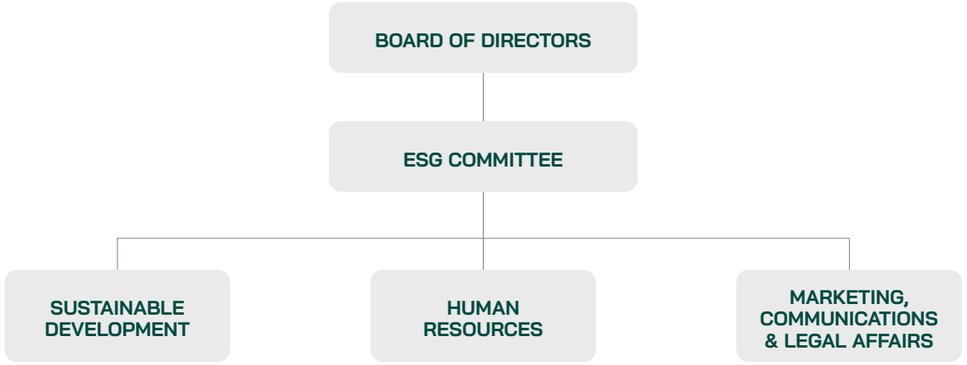
Stavian Group topped the list of **Vietnam Excellent Brand Awards** 2022 in Processing - Manufacturing Category

1.5. Sustainability Governance Structure

In alignment with its commitment to sustainable development and ESG best practices, Stavian Group officially established the ESG Committee (UBESG) under the Board of Directors on November 1, 2023. The committee is responsible for steering and supervising the Group's ESG strategy, implementation, and performance across all business units.

The ESG Committee comprises 11 members representing key functional areas, including sustainable development, human resources, marketing, communications, legal affairs, and executive leadership. The Committee is chaired by the Director of the Sustainable Development Division, and co-chaired by a Board member and a Deputy CEO. Its structure reflects a cross-functional and multi-level approach, ensuring ESG priorities are embedded in all corporate activities and decision-making processes.

The UBESG operates based on its official charter and meets regularly to monitor progress, evaluate risks and opportunities, and ensure the integration of ESG principles into Stavian Group's business model.



> ***"The establishment of the ESG Committee marks an important step in institutionalizing Stavian Group's sustainability vision. We are embedding ESG principles into every fiber of our strategy, operations, and governance — ensuring that sustainable growth is not just an aspiration, but a shared commitment at all levels."***
>
> *Message from Chairman of the ESG Committee*



1.6. Stakeholder Engagement

At Stavian Group, stakeholders are defined as individuals, groups, or organizations that are affected by—or have the ability to affect—our business operations, decisions, and long-term value creation. These include both internal and external parties who play a critical role in the success and sustainability of our activities across the value chain.

We recognize that sustainable development can only be achieved through proactive, transparent, and continuous engagement with our stakeholders. As such, Stavian Group is committed to identifying, understanding, and addressing the expectations, concerns, and contributions of diverse stakeholder groups through structured engagement mechanisms and open dialogue.

Key Stakeholders



Engagement Process with Key Stakeholders

Engaging with material stakeholders is an essential part of our sustainability governance. We have established a structured process to ensure that the expectations and concerns of these stakeholders are systematically identified, addressed, and integrated into our strategic decision-making.

Stakeholder	Engagement Method	Engagement Frequency	Key Concerns	Stavian's Action
Employees	Internal communication and regular dialogue	Quarterly	• Welfare and compensation • Career advancement and training • Safe working environment	• Implement 'Happy Relationship' HR strategy • Conduct internal training and skills development • Ensure full implementation of employee rights, benefits, and welfare policies • Provide a clear career development pathway with equal and fair promotion opportunities • Conduct regular health check-ups and offer health insurance programs for employees and their family members • Host sports and cultural activities to foster employee engagement and cohesion
	Employee feedback surveys	Annually		
	Training and development programs	Annually		
Customers & Business Partners	Customer and partner meetings	Quarterly	• Product quality and reliability • Competitive pricing • Eco-friendly products	• Develop eco-friendly, traceable products • Maintain responsive feedback channels • Improve customer service quality
	Customer service channels and digital platforms	Ongoing		
	Satisfaction surveys	Ongoing		

Stakeholder	Engagement Method	Engagement Frequency	Key Concerns	Stavian's Action
Investors	Performance reporting	Annually	• Financial performance • ESG compliance • Transparency in reporting	• Provide comprehensive ESG performance reports • Hold transparent investor dialogues • Ensure strong financial performance
	One-on-one meetings	As needed		
	ESG information updates	As needed		
Government & Regulators	Policy consultation reports	As regulated	• Legal and environmental compliance • Tax and financial obligations • Economic cooperation	• Fulfill all compliance obligations • Collaborate on infrastructure development • Submit transparent and timely reports
	Regulatory inspections and audits	Periodically		
	Public-private dialogue	Periodically		
Local Communities	Local CSR activities	Project-based	• Local employment and livelihoods • Environmental impacts • Social contributions	• Organize community-focused initiatives • Create local jobs • Invest in education, healthcare, and environment
	Community forums	Annually		
	Education and healthcare sponsorships	Annually		
Suppliers & Contractors	Supplier audits and evaluations	Contract-based	• Fair contract terms • Timely payment • Transparency and compliance	• Establish Supplier Code of Conduct • Conduct regular audits • Support supplier capacity building
	Contract negotiations	Periodic checks		
	Compliance training	Periodic checks		



1.7. Identification of Materiality Issues

The process of assessing materiality issues related to Stavian Group's sustainable development is carried out in five main steps:

Step 1: Identify Potential Materiality issues

- Compile a list of potential Environmental, Social, and Governance (ESG) issues that may significantly impact Stavian Group and its stakeholders
- Sources may include GRI Standards, peer company reports, market trends, regulatory requirements, and stakeholder feedback

Step 2: Engage Stakeholders

- Conduct surveys, interviews, or stakeholder workshops with both internal (e.g., employees, leadership) and external stakeholders (e.g., customers, investors, regulators, communities)
- The aim is to understand the level of concern and expectation for each issue

Step 3: Evaluate Impact and Significance

- Assess the actual and potential impacts of each issue on Stavian Group
- Consider both directions of impact: how Stavian Group affects society and the environment, and how external sustainability issues may affect Stavian Group

Step 4: Develop the Materiality Matrix

- Create a materiality matrix with two axes:
- X-axis: Significance of the topic to Stavian Group
- Y-axis: Importance of the topic to Stavian Group
- Issues located in the upper-right quadrant are typically deemed most material and should be prioritized in the sustainability strategy

Step 5: Integrate into Strategy and Reporting

- Use the results to shape sustainability strategy, set measurable targets, and inform performance indicators.
- Ensure that materiality issues are transparently reflected in the Sustainability Report in accordance with GRI or other relevant frameworks

		Materiality Issues	
Environmental	E.1	Advancing the carbon neutrality journey	In pursuit of its Net Zero goal, Stavian Group focuses on reducing direct and indirect greenhouse gas emissions across its industrial operations and supply chains, contributing to a more resilient and low-carbon future.
	E.2	Accelerating green growth and the energy transition	By pioneering investments in renewable energy, LNG, and circular economy solutions, Stavian Group positions itself as a key enabler of sustainable energy systems and global green development.
	E.3	Optimizing energy use and promoting circular resource management	Stavian Group champions the adoption of energy-saving innovations and advanced recycling systems, ensuring efficient use of natural resources while minimizing environmental footprint.
Social	S.1	Fostering employee well-being and inclusive growth	Placing people at the heart of its strategy, Stavian Group cultivates a safe, inclusive, and empowering workplace through competitive benefits, healthcare, and equal career development opportunities.
	S.2	Delivering customer excellence and sustainable partnerships	Stavian Group is committed to understanding and exceeding customer expectations through superior product quality, reliable service, and long-term, value-driven collaboration.
	S.3	Empowering communities and enhance social impact	Through targeted social initiatives, Stavian Group supports education, healthcare, and infrastructure in local areas, contributing to shared prosperity and inclusive development.
Governance	G.1	Driving economic prosperity through strategic investment	With a long-term vision, Stavian Group generates value for stakeholders and the economy by investing in green technology, industrial parks, and smart infrastructure.
	G.2	Upholding business integrity and ethical practices	Ethical conduct is embedded in Stavian Group's culture, guided by strong governance frameworks, anti-corruption policies, and regulatory compliance at all levels.
	G.3	Strengthening governance transparency and data stewardship	Stavian Group promotes accountable governance through timely information disclosure, risk management, and robust data protection practices, safeguarding stakeholder trust.

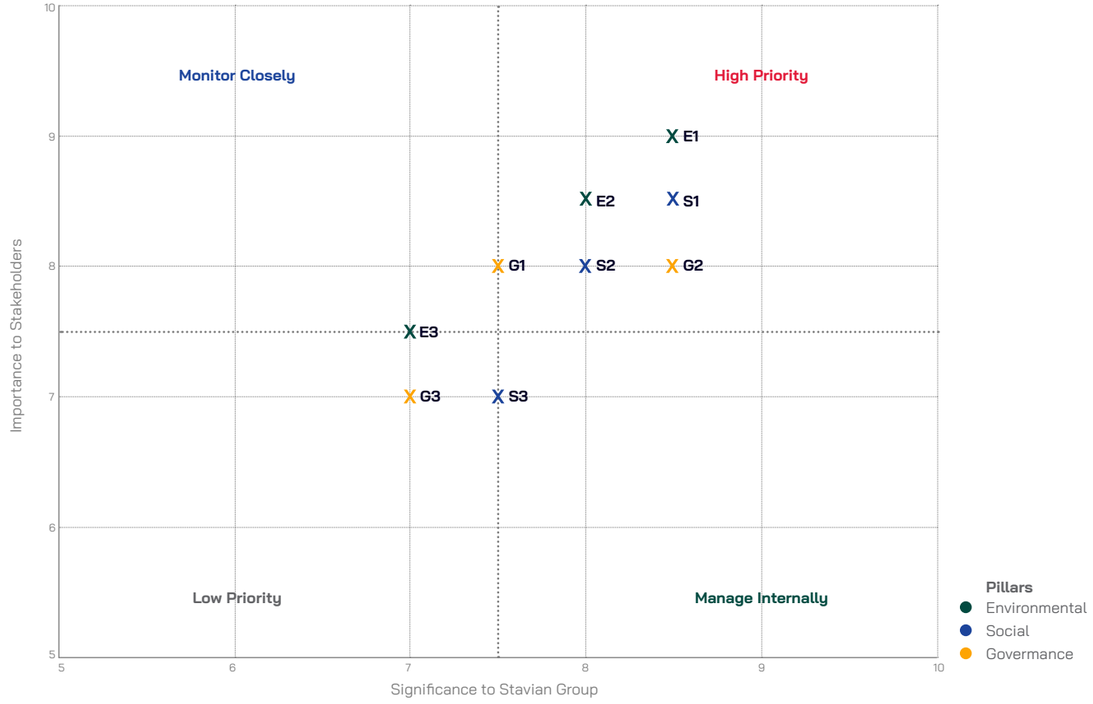
Materiality Impact Assessment Matrix

To identify and prioritize sustainability issues that are most relevant to both our stakeholders and our business strategy, Stavian Group has developed a Materiality Impact Matrix. This matrix visualizes the significance of each material topic based on two key dimensions:

- **The impact on stakeholders**, reflecting their level of concern and interest;
- **The impact on Stavian Group**, reflecting the extent to which the issue affects our operations, performance, and long-term growth.

The positioning of each topic within the matrix provides a strategic foundation for our ESG roadmap, ensuring that our sustainability efforts are aligned with stakeholder expectations

while driving business value.



Mapping to United Nations Sustainable Development Goals (SDGs)

Each materiality issue has been mapped with reference to relevant SDGs to enhance transparency and global coherence.

Environmental	E.1	12, 13
	E.2	7, 9, 13
	E.3	6, 12
Social	S.1	3, 5, 8
	S.2	9, 12
	S.3	1, 4, 11
Governance	G.1	8, 9
	G.2	16
	G.3	16, 17

Regular Review of Materiality Issues

The list of material topics and their corresponding levels of impact are reviewed and updated annually by Stavian Group. This process ensures that our materiality assessment remains aligned with the Group's evolving operational context as well as the shifting priorities and concerns of our stakeholders. By conducting regular reviews, Stavian Group maintains a responsive and forward-looking sustainability strategy that reflects both internal developments and the broader external environment.

CHAPTER 2

GREENING THE VALUE CHAIN

As a global industrial and trading group, Stavian Group recognizes that the path to sustainability must begin at the heart of its operations — the value chain. By embedding environmental responsibility into every stage of production, sourcing, and distribution, we are actively transforming our business model to support a low-carbon, circular, and resilient future. This journey is aligned with 6/17 United Nations Sustainable Development Goals (SDGs).

2.1. Sustainability Strategy Environmental Pillar

Driving low-carbon operations – Towards a climate-resilient future

Minimize carbon footprint through cleaner production, operational efficiencies, and low-emission practices.

Championing green growth – Trading with purpose, manufacturing with responsibility

Actively promote green trade and sustainable manufacturing by prioritizing eco-conscious sourcing, sustainable product lines, and environmentally responsible partnerships.

Maximizing energy efficiency – Powering progress with less

Continuously improve energy use across operations, adopts cleaner technologies, and champions resource circularity.



2.2. Materiality Issues – Environmental Pillar

Advancing the carbon neutrality journey

To pursue Net-Zero ambitions, Stavian Group needs to focus on reducing direct and indirect carbon emissions (Scope 1 and 2) across its manufacturing and trading operations, while gradually preparing for Scope 3 through supply chain engagement and data transparency.

Accelerating green growth and the energy transition

As both a manufacturer and a global trader, Stavian Group should actively adopt and integrate green energy solutions into its business model. This includes increasing investment in renewables, supporting the development of clean technologies, and aligning operations with national and global green growth strategies.

Optimizing energy use and promote circular resource management

To improve overall resource efficiency, Stavian Group needs to strengthen its implementation of energy-saving measures, promote circular production practices, and enhance waste reduction through material innovation and sustainable sourcing.

ACTIONABLE SOLUTIONS BY MATERIALITY ISSUES

Issues	Code	Solutions
Advancing the carbon neutrality journey	E1.1	Promoting a Green Culture: Fostering a green lifestyle mindset across the organization through awareness-raising campaigns, internal training, and environmental action programs at offices and manufacturing sites.
	E1.2	Advancing Towards Net-Zero Emissions: Monitoring and managing greenhouse gas emissions under Scope 1 & 2 from manufacturing plants, logistics, and internal operations; integrating energy-saving technologies and eco-friendly materials in production activities.
	E1.3	Enhancing Climate Resilience: Conducting research and investing in clean technologies; strengthening climate risk management across the supply chain and incorporating climate considerations into corporate governance.
Accelerating green growth and the energy transition	E2.1	Embedding Sustainability into Product and Market Strategy: Developing green product portfolios, recycled materials, and environmentally friendly technologies; penetrating ESG-focused markets and building a competitive edge through compliance and green innovation.
	E2.2	Investing in Renewable and Cleaner Energy: Transitioning to renewable energy sources (solar, biomass, etc.), and upgrading boilers and other high-consumption systems in manufacturing to reduce reliance on fossil fuels.
	E2.3	Strengthening Environmental Compliance: Ensuring strict compliance with environmental regulations in manufacturing and cross-border logistics; conducting periodic ESG assessments of suppliers and partners based on internal criteria.
Optimizing energy use and promote circular resource management	E3.1	Maximizing Energy Efficiency: Optimizing energy consumption across lighting, HVAC, and other systems in manufacturing plants and warehouses; applying IoT-based monitoring for real-time energy tracking.
	E3.2	Closing the Loop on Resource Use and Waste: Implementing waste sorting, recycling, and reuse protocols across operations; collaborating with recycling partners to create a closed-loop resource system and reduce environmental discharge.

2.3. Greening the Value Chain

ISSUE E1 – ADVANCING THE CARBON NEUTRALITY JOURNEY

E1.1 PROMOTING A GREEN CULTURE

Fostering a "Green Living" Culture at Stavian

As a global trading and manufacturing corporation, Stavian Group is committed to embedding sustainability not only in its operations, but also in its daily working culture. The transition to a low-carbon and resource-efficient future starts from the smallest actions. Stavian encourages all employees to cultivate sustainable habits through the following initiatives:



"Green Starts with Me" Campaign

In 2024, Stavian Group officially launched the "Green Starts with Me" campaign, a group-wide internal initiative aimed at building a culture of sustainability from the ground up. Over a 30-day period, employees across offices and manufacturing sites were encouraged to adopt and share green habits — from reducing single-use plastic and sorting waste to conserving energy and water. The campaign featured a friendly "Green Desk" competition across departments, along with weekly eco-tip newsletters delivered through internal channels. Employees could earn digital badges and rewards for completing green tasks, making the campaign both educational and engaging. The initiative helped embed sustainable behaviors into daily routines while reinforcing Stavian's ESG vision. The campaign recorded strong engagement, contributing to measurable reductions in waste generation and energy use within pilot teams, and significantly boosted participation in ESG activities across the Group.

"Green DNA" Training Program

To support long-term behavioral change, Stavian Group also introduced the "Green DNA – Sustainability Mindset at Work" training program. This blended learning course — combining e-learning modules and in-person workshops — was tailored to different employee groups, including executive leaders, office staff, and manufacturing teams. Key topics included Stavian's Net-Zero roadmap, identifying Scope 1 & 2 impacts at the employee level, and fostering circular economy thinking in everyday operations. A unique feature of the program was the "Personal Sustainability Action Plan," in which each participant outlined individual eco-goals to be monitored quarterly by the HR-ESG Taskforce. This initiative played a crucial role in equipping Stavian Group's workforce with the mindset and tools to become proactive agents of change on the path to a greener, more resilient organization.

Through its multifaceted approach to cultivating a "Green Living" culture, from internal awareness campaigns and behavioral challenges to targeted sustainability training, Stavian Group reaffirms its commitment to embedding environmental consciousness into every aspect of corporate life. These initiatives not only empower employees to become everyday sustainability champions but also lay the foundation for systemic change across the organization. By driving green habits at scale, Stavian Group advances its Net-Zero ambition while nurturing a corporate culture that sees sustainability not as a duty, but as a shared identity.



E1.2 ADVANCING TOWARDS NET-ZERO EMISSIONS

Monitoring Greenhouse Gas Emissions

Recognizing the urgency of climate action and the strategic importance of carbon management, Stavian Group has initiated efforts to quantify and monitor greenhouse gas (GHG) emissions arising from its operations. This is a foundational step in the Group's broader decarbonization roadmap and commitment to transparent ESG performance.

Stavian Group aligns its GHG accounting with the globally accepted Greenhouse Gas Protocol developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), focusing on three categories of emissions:

- Scope 1: Direct emissions from sources owned or directly controlled by Stavian, such as company vehicles and on-site fuel combustion.
- Scope 2: Indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by Stavian.
- Scope 3: All other indirect emissions that occur in the value chain, including business travel, upstream logistics, and outsourced operations.

To ensure the integrity and relevance of its emissions data, Stavian Group is in the process of establishing:

1. A tailored methodology for quantifying emissions aligned with its industry-specific activities.
2. Data systems and reporting tools to capture the necessary input across business units.
3. Internal or third-party resources with technical expertise to perform accurate measurement and verification.

By proactively measuring its emissions across all scopes, Stavian Group aims not only to comply with international standards but also to identify actionable opportunities for emissions reduction across the value chain.

Stavian Group's Emission Reduction Efforts

Scope 1 Reduction Initiatives:

- Promoted internal awareness programs and sustainability training to encourage employees to practice environmentally responsible behavior and adopt energy-efficient habits across office and manufacturing operations.

Scope 2 Reduction Initiatives:

- Invested in modernizing production lines and applying green technologies at Stavian Chemical's manufacturing sites to reduce direct emissions and optimize energy use.

Scope 3 Reduction Initiatives:

- Advanced a circular economy approach by accelerating the construction of the Stavian Recycled Plastic Plant, aiming to reduce lifecycle emissions of plastic products through closed-loop recycling.
- Expanded collaboration with partners to promote low-carbon logistics and sustainable supply chains, aligning with Vietnam's net-zero roadmap and global ESG standards.

Net Zero Emissions Roadmap

Stavian Group aims to achieve Net Zero emissions by 2050. The roadmap below outlines our phased strategy toward carbon neutrality:

Phase	Timeline	Key Milestones and Actions
Baseline	2024–2025	• Finalize baseline data for Scope 1 and Scope 2 across all subsidiaries
Scope 3 Mapping	2025–2026	• Identify and quantify Scope 3 emissions • Focus on upstream supply chain and logistics
Decarbonization	2027–2030	• Transition to renewable energy sources • Electrify transportation fleets • Retrofit equipment for energy efficiency
Scaling Impact	2031–2040	• Invest in nature-based and tech-based carbon offsets • Collaborate with suppliers to set joint targets
Net Zero	2041–2050	• Achieve full carbon neutrality • Implement third-party verified accounting • Align with international carbon markets

E1.3 ENHANCING CLIMATE RESILIENCE

Conducting Internal Climate Risk Assessments

Stavian Group has initiated regular internal reviews to identify how climate-related risks — such as temperature spikes, flooding, or supply chain disruptions — may affect its manufacturing plants, logistics hubs, and operational continuity. These assessments are integrated into enterprise risk management and business continuity planning.

Integrating Climate Resilience into Investment Screening

As part of project evaluation procedures, Stavian Group applies a climate risk lens to major capital investment decisions, especially in infrastructure-heavy projects such as new industrial parks and warehousing systems. Projects are reviewed for resilience under different climate scenarios (e.g. increased rainfall, temperature volatility).

Upgrading Facilities for Extreme Weather Adaptation

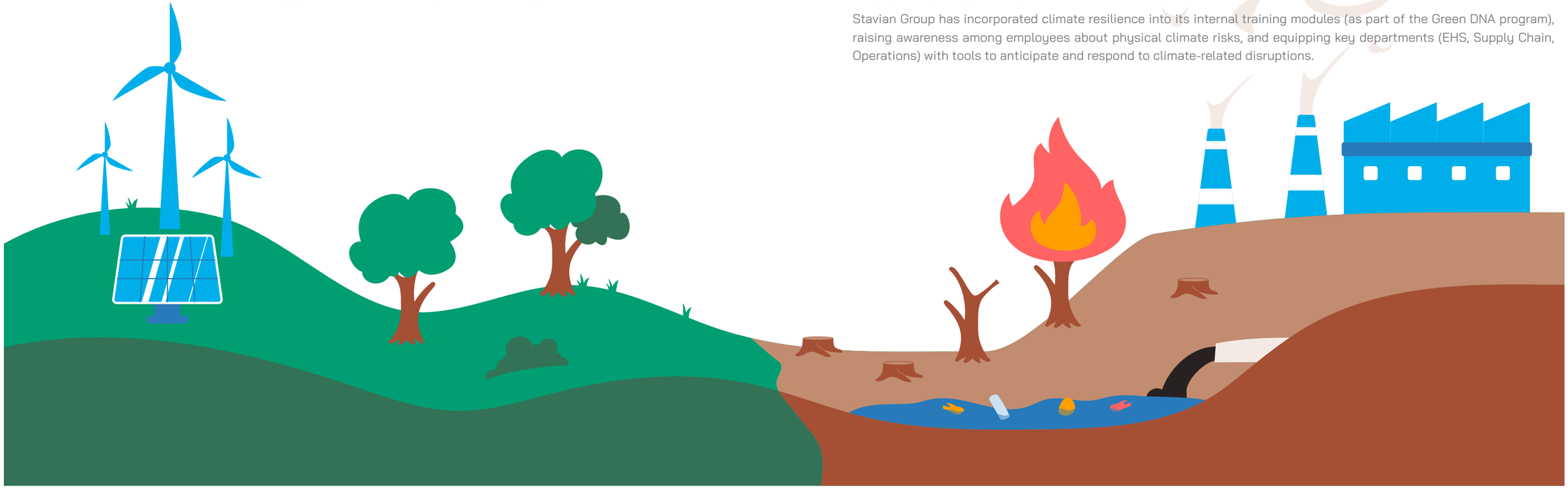
In 2024, Stavian Group began retrofitting selected manufacturing and logistics sites with improved ventilation, drainage, and cooling systems to adapt to rising temperatures and increased storm frequency. Backup power systems and flood-resistant designs have been prioritized for new construction.

Developing Climate-Responsive SOPs (Standard Operating Procedures)

Departments have been required to update internal SOPs to include climate response protocols — such as emergency procedures during extreme heat or disruption of transport networks. ESG and operations teams collaborate to simulate these scenarios and ensure staff readiness.

Employee Capacity Building on Climate Resilience

Stavian Group has incorporated climate resilience into its internal training modules (as part of the Green DNA program), raising awareness among employees about physical climate risks, and equipping key departments (EHS, Supply Chain, Operations) with tools to anticipate and respond to climate-related disruptions.



ISSUE E2 – ACCELERATING GREEN GROWTH AND THE ENERGY TRANSITION

E2.1 EMBEDDING SUSTAINABILITY INTO PRODUCT AND MARKET STRATEGY

In 2024, Stavian Group made measurable progress in integrating sustainability into both its product development and market positioning strategies — a move essential to meet rising ESG expectations from global partners and customers.

Expanding the Green Product Portfolio

Stavian Chemical, a core subsidiary of the Group, has launched and commercialized a range of biodegradable and environmentally friendly plastic packaging products made from sugarcane bagasse, bamboo pulp, and other plant-based materials. These products have been certified by the Ministry of Natural Resources and Environment of Vietnam and are designed to meet global standards for compostability and non-toxicity.

The biodegradable packaging line currently supplies over 200 distribution partners across Vietnam, with trial shipments expanding into ESG-sensitive markets such as Japan, the EU, and the U.S. in 2024.

Advancing Circular Material Practices

To promote closed-loop production, Stavian Chemical has invested in two plastic recycling plants designed to handle internal production waste and collect post-industrial plastics from local partners. While detailed monthly processing capacities are not disclosed, the initiative forms a core part of Stavian's circular economy strategy.

These facilities contribute to the reduction of virgin plastic use in manufacturing and are integrated into the company's broader ESG roadmap for resource efficiency. Stavian is currently enhancing its material traceability systems to better quantify the environmental benefits of these recycling operations in future reporting cycles.

Targeting ESG-Compliant Markets

Recognizing the shift in regulatory and consumer behavior in global markets, Stavian Group has embedded ESG compliance into its go-to-market strategy. In 2024, Stavian Chemical participated in multiple international trade exhibitions (e.g., in Germany and India), focusing on the introduction of sustainable product lines and forming new strategic partnerships with firms seeking compliant supply chains.



E2.2 INVESTING IN RENEWABLE AND CLEANER ENERGY

In 2024, Stavian Group intensified its commitment to renewable energy and cleaner technologies, aligning with Vietnam's national goals for sustainable development and carbon neutrality.

Battery Energy Storage System (BESS) Manufacturing

On October 29, 2024, Stavian Energy Solutions signed a joint venture agreement with Juhang Energy Technology (Singapore) to establish a BESS manufacturing facility at the Stavian Complex in Hung Yen province. Subsequently, on January 23, 2025, an infrastructure lease agreement was signed to commence the project, which involves an initial investment of $22 million over a 5-hectare area. The facility will produce BESS units, electric vehicle charging equipment, and electric cables, with the first products expected by the end of Q3 2025. The project aims to reduce approximately 27.9 million tons of CO_2 emissions annually and decrease reliance on fossil fuels by 12.7 million tons.

Rooftop Solar Power Initiatives

Stavian Energy Solutions expanded its renewable energy portfolio by implementing rooftop solar power projects across various facilities. Notably, projects at JP Corelex and SMP factories in Hung Yen province, as well as at Xuan Khiem Rest Stop in Ninh Binh province, have been developed to harness solar energy, reduce electricity costs, and lower carbon emissions.

Development of Chan May LNG Terminal

On September 11, 2024, Stavian Gas Joint Stock Company, a subsidiary of Stavian Group, signed a Memorandum of Understanding with VN-LNG Joint Stock Company to develop the Chan May LNG Terminal in Thua Thien Hue province. The project aims to import, store, and distribute liquefied natural gas (LNG), providing a cleaner energy alternative to traditional fossil fuels and contributing to Vietnam's energy security and sustainable development.

These initiatives underscore Stavian Group's strategic approach to investing in renewable and cleaner energy solutions, reinforcing its role in driving Vietnam's transition towards a sustainable and low-carbon economy.



E2.3 STRENGTHENING ENVIRONMENTAL COMPLIANCE

Ensuring Compliance in Manufacturing and Logistics

Stavian Group maintains a strong commitment to full compliance with environmental laws and regulations across all its manufacturing operations and cross-border logistics activities. This includes legal obligations on air emissions, wastewater discharge, hazardous substances, and solid waste treatment, both in Vietnam and in the international markets where the Group operates.

All factories and warehouses under Stavian's management are subject to regular audits and third-party environmental monitoring, with compliance records maintained in accordance with ISO 14001 guidelines. Regulatory updates are tracked by the Legal and ESG Compliance Unit and shared internally across departments to ensure synchronized action groupwide.

Zero violations or fines related to environmental regulations were reported in 2024 across all sites globally.

Periodic ESG Assessments of Suppliers and Partners

As part of its responsible sourcing strategy, Stavian Group conducts periodic ESG reviews of suppliers and logistics service providers. The evaluation framework is based on an internally developed checklist that includes:

- Legal compliance with environmental laws (e.g., emission permits, waste licenses)
- Implementation of environmental management systems (e.g., ISO 14001, LEED certification)
- Records of past violations or enforcement actions
- Policies on pollution prevention, water use, and hazardous materials

Suppliers identified as "high-risk" through these assessments may be required to submit corrective action plans or may be disqualified from future procurement frameworks.

In 2025, ESG assessments are planned for 100% of strategic suppliers in the chemical and logistics divisions.



ISSUE E3 – OPTIMIZING ENERGY USE AND PROMOTE CIRCULAR RESOURCE MANAGEMENT

E3.1 MAXIMIZING ENERGY EFFICIENCY

As part of its commitment to resource optimization and operational sustainability, Stavian Group has significantly strengthened its efforts in energy efficiency across its industrial and logistics infrastructure. The focus in 2024 is on smart consumption, performance monitoring, and employee engagement.

→ In 2024, Stavian continued to implement foundational efforts to improve energy and resource efficiency across its operations. While several key metrics remain in early stages of measurement or are undergoing systemization, the company has outlined a clear direction through the adoption of cleaner technologies, infrastructure retrofits, and performance-based energy management systems.

The Group is proactively aligning its resource use with environmental compliance standards and circular economy principles, particularly in water reuse and waste treatment practices. Planned initiatives, including awareness programs and monitoring platforms, signal an ongoing shift toward data-driven and behavior-focused sustainability management.

As Stavian moves forward, the emphasis will be placed on strengthening internal tracking systems, enabling better visibility, accountability, and continuous improvement in environmental performance.

Planned Energy Optimization Initiatives

The following actions are planned for phased implementation in selected production and warehouse sites:

1. Smart Load Scheduling

Stavian is designing a pilot to reschedule non-essential machinery and system operations (e.g., industrial compressors, air handling units) to off-peak hours. The initiative is expected to contribute to peak load reduction and cost efficiency in high-consumption sites such as Hung Yen and Hai Duong.

2. Compressed Air System Upgrades

The Group plans to install leak-detection sensors and pressure control automation in compressed air systems. These upgrades aim to reduce system inefficiency and are projected to cut energy use by 5–10% in relevant zones once deployed.

3. Water–Energy Optimization Measures

Stavian intends to review the operation of chilled water systems and water pumps in logistics centers. Feasibility studies are underway to integrate recycled water into HVAC support functions and assess energy savings potential through reduced pump demand.



E3.2 CLOSING THE LOOP ON RESOURCE USE AND WASTE

As part of its long-term commitment to sustainable manufacturing and environmental stewardship, Stavian Group is developing a company-wide initiative to close the loop on resource use and waste generation across its factories and warehouses. This initiative focuses on waste minimization, segregation, recycling, and reuse, aiming to reduce landfill dependency and promote a circular production model.

Key Objectives:

- Reduce total waste output per unit of production.
- Increase the recycling rate across all operational sites.
- Establish standardized waste handling protocols aligned with ISO 14001 and Vietnam's environmental regulations.

Proposed Waste Handling Process Flow

Waste Type	Common Sources	Proposed Treatment	Partners/Plans
Recyclables	Plastic wrap, cardboard, paper, metal scraps	Sorted & sold to certified recyclers	MOUs with local recycling firms
Organic Waste	Food waste from canteens	Composting pilot at factory gardens	Under discussion (Q4/2024 trial)
Hazardous Waste	Oil, chemical residues, paint cans	Stored in compliance with PDPD & Decree 08/2022	Contracting licensed processors
E-waste	Used IT equipment, batteries	Centralized collection and data wiping	Annual recycling drives (planned)
General Waste	Mixed residual waste	Incineration or landfill (last resort)	Internal reduction targets set

Waste Classification and Treatment Table

Indicator	2023 Baseline	2024 Estimate	2025 Target
Total waste per ton of product (kg/ton)	Under tracking	Under tracking	↓10%
Recycling rate (%)	Baseline under development	Estimate under development	≥70%
% of hazardous waste handled by licensed firms	100%	100%	100%
% of waste diverted from landfill	Baseline under development	Estimate under development	≥80%

Planned KPIs for 2025 Reporting

Next Steps:

- Finalize internal SOPs for waste sorting at all operational units.
- Initiate training programs on circular economy practices.
- Deploy a digital waste tracking dashboard by Q1/2025.

As Stavian Group accelerates its sustainability transformation, the Environmental Pillar stands as a core driver of long-term resilience and innovation. Through our ongoing journey toward carbon neutrality, proactive adoption of green energy solutions, and optimization of resource usage, we are building a more climate-resilient, energy-efficient, and circular enterprise. While much has been accomplished, including piloting clean technologies, improving waste management systems, and initiating green awareness programs across our workforce, our journey is far from complete. Moving forward, Stavian will continue to strengthen environmental governance, invest in decarbonization pathways, and explore strategic collaborations to meet evolving regulatory standards and stakeholder expectations — reinforcing our commitment to a greener, more sustainable industrial future.

CHAPTER 3

EMPOWERING PEOPLE, ENABLING PROSPERITY



As a people-centered organization, Stavian Group believes that human capital is not only the engine of growth but also the foundation of sustainable development. In our pursuit of long-term success, we strive to build an inclusive, equitable, and empowering work environment — one where every employee, partner, and community member can thrive.

From enhancing employee wellbeing and safety to fostering diversity, developing talent, and engaging in impactful community initiatives, we are committed to unlocking shared value across all levels of society. These efforts reflect our dedication to responsible business practices and align with 5/17 United Nations Sustainable Development Goals (SDGs) that prioritize human dignity, social equity, and inclusive economic progress.

3.1. SUSTAINABILITY STRATEGY – SOCIAL PILLAR

Growing people, growing the Group

Develop talents through structured training, fair promotion pathways, and a safe, inclusive environment that values every individual.

Serving with care, building with trust

Enhance product and service quality through regular customer feedback, while promoting ethical, long-term collaboration with partners and suppliers.

Acting locally, impacting sustainably

Create meaningful value for local communities by prioritizing local hiring, enabling access to education, and supporting small-scale social initiatives near operations

3.2. MATERIALITY ISSUES – SOCIAL PILLAR

Fostering employee well-being and inclusive growth

Stavian Group prioritizes building a safe, inclusive, and empowering working environment. The Group is committed to ensuring fair treatment, protecting employees' health and safety, and creating equal opportunities for growth across all roles and subsidiaries.

Delivering customer excellence and sustainable partnerships

Stavian Group consistently strives to deliver quality products and services tailored to customer needs. The Group promotes transparency, strengthens partner engagement, and applies ESG standards to ensure long-term, responsible collaboration across the supply chain.

Empowering communities and enhancing social impact

Stavian Group dedicates resources to implementing corporate social responsibility (CSR) programs and supporting local communities. These efforts focus on creating jobs, improving education access, and contributing to inclusive and sustainable local development.

ACTIONABLE SOLUTIONS BY MATERIALITY ISSUES

Issues	Code	Solutions
Fostering employee well-being and inclusive growth	**S1.1**	**Promoting occupational health and safety**: Ensuring safe working conditions through regular training, inspections, and workplace safety standards.
	S1.2	**Building inclusive career development**: Providing fair access to training, leadership opportunities, and performance-based promotion pathways.
	S1.3	**Upholding diversity and equal treatment**: Applying non-discriminatory policies and cultivating a respectful, inclusive work culture across all locations.
Delivering customer excellence and sustainable partnerships	**S2.1**	**Enhancing customer experience**: Strengthening product and service quality through continuous feedback collection and improvement cycles.
	S2.2	**Applying ESG criteria in partner selection**: Assessing suppliers and partners based on sustainability standards, ethics, and compliance.
	S2.3	**Maintaining transparent and ethical collaboration**: Establishing long-term partnerships built on shared values, accountability, and mutual benefit.
Empowering communities and enhancing social impact	**S3.1**	**Creating local job opportunities**: Prioritizing recruitment from nearby communities when launching new projects or facilities.
	S3.2	**Supporting education and upskilling**: Partnering with schools and universities to offer internships, vocational training, and scholarships.
	S3.3	**Implementing localized social initiatives**: Designing and delivering small-scale projects focused on community well-being (e.g. clean water, sanitation, green living awareness).

3.3. Empowering People, Enabling Prosperity

ISSUE S1 – FOSTERING EMPLOYEE WELL-BEING AND INCLUSIVE GROWTH

S1.1 PROMOTING OCCUPATIONAL HEALTH AND SAFETY

Ensuring Safety as a Strategic Foundation

Stavian Group views occupational health and safety (OHS) not merely as a compliance requirement, but as a strategic pillar for sustainable development. With operations spanning manufacturing, logistics, and global trade, the Group is committed to maintaining a working environment that is both safe and resilient.

In line with this commitment, Stavian strictly adheres to Vietnam's Law on Occupational Safety and Hygiene (2015) and international standards such as ISO 45001. Safety practices are integrated across all production facilities, warehouses, and offices.

Implementing Preventive and Protective Measures

To manage risks proactively and ensure day-to-day workplace safety, Stavian implements the following:

- 100% of operational sites conduct fire drills and emergency response training at least once per year.
- Routine internal inspections and hazard assessments are conducted by ESG and HSE teams.
- All sites are equipped with personal protective equipment (PPE), first-aid kits, safety signage, and fire safety systems.
- Air quality, lighting, noise levels, and chemical exposure are monitored regularly, especially in production areas.

These efforts aim to minimize work-related injuries and maintain a safety-first culture at all levels of the organization.

Raising Awareness and Building a Safety Culture

Stavian complements its physical safety measures with awareness-building and education initiatives:

- New employees undergo mandatory OHS induction training as part of onboarding.
- Annual refresher sessions and on-site drills help reinforce hazard recognition and emergency procedures.
- Thematic campaigns, such as "Safety Week," are launched regularly to promote safety consciousness across departments.

These initiatives contribute to building a proactive, informed workforce capable of identifying and preventing risks.

Prioritizing Employee Health and Well-being

Beyond compliance with occupational safety standards, Stavian Group adopts a strategic and holistic approach to employee health—addressing both physical and mental dimensions to build a resilient, productive, and happy workforce.

All employees receive annual health check-ups, allowing for early detection and prevention of health issues. This is complemented by supplementary private health insurance that goes beyond the government-mandated baseline. For individuals managing chronic or work-related conditions, personalized support programs are available upon request.

Recognizing the complex nature of well-being, Stavian has implemented a six-dimensional wellness framework, including:

- Physical Health: Includes meal subsidies, preventive health screenings, and medical assistance for both employees and their family members.
- Mental Well-being: Supported through psychological counseling services, additional leave, and mental health campaigns like the "Golden Birthday Month" and mindfulness challenges.
- Workplace Environment: Enhanced through flexible work schedules, onboarding support, transportation aid, and inclusive infrastructure across offices and factories.
- Social and Financial Support: Provided via gifts for life events, educational scholarships for employees' children, performance-based incentives, and access to subsidized personal loans.
- Community Integration: Strengthened through CSR involvement, buddy programs, and cultural engagement initiatives.

Stavian also incorporates on-site fitness rooms and recreational areas at major locations to encourage physical activity and work-life balance.

This integrated health strategy not only enhances employee satisfaction and retention, but also underpins organizational performance and long-term sustainability.

Recognition for Excellence in Employee Care

Stavian Group's commitment to employee well-being and occupational health and safety has been recognized through several prestigious awards:

- Top 7 Best Places to Work in the Manufacturing/Processing Industry and Top 29 Best Places to Work in Vietnam – Medium-Sized Enterprises Category in 2024, as awarded by Anphabe.
- Top 1 Employer of Choice voted by Candidates in the Industry – Large Enterprises Category, and Top 3 in the Manufacturing Sector – Large Enterprises Category, as recognized by CareerViet in 2024.

These accolades underscore Stavian's dedication to fostering a safe, supportive, and empowering work environment, aligning with its ESG priorities and long-term growth vision.

In line with Stavian's people-centric strategy, a detailed well-being system has been implemented, offering over 50 targeted benefit items. These policies support physical health, mental wellness, financial stability, career growth, social connection, and workplace inclusivity. The table below summarizes core benefit categories offered to employees in 2024:

Comprehensive Employee Benefits Framework (as of 2024)

Well-being Dimension	Key Benefits
Physical Health	• Meal allowance • Annual health check-ups • Health insurance • Medical visit allowance
Mental Well-being	• Annual leave and wellness day off • Psychological counseling • Book gifting & memorial support
Financial Health	• 13th-month bonus • Performance bonuses • Seniority and holiday rewards • Personal loan support
Career Development	• Internal training programs • 80/20 external training sponsorship (e.g., MBA)
Social Well-being	• Gifts for childbirth, weddings, retirement • Scholarships for employees' children • CSR activities
Workplace Environment	• Flexible working hours • Transportation support • "Future Connection" onboarding program

***Note**: The company provides over 50 specific welfare items grouped across six key well-being pillars.*

S1.2 BUILDING INCLUSIVE CAREER DEVELOPMENT

Stavian Group believes that investing in people is investing in the future. With a workforce of over 3,000 employees across its subsidiaries, the Group has embedded inclusive career development into its human capital strategy. The overarching goal is to unlock each individual's potential through equitable access to training, transparent performance evaluation, and fair advancement pathways.

Talent Management Strategy – 5B Model

Stavian applies a "5B" strategic approach to workforce development:

- **Build**: Strengthen internal talent pipelines, especially in core business areas such as Energy, High-Tech Materials, Packaging, and Logistics.
- **Borrow**: Engage external experts for short-term or project-based assignments requiring specialized knowledge.
- **Bridge**: Develop future leaders through structured succession planning and leadership readiness programs.
- **Bot & Blend**: Combine human intelligence with automation, AI tools, and process innovation to drive efficiency.
- **Balance for Fit**: Foster cultural agility and alignment with corporate values, emphasizing adaptability, learning mindset, and resilience.

This model ensures that Stavian builds not only capacity, but also agility and future-readiness across the entire workforce.

INCLUSIVE CAREER DEVELOPMENT ROADMAP
at Stavian Group



Structured Learning & Development Framework

Each employee follows a **personalized development roadmap** anchored in two strategic pillars:

- **Internal Resilience**: Cultivating a growth mindset, stress tolerance, adaptability, and emotional intelligence.
- **Future Competence**: Building future-ready capabilities in areas such as AI application, project management, innovation, digital transformation, and ESG integration.

To support diverse learning needs, Stavian offers:

- **Self-paced MOOCs and LMS platforms**
- **In-person workshops and hybrid sessions**
- **Cross-functional projects**
- **Global work rotations and international exposure**

In 2024, Stavian recorded online training participation from 307 staff members—59% of whom were women—indicating high engagement across genders and job levels. Training topics spanned leadership, safety compliance, digitalization, and sustainability.

To further support self-driven learning:

- Employees receive Personal Learning Accounts to choose courses aligned with career goals.
- The 80/20 Tuition Support Policy enables staff to enroll in external programs (80% covered by the company).

"Training is designed around employee needs and business transformation priorities — ensuring no one is left behind in the journey of upskilling."

Tiered Learning Pathways by Employee Level

To align with individual growth stages, Stavian Group has designed tailored learning paths for all staff levels:

Employee Tier	Learning Focus
Senior Executives / Leaders	Strategic transformation, financial acumen, ESG leadership, cross-cultural change management
Middle Managers	Critical thinking, coaching, digital transformation, team communication
Specialists / Staff	Emotional intelligence, adaptability, active listening, task ownership
All Employees	AI readiness, digital skills, innovation mindset, sustainability orientation

Leadership Development and Talent Acceleration

In 2024, Stavian launched its Mindful Leadership Program, focused on:

- Emotional regulation
- Empathetic communication
- Human-centered, positive leadership

This program targets management-level employees, preparing them to lead with purpose in a complex and fast-changing environment.

In parallel, the Leadership Acceleration Program (LAP) identifies high-potential individuals and supports their development into future management roles through mentorship, training, and stretch assignments.

Performance Appraisal and Promotion Transparency

Stavian applies performance-based promotion frameworks consistently across all business units. Key features include:

- Annual evaluations based on departmental KPIs and behavioral competencies
- Merit-based promotions tied to performance and potential
- Ongoing feedback to align employee growth with organizational goals

Internal Mobility and Career Path Flexibility

Stavian encourages employees to explore cross-departmental roles and internal job transfers as part of their career progression. This approach supports both retention and capability building.

In 2024, over 30% of managerial positions were filled through internal promotions, demonstrating Stavian's commitment to growing talent from within.

S1.3 UPHOLDING DIVERSITY AND EQUAL TREATMENT

At Stavian Group, diversity and inclusion (D&I) are not just ideals—they are operational principles integrated across all levels and locations. The Group is committed to fostering a work environment that is respectful, empowering, and equitable, where all employees are supported to thrive, regardless of gender, age, background, or position.

HR Philosophy: HR = Happy Relationship

Stavian's human resources vision is guided by the belief that employee happiness is the foundation of sustainable success. This philosophy drives our human capital strategy, emphasizing:

- Trust and fairness in promotion
- Empowerment through learning and leadership
- Transparency and equal treatment in all processes

This mindset informs both policy and practice, fostering long-term employee commitment and inclusive organizational culture.



Inclusive Infrastructure and Workplace Culture

Stavian ensures that its physical and institutional environment is inclusive by design:

- Offices and production facilities are equipped with inclusive amenities, such as accessibility ramps, elevators, wellness spaces, and gender-segregated restrooms.
- In 2024, ergonomic assessments were conducted at over 90% of workstations to optimize comfort and safety for all employees.
- Anti-discrimination and anti-harassment policies are strictly enforced.
- All new employees undergo mandatory gender-sensitivity and inclusion training as part of onboarding.

Gender-Sensitive Policies and Employee Support

To advance equity in the workplace, Stavian has implemented a wide range of gender-responsive policies, including:

- Parental support: Additional two-month salary post-maternity leave for women; paid leave and financial assistance for men at childbirth.
- Family care: Financial assistance for caring for ill children or elderly dependents.
- Education support: A scholarship fund for employees' children with academic excellence.
- Flexible working: Remote work options, birthday leave, and flexible Saturday hours.
- Transport support: Parking reimbursement and travel subsidies for long-distance commuters.
- Cultural inclusion: Celebrations of Women's Day, special maternity insurance coverage, and tailored support for female employees.

Workforce Composition (2024)

Indicator	Figure
Total employees (excl. production)	1,084
Gender	569 male – 515 female
Education	104 postgraduates, 873 university/college, 107 high school
Positions	64 senior managers, 145 middle managers, 114 supervisors, 761 specialists/staff

These figures demonstrate Stavian's commitment to a diverse, inclusive, and merit-based workforce across its global operations.

Promoting Women in Leadership

Stavian strictly prohibits gender-based bias in all employment decisions, from recruitment and promotion to compensation and training. The Group has:

- Maintained a female majority in internship intake (78.5% of interns in 2024)
- Recorded 59% female participation in corporate training programs
- Ensured that 1 in every 3 promotions in 2024 involved a female employee

A **dedicated leadership track** has been developed for high-potential women to accelerate advancement into middle and senior management roles.

> *Through its inclusive policies, equitable systems, and gender-sensitive practices, Stavian Group is building not only a stronger organization—but also a more just and balanced future of work.*

Listening to and Protecting Employees' Rights

Stavian Group is committed to building a workplace where every individual feels heard, valued, and protected. By embedding transparency, fairness, and dialogue into our organizational culture, we strive to foster mutual respect and long-term engagement with our workforce across all business units and geographies.

Establishing Clear Channels for Feedback and Dialogue

- **Annual Employee Satisfaction Surveys** are conducted across departments to evaluate workplace conditions, leadership effectiveness, and employee well-being. In 2024, **over 95% of employees** participated, and the survey results directly informed improvements to HR policies and working conditions.
- Stavian also organizes quarterly focus groups and town halls, allowing employees to voice concerns and share ideas directly with senior leadership. These forums are instrumental in shaping our inclusive workplace strategies and ensuring open communication.

Ensuring Transparent Grievance Mechanisms

- A multi-channel grievance system—including a confidential online portal, internal hotline, and anonymous feedback boxes—is maintained to handle employee complaints and concerns. All submissions are managed by the Group's Ethics & Compliance Committee, which guarantees privacy, non-retaliation, and resolution within 30 working days.



- In 2024, Stavian recorded a **100% resolution rate** for reported grievances, reinforcing employee confidence in the company's commitment to justice and accountability.

Safeguarding Employee Rights in Practice

- Stavian fully complies with Vietnam's Labor Code and international labor standards. We strictly prohibit forced labor, discrimination, and any violation of fundamental employee rights.
- All employees are entitled to equal access to welfare benefits, career development, and safe working conditions. The Group also maintains collective bargaining agreements where applicable and supports the formation of internal employee committees to enhance labor-management dialogue.

Through these mechanisms, Stavian Group ensures that every employee is not only protected by policy but also empowered by practice—building a culture of trust, resilience, and shared growth.

ISSUE S2 – DELIVERING CUSTOMER EXCELLENCE AND SUSTAINABLE PARTNERSHIPS

S2.1 ENHANCING CUSTOMER EXPERIENCE

At Stavian Group, enhancing customer experience is not just a value proposition—it is a continuous internal commitment that drives product excellence and service innovation. As a multinational trading and industrial group operating in fast-moving sectors such as chemicals, packaging, and logistics, Stavian recognizes that customer satisfaction directly correlates with business resilience and market leadership.

Building a Robust Internal Feedback System

In 2024, Stavian Group strengthened its internal feedback infrastructure across its manufacturing, sales, and distribution units. A company-self-built system was implemented to collect and analyze customer feedback in real-time via sales teams, account managers, and post-delivery reviews.



- 92% of frontline sales staff participated in bi-monthly customer debriefs, where they submitted feedback on client expectations and pain points.
- An internal Feedback-to-Action Dashboard (F2A) was launched in Q2/2024 to help departments visualize satisfaction trends and correlate them with product or service KPIs.

Employee-Led Quality Circles

To ensure that feedback translates into meaningful improvements, Stavian established over 25 cross-functional "Customer Quality Circles" (CQCs) in its key business units. These task forces, composed of representatives from R&D, logistics, customer service, and sales, meet monthly to review common issues and propose quick fixes or process upgrades.

Embedding Voice of Customer (VoC) in Innovation

To future-proof its offering, Stavian Group launched an internal Voice of Customer (VoC) Integration Program to ensure that customer preferences guide product development from the early stages.

Product development teams now use "Customer Backward Mapping" to review past client feedback and rejection rates before greenlighting new product designs.

People-First Service Culture

At Stavian, customer excellence starts from within. Our engaged, well-trained, and empowered employees are the drivers of responsive, high-quality service. Through internal feedback loops, emotional intelligence training, and clear performance pathways, we align internal culture with external expectations—ensuring every interaction reflects professionalism, care, and innovation.

Internal KPIs and Service Quality Monitoring

Every business unit has introduced Customer Experience KPIs into its quarterly performance scorecards. These include:

- First Contact Resolution Rate (FCR)
- On-Time Delivery Precision (ODP)
- Customer Complaint Recurrence Rate (CCRR)

S2.2 APPLYING ESG CRITERIA IN PARTNER SELECTION

As Stavian Group continues to grow its global footprint in trading, logistics, and manufacturing, the need for responsible and sustainable sourcing has become increasingly critical. The Group recognizes that the ESG performance of suppliers and partners directly impacts its value chain resilience and long-term brand trust.

Laying the Foundation for ESG-aligned Partner Management

Currently, Stavian Group complies with all legal due diligence requirements related to partner onboarding and periodically reviews suppliers for basic compliance and operational capacity. However, starting in 2024, Stavian began building a more structured approach to integrate Environmental – Social – Governance (ESG) criteria into its partner evaluation process.

- In Q2/2024, the Group's Procurement and ESG teams initiated the design of a unified ESG assessment framework for suppliers, based on existing international references such as ISO 14001 (environmental management), ISO 45001 (occupational health and safety), and local labor regulations.
- The draft framework includes preliminary indicators such as:
- Environmental: waste treatment capacity, use of certified raw materials, emissions records (if any)
- Social: employee insurance coverage, anti-discrimination policies, workplace safety records
- Governance: business ethics, anti-corruption commitments, legal compliance

Toward a Long-term Sustainable Sourcing Policy

Stavian Group plans to formalize its ESG partner screening policy by Q3/2025. This will include:

- Integrating ESG evaluation into supplier pre-qualification and renewal stages
- Creating a risk-tiering system for suppliers based on ESG exposure levels
- Providing capacity-building support for key partners to help them meet Stavian's expectations

The goal is not only to manage risks but also to build a responsible and sustainable supplier ecosystem, particularly in high-impact areas such as raw materials, packaging, and transportation.



S2.3 MAINTAINING TRANSPARENT AND ETHICAL COLLABORATION

Stavian Group believes that transparency and integrity form the backbone of any enduring business relationship. In a complex and globally integrated supply chain, ethical collaboration is not only about compliance—it is about trust, shared goals, and consistent communication.

Building Strategic and Long-Term Supplier Relationships

Stavian prioritizes multi-year partnerships with strategic suppliers, especially in high-impact categories such as petrochemical inputs, industrial packaging, and global logistics. The company favors long-term cooperation with partners who:

- Demonstrate operational stability and a commitment to continuous improvement
- Share the Group's values on responsible business conduct and sustainability
- Engage in open dialogue and data transparency

Ensuring Transparency in Contracting and Performance Evaluation

To maintain transparency in business practices, Stavian Group has implemented several internal mechanisms:

- Standardized contract templates with clear clauses on compliance, delivery terms, payment structure, and mutual responsibilities
- A centralized contract management system operated by the Legal & Procurement departments to ensure consistency and traceability
- Quarterly supplier reviews, where commercial teams assess service performance based on jointly agreed KPIs (e.g. delivery punctuality, responsiveness, document accuracy)

Suppliers are provided with performance reports and are encouraged to provide feedback to Stavian as well, forming a two-way review process.

Strengthening Ethical Governance in Partnerships

Stavian has embedded ethical expectations into its supplier onboarding and engagement processes, including:

- Requiring all new partners to sign a Supplier Code of Conduct, affirming their commitment to fair competition, anti-corruption, and labor rights (rollout began with Tier-1 vendors in late 2024)

- Providing regular updates and reminders about Stavian's internal compliance policies to key external stakeholders
- Launching an Ethics & Compliance channel that allows both internal staff and external partners to report suspected violations or misconduct confidentially

While the Group has not reported any major ethical disputes with its partners in the last two years, these systems are designed to be proactive, not reactive.

Outlook

Looking ahead, Stavian Group plans to expand its partner engagement model by:

- Hosting annual supplier forums to strengthen collaboration, share market insights, and co-develop improvement plans
- Including joint ESG projects in future supplier agreements, such as green packaging solutions or carbon tracking pilots



ISSUE S3 – EMPOWERING COMMUNITIES AND ENHANCING SOCIAL IMPACT

S3.1 CREATING LOCAL JOB OPPORTUNITIES

Stavian Group recognizes that its growth and expansion must go hand-in-hand with the development of the communities where it operates. One of the Group's key commitments under the social pillar is to create meaningful employment opportunities for local residents, especially in areas surrounding industrial zones, logistic hubs, and new office sites.

Local Hiring Policy in Industrial Zones

In all major projects involving new facilities, Stavian applies a "Local First" recruitment principle, prioritizing candidates from neighboring districts for entry-level and operational roles. This policy was first piloted at the Stavian factory in Hung Yen Province, including, and is now being adopted as standard practice across future investments.

As of 2024, more than 65% of the blue-collar workforce at Stavian's Hung Yen and Hai Duong sites are from local communes within a 20-kilometer radius, reflecting the success of localized outreach efforts.

Recruitment drives were conducted in coordination with local vocational centers and labor departments to match available roles with residents in production, packaging, and logistics support. In several cases, transportation support is provided for staff commuting from surrounding communes, and housing arrangements are offered on a case-by-case basis for high-volume production shifts.

Stavian not only prioritizes hiring from local communities but also ensures that new employees are supported through:

- "Future Connection" onboarding packages (travel allowance, training kits)
- Buddy programs for mentorship and onboarding
- Flexible working and relocation assistance

Training and Upskilling Local Labor

To ensure that local hires can meet operational standards, Stavian has introduced targeted training programs:





- Onboarding programs tailored for first-time factory workers, with content covering safety, basic technical skills, and workplace conduct.
- In 2024 alone, all local newly recruits at the Hung Yen and Hai Duong Packaging factories completed internal skills training within their first three months of employment, as part of Stavian's inclusive hiring and development initiative.

These efforts not only reduce onboarding time but also improve retention, with some manufacturing units reporting a 10–15% drop in early turnover rates compared to 2023 figures.

Inclusive Job Communication Channels

Stavian ensures that job opportunities are widely and transparently communicated in local areas through:

- Public postings at commune People's Committees, vocational schools, and community centers
- Digital platforms including Stavian's career page and local social media groups

In several locations, the company also provides direct hotline numbers for community job applicants without access to online platforms, removing tech-related barriers.

Long-term Impact and Outlook

Through its local employment strategy, Stavian aims to:

- Contribute to the reduction of underemployment in semi-rural industrial zones
- Promote inclusive growth by prioritizing vulnerable groups such as women, youth, and informal workers in recruitment drives
- Strengthen community ties and local acceptance of new investment projects

Looking forward, Stavian Group plans to formalize its "Community Employment Engagement Guidelines" by 2025, integrating local hiring KPIs into the HR performance system for all new projects.

S3.2 SUPPORTING EDUCATION AND UPSKILLING

Stavian Group places a strong emphasis on nurturing future talent as a cornerstone of sustainable development. The Group actively collaborates with educational institutions to bridge the gap between academic learning and industry practices, thereby contributing to the development of a skilled and future-ready workforce.

Strategic Collaboration with British University Vietnam (BUV)

In March 2024, Stavian Group formalized a strategic partnership with British University Vietnam (BUV) through a Memorandum of Understanding (MOU). This collaboration aims to enhance training and internship opportunities for students, focusing on:

- Developing human resources for the green economy and industrial innovation
- Offering real-world exposure through corporate projects and internships at Stavian Group
- Promoting research and academic exchange in the fields of business, ESG, and sustainability

As part of this partnership, Mr. Dinh Duc Thang, Chairman and CEO of Stavian Group, was appointed as a Visiting Professor of Practice at BUV. This role involves sharing industry insights and mentoring students to prepare them for the evolving demands of the global economy.

Internship and Vocational Training Programs (Planned Implementation)

Recognizing the need to develop a skilled and job-ready workforce, Stavian Group is in the process of establishing a structured internship and vocational training program targeted at students from technical colleges and universities in regions where the company operates. The goal is to align future recruitment with localized education pathways, particularly in provinces where Stavian has key manufacturing and logistics operations.

Starting in 2025, Stavian plans to:

- Form official collaboration agreements with at least five vocational schools and universities specializing in logistics, chemical engineering, and automation.
- Design internship modules co-developed with educational partners, focusing on real-world exposure in warehouse operations, production management, and sustainability reporting.
- Pilot a 3-month internship cycle that includes onboarding, mentorship, job shadowing, and end-of-term evaluations, with the aim of onboarding 20–30 students per site per cycle.



To ensure long-term impact, the program will include:

- Mentor assignment from experienced staff to guide student learning and professional integration.
- Performance tracking tools to assess intern engagement and skill acquisition throughout the program.
- Post-internship feedback loops involving both students and department supervisors to improve future cycles.

This initiative is part of Stavian Group's broader strategy to build a localized talent pipeline, reduce skill mismatches, and contribute to workforce development in industrial regions.

Scholarships and Academic Engagement

To empower disadvantaged yet high-potential students, Stavian Group is developing the "Stavian Talent for Tomorrow" fund, aiming to:

- Provide partial scholarships and learning tools (e.g., laptops, training kits)
- Offer priority internships and job shadowing opportunities to scholarship recipients
- Expand outreach to rural students in provinces where the company has production or investment projects

Beyond direct training for staff, Stavian invests in education for employees' families through:

- A scholarship fund for employees' children with excellent academic records.
- Participation in family-oriented company events to enhance work-life balance and community cohesion.

These initiatives are designed to support students financially and provide them with opportunities to gain industry experience, thereby enhancing their employability.



Vision Forward

Stavian Group aims to institutionalize a "School–Industry Bridge" model by:

- Formalizing internship frameworks across departments
- Embedding early talent development KPIs into ESG reporting
- Expanding partnerships with universities that focus on sustainability, data, and logistics

Through these long-term efforts, Stavian demonstrates its commitment to not only meeting recruitment needs but also contributing to national goals in education and workforce development, particularly in the context of Vietnam's green transformation.

S3.3 IMPLEMENTING LOCALIZED SOCIAL INITIATIVES

As part of its social pillar, Stavian Group is committed to empowering group employees and local communities through meaningful, small-scale initiatives. These programs are designed to respond to local needs in areas where the company operates, contributing to improved quality of life and stronger community ties.

Stavian Foundation was established and has been contributing

- Gave aids to the group employes who went through hardship
- Donated money and aids to hospitals in many provinces
- Built schools and bridges for remote areas in Son La, Dien Bien and Lai Chau provinces

"Wings of Love" Charity Program for Disadvantaged Students

In August 2024, Stavian Industrial Metal organized the "Wings of Love" charity program for students with disabilities at Huong Lan Pagoda in Hanoi.

- **Renovated the classroom's lighting and learning environment**
- Donated school supplies, notebooks, and uniforms to disadvantaged children
- Encouraged long-term connection between company volunteers and community organizations

This initiative reflects Stavian's care for social inclusiveness and equal access to education.

"Stavian Parents' Day" – Strengthening Family Bonds

On June 28, 2024, Stavian Group celebrated Vietnamese Family Day by organizing the "Stavian Parents' Day" event across multiple sites.

- Presented personalized gifts to the parents of employees, showing appreciation for their support
- Encouraged multigenerational connection between families and workplace culture
- Helped reinforce the Group's employee well-being and family-first culture through symbolic yet impactful gestures

Future Initiatives: Clean Water and Waste Management

While not yet implemented, Stavian is currently planning community-oriented infrastructure support near key operations:

- Water access assessments are underway around facilities in Hung Yen and Hai Duong



- The Group aims to roll out eco-toilet upgrades and clean water stations in collaboration with local schools and communes in 2025
- In Hung Yen and Hai Duong, the ESG team is designing a "Sort at Source" waste segregation program, to pilot household and shop-level waste separation using color-coded bins

These programs are part of Stavian Group's broader ambition to support sustainable living and promote green community practices.

People are at the heart of Stavian Group's sustainability vision. From fostering inclusive workplaces to cultivating talent, and from enhancing customer experience to uplifting local communities, the Group views social impact as a strategic imperative—not just a corporate responsibility.

In 2024, Stavian advanced its efforts by strengthening workplace safety, championing diversity and equal opportunity, and investing in long-term career growth for employees across functions and geographies. Simultaneously, it deepened its relationships with customers and communities through continuous engagement, education partnerships, and localized social initiatives.

As the Group scales its operations globally, its social strategy remains grounded in one conviction: sustainable growth can only be achieved when people—inside and outside the organization—grow with it. Stavian Group will continue to empower its workforce, earn customer trust, and enable community prosperity as part of its journey toward an inclusive, human-centered future.

CHAPTER 4

GUIDING WITH GOVERNANCE, GROWING WITH TRUST

As a global trading and industrial group operating across complex markets and diverse regulatory environments, Stavian Group recognizes that strong corporate governance is the bedrock of sustainable development. Our commitment to transparency, compliance, and ethical conduct forms the backbone of every decision and action across the organization — from board-level oversight to frontline operations.

In 2024, we continue to embed ESG considerations deeply into our business governance structures, uphold information integrity and stakeholder trust, and ensure that every partner and employee is held accountable to the highest standards. This Governance strategy aligns with 6/17 key United Nations Sustainable Development Goals (SDGs), driving a culture of resilience, fairness, and long-term value creation.



4.1. Sustainability Strategy – Governance Pillar

Driving Sustainable Growth through Strategic Investment and Responsible Leadership

Stavian Group prioritizes sustainable business expansion through forward-thinking investments and strong leadership governance. By aligning growth initiatives with long-term value creation, the Group ensures resilience and prosperity across its industrial and trading ecosystem.

Embedding Ethics, Compliance, and Corporate Integrity at Every Level

Ethical conduct is at the heart of Stavian's operations. From top management to frontline staff, the Group promotes a culture of accountability, upholds anti-corruption practices, and enforces internal controls to ensure full legal and ethical compliance.

Enhancing Transparency and Strengthening Digital Governance Infrastructure

Through enterprise-wide digital transformation and data-driven management, Stavian reinforces transparency, risk oversight, and ESG performance monitoring. The adoption of integrated governance platforms supports real-time reporting, informed decision-making, and stakeholder trust.



4.2. Materiality Issues – Governance Pillar

ACTIONABLE SOLUTIONS BY MATERIALITY ISSUES

Issues	Code	Solutions
Driving economic prosperity through strategic investment	G1.1	Integrating sustainability into corporate strategy: Integrating long-term sustainability goals into Stavian's investment decisions and growth planning through annual strategy reviews.
	G1.2	Enhancing governance in capital allocation: Applying a strict approval framework for large capital investments, ensuring risk-informed and value-driven decisions by Investment Committees.
	G1.3	Supporting national industrial policy: Aligning industrial projects with government strategies to support Vietnam's macroeconomic transformation.
Upholding business integrity and ethical practices	G2.1	Formalizing corporate ethics: Adopting a unified Code of Business Conduct for all subsidiaries, supported by mandatory ethics training for new and existing employees.
	G2.2	Establishing an independent compliance function: A cross-functional Compliance Team reports directly to the Board's Risk & Audit Committee and oversees anti-bribery, conflict of interest, and whistleblowing mechanisms.
	G2.3	Promoting ethical leadership: Key managers are evaluated not only by KPIs but also by behavioral indicators aligned with Stavian's leadership charter, promoting a culture of fairness and responsibility.
Strengthening governance transparency and data stewardship	G3.1	Enhancing board-level oversight: Establishing a dedicated ESG Subcommittee under the Board to monitor progress, review disclosures, and ensure alignment with stakeholder expectations.
	G3.2	Implementing transparent internal reporting: Internal dashboards and business units' performance reports are standardized and integrated into monthly reviews at the C-level.
	G3.3	Strengthening data governance: Finalizing a group-wide Data Classification and Governance Policy to comply with Vietnam's PDPD and international best practices.

4.3. Guiding with Governance, Growing with Trust

ISSUE G1 – DRIVING ECONOMIC PROSPERITY THROUGH STRATEGIC INVESTMENT

G1.1 INTEGRATING SUSTAINABILITY INTO CORPORATE STRATEGY

Stavian Group acknowledges that integrating sustainability into corporate governance is essential for ensuring long-term business resilience. In 2024, the Group continues to **develop internal frameworks** to embed sustainability into its **strategic decision-making, investment planning, and risk management processes**.

Establishing ESG-Driven Strategy Planning

To align growth with sustainability, Stavian Group plans to:

- Introduce a Sustainability Impact Review mechanism as part of its annual strategic planning process from 2025. This review will screen key investment proposals and strategic initiatives based on their environmental and social impact, alongside traditional financial metrics.
- Develop a Group-wide ESG Strategy Framework, ensuring that all subsidiaries integrate sustainability priorities into their mid- and long-term business plans. This framework is expected to guide investment decisions toward inclusive, low-risk, and future-fit sectors, especially in manufacturing, chemicals, and logistics.
- Link ESG objectives with business KPIs, with plans to assign sustainability accountability to leadership roles across business units. The internal Sustainability Office will coordinate reporting and track alignment with the Group's material topics.

Building Integrated Oversight Mechanisms

To ensure sustainability goals are not siloed, Stavian is in the process of designing several governance tools and processes:

- A Strategic ESG Committee, under planning for launch in late 2024, will provide cross-functional oversight and advise on ESG integration in strategic initiatives.
- A pilot ESG dashboard is currently being developed to support decision-making at the executive level. This dashboard will visualize non-financial performance indicators such as stakeholder engagement, regulatory readiness, and climate-related risks.
- The Group is also exploring the integration of ESG performance into executive scorecards beginning in 2025 to enhance leadership accountability and foster a culture of sustainability across all levels of management.

G1.2 ENHANCING GOVERNANCE IN CAPITAL ALLOCATION

Stavian Group applies a rigorous governance approach to capital investment decisions, ensuring resources are allocated efficiently and responsibly.

To uphold its commitment to sustainable growth and fiscal discipline, Stavian Group is gradually formalizing a risk-informed capital allocation framework. This system ensures that all major investments—whether in new manufacturing facilities, R&D, or market expansion—undergo comprehensive review by internal Investment Committees based on predefined thresholds.

In 2024, Stavian initiated the drafting of an internal Capital Governance Handbook, which outlines approval hierarchies, cost-benefit analysis procedures, ESG screening criteria, and post-investment evaluation requirements. The framework emphasizes:

- Strategic Alignment: Investments must align with long-term sustainability goals and sectoral priorities.
- Risk Mitigation: All proposals are evaluated using multi-criteria risk assessment models, particularly for overseas and high-carbon sectors.
- Accountability: Projects above a specific financial threshold (e.g. USD 5 million) are reviewed by a cross-functional investment review panel, including Sustainability, Finance, and Risk representatives.

As part of future plans, Stavian aims to digitize the investment proposal workflow and integrate ESG risk scoring dashboards, improving visibility and traceability throughout the capital approval lifecycle.

This move reflects Stavian Group's evolving maturity in governance practices, reinforcing transparency, strategic discipline, and long-term value creation in every capital allocation decision.



G1.3 SUPPORTING NATIONAL INDUSTRIAL POLICY

Stavian Group is committed to ensuring that its industrial development strategy is not only commercially viable but also aligned with Vietnam's broader socioeconomic transformation goals. In 2024, the Group continues to **strengthen its alignment with national and provincial industrial planning frameworks**, while enhancing coordination with policymakers and local stakeholders.

Aligning Projects with National Priorities

To reinforce alignment between corporate growth and national strategy, Stavian Group plans to:

- Institutionalize national policy mapping in project development: All major industrial and infrastructure projects will be screened for consistency with Vietnam's Industrial Development Strategy 2025–2035, including master plans on logistics, green industry, and FDI.
- Formalize local government engagement protocols: Stavian will systematize consultation with provincial authorities at project pre-feasibility stages to improve regulatory compliance, gain early alignment, and contribute to regional development master plans.
- Develop a "Public Policy Tracker" system: Stavian aims to launch a digital tool that monitors relevant government policies and legislation, supporting risk-informed decision-making in site selection, investment timing, and technology adoption.

Contributing to National Development Agendas

To further support national economic restructuring and industrial upgrading, Stavian is advancing the following:

- Launch of the Stavian–Shinec Eco-Industrial Park Initiative: A public–private collaboration model to pilot industrial zones designed with circular economy principles. This initiative aligns with the National Green Growth Strategy and regulatory guidance under Decree 35/2022/NĐ-CP on industrial zone development.
- Participation in policy forums and industrial associations: Stavian executives contribute actively to Vietnam Plastics Association (VPA), VCCI forums, and the Government–Private Sector Dialogue Platform on sustainable industrial policy. Topics include green manufacturing, EPR implementation, and SME competitiveness.

ISSUE G2 – UPHOLDING BUSINESS INTEGRITY AND ETHICAL PRACTICES

G2.1 FORMALIZING CORPORATE ETHICS

Stavian Group is committed to fostering a culture of integrity and ethical conduct across all levels of the organization. Recognizing the importance of ethical practices in sustainable business operations, the Group has undertaken several initiatives to formalize and reinforce its corporate ethics framework.



Development and Implementation of a Unified Code of Conduct

In 2024, Stavian Group initiated the development of a comprehensive Code of Business Conduct, aiming to establish a unified set of ethical guidelines applicable to all subsidiaries and employees. This Code is designed to:

- Articulate the Group's core values and ethical standards.
- Provide clear directives on acceptable behaviors and practices.
- Serve as a reference for decision-making in complex situations.

The Code encompasses key areas such as anti-corruption, conflict of interest, compliance with laws and regulations, and respect for human rights. Upon finalization, it will be disseminated across the organization, with all employees required to acknowledge and adhere to its provisions.

Mandatory Ethics Training Programs

To ensure the effective implementation of the Code of Conduct, Stavian Group plans to launch mandatory ethics training programs for all employees, including:

- Onboarding Training: New hires will undergo comprehensive training sessions to familiarize themselves with the Group's ethical expectations and the Code's provisions.
- Annual Refresher Courses: Existing employees will participate in yearly training to reinforce ethical standards and address emerging ethical challenges.

These training programs aim to cultivate a shared understanding of ethical principles and promote consistent ethical behavior throughout the organization.

Establishment of Reporting and Compliance Mechanisms

To support the ethical framework, Stavian Group is developing mechanisms to facilitate the reporting of unethical conduct and ensure compliance, including:

- Confidential Reporting Channels: Employees will have access to secure and anonymous platforms to report ethical concerns or violations without fear of retaliation.
- Compliance Oversight: A dedicated compliance team will monitor adherence to the Code of Conduct, investigate reported incidents, and implement corrective actions as necessary.

These measures are intended to uphold the integrity of the organization and reinforce accountability at all levels.

By formalizing its corporate ethics through a unified Code of Conduct, comprehensive training, and robust compliance mechanisms, Stavian Group aims to embed ethical considerations into its corporate governance, thereby enhancing trust among stakeholders and contributing to sustainable business success.

G2.2 ESTABLISHING AN INDEPENDENT COMPLIANCE FUNCTION

Stavian Group is committed to upholding the highest standards of corporate ethics and compliance. In 2024, the Group continued to enhance its governance framework by developing an independent compliance function to oversee critical areas such as anti-bribery, conflict of interest, and whistleblowing mechanisms.



Development of a Centralized Compliance Framework

To ensure consistent adherence to ethical standards across all subsidiaries, Stavian Group is in the process of establishing a centralized compliance framework. This framework aims to:

- Standardize compliance policies across all business units.
- Implement uniform procedures for identifying and managing compliance risks.
- Facilitate effective communication of compliance expectations to all employees.

The centralized approach will enable the Group to maintain a cohesive compliance culture and ensure that all entities operate under the same ethical guidelines.



Formation of a Cross-Functional Compliance Team

Recognizing the importance of specialized oversight, Stavian Group is forming a cross-functional Compliance Team. This team will:

- Report directly to the Board's Risk & Audit Committee, ensuring independence from operational management.
- Oversee the implementation of compliance policies and procedures.
- Conduct regular assessments to identify and mitigate compliance risks.

By establishing this team, Stavian aims to strengthen its internal controls and promote a culture of accountability.

Enhancement of Whistleblowing Mechanisms

To encourage transparency and ethical behavior, Stavian Group is enhancing its whistleblowing mechanisms. The planned initiatives include:

- Implementing confidential reporting channels that allow employees to report concerns without fear of retaliation.
- Developing clear protocols for investigating and addressing reported issues.
- Providing training to employees on the importance of reporting unethical behavior.

These measures are designed to foster an environment where employees feel empowered to speak up and contribute to the Group's ethical standards.

Through these initiatives, Stavian Group is reinforcing its commitment to ethical business practices and robust corporate governance. The establishment of an independent compliance function will play a pivotal role in ensuring that the Group's operations align with both internal policies and external regulations.

G2.3 PROMOTING ETHICAL LEADERSHIP

Stavian Group recognizes that long-term corporate integrity is shaped not only by policies, but by the everyday actions of its leaders. In 2024, the Group began refining its leadership evaluation framework to ensure that ethical behavior is treated as a core leadership competency—on par with business performance.



Embedding Ethical Criteria into Leadership Assessment

To strengthen accountability at the management level, Stavian is gradually incorporating behavioral evaluation criteria into its performance management system for mid- and senior-level managers. These criteria are aligned with the Group's internal Leadership Charter, which emphasizes:

- Integrity in decision-making
- Fair treatment of team members and stakeholders
- Transparency in communication and reporting

From 2025, ethical behavior is planned to be scored during annual performance reviews alongside traditional KPIs. This will affect promotion and bonus decisions for leadership roles.

Leadership Training and Culture Building

Stavian is also developing a Leadership Integrity Program, designed to equip team leaders with the mindset and skills to lead ethically under pressure. The program includes:

- Case-based training modules on conflict of interest, data integrity, and anti-harassment.
- Peer roundtables to reflect on ethical dilemmas faced in operations and cross-border business.
- A code-alignment self-assessment tool, piloted in Q4 2024 with department heads in Hanoi and Hung Yen.

This initiative reinforces Stavian's view that leadership is not just about delivery, but about how it's delivered.

Fostering an Ethical Culture Across Teams

To cascade values from top-down, the Group is working on integrating ethics-related topics into monthly departmental meetings and onboarding sessions for new team leads. These include:

- "Walk the Talk" segments – short reflections from managers on ethical leadership moments.
- Anonymous ethics pulse checks, planned to launch in early 2025, to gather feedback from staff on team integrity and trust.

By redefining leadership through the lens of ethics and fairness, Stavian Group aims to institutionalize a governance culture where doing what's right is inseparable from doing what's effective.

ISSUE G3 – STRENGTHENING GOVERNANCE TRANSPARENCY AND DATA STEWARDSHIP

G3.1 ENHANCING BOARD-LEVEL OVERSIGHT

Stavian Group recognizes that transparent and effective board-level ESG oversight is essential to its long-term success. The Group's existing ESG Committee, established under the authority of the Board of Directors, plays a central role in guiding sustainability strategy, ensuring regulatory compliance, and aligning corporate actions with stakeholder expectations.



Empowering the ESG Committee's Role

In 2024, the ESG Steering Committee was further strengthened to act as a bridge between strategy and execution. Its responsibilities include:

- Monitoring group-wide ESG implementation across manufacturing, trading, and logistics subsidiaries.
- Reviewing ESG disclosures prior to publication, including sustainability reports and GRI/SDG mapping outputs.
- Advising on ESG-related investment risks and compliance gaps, particularly in overseas markets and emerging regulatory contexts.

The committee comprises senior leaders from governance, risk, sustainability, and legal functions, ensuring diverse and balanced representation.

Integrated Oversight and Strategic Coordination

To enhance coordination between ESG and other governance structures, Stavian has:

- Formally linked the ESG Committee to the Risk & Audit Committee for real-time monitoring of ESG-related risks and regulatory exposure.
- Begun developing a reporting dashboard to track ESG KPIs alongside financial metrics, enabling joint reviews with the CFO Office and Business Unit heads.
- Planned quarterly strategy meetings between the ESG Committee and the Board's Investment Review Panel to ensure sustainable criteria are applied in large-scale project approvals.

Stakeholder-Responsive Governance

As part of Stavian's evolving governance model, the ESG Committee is also tasked with:

- Engaging with external stakeholders, including investors and regulators, to understand emerging ESG expectations.
- Ensuring transparent communication through multi-channel disclosures (e.g. annual reports, stakeholder briefings, dedicated ESG microsites).
- Proposing ESG performance indicators to be incorporated into executive KPIs starting from the 2025 performance cycle.

Through its empowered ESG Committee, Stavian Group is embedding sustainability into the heart of its corporate governance — reinforcing board accountability, stakeholder trust, and long-term value creation.

G3.2 IMPLEMENTING TRANSPARENT INTERNAL REPORTING

Stavian Group recognizes that effective governance relies on transparent and consistent internal reporting. In 2024, the Group continues to enhance its internal reporting systems to ensure that performance data is standardized, accessible, and integrated into decision-making processes at all levels.



Standardization of Performance Metrics

To facilitate uniformity across its diverse operations, Stavian Group is working towards:

- Developing a unified reporting framework: Establishing standardized key performance indicators (KPIs) across all business units to enable consistent tracking and comparison.
- Implementing centralized data repositories: Creating centralized databases to store and manage performance data, ensuring data integrity and ease of access.
- Automating data collection processes: Utilizing technology to automate the gathering and processing of performance data, reducing manual errors and improving efficiency.

Integration into Executive Reviews

To ensure that performance data informs strategic decisions, Stavian Group plans to:

- Incorporate standardized reports into monthly executive meetings: Providing C-level executives with comprehensive performance summaries to guide discussions and decisions.
- Align reporting with strategic objectives: Ensuring that performance metrics reflect the Group's long-term goals and sustainability commitments.
- Facilitate cross-functional insights: Encouraging collaboration among departments by sharing performance data, fostering a holistic understanding of organizational performance.

Enhancing Transparency and Accountability

To promote a culture of transparency, Stavian Group is focusing on:

- Regular dissemination of performance reports: Sharing performance summaries with relevant stakeholders to keep them informed and engaged.
- Establishing feedback mechanisms: Creating channels for stakeholders to provide input on performance data, encouraging continuous improvement.
- Training staff on data interpretation: Equipping employees with the skills to understand and utilize performance data effectively in their roles.

By standardizing internal reporting and integrating it into executive reviews, Stavian Group aims to enhance decision-making, foster accountability, and support its commitment to sustainable growth.

G3.3 STRENGTHENING DATA GOVERNANCE

Recognizing the critical importance of data governance in today's digital landscape, Stavian Group is committed to establishing robust frameworks that ensure data integrity, security, and compliance. In 2024, the Group is finalizing a comprehensive Data Classification and Governance Policy aimed at aligning with Vietnam's Personal Data Protection Decree (PDPD) and international standards such as the General Data Protection Regulation (GDPR).



Development of a Comprehensive Data Governance Policy

The forthcoming policy will serve as a foundational document outlining the principles and procedures for data management across all subsidiaries. Key components include:

- Data Classification Framework: Defining categories of data based on sensitivity and criticality to ensure appropriate handling and protection measures.
- Access Control Protocols: Establishing clear guidelines on data access rights, ensuring that only authorized personnel can access specific data sets.
- Data Retention and Disposal: Setting standards for how long different types of data should be retained and the methods for secure disposal when no longer needed.

Compliance with Vietnam's PDPD

To adhere to the requirements of the PDPD, Stavian Group is implementing measures such as:

- Data Protection Impact Assessments (DPIAs): Conducting assessments to identify and mitigate risks associated with personal data processing activities.
- Consent Management: Ensuring that data subjects provide informed consent for the collection and use of their personal data, with mechanisms to withdraw consent as stipulated by the PDPD.
- Cross-Border Data Transfer Controls: Establishing protocols to manage and monitor the transfer of personal data across borders, in line with legal requirements.

Integration of International Best Practices

Beyond local compliance, Stavian Group aims to align its data governance practices with global standards by:

- Adopting GDPR Principles: Incorporating principles such as data minimization, purpose limitation, and accountability into internal processes.
- Employee Training Programs: Developing comprehensive training modules to educate employees on data protection responsibilities and best practices.
- Regular Audits and Reviews: Implementing periodic audits to assess the effectiveness of data governance measures and identify areas for improvement.



At Stavian Group, governance is not just a structural requirement—it is a strategic enabler. Throughout 2024, the Group has continued to reinforce its commitment to integrity, transparency, and accountability by enhancing board-level ESG oversight, formalizing ethical leadership, and embedding compliance and data governance into every layer of the organization.

With robust mechanisms for ethical decision-making, transparent internal reporting, and forward-looking capital allocation, Stavian ensures that sustainability is not treated as an afterthought, but as a core driver of long-term resilience and stakeholder trust. As we look ahead, the Group will continue to evolve its governance frameworks to meet emerging expectations and regulatory standards—strengthening its position as a responsible leader in global trading and industrial development.

CHAPTER 5

MAPPING REPORT CONTENT TO GRI STANDARDS



ENVIRONMENTAL PILLAR STANDARDS

GRI Standard	Disclosure	E Initiative
GRI 102: General Disclosures (2016)	102-11: Precautionary Principle or approach	E1.3: Enhancing Climate Resilience
GRI 103: Management Approach (2016)	103-2: The management approach and its components	E1.1: Promoting a Green Culture
GRI 201: Economic Performance (2016)	201-2: Risks and opportunities due to climate change	E1.3: Enhancing Climate Resilience
GRI 301: Materials (2016)	301-2: Recycled input materials used	E2.1: Embedding Sustainability into Product and Market Strategy
GRI 302: Energy (2016)	302-1: Energy consumption within the organization	E2.2: Investing in Renewable and Cleaner Energy and E3.1: Maximizing Energy Efficiency
	302-4: Reduction of energy consumption	E2.2: Investing in Renewable and Cleaner Energy and E3.1: Maximizing Energy Efficiency
	302-5: Reductions in energy requirements of products and services	E2.1: Embedding Sustainability into Product and Market Strategy
GRI 305: Emissions (2016)	305-1: Direct (Scope 1) GHG emissions	E1.2: Advancing Towards Net-Zero Emissions
	305-2: Energy indirect (Scope 2) GHG emissions	E1.2: Advancing Towards Net-Zero Emissions
GRI 306: Waste (2020)	306-2: Management of significant waste-related impacts	E3.2: Closing the Loop on Resource Use and Waste
	306-4: Waste diverted from disposal	E3.2: Closing the Loop on Resource Use and Waste
	306-5: Waste directed to disposal	E3.2: Closing the Loop on Resource Use and Waste
GRI 308: Supplier Environmental Assessment (2016)	308-1: Suppliers screened using environmental criteria	E2.3: Strengthening Environmental Compliance
	308-2: Negative impacts in the supply chain and actions	E2.3: Strengthening Environmental Compliance

SOCIAL PILLAR STANDARDS

GRI Standard	Disclosure	S Initiative
GRI 202: Market Presence (2016)	202-2: Proportion of senior management hired from the local community	S3.1: Creating local job opportunities
GRI 403: Occupational Health and Safety (2018)	403-1: Occupational health and safety management system	S1.1: Promoting occupational health and safety
	403-2: Hazard identification, risk assessment, and incident investigation	S1.1: Promoting occupational health and safety
	403-5: Worker training on occupational health and safety	S1.1: Promoting occupational health and safety
GRI 404: Training and Education (2016)	404-2: Programs for upgrading employee skills and transition assistance programs	S1.2: Building inclusive career development
	404-3: Percentage of employees receiving regular performance and career development reviews	S1.2: Building inclusive career development
GRI 405: Diversity and Equal Opportunity (2016)	405-1: Diversity of governance bodies and employees	S1.3: Upholding diversity and equal treatment
	405-2: Ratio of basic salary and remuneration of women to men	S1.3: Upholding diversity and equal treatment
GRI 413: Local Communities (2016)	413-1: Operations with local community engagement, impact assessments, and development programs	S3.2: Supporting education and upskilling
	413-2: Operations with significant actual and potential negative impacts on local communities	S3.3: Implementing localized social initiatives
GRI 414: Supplier Social Assessment (2016)	414-1: New suppliers that were screened using social criteria	S2.2: Applying ESG criteria in partner selection
	414-2: Negative social impacts in the supply chain and actions taken	S2.3: Maintaining transparent and ethical collaboration
GRI 416: Customer Health and Safety (2016)	416-1: Assessment of the health and safety impacts of product and service categories	S2.1: Enhancing customer experience

GOVERNANCE PILLAR STANDARDS

GRI Standard	Disclosure	G Initiative
GRI 2: General Disclosures (2021)	2-1: Organizational profile	Chapter 1, Introduction to Stavian Group
	2-2: Entities included in the organization's sustainability reporting	Chapter 1, Introduction to Stavian Group
	2-3: Reporting period, reporting cycle, and contact point	Chapter 1, Introduction to Stavian Group
	2-4: Activities, value chain, and other business relationships	Chapter 1, Introduction to Stavian Group
	2-9: Governance structure and composition	Chapter 4, G3.1: Enhancing board-level oversight
	2-12: Role of the highest governance body in overseeing the management of impacts	Chapter 4, G1.2: Enhancing governance in capital allocation and G3.1: Enhancing board-level oversight
	2-13: Delegation of responsibility for managing impacts	Chapter 1, Sustainability Governance Structure and Chapter 4, G2.2: Establishing an independent compliance function
	2-14: Role of the highest governance body in sustainability reporting	Chapter 1, Sustainability Governance Structure and Chapter 4, G2.2: Establishing an independent compliance function
GRI 2: General Disclosures (2021)	2-17: Collective knowledge of the highest governance body	Chapter 4, G3.1: Enhancing board-level oversight
	2-18: Evaluation of the performance of the highest governance body	Chapter 4, G2.3: Promoting ethical leadership
	2-19: Remuneration policies	Chapter 4, G2.3: Promoting ethical leadership
	2-22: Statement on sustainable development strategy	Chapter 1, Message from the Chairman of the Board of Directors and Chapter 4, G1.1: Integrating sustainability into corporate strategy
	2-23: Policy commitments	Chapter 4, G1.1: Integrating sustainability into corporate strategy and G2.1: Formalizing corporate ethics
	2-24: Embedding policy commitments	Chapter 4, G1.2: Enhancing governance in capital allocation and G2.1: Formalizing corporate ethics
	2-25: Processes to remediate negative impacts	Chapter 4, G3.2: Implementing transparent internal reporting
	2-26: Mechanisms for seeking advice and raising concerns	Chapter 4, G3.2: Implementing transparent internal reporting
	2-27: Compliance with laws and regulations	Chapter 4, G3.3: Strengthening data governance
	2-29: List of Stakeholders	Chapter 1, Stakeholder engagement

	3-1: Materiality Assessment Process	Chapter 1, Identification of Materiality issues
GRI 3: Material	3-2: List of Material Topics	Chapter 1, Identification of Materiality issues
	3-3: Management of Material Topics	Chapter 1, Identification of Materiality issues
GRI 203: Indirect Economic Impacts (2016)	203-1: Infrastructure investments and services supported	Chapter 4, G1.3: Supporting national industrial policy
GRI 205: Anti-corruption (2016)	205-2: Communication and training about anti-corruption policies and procedures	Chapter 4, G2.1: Formalizing corporate ethics
GRI 418: Customer Privacy (2016)	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chapter 4, G3.3: Strengthening data governance



Looking Ahead: Strategic Priorities to 2030

As Stavian Group continues to grow its ESG maturity, we have identified key forward-looking priorities for the coming years:

Environmental: Expand renewable energy adoption; reduce GHG intensity by 30% by 2030; develop water reuse systems.

Social: Strengthen local hiring programs; ensure 100% of employees receive at least one upskilling opportunity per year.

Governance: Establish ESG audit protocol; expand supplier code of conduct compliance from pilot to full implementation by 2026.

These goals are embedded into our business strategy, ensuring that sustainability remains at the core of Stavian's long-term success.

YOUR PROSPERITY JOURNEY STARTS WITH US

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